

your journey to **GOLD LEADER**

As you focus on the fundamentals of selling and growing your team, the journey is supported with rewards...

EARN LIKE AN EXECUTIVE LEADER ON NEW BUSINESS

NEW!! JOURNEY TO GOLD RECRUITING REWARDS

AUDIENCE: LEADER TO EXECUTIVE LEADER

TIMING: C13-C19 (TS C15-C21, 2016)

Receive **\$35** for each Qualified New Recruit (QNR) in your first Generation during the incentive period. For the purpose of this incentive the QNR must be a **traditional recruit** (not from an Avon generated lead such as ALMA)



A Qualified New Recruit is a Representative that places a first order of \$100 or more during the incentive and pays for that order on time**

Reinstatements will not count as QNR

Plus, you can still cash in with Onboarding Rewards.

**A Qualified New Recruit is a new Representative with cumulative sales of \$100 or more within their first 30 days of his/her date of Appointment as it appears on the Avon contract and pays for these sales on time. These sales can come from the Representative's first YourAvon.com order, Avon eStore orders, or Avon Sales Center purchases. When appointed less than 30 days prior to the incentive ending to qualify toward the QNR goal for the incentive, the new Representative must achieve the \$100 or more cumulative sales goal before his/her RPS update for the last campaign of the incentive.

ONBOARDING REWARDS

AUDIENCE: LEADER TO EXECUTIVE LEADER

TIMING: C6-C19 (TS C8-C21, 2016)

Earn **10%** on LOA 1-4 first generation \$100+ orders

Qualifying Representatives will receive their normal commission in accordance with their leadership title (Leaders 6.5%, Silver Leaders 7.5%, Gold Leaders 8.5%, and Executive Leaders 9%) They will then receive the difference to total 10%,

Ex: Leaders would get their normal 6.5% plus an additional 3.5% to total 10% commission



PROMOTE + MENTOR REWARDS

AUDIENCE: LEADER AND ABOVE

TIMING: C10-C19 (TS C12-C21, 2016)

PROMOTE

Earn **\$250** when you promote to Leader, Silver Leader, or Gold Leader for the first time



Promote Title to:	Cash Reward
Leader	\$250
Silver Leader	\$250
Gold Leader	\$250

2nd Chance! We're giving all Representatives the opportunity to re-title. If you advance to Leader, Silver Leader, or Gold Leader for the first time since C5, 2016 (TS 7), you'll earn the reward too

If a Sales Leader promotes multiple titles in a single campaign, then he/she is eligible to receive the rewards for each title.



C10

Leader

C11

Gold Leader

C12

Gold Leader

\$250

\$250

Representatives can earn the reward regardless of whether they have an upline.

MENTOR

Earn **\$375** when you G1 Representative promotes to Leader, Silver Leader, or Gold Leader for the first time since C5, 2016 (TS 7)

Must be at equal or greater title to Promoting Representative

G1 REP PROMOTES TO:	Cash Reward
Leader	\$375
Silver Leader	\$375
Gold Leader	\$375

ADDITIONAL RULES & REGULATIONS

- Reinstatements are eligible to receive all rewards but will not count towards Onboarding Rewards for LOA 1-4.
- To count for this Incentive, orders must be received and placed on time according to their RPS schedule.
- Cash rewards earned will be awarded in the form of direct deposit or a pre-paid card, and will be issued in the Campaign following achievement.
- Rewards will be held if a Representative is not active or in good standing (past due more than 2 Campaigns).
- Avon reserves the right to review and withhold rewards for account balances over \$500.
- Bonus Dollars, including Double and Triple Dollars will not count towards order size in this incentive.
- Avon reserves the right to substitute a reward of equal value or lesser value, adjust rules and regulations or cancel the program at any time, at its sole discretion.

- 1900 Districts and District 2214 are not eligible to participate in this Incentive.
- Avon reserves the right to audit all performance data when determining Incentive reward eligibility and reserves the right to disqualify or remove any Representative it determines has violated principles of fairness or program intent.
- Accounts that undergo additional review will be delayed in receiving any Incentive reward, to determine such eligibility.
- This program is subject to all applicable federal, state and local laws and regulations.
- All federal, state and local taxes, if any, associated with acceptance of the reward are Representative's responsibility.
- By participating, Representatives agree that Avon will have no liability whatsoever for, and shall be held harmless by Representative against, any liability, for any injuries, losses or damages of any kind, resulting in whole or in part, directly or indirectly, from acceptance, possession, misuse or use of the reward or participation in this program.
- Void where prohibited.
- All dollars shown are in U.S. dollars