

*THIS IS  
BOSS LIFE*  
AVON

AVON

**PRESIDENT'S RECOGNITION PROGRAM** 2017

REVISED NOVEMBER 1, 2017





## DEAR REPRESENTATIVE,

I am so pleased to present our 2017 President's Recognition Program (PRP). This program is designed to recognize and reward an elite group of Representatives and Leaders, those Representatives with outstanding Award Sales of \$10,000 or more.

The benefits of the President's Recognition Program build as you rise up through our six sales Achievement Levels. The greater your sales, the greater your rewards:

- Depending on your PRP Level, you can earn up to 50% on your sales.
- You will earn Points that can be redeemed for gifts of your choice.
- You will receive an invitation to the exclusive President's Recognition Program Tribute, a luncheon that celebrates your success and accomplishments.
- Those who reach the President's Council Level (or higher!) can look forward to even more rewards—like our annual President's Recognition Program Celebration trip.

As you read about the President's Recognition Program in the following pages, set your goals, take action to achieve President's Club status or to increase your PRP Level, and reap the benefits. I look forward to celebrating your accomplishments in the year to come.

Warmly,

Betty Palm  
President, Social Selling

PRESIDENT'S  
RECOGNITION  
PROGRAM  
LEVELS OF SALES  
ACHIEVEMENT

**PRESIDENT'S CLUB**

**AWARD SALES ACHIEVEMENT \$10,000**

- **40% earnings guaranteed\*** and **25% on fixed-earnings items**
- Order up to 3 demos of any product in each *What's New*
- Invitation to the President's Recognition Program (PRP) Tribute
- Celebrate your birthday and holidays with the gift of **25 points\*\***
- Exclusive Gift presented at the PRP Tribute for the highest level of achievement
- Achievement pin presented at the PRP Tribute for the highest level of achievement
- **400 points** to redeem for the Mrs. Albee Award or to use toward other items available on Rewards Headquarters—the choice is yours!



\*On most Avon Brochure products.

\*\*Birthday Points will be awarded in the first campaign of the month of your birthday. December Holidays Points will be awarded in C-25.

**HONOR SOCIETY**

**AWARD SALES ACHIEVEMENT \$20,000**

**Privileges of President's Club plus:**

- Order up to 5 demos of any product in each *What's New*
- President's Recognition Program Tribute invitation for you and a guest
- **800 points**

**ROSE CIRCLE**

**AWARD SALES ACHIEVEMENT \$35,000**

**Privileges of the levels above plus:**

- 45% earnings guaranteed (25% on fixed-earnings items)
- Order up to 10 demos of any product in each *What's New*
- **1,600 points**

**DAVID H. McCONNELL CLUB**

**AWARD SALES ACHIEVEMENT \$65,000**

**Privileges of the levels above plus:**

- Order up to 15 demos of any product in each *What's New*
- **5,000 points**

**PRESIDENT'S COUNCIL**

**AWARD SALES ACHIEVEMENT \$110,000**

**Privileges of the levels above plus:**

- National Recognition Celebration at an exciting destination for you and a free guest
- Special toll-free number to Customer Insight Leadership Specialists
- **10,000 points**

**PRESIDENT'S INNER CIRCLE**

**AWARD SALES ACHIEVEMENT \$220,000**

**Privileges of the levels above plus:**

- 50% earnings guaranteed (25% on fixed-earnings items)
- Spirit of Albee Award, presented at the President's Recognition Program Celebration to all Inner Circle members who are Executive Leaders or above
- Special Inner Circle Reward Dollars. Go to [youravon.com](http://youravon.com) > Rewards & Recognition > Tools > Rewards, Awards and Rankings.
- **15,000 points**

Privileges begin as soon as you achieve these Sales Levels and will remain in affect until C-26 2018.

**EARN POINTS AT EVERY STEP OF YOUR BEAUTIFUL JOURNEY TO SUCCESS.**

There are many ways to earn Points. The more Points you earn, the more rewards you can collect along the way!

**CHOOSE FROM OVER 3,000 GIFTS LIKE THESE\* ANYTIME**

**AT OUR REWARDS HEADQUARTERS:**

\*The number of Points you earn determines the number and value of gifts you may choose. See Terms and Conditions for more details.



