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Amend Memo

BATCo MARKETING STRATEGIES

Objective:

"To develop a long term worldwide marketing plan which makes BATCo gain market leadership on the back of one dominant brand. Long term no more than two international brands per region should be supported continuously".

Strategy:

The worldwide trend to international brands is relentless and their global market penetration has doubled over the last ten years to more than 12%. Accordingly marketing resources will be concentrated behind the following key international brands with particular emphasis on the designated regions:

Benson & Hedges	Worldwide <i>East</i>	
555	Worldwide <i>East</i>	
JPGL	ISC & Africa	
Lucky Strike	Worldwide	
Kent	Worldwide	
Barclay	Europe	X

General and market specific brand guidelines will be issued to all operating companies as part of the Company Plan process. Operating Companies should demonstrate how they intend to achieve market leadership for their key international brand over the longer term in accordance with overall brand plans. It is expected that no company will support more than two international drive brands long term.

National brands currently account for 75% of BATCo sales and are likely to continue to account for the majority of sales in the foreseeable future. However, resources allocated to these brands should be on the basis of local heritage which cannot be covered by international brand promises, and where sustainable long term significant consumer franchises can be achieved. In order to move towards the longer term objective of building market leadership with one or two dominant brands per region, it is expected that no company will have more than three brands in its drive brand portfolio in the medium term.

Objective:

"To improve BATCo's profitability by building brands with critical mass allowing for spending synergies, manufacturing scale, research concentration, speed of innovation and management synergies".

Strategy:

Philip Morris' international profitability per mile is currently 85% higher than BAT. This is a function of a limited brand range (less than 40 active trademarks versus 240 for BATCo), concentration on the premium end of the market, consistent global or regional brand strategies, emphasis on marketing efficiency and productivity, and larger average manufacturing plant size.

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The attainment of these same virtues forms an integral part of BATCO's marketing strategy. The importance of consistent support of a focused drive brand portfolio has been described above but there are other issues which need to be addressed by Operating Companies in their planning which are critical to the attainment of this objective.

Marketing Productivity

All companies should seek to achieve reductions of at least 5% p.a. in real per mille trade and consumer marketing costs (excluding brand communications expenditure). Methods to assess the efficacy of marketing activity must be developed for all aspects of the marketing mix. There is no reason why marketing cannot be subject to the same quantitative measurement disciplines that apply to, for example, production. Operating Companies will be required to justify their marketing plans on quantified, research based criteria rather than judgement. Measurement systems should be focused on the consumer and evaluated against key competitor brands. Millbank Marketing will actively seek to establish and communicate appropriate measurement systems but, in their absence, the onus remains on the Operating Companies to ensure that appropriate tools are in place.

Operating Companies should use whatever critical mass is at their disposal to ensure that ~~as much as possible of their marketing budget is spend against the consumer.~~ Concentrating budgets in a single agency to reduce commission fees is encouraged (though subject to agency alignment of international brands which will be controlled by International Brand Management in Millbank). Similarly agencies should increasingly be responsible for all aspects of consumer communications across the marketing mix and not simply ATL spend in order both to reduce management overheads and ensure a commonality of message and look.

Traditional ATL media still represents the most cost effective means of reaching the consumer. Wherever regulations and market circumstances allow, brand budgets should reflect this reality. Significant investment in less efficient means of reaching the consumer should only be considered if they have a realistic potential of escaping anticipated future restrictions on tobacco advertising and marketing.

Trade marketing should also be part of a constant review of how to become a) more competitive and b) more productive. Better distribution, POS presence, trade relationships, etc. are critical to the future of our brands.

Marketing plans should not ignore their potential effect on manufacturing application within a given time frame. The attainment of international brand product quality standards remains a key objective. Smoking quality should be assessed by the consumer and products should perform in accordance with the brand proposition.

Brand Management

The essence of BATCO's marketing strategy lies in disciplined, consistent and long term management of a focused brand portfolio.

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All drive brands must have a defined Copy Strategy which forms the base document on which all aspects of the brand are managed. Once established these copy strategies will not be amended unless there are compelling market reasons for doing so. In the case of the six key international brands the Copy Strategy will be developed by International Brand Management in Millbank.

Brand resources should always be directed at the full revenue segment of the market in order to drive value share at a faster rate than volume share. Similarly key brand share will become as important a performance indicator as corporate share is currently. Tactical new brand launches are to be avoided wherever possible and in all instances should be drawn from BATCo's current portfolio of active trademarks.

