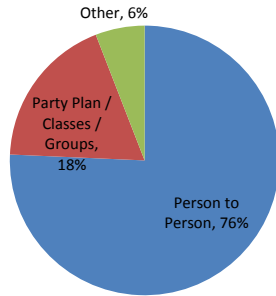


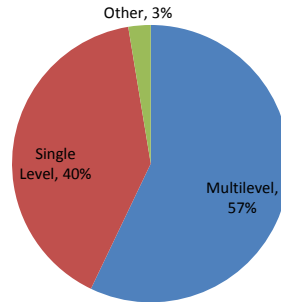


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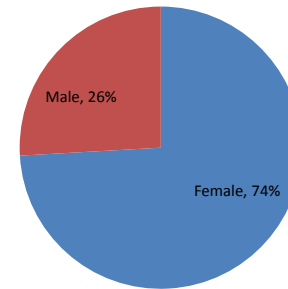
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Sales by Sales Strategy



Sales by Compensation Plan



Gender of Sales Force

Region/Country	Sales by Sales Strategy			Sales by Compensation Plan			Gender	
	Person to Person	Party Plan / Classes / Groups	Other	Multilevel	Single Level	Other	Female	Male
Global	76%	18%	6%	57%	40%	3%	74%	26%
Asia/Pacific	83%	9%	9%	49%	44%	7%	63%	37%
Australia	42%	50%	8%	90%	10%	0%	80%	20%
China	na	na	na	na	na	na	na	na
Hong Kong	98%	2%	0%	94%	6%	0%	57%	43%
India	92%	9%	0%	95%	5%	0%	70%	30%
Indonesia	na	na	na	na	na	na	na	na
Japan	87%	0%	13%	39%	48%	13%	76%	24%
Korea	75%	25%	0%	28%	72%	0%	76%	24%
Malaysia	na	na	na	95%	5%	0%	62%	38%
New Zealand	86%	14%	0%	60%	40%	0%	69%	31%
Philippines	na	na	na	na	na	na	na	na
Singapore	91%	8%	2%	89%	11%	0%	46%	54%
Taiwan (1)	na	na	na	100%	0%	0%	68%	32%
Thailand	87%	10%	3%	100%	0%	0%	55%	45%
Vietnam	na	na	na	na	na	na	na	na
Other Asia/Pacific	na	na	na	na	na	na	na	na
Europe/Africa	74%	26%	0%	60%	40%	0%	87%	13%
Austria (1)	na	na	na	na	na	na	55%	45%
Belgium	12%	77%	11%	na	na	na	72%	28%
Bulgaria	92%	9%	0%	97%	3%	0%	85%	15%
Croatia	80%	15%	5%	95%	5%	0%	60%	40%
Czech Republic	99%	1%	0%	89%	11%	0%	92%	8%
Denmark	50%	50%	0%	100%	0%	0%	60%	40%

Estonia	95%	5%	0%	100%	0%	0%	95%	5%
Finland	62%	36%	2%	85%	15%	0%	80%	20%
France	64%	36%	0%	17%	83%	0%	78%	22%
Germany (1)	62%	37%	1%	36%	64%	0%	73%	27%
Greece	na	na	na	na	na	na	na	na
Hungary	97%	3%	0%	91%	9%	0%	78%	22%
Ireland	82%	18%	0%	44%	56%	0%	75%	25%
Israel	na	na	na	na	na	na	na	na
Italy	64%	36%	0%	29%	71%	0%	75%	26%
Latvia	81%	19%	0%	82%	18%	0%	94%	6%
Lithuania	75%	25%	0%	75%	25%	0%	94%	6%
Luxembourg	na	na	na	na	na	na	na	na
Netherlands	81%	17%	1%	90%	10%	0%	80%	20%
Norway	85%	15%	0%	90%	10%	0%	85%	15%
Poland	95%	5%	0%	91%	9%	0%	90%	10%
Portugal	na	na	na	na	na	na	na	na
Romania	97%	3%	0%	98%	2%	0%	82%	18%
Russia	82%	18%	0%	100%	0%	0%	91%	9%
Slovakia	90%	10%	0%	70%	30%	0%	na	na
Slovenia	15%	85%	0%	85%	15%	0%	65%	35%
South Africa	95%	5%	0%	80%	20%	0%	84%	16%
Spain	na	na	na	na	na	na	86%	14%
Sweden	57%	43%	0%	64%	36%	0%	77%	23%
Switzerland	na	na	na	na	na	na	53%	47%
Turkey	99%	2%	0%	85%	15%	0%	90%	10%
Ukraine	na	na	na	na	na	na	88%	12%
United Kingdom	86%	14%	0%	90%	10%	0%	91%	9%
Other Europe/Africa	na	na	na	na	na	na	na	na
Latin America	91%	9%	0%	20%	80%	0%	92%	8%
Argentina	86%	14%	0%	12%	88%	0%	94%	6%
Bolivia	100%	0%	0%	38%	62%	0%	98%	2%
Brazil	na	na	na	5%	95%	0%	na	na
Chile	99%	2%	0%	30%	70%	0%	90%	10%
Colombia	na	na	na	41%	59%	0%	95%	5%
Ecuador	85%	15%	0%	50%	50%	0%	70%	30%
Mexico (1)	90%	10%	0%	37%	63%	0%	95%	5%
Peru	100%	0%	0%	15%	85%	0%	95%	5%
Uruguay	na	na	na	na	na	na	na	na
Venezuela	na	na	na	na	na	na	na	na
Central America/Caribbean (2)	97%	0%	3%	44%	56%	0%	91%	10%
Other Latin America	na	na	na	na	na	na	na	na
North America	64%	28%	8%	93%	7%	0%	82%	18%
Canada	67%	33%	0%	93%	7%	0%	91%	9%
United States (1)	64%	28%	9%	93%	7%	0%	82%	18%

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Note: Figures are based on DSA member companies unless otherwise noted.

(1) Includes non-member companies.

(2) Central America/Caribbean includes Dominican Republic, Costa Rica, El Salvador, Guatemala, Honduras and Panama.