Dream Vacations



Home Entertainment



Electronics



Dining with Friends



Shopping



Home Appliances

**TO REDEEM YOUR POINTS, VISIT THE SITE AT [YOURAVON.COM](http://YOURAVON.COM) >**

**REWARDS & RECOGNITION > VISIT REWARDS HEADQUARTERS**

# GETTING THE POINTS

## SALES INCREASE

Representatives who are at **President's Club or higher** can earn **25 POINTS PER CAMPAIGN FOR EVERY \$100 SALES INCREASE** over their prior year's performance<sup>†</sup> in the same campaign.

**Example:** The following President's Club Representative would receive Points as follows:

CAMPAIGN	2016 AWARD SALES	Base for calculating sales increase	2017 AWARD SALES	YOU EARN
3	\$225	\$225	\$335	<b>25 points</b>
4	\$90	\$90	\$295	<b>50 points</b>
5	\$0	\$400	\$305	<b>0 points*</b>
6	\$0	\$400	\$525	<b>25 points*</b>
7	\$325	\$325	\$750	<b>100 points</b>

<sup>†</sup>If the Representative has no prior-year base, her/his base will be the minimum Award Sales Requirement for her/his Achievement Level. (President's Club \$400; Honor Society \$800; Rose Circle \$1,400; David H. McConnell Club \$2,500; President's Council \$4,200; and President's Inner Circle \$8,500.)

## 2017 SALES ACHIEVEMENT LEVELS

Representatives who are at **President's Club or higher** will earn Points when they achieve a Sales Level in the new cycle.\*

WHEN YOU ACHIEVE	YOU EARN	WHEN YOU ACHIEVE	YOU EARN
President's Club	<b>400 points</b>	David H. McConnell Club	<b>5,000 points</b>
Honor Society	<b>800 points</b>	President's Council	<b>10,000 points</b>
Rose Circle	<b>1,600 points</b>	President's Inner Circle	<b>15,000 points</b>

\*The Award Sales "clock" is reset to zero at the start of a new President's Recognition Program (PRP) cycle beginning in C-1 2018..



# BIRTHDAYS & THE HOLIDAYS

President's Recognition Program members receive 25 Points for both their birthdays and the December Holidays. Holiday Points are awarded at the close of C-25 National (C-1 Trendsetter).

## PRESIDENT'S RECOGNITION PROGRAM MEMBERS ALSO RECEIVE POINTS WHEN THEY CELEBRATE ANNIVERSARY MILESTONES.

### 5, 10, 15, 20 YEARS

5 years	<b>100 points</b>
10 years	<b>100 points</b>
15 years	<b>200 points</b>
20 years	<b>200 points</b>

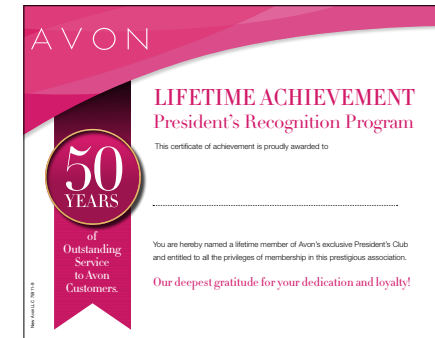
### 25+ YEARS

For your 25th anniversary and every fifth anniversary thereafter, you will receive Points:

25 years	<b>800 points</b>
30 years	<b>1,200 points</b>
35 years	<b>1,600 points</b>
40 years	<b>2,500 points</b>
45 years	<b>3,000 points</b>
50 years	<b>5,000 points &amp; \$25 gift card</b>
55+ years	<b>6,250 points</b>

### 50+ YEARS

**Lifetime Achievement President's Recognition Program Certificate** is awarded to Representatives celebrating 50 or more years of association, who have achieved President's Club Level or higher in at least one of the past five cycles. They will be awarded the benefits of President's Club for as long as they remain Representatives.



### 60+ YEARS

President's Recognition Program members celebrating 60 or more years of association will receive a gorgeous floral bouquet delivered to their homes.





