

DOUBLE YOUR SALES LEADERSHIP EARNINGS CHECK

Order Incentive

Campaign 5 – 7 (Trendsetter 7 – 9) 2015

AVON

the company for women

ELIGIBLE REPRESENTATIVES

All Representatives who are Unit Leader and above by the end of Campaign 7, 2015 (Trendsetter C9, 2015) and who earn a Sales Leadership Earnings Check paid in Campaign 6, 2015 (Trendsetter C8, 2015)

THE REWARD



CASH REWARD! Avon will match your Sales Leadership Earnings check paid in Campaign 6, 2015 (Campaign 5, 2015 performance) when the requirements of this Incentive are met.

Example: If your Sales Leader Earnings check paid National Campaign 6, 2015 is \$300 then when you meet your goals for this Incentive you will receive an additional \$300.

- Just for Us Recruiting, Just for Us Title Advancement and Executive Cash bonuses are not included in cash rewards.
- Cash rewards will be mailed in the form of a check the week of April 27th, 2015.

HOW TO ACHIEVE

Meet both of your personalized First Generation Order Goals by the close of the Incentive period to qualify for the cash reward:

- **Goal #1:** Total First Generation Orders **AND**
- **Goal #2:** First Generation orders of \$100 or more

GOALS & TRACKING FOR THIS INCENTIVE

Your personalized First Generation Order Goals for this Incentive will be provided to you via the following:

- Emailed directly to all Sales Leader Representatives who are Candidate or above the week of January 26th, 2015
- From your District Sales Manager beginning the week of January 19th, 2015
- On Downline Manager beginning the week of January 19th, 2015

Daily tracking begins in Campaign 5 - Track your performance and the performance of your team on Downline Manager under Avon Generated Reports!

ADJUSTMENT REQUESTS AND REWARDS

- Adjustment requests due to Avon error must be submitted to Springdale Customer no later than April 28th, 2015. Requests submitted after April 28th, 2015 will not be accepted.
- In the event that an adjustment request is approved the resulting cash reward will be mailed in the form of a check the week of May 18th, 2015

IMPORTANT GUIDELINES

- To count for this Incentive, orders must be received by 11:59 P.M. (Representatives local time zone) on the Representative's individual RPS order submission date.
- Representatives in Caribbean Divisions (Carnival, Sunshine and Oceanview) are eligible to participate in this Incentive.
- Representatives' accounts must be active and in good standing (past due no more than 2 Campaigns and under \$500) at the end of the Incentive period and maintain this standing until the cash bonuses are awarded.
- 1900 Districts are not included 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 have less than 85% of orders within the Incentive period that are paid or more than 10% of Total Award sales deriving from out of stock items will be subject to immediate and higher levels of scrutiny. Accounts that undergo additional review will be delayed in receiving any Incentive reward, to determine such eligibility. All rewards will be mailed no later than the week of May 11th, 2015.
- Avon will monitor the Sales Returns for 4 Campaigns following the close of the Incentive to ensure that a Representative has not attempted to artificially inflate her total sales during the Incentive Period. In the event that a cash reward recipient is determined to have violated principles of fairness or Program intent that Representative's account will be charged back in for the total amount of the cash rewards received.
- Void where prohibited.

FREQUENTLY ASKED QUESTIONS ("FAQ")

1. Q: Who is Eligible to participate in this incentive?

A: All Representatives who by the close of National Campaign 5 are Unit Leader or above and therefore earned a Sales Leadership Earnings Check for their Campaign 5, 2015 performance and received the check in Campaign 6, 2015 are eligible to participate. Representatives who meet the order count goals for this Incentive must maintain a Sales Leader Title of Unit Leader or above by the close of Campaign 7, 2015 to receive the reward.

2. Q: Which Sales Leadership Earnings Check will be doubled?

A: The Sales Leadership Earnings check received in Campaign 6, 2015 (for performance in Campaign 5, 2015) is the check that will determine cash rewards in this Incentive.

3. Q: Where do Sales Leaders see their goals?

A: Personalized Goals will be sent to Sales

Leader Representatives on or around January 26th. Goals will also be available on the Downline Manager under Avon Generated Reports. District Sales Managers will also have visibility to personalized Goals for eligible Representatives in their District.

4. Q: Must orders be paid to count for the incentive?

A: Orders do not have to be paid in order to count for this Incentive. However, accounts that have less than 85% of orders within the Incentive period that are paid will be subject to immediate and higher levels of scrutiny and may be disqualified from this Incentive.

5. Q: When will the rewards be paid?

A: Rewards will be mailed in the form of a check the week of April 27th, 2015.

6. Q: I do not believe that my Campaign 5 Leadership Earnings check amount was correct. How can I have this corrected?

A: An adjustment request should be submitted if a correction to your cash reward and Sales Leadership earning check amounts is required. Adjustment requests are only approved due to Avon error and must be submitted to Springdale Customer Care through a situation report no later than April 20th. Requests submitted after April 30th will not be accepted.

7. Q: If my Second Generation Representatives are rolled up to me will their orders count towards my goals?

A: No, rolled up Representatives do not count towards goals.

8. Q: If I advance in title during the Incentive period will my goals change?

A: No. Personalized goals will not change during the Incentive period.