



Head Start Period: Campaigns 23 to 26, 2018

Incentive Period: Campaigns 1 to 8, 2019

AVON IS THROWING A FIESTA IN LOS CABOS MEXICO

Earn trip for one or two, June 2 to 5, 2019

Trip includes:

- 3 Night hotel stays at the Hyatt Ziva
- All-inclusive package with unlimited food and beverage
- Airfare
- Ground transportation to/from hotel in Mexico
- Welcome Reception
- Farewell Reception
- **Approximate Retail Value: \$1,600**

VAMOS HEAD START:

Goal	Incentive Points
Traditional Qualified New Recruit (QNR)	300
Promote to Bronze Ambassador	500
Mentor a First Generation Representative to Promote to Bronze Ambassador	250

- A **Qualified New Recruit** is a new Representative who places a first or second order of \$150+ (by LOA 2) and pays for that order on time. To count towards the Head Start Period, a Qualified New Recruit must sign a contract 10/1/18 or later and place a qualifying order **during the Vamos Head Start Period** and cannot be an ALMA lead.
- Must be a first-time promotion to Bronze Ambassador to earn points for both mentoring and promoting.

Pro Tip: Have 1 Qualified New Recruit each Campaign to earn 1,200 Incentive Points.

You'll be 25% of the way towards earning a Trip for 1.

YOU CHOOSE HOW TO EARN. BUT HERE ARE SOME SECRETS TO SUCCESS:

YOU CAN EARN A TRIP FOR 1 WHEN YOU SELL AND RECRUIT

A NEW REPRESENTATIVE EACH CAMPAIGN

EARN A TRIP FOR 2 BY DEVELOPING OTHERS TOO

EARN INCENTIVE POINTS TO RECEIVE REWARDS ALONG THE WAY:

Incentive Points	Towel	Tote	Mirror & Brush Set	Trip for 1	Trip for 2
1,000	☀				
2,000	☀	☀			
3,000	☀	☀	☀		
5,000	☀	☀	☀	☀	
7,000	☀	☀	☀		☀

HOW TO EARN POINTS DURING THE INCENTIVE PERIOD:

GOAL	INCENTIVE POINTS EARNED
SELL	
\$300 to \$499	100
\$500+	200
RECRUIT	
ALMA Qualified New Recruit	150
Personal Qualified New Recruit	300
DEVELOP	
Each time your Qualified New Recruit places another \$150+ order during the incentive	100
Promote to a new leadership title for the first time	1,000
Mentor a first-generation Representative to promote to a new leadership title for the first time	500

- All sales goals are in Award Sales
- For purposes of this incentive, A Qualified New Recruit (QNR) is a Representative who places a first or second order of \$150+ **during the incentive timeframe** (by LOA 2) and pays for that order on time.
- Incentive points for promoting and mentoring are for first-time only. Must promote to Bronze Ambassador or above to earn these points.

SALES TARGET FAQs:

What are Award Sales?

Award Sales includes direct delivery, sales center orders, and demos. Gifts with purchase do not count for this promotion. Bonus Dollars including Double and Triple Dollars are not included in order size for this promotion.

If I don't meet my sales target every campaign can I still earn incentive points?

Yes, each campaign is reviewed independently so if you miss in one campaign, you can still achieve the sales target and earn points in another campaign.

If I have \$1,000 in sales in a campaign, how many incentive points will I earn?

You will earn 200 Incentive Points. Points will only be awarded once per campaign. The maximum number of incentive points to earn through sales is 200 per campaign.

Can I use Leadership Bonus points to meet the sales targets?

No, Leadership Bonus Points cannot be applied towards sales goal.

If I'm not in Leadership can I earn any of the rewards?

Yes, you can earn the towel. You're great at selling though, so if you continue to sell and begin to recruit and reach to hit Leadership you can earn a trip to Cabo!

QUALIFIED NEW RECRUIT FAQs:

What is a Qualified New Recruit (QNR)?

For purposes of this incentive, A Qualified New Recruit (QNR) is a Representative who places a first or second order of \$150+ **during the incentive timeframe** (by LOA 2) and pays for that order on time.

Why do ALMA Recruits not count during the head start period?