# 2017 RECOGNITION EVENTS PLAN

- Focus all event recognition on a combination of business building and culture.
- Focus on Avon Pinnacle Recognition:  
Personal Sales Volume, Personal Sales Increase, Personal Recruiting (Traditional and Alma Recruits must be Qualified New Recruits), Personal Leader Development (First time Leadership title achievement in career starting at Bronze Ambassador in G1), Team Sales Volume, Team Sales Increase, Team Representative Growth (Team size increase over prior year, no Qualified Recruit requirement, minimum title ranked is Bronze Ambassador)
- Utilize 4 corporate sponsored events for recognition
  - Leadership Kickoff-January 19-21, 2018
  - Presidents Recognition Program Celebration-April 8-12, 2018
  - President's Recognition Program Tributes-April-May 2018
  - RepFest-July 27-29, 2018 (Location TBD)



# LEADERSHIP KICKOFF 2018

January 19–21, 2018  
Paradise Point, San Diego, CA

- Recognition Focus-Growing leaders and income
- Time frame—C 1-26, 2017
- Attendees—Gold Leaders and above
- Attendees will be recognized for their achievements

## **Business Building Recognition**

- **(NEW)** Bronze Leader Builder  
Recognition of upline Leaders who have the highest number of new Bronze Leaders in 1st generation
- **(NEW)** Top 20 Income Growth Earners  
Recognition of highest total dollar amounts in income growth over prior year
- **(NEW)** Top 20 Cash Bonus Income Earners  
Recognition of highest total dollar amounts in cash bonus income (received from the Promotion, Mentor and Qualified Recruit bonuses of the compensation plan)
- **(NEW)** Annual Leadership Income Earners—Recognition of Leadership income earned during the year
- **(NEW)** Activity Percentage of G1-G3—Recognition of Leaders with the highest percentage of their G1-3 placing orders
- **(NEW)** Average Order Size—Recognition of Leaders with highest order size within their G1-G3
- **(NEW)** Million Dollar Teams—Recognition of Leaders of million dollar teams

## **Culture Building Recognition**

- **(NEW)** Avon Guiding Spirit Award  
Recognition of nominated Leader who is leading by example, inspiring and mentoring others.





PRESIDENT'S  
RECOGNITION  
PROGRAM  
CELEBRATION  
2018

April 8—12, 2018  
Orlando, FL

- Recognition Focus-Avon's Pinnacle Awards
- Time frame—C 1-26, 2017
- Attendees—President's Council, President's Inner Circle and Bronze Executive Leaders and above who are President's Club or above.
  - President's Council, Inner Circle and Silver Executive Leaders and above may bring a free guest.
  - Bronze Executive Leaders are able to buy—in for one guest
- Recognition-based on achievement (do not need to attend)

#### **Business Building Recognition**

Avon Pinnacle Recognition:

Top 20 leaders in the Nation in the following categories:

- Personal Sales and Personal Sales Increase
  - #1-\$5,000 awarded for #1 in each; if #1 in both, an additional \$5,000 is awarded for a total of \$15,000
- Team Sales and Team Sales Increase
  - #1-\$5,000 awarded for #1 in each; if #1 in both, an additional \$5,000 is awarded. If #1 in Team Sales Volume is over \$10M, an additional \$5,000 is awarded.
- (NEW) Personal Recruiting, Personal Leader Development and Team Representative Growth
  - \$5,000 awarded for #1 in each

Each of the Top 20 Leaders above will be recognized at the event:

- #1-#10 will be recognized on stage.
- #11-#20 will be recognized while standing at their table.

Each of the Top 20 Leaders will receive a crystal award delivered to their home after the event.

Length of Association Milestone—50 years plus are recognized on stage

## WOMAN OF ENTERPRISE AWARD



**ALBA TABARES**  
2016 Avon Woman of Enterprise recipient

Every year, one Representative is selected to receive this honor. *This Representative personifies Avon, the Company for Women.* She is a dynamic individual who is committed to her community and serves as a role model as she shares the Avon Opportunity with others. The Avon Woman of Enterprise truly embodies Avon's five values and builds upon Avon's long heritage of encouraging women's financial empowerment and entrepreneurship.



## SPIRIT OF ALBEE AWARD

Presented at the President's Recognition Program Celebration to Representatives who sell at the President's Inner Circle Level and who are also Bronze Executive Leader and above. Achievers will be awarded with a check for \$1,500.