Brands management must encompass all elements of the marketing mix, not simply advertising and promotion. This implies that marketing management must have a full understanding of sales and distribution, product formulation and manufacture, and the financial implications of these. Operating Companies should demonstrate how they intend to manage brands as businesses in their own right.

A long term focus on developing brand businesses requires 'milestone' markers to measure progress against the eventual objective. All drive brands should have measurable short and medium term targets to fulfil this role. These should encompass not only consumer share and ex-factory sales but distribution levels, brand and advertising awareness, smoker profiles, trial rates, and brand image attributes.

Objective:

"Develop and test copy, products, packaging and line extension strategies for 555 and B&H which, once proven to drive market shares in premium segments in core markets, will be rolled out globally".

Strategy:

BATCo will only invest centrally behind 555 and B&H amongst its UK International Brand portfolio. Full brand guidelines will be issued as an integral part of the Company Plan process.

Agency assignment for these brands is the responsibility of International Brand Management in Millbank. The agency of record for 555 and B&H is BSB and all brand support budgets must be channelled through them (both ATL and BTL). Any exceptions to this require prior approval from International Brand Management.

Any Operating Company that wishes to market these brands will be expected to adhere to the international brands plans. Local variations in product formulation and advertising execution will only be permitted on the basis of quantitative research evidence.

No significant element of the marketing mix of these key brands can be altered without quantitative research backing and the prior approval of International Brand Management.

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Maintenance of international quality standards is a fundamental pre-requisite for the right to manufacture the key international brands. Operating Companies must indicate how they intend to achieve these standards as measured by QUAINT and MASQ and PQRS within a defined time frame.

BATCo has developed a new uniform package for John Player Gold Leaf in conjunction with the African and Sub Continent Operating Companies. This encompasses a new copy strategy, standard new packaging, a standard cigarette, new advertising and new product guidelines. This will form the basic brand package which Operating Companies will adopt during 1994/95. Operating Companies are encouraged to identify new opportunities for the launch of JPGL.

Usage of all other BATCo trademarks remain the prerogative of Operating Companies. Brand plans should conform, however, to the marketing principles outlined above.

Objective:

"To develop in accordance with the Brand Owners, best business building strategies for Lucky Strike, Barclay and Kent".

Strategy:

International brand strategy will remain the responsibility of Brown & Williamson but BATCo's marketing of these brands will be co-ordinated and controlled through the USIB unit in Millbank. Accordingly, all proposals affecting strategy for these brands should be channelled through the USIB unit in Millbank in the first instance.

The operating principles governing the key UK international brands apply equally to the B&W trademarks. Brand guidelines will be issued as part of the Company Plan process.

Objective:

"To build and hire the best marketing talent worldwide".

Strategy:

- To implement the marketing strategies outlined above. BATCo needs the highest quality marketing professionals. Our policy is to develop and promote internally over the longer term. However, until the quality of internal marketing managers has attained the required standard, it will be necessary to supplement our internal resources with some external recruitment of mid career professionals.
- BATCo will continue to focus upon 'on the job training' with the line manager having the prime responsibility for this. The development of modular training and subject specific seminars by BATCo will continue to assist with this process. Operating Companies should construct clear training plans to improve the quality of their marketing staff.

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- The new Marketing Staff Planning system will be progressively implemented during 1993 with proactive career planning for managers on Grade 10+ (plus those below Grade 10 but identified as having potential), whether international or national staff. This new system will ensure that BATCo is getting the best value from its staff whilst developing individuals to their maximum potential.

Objective:

"To build a world class trade marketing organisation so that the trade regard BATCo as their preferred supplier over our competitors whilst ensuring that trade marketing effort and expenditure is integrated fully with our brand objectives".

Strategy:

- To achieve sales and profit targets by securing the active support of the wholesale and retail trade by offering them superior support in all aspects of Trade Marketing and Distribution in each trade channel. BATCo will offer them advice and support which is tailored to their specific needs.
- To ensure regular trade coverage either directly or through distributor sales forces of outlets accounting for at least 75% of all market sales.
- To increase distribution and visibility of our brands in each trade channel, to better target sales calls and to optimise the effectiveness of all trade marketing personnel.
- To restructure the trade marketing organisation to reflect the sophistication and specialisation of the trade and to ensure changing patterns of sales are anticipated and exploited.

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