Incentives are designed to help you focus on key business metrics to grow your sales and team. Since there is no recruiting message in the brochure during this time, it's important to recruit face to face.

Will a Campaign 1, LOA 2 \$150+ order count towards this incentive?

Yes, this will count towards the incentive because he/she became a QNR during the incentive period, regardless of first order size.

Will a Campaign 9, LOA 2 order count towards this incentive?

No, he/she must become a QNR during the incentive period Campaign 1, 2019 to Campaign 8, 2019.

Will I achieve the additional order Bonus incentive points on my new recruit's qualifying first or second order?

No. You will achieve the Bonus on any \$150+ order after the new recruit has placed a qualifying order.

If I recruit a Qualified New Recruit who closes their account prior to the incentive being over will they still count towards the incentive?

Yes, they will count. However, Avon audits incentive programs and has the right to disqualify anyone it determines has violated the spirit of the incentive or principles of fairness and program intent.

Will a pending appointment from July count towards the Vamos Head Start Period?

No, to earn points in the Head Start Period the Representative must contract 10/1 or later (when the incentive was announced).

Will a Campaign 23 LOA 2 \$150+ order count towards the Vamos Head Start Period?

Yes, this will count towards the incentive because he/she became a QNR during the incentive period, regardless of first order size. The recruit must still have contracted 10/1/18 or later through and been from a personal source.

QUALIFIED NEW RECRUIT PLACES ADDITIONAL \$150+ ORDERS FAQs:

Can I earn these points for a new recruit who was not a Qualified New Recruit?

No, you will only achieve the Bonus points on QNR additional orders.

Will I achieve the Bonus incentive points even if my QNR's \$150+ orders are not consecutive?

Yes, you will achieve the Bonus in each campaign during the Incentive Period that your QNR places a \$150+ order, after his/her first qualifying order.

Is there a limit to how many times I can achieve the bonus Incentive Points?

No, there is no limit so we recommend you start building your team early on during the incentive period so they have more time to place qualifying orders and you can earn points.

Will I earn these points for the Qualified New Recruits I recruited during the head start period?

Yes. You will receive these incentive points during the incentive period only, C1 to C8.

Will I earn these points during the Head Start Period?

No. You will earn these points only during the incentive period.

TITLE PROMOTION AND MENTOR FAQs:

Will I get points if I promote to a Star Promoter?

No, you will earn points beginning when you promote to Bronze Ambassador or higher.

What campaign are you basing my promotion on?

This incentive is based on your first time promote. You will earn promotion points if you earn a Promotion Bonus for the first time as part of Advanced Leadership structure.

Can I earn the promotion points if I advance more than one title during the incentive period?

Yes, you will earn points for each title in which you promote.

I entered leadership during the incentive period. In Campaign 4 I promoted to Silver Ambassador. Will I get points for promoting to Bronze Ambassador and Silver Ambassador?

Yes, you would get 2,000 Incentive Points since you promoted twice.

In order to receive the points for mentoring a first generation (G1) title advancement, do I have to be at the same title or higher?

Yes. As a mentor, you should be at the same title or higher as your first generation recruit. You will earn mentor points if you earn an initial Mentor Bonus as part of Advanced Leadership structure.

During the head start period, can I earn Incentive Points for promotions above Bronze Ambassador (Ex. Silver Ambassador)?

No. We encourage you to work with the people not in Leadership and your new Representatives to start building the skills necessary to earn the trip during the incentive period.

REWARD FAQs:

I earned the trip for one, will I have my own room?

No, the reward is based on double occupancy. Achievers of the trip for one will have to share a room with another Avon Representative unless he/she buys-in a guest.

Will there be a buy-in option for this trip?

Yes, there will be a buy-in option based on availability. The cost for an adult buy-in aged 13+ is \$1,200. The cost to buy in a child aged 1-12 is \$750. This cost does not include airfare.

I earned the trip, but cannot attend. Will there be a buy-out option?

Yes, if you earned the trip but cannot attend you will receive \$500 if you earned the trip for one, and \$1,000 if you earned the trip for two. In order to receive the cash reward you must still opt-out of the trip via the registration links which will be sent to you via email by the close of the incentive.

I earned the trip for two, but am not bringing a guest. Will I receive any sort of compensation?