**LUZ STELLA BONGIOVI**  
President's Inner Circle,  
Bronze Executive Leader  
2015.



**ADA CORDERO**  
President's Inner Circle,  
Silver Executive Leader  
2011–2012, 2013–2014,  
2014, 2015.



**PAT PUZDER**  
President's Inner Circle,  
Silver Executive Leader  
2011–2012, 2012–2013,  
2013–2014, 2014, 2015.



**FLORENTINA RODRIGUEZ**  
President's Inner Circle,  
Silver Executive Leader  
2014, 2015.



**YVELISE SIMANCAS**  
President's Inner Circle,  
Bronze Executive Leader  
2011–2012, 2015.



PRESIDENT'S  
RECOGNITION  
PROGRAM  
TRIBUTES  
2018

April—May 2018

- Recognition Focus-Avon Pinnacle Recognition for Top Sellers and Top Leaders
- Time frame—C 1-26, 2017
- Attendees—All President's Club Members and above, and Bronze Leaders and above who are also President's Club level or above
- Recognition-based on achievement (do not need to attend)

#### **Business Building Recognition**

##### **Avon Pinnacle Recognition:**

**Recognition of President's Club and above and Bronze Leaders and above who are also President's Club level or above who have achieved the following in "You Do, You Get" targets** (established levels in each of the 7 Pinnacle Award categories.

- Personal Sales (NEW "You Do, You Get")  
Honor Society—Bronze Statuette, Rose Circle and David H. McConnell Club—Silver Statuette, President's Council and President's Inner Circle—Gold Statuette
- Personal Sales Increase (NEW You Do, You Get)  
\$2,500-\$9,999—Bronze Statuette, \$10,000-\$24,999—Silver Statuette, \$25,000 and above—Gold Statuette
- Personal Recruiting (NEW You Do, You Get)  
5-9 Qualified Recruits—Bronze Statuette, 10-24 Qualified Recruits—Silver Statuette, 25 or more Qualified Recruits—Gold Statuette
- Personal Leader Development (NEW You Do, You Get)  
1-2 Leaders—Bronze Statuette, 3-4 Leaders—Silver Statuette, 5 or more Leaders—Gold Statuette
- Team Sales (NEW "You Do, You Get")  
\$100,000-\$499,999—Bronze Statuette, \$500,000-\$999,999—Silver Statuette, \$1 million and above—Gold Statuette
- Team Sales Increase (NEW You Do, You Get) \$5,000-\$24,999—Bronze Statuette, \$25,000-\$49,999—Silver Statuette, \$50,000 and above—Gold Statuette
- Team Representative Growth (NEW You Do, You Get)  
25-49 Representatives—Bronze Statuette, 50-99 Representatives—Silver Statuette, 100 or more Representatives—Gold Statuette



PRESIDENT'S  
RECOGNITION  
PROGRAM  
TRIBUTES  
2018

April—May 2018

- **(NEW)** Top 20 Avon Pinnacle Recognition by Region  
#1—Gold Award, #2—#5 Silver Award, #6—#20 Bronze Award
- **(NEW)** Top 20 Avon Pinnacle Recognition in Nation (from PRPC)
- PRP Membership Mentoring-Certificate  
New detail: Bronze Leaders and above who close the year (C-26 2017) with a minimum growth of 2 new PRP members over the close of prior year (C-26 2017)
- Leadership Title Advancement-Certificate  
Bronze Leaders and above who achieve a new Leadership title for the first time in career C-26 2017.
- Sales Level Advancement-Certificate  
First time in career at President's Club and above during C-26 2017.

**Culture Building Recognition**

- Spirit of Avon  
**(New process)** Each Bronze Executive Leader and above, and each Sales Development Coach will nominate one recipient in their downline/area who is a President's Club member or above and a Bronze Leader or above.



# REPFEST 2018

July 27-29, Location TBD.

- Recognition Focus-Based on how Representatives are tracking toward success in 2018.
- Time frame—"On track" recognition based on C 1-13, 2018, except where otherwise noted.
- Attendees—All Avon Representatives.
- Recognition-based on attendance at the event.

## **Business Building Recognition**

- Avon Pinnacle Recognition of Top 20 "On Track" recognition (C 1-13, 2018)
- (NEW) President's Recognition Program "On Track" to new level (C 1-13, 2018)
  - "On track" to President's Club through President's Council
  - President's Inner Circle achievers

## **Incentives**

Cruise Like a Boss and more

- Leadership Title Advancement (C 14-26, 2017 through C 1-13, 2018)  
First time in career Ambassadors through Executives.
- (NEW) "Consecutive Campaign Orders" or "Never Missed an Order" recognition.  
Highest number of consecutive campaigns with orders.

## **Culture Building**

- Avon Women of Enterprise
  - Alumni-names announced, recognized on stage.
  - 2018 Woman of Enterprise-speaker on stage.
- Length of Association Milestones
  - Standing recognition by range of years.
  - 50+ years-names announced, recognized on stage.
- Spirit of Avon
  - Top 10 nominees from President's Recognition Program Tributes.

