

grow to WIN getaway



PATICIPANTS

All Sales Leadership Representatives who are Ambassadors, Silver Ambassadors, Gold Ambassadors, Leaders, Silver Leaders, Gold Leaders, Executive Leaders, Silver Executive Leaders, Gold Executive Leaders, and Platinum Executive Leaders by the national close of Campaign 1, 2016 (Trendsetter Campaign C3'2016)



HOW TO ACHIEVE

Sales Leadership Representatives who exceed their "personal prospect" Qualified New Representative (QNR) goal by the greatest percentage at the close of the Incentive period will qualify to earn the trip.

- The **Top 70 Ambassadors, Silver Ambassadors, and Gold Ambassadors** will earn the trip and the top 71 to 150 Ambassadors will receive a \$200 Gift Card.
- The **top 40 Leaders** will earn the trip and the top 5 Leaders will also get to bring a guest.
- The **top 40 Silver Leaders and Gold Leaders** and the top 5 will also get to bring a guest.
- The **top 10 Executive Leaders, Silver Executive Leaders, Gold Executive Leaders, & Platinum Executive Leaders** and the top Executive Leader, Silver Executive Leader, Gold Executive Leader, & Platinum Executive Leader will also get to bring a guest.

In the event of a tie at any level, tie-breaker will be based on the highest Unit Sales for the New Qualifying Representatives during the incentive period.

Personal Prospect: A personal prospect is a potential recruit that is not the result of any Avon Source such as Alma Leads. ALMA leads, even if assigned, delegated or reassigned, will not count towards the incentive.

Qualifying New Representative (“QNR”): Qualifying New Representatives are new Representatives who place a first order of \$100 or more during the Incentive period and who pay for that order on time.

- Reinstatements do **not** count as Qualifying New Representatives for this program.

QUALIFYING MINIMUM GOALS

Ambassador, Silver Ambassador, & Gold Ambassador	5 QNR in Gen 1
Leader	10 QNR in Gen 123
Silver Leader & Gold Leader	12 QNR in Gen 123
Executive Leader, Silver Executive Leader, Gold Executive Leader & Platinum Executive Leader	15 QNR in Gen 123

UNDERSTANDING WHAT YOUR GOAL IS

- Sales Leaders will participate in this Incentive based on their Sales Leader Title at the end of C22’2015 (TS C24’2015).
- Sales Leaders who were not Ambassadors or above in C22’2015 (TS C24’2015), who become Ambassadors or above by the end of the Incentive period will participate as an Ambassador.
- Sales Leaders who were an Ambassador or above in C22’2015 (TS 24’2015) and promote to a higher title will participate in this Incentive based on the title they held at the close of C22’2015 (TS 24’2015).

TRACKING AND ACHIEVERS LIST

Tracking Available SMO & DLM	November 10, 2015
Preliminary Achievers Posted	January 22, 2016
Exception Requests Due	February 5, 2016
Final Achievers Posted	February 12, 2016
Gift Card Redemption Code mailed to Achievers	February 26, 2016

IMPORTANT GUIDELINES

- To count for this Incentive, orders must be received by the Representative's individual RPS order submission date. In addition, the order must be paid for in full before the Representative's individual RPS order submission date of the next Campaign.
- Breast Cancer and Domestic Violence cause products do not count toward order size for this Incentive.
- Avon reserves the right to substitute a reward (or portion there) with something of comparable or greater value, in its sole discretion.
- Rewards cannot be transferred or substituted or assigned by Achievers. Rewards cannot be redeemed for cash.
- Avon reserves the right adjust rules and regulations or cancel the program at any time, at its sole discretion.
- 1900 Districts are not eligible to participate in this Incentive.
- Avon reserves the right to not award all trips if, in its sole discretion, fewer individuals exceed their "personal prospect" Qualified New Representative goal (as determined by Avon in its sole discretion) than number of trips available for a specific level.
- All costs and expenses associated with acceptance and use of the trip not specified herein as being provided, including, without limitation, ground transportation, luggage fees, meals and drinks not covered by the all-inclusive plan and gratuities, are the Achiever's sole responsibility.
- For the avoidance of doubt, the top 70 Ambassadors are not permitted to bring a Guest. Achievers and Guests will receive round-trip coach class air transportation between the major gateway airport nearest Achiever's residence and airport nearest destination (as determined by Avon in its sole discretion). Achievers and Guests must be at least 18 years old. Achievers and guests will be required to execute and return a liability/publicity release within the time period stated by Avon or trip will be forfeited. Achiever and Guest must travel together and on the same itinerary and are responsible for obtaining all necessary travel documents, including passports and/or visas (as applicable). Travel arrangements will be made through Avon's agent and on a carrier of Avon's choice. Achiever and Guest must travel on dates set forth by Avon or trip will be forfeited. All trip details are at Sponsor's sole discretion.
- Gift Cards will be awarded to achievers through a SuperCertificate® Reward Redemption Code. Redemption Code will be mailed and/or emailed to achievers. Achievers can use the code to redeem the gift card of their choice at GiftCertificates.com™.
- 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.
- Representative's account must be active and in good standing (past due no more than 2 Campaigns). Avon reserves the right to review and withhold rewards for account balances over \$500.
- 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 (including any travel or activity related thereto) or participation in this program.

- Avon's decisions on all matters relating to this program are final and binding.
- Limit 1 reward per individual.
- All dollars shown are in U.S. dollars.
- Void where prohibited.