Yes, if you earned the trip for two but will not be bringing a guest you will have the option to either have your own room or receive \$500.

When will I begin to receive the Avon branded rewards?

You will receive the Avon branded rewards in your YourAvon.com order. Place an order within 2 Campaigns of achievement to receive your reward.

Do I have to place an order on YourAvon.com to receive the Avon branded merchandise?

Yes. Unless otherwise specified, these rewards will ship in your orders within two Campaigns of achievement. If an order is not placed, they will be forfeited. Be sure to place an order on YourAvon.com.

ADDITIONAL FAQs:

Where can I see how I am tracking towards earning?

You can see where you are tracking on the Avon Grand Fiesta Report in VIBE. There will also be a tracking widget available when we launch the landing page for this incentive. The widget will live on that page on YourAvon.com.

Will Avon be auditing incentive results?

Yes. Avon will monitor results throughout the incentive period and has the right to disqualify and or remove anyone it determines has violated the spirit of the incentive or principles of fairness and program intent..

What does Avon look for when auditing incentive reports?

Avon reviews sales and recruiting activity to audit for compliance with the Independent Sales Representative Contract Terms and Conditions, and the Business Policies and Procedures for Avon Independent Sales Representatives.

Will there be additional ways to earn Incentive Points throughout the incentive period?

Throughout the incentive period, Avon will be announcing the opportunity to earn Double Points.

In Campaign 2, you can earn Double Incentive Points on ALL Qualified New Recruits (QNR) - both personal and ALMA QNR! For Campaign 2 only, an ALMA QNR will count as 300 incentive points, and a traditional QNR will count as 600 incentive points. This follows the same rules as the C1 to C8 incentive period.

In Campaign 3, you can earn Double Incentive Points for sales as long as you have at least one online order that bills during Campaign 3. If your sales are between \$300 and \$499 you will receive 200 incentive points. If your sales are \$500 or more, you will receive 400 incentive points. To ensure your online order processes in Campaign 3, it must ship 2 days prior to campaign close.

In Campaign 6, you can earn Double Incentive Points when your Qualified New Recruits (QNR) place **another** \$150 order and pays for that order on time. Normally you would earn 100 points for each QNR's additional order, but for Campaign 6 you will earn 200 points. Reach out to all of your QNRs from Campaigns 20, 2018 to Campaign 5, 2019 and encourage them to place a \$150 order in Campaign 6. You'll see those incentive points add up fast.

TRACKING AND ACHIEVERS LISTS:

Reporting available in VIBE	By October 31, 2018
Final Achievers posted	April 4, 2019

IMPORTANT GUIDELINES:

- There will be no "gifting" of remaining Incentive Points. Incentive Points are non-transferable.
- 1900 Districts are not eligible to participate. Employees cannot participate with corporate account but are eligible to participate with their own Representative account.
- Once this incentive is over, there is no additional value of Incentive Points.
- Incentive Points cannot be combined with President Recognition Points.
- LABCs will participate based on their home accounts.
- Avon.com orders are credited to your campaign sales 2 business days after the order is shipped.
- Sales Center orders are credited to your campaign 48 hours after the purchase.
- YourAvon.com orders are credited at the time the order is billed.
- All costs and expenses associated with acceptance and use of the trip not specified herein as being provided, including, without limitation, luggage fees, anything outside of the all-inclusive plan, shopping, excursions, passports, etc. are the achiever's sole responsibility.
- Achievers 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 in advance all necessary travel documents, including passports.

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.

- Buy-ins will be allowed pending availability of rooms. There is no age restriction for buy-ins but there may be age restrictions for certain Avon hosted events.
- Avon reserves the right to substitute a reward (or portion thereof) with something of comparable or greater value, in its sole discretion.
- Use of reward may be subject to additional terms and conditions depending on product or service provider.
- Rewards cannot be transferred or substituted or assigned by Achievers.
- Avon reserves the right to adjust rules and regulations or cancel the program at any time, at its sole discretion.
- 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, program intent, or any violation of the [Independent Sales Representative Contract Terms and Conditions or the Business Policies and Procedures for Avon Independent Sales Representatives](#).
- 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
- See Avon Grand Fiesta Terms & Conditions for full details.