# AVON'S 2017 PRESIDENT'S RECOGNITION PROGRAM TERMS AND CONDITIONS

## PRESIDENT'S RECOGNITION PROGRAM OVERVIEW

Avon's President's Recognition Program (PRP) is Avon's premier recognition and rewards program for Avon Independent Sales Representatives ("Representatives").

The program is open to all Representatives who achieve President's Club and above, and are active and in good standing, unless those Representatives fall into a specifically excluded class. Those Representatives have been notified separately that they may not participate in the program.

The program runs annually and is based on Avon's campaign cycle (Campaign 1 through Campaign 26). The 2017 program runs from Campaign 1 2017 through Campaign 26 2017 for both Trendsetter and National Representatives.

Avon's President's Recognition Program ("PRP") operates on a Points System ("Points"). Points are awarded for different types of activity. The most common way for a Representative to earn Points is through her/his achievement of Award Sales. Please refer to the Award Sales section below for more information.

As a Representative reaches President's Club, she/he becomes eligible to participate in the PRP Tributes. As a Representative achieves higher Sales Levels, she/he may become eligible for the President's Recognition Program Celebration (PRPC). For full information on Avon's 2017 President's Recognition Program, please [click here](#).

In addition to recognition for Sales Achievement, Representatives who participate in Avon's Leadership Opportunity (known as "Leadership Representatives") may also be recognized in the 2017 program. Click on the Sales Leadership link at [youravon.com](#) to find the Sales Leadership Bonus Chart and details about Avon's Sales Leadership program.

For more information and for the Business Policies and Procedures for Representatives, please [click here](#). Avon reserves the right, in its sole discretion, to change these levels and any Sales Leadership requirements at any time.

## AWARD SALES

The most common way for a Representative to earn Points is through achieving Avon Award Sales. Award Sales are based on a Representative's purchases from Avon. Award Sales are given on almost all products within the Avon Brochure, including skin care, personal care, apparel and accessories. In addition, Award Sales are available when a Representative purchases Avon Brochures, demonstration products, samples and sales tools. Avon also sells products that benefit certain charitable causes ("cause-related products"), most notably the Breast Cancer Crusade and Speak Out Against Domestic Violence Awareness programs. Most cause-related products count toward Award Sales and, therefore, qualify for the President's Recognition Program Points. For a full description of Award Sales, please [click here](#).

The 2017 Program uses the following Award Sales Achievement Levels:

<b>President's Club (PC)</b>	Representative with Award Sales of <b>\$10,000 – \$19,999</b>
<b>Honor Society (HS)</b>	Representative with Award Sales of <b>\$20,000 – \$34,999</b>
<b>Rose Circle (RC)</b>	Representative with Award Sales of <b>\$35,000 – \$64,999</b>
<b>David H. McConnell Club (MC)</b>	Representative with Award Sales of <b>\$65,000 – \$109,999</b>
<b>President's Council (CO)</b>	Representative with Award Sales of <b>\$110,000 – \$219,999</b>
<b>President's Inner Circle (IC)</b>	Representative with Award Sales of <b>\$220,000+</b>

A Representative's Sales Achievement Level will be reviewed at the close of each campaign to determine at which level the Representative is eligible to participate in the program. Returns will be deducted from Award Sales in the campaign in which the returns are processed.

## SALES INCREASE RECOGNITION

President's Club and above have the opportunity to earn 25 Points for each \$100 increase in Award Sales over prior year for the same campaign. If the Representative has no prior-year base, her/his base will be the minimum Award Sales requirement for her/his Achievement Level (President's Club \$400; Honor Society \$800; Rose Circle \$1,400; David H. McConnell Club \$2,500; President's Council \$4,200; and President's Inner Circle \$8,500).

Sales Levels will be reviewed at the close of each campaign. Reinstatements may participate. Any Representative who has been removed from Avon's system but who returns to sell Avon with the same account number within twenty-six (26) campaigns is known as a "Reinstatement."

## PRESIDENT'S INNER CIRCLE REWARDS

When a Representative reaches \$220,000 in Award Sales, she/he becomes eligible to participate in Inner Circle Rewards of the 2017 President's Recognition Program.

President's Inner Circle participants have the opportunity to receive a cash award when specific milestone Sales Levels are reached. Upon reaching \$220,000 in Award Sales in the 2017 cycle/year, the Achiever will be issued a cash award of \$5,000. An additional cash award of \$1,000 will be issued at subsequent increments. To review the President's Inner Circle Rewards, please [click here](#). Returns will be monitored into the 2018 cycle. If it is determined that the amount of the returns has reduced the total sales from the 2017 cycle enough to bring sales below \$220,000 or below the increments that award at \$1,000, the President's Inner Circle member may be asked to return the cash awards received.

## 2017 PRESIDENT'S RECOGNITION PROGRAM (continued)

### POINTS EXPIRATION

Regardless of a Representative's Achievement Level, points earned in 2017 (C 1- 26 2017) will expire on June 30, 2019.

Avon reserves the right in its sole discretion to change any aspect of or to suspend the Points/rewards program at any time without notice.

### 2017 PRESIDENT'S RECOGNITION PROGRAM CELEBRATION

The President's Recognition Program Celebration ("PRPC") is a national recognition trip held annually to recognize Avon's highest-achieving Sales Representatives.

### 2017 PRPC ELIGIBILITY

Any Representative who has achieved the level required to attend the PRPC is known as an "Achiever." The following Representatives are eligible to attend the 2017 event:

- President's Council
- President's Inner Circle
- Leadership Representatives with the title of Bronze Executive Leaders and above who also have personal sales of President's Club or higher. Bronze Executive Leaders and above must be performing as Bronze Executive Leader and above at end of cycle (Campaign 26 2017) and within four (4) weeks of the trip to attend the trip, receive awards or receive a cash award or Points if not attending the trip.

Achievers who are "Title at Risk" will not be eligible to attend the celebration.

An Achiever must be an active Representative during the dates of the trip in order to attend the trip. An Achiever's account must be in good standing—past due no more than two (2) campaigns and no more than \$500—at least four (4) weeks prior to the trip in order to attend the trip, receive awards or receive a cash award or Points if not attending the trip.

Only one (1) trip is awarded per Achiever, unless that Achiever earned a free guest. If the Achiever does not attend the trip and the Achiever account is deemed to be in good standing (past due no more than 2 Campaigns and no more than \$500) and not Title at Risk, the Achiever may receive a cash award of up to \$750/Points, which will be provided after the trip date. If the Achiever account earned a free guest and the Achiever (and therefore the guest) did not attend the trip, the Achiever may also receive a second cash award of \$750/Points.

Either the primary applicant or the co-applicant on the Avon Independent Sales Representative account (by the close of Campaign 26 2017) can attend as the Achiever, unless the co-applicant attends as a buy-in or free guest of the primary applicant, in which case both individuals may attend the trip.

### FREE-TRIP ELIGIBILITY

Bronze Executive Leaders with personal sales of President's Club through David H. McConnell Club may "buy in" for a guest to attend.

President's Council, President's Inner Circle, Executive Leader (with sales of President's Council or above), Silver Executive Leader, Gold Executive Leader and Platinum Executive Leaders earn a free trip for a guest.

A free guest may attend the trip with the Achiever who has extended the invitation. Coach-class, round-trip airfare from a gateway airport in the U.S. is included. The free guest must be 18 years of age or older. The free guest must room with the Achiever who extended the invitation.

### NATIONAL RECOGNITION DURING THE CELEBRATION

At the 2017 PRPC event, Achievers will be recognized in the following ways:

Top 20 in the Nation for Avon's Pinnacle Recognition will be acknowledged and earn a free guest: Personal Sales Volume, Personal Sales Increase, Personal Recruiting, Personal Leader Development, Team Sales Volume, Team Sales Increase and Team Representative Growth.

Top 10 in the Nation in the above-mentioned seven categories will be recognized onstage.

The #1 in the Nation in the above-mentioned seven categories will receive a cash award of \$5,000. The #1 in both Sales Volume and Team Sales Volume must have sales increase over prior year to receive the cash award.

If an Achiever is #1 in both Sales Volume and Sales Increase, she/he will be awarded an additional \$5,000. If an Achiever is #1 in both Team Sales Volume and Team Sales Increase, she/he will receive an additional \$5,000. If the #1 in Team Sales Volume has a Team Sales Volume of over \$10 million, she/he will receive an additional \$5,000.

### Spirit of Albee Award

This award is presented at the President's Recognition Program Celebration to Representatives who sell at the President's Inner Circle Level and are also Bronze Executive Leader and above. Achiever(s) will be awarded with a check for \$1,500.

## NATIONAL RECOGNITION DURING THE CELEBRATION (continued)

### Guests

Guests must be 18 years of age or older to attend any program event and must be accompanied by the achieving Representative who extended the invitation.

Another PRPC Achiever or Avon Coach cannot attend as a Representative's guest. If a Representative is not eligible for a free guest, the Representative may, under certain circumstances, purchase a place on the trip for a "buy-in guest." There is a limit of one (1) buy-in guest per Achiever, and the guest must share the same room.

### Co-Applicant

The trip is awarded to the Representative who is listed as the primary applicant on the account. It is not transferable to anyone other than a co-applicant registered on the account prior to the end of the PRP cycle (Campaign 26 2017).

### Travel

Avon will schedule all airline reservations for Achievers and free guests. There are no reimbursements for reservations made by Achievers on their own.

Achievers share accommodations with their free or buy-in guest or with another Achiever if they do not bring a guest. Achievers and guests are responsible for incidentals, including gratuities, telephone calls, meals, transportation and activities not provided by Avon.

Other than service animals, pets are not allowed (regardless of hotel policy).

## AVON WOMEN OF ENTERPRISE PROGRAM (AWE)

Every year, one Representative is selected to receive the Avon Woman of Enterprise Award. Those chosen for this award are dynamic individuals who are committed to their communities and serve as role models as they share the Avon Opportunity with others.

AWE Achievers must be active Representatives in good standing—past due no more than two (2) campaigns and no more than \$500—with an Avon Length of Association ("LOA") of at least five (5) years. AWE Achievers must represent Avon credibly and as needed in sanctioned speaking engagements, appearances and other publicity.

The Avon Woman of Enterprise current-cycle Achiever may have a free guest at PRPC. For more information about AWE, please [click here](#).

## PRESIDENT'S RECOGNITION PROGRAM (PRP) TRIBUTES

PRP Tributes are typically lunch events that are held to recognize Representatives who have achieved President's Club and above and are invited to attend. In order to attend the PRP Tribute and receive an award, you must be an active President's Club member or above and your account cannot be past due.

A Sales Leadership Representative must be a Bronze Leader or above and President's Club or above to attend and receive an award. All personal Award Sales will count toward Total Team Sales.

Award Sales includes almost all products purchased for resale to Customers and credited at the Customer price, including Avon Apparel and Accessories, plus Representative purchases of Avon Brochures, demonstration products, samples and sales tools. Cause-related items will count toward PRP Sales Achievement Level (not toward Sales Leadership bonuses).

Representatives who qualify in more than one category will receive an award for each achievement earned.

LABC Store Accounts/Personal Accounts will not participate in recognition for Sales Volume Awards, Sales Increase Awards and Best New Sales Performer Award. To determine the jewelry and gift to be awarded at PRP Tributes and for recognition at PRPC, LABC Store Accounts and Personal Accounts will be combined and the combined Sales Level will determine the Sales Achievement Level, which will be designated on the Personal Account.

Recognition gifts will be awarded for the highest level of achievement only. A Representative may receive a gift for the highest Sales Achievement Level and for the highest Leadership title achievement.

Avon reserves the right at its sole discretion to change the terms of this program and any recognition requirement at any time.



## GENERAL PROVISIONS

Avon reserves the right to change the President's Recognition Program rules, Terms and Conditions at any time and without prior notice. For the most updated Terms and Conditions for this program, please [click here](#).

Avon will not provide a refund of any fees charged or Points redeemed if the Achiever or guest is not satisfied with the trip or accommodations of the PRPC trip.

Avon reserves the right to change the terms of or cancel the celebration trip in the event of a natural disaster, political strife or an act of God.

Avon is required by law to file an Income Information Form (1099) with the IRS when the value of prizes, travel, awards, bonuses, etc., including President's Recognition Program awards, totals \$600 or more in a calendar year. These amounts are income for tax purposes and any taxes due are the responsibility of the Representative. Points awarded will be reported only when they are redeemed.

Avon reserves the right in its sole discretion to change the terms of this program, including any achievement or recognition requirements, at any time.

Avon will conduct Award Sales reviews and may determine to remove the Award Sales and adjust Sales Achievement Level for Award Sales not earned in a fair manner. In addition, if necessary, Avon may remove a Representative and close her/his account(s) to ensure the integrity of the program.

Avon reserves the right to review returns in 2018 and adjust 2017 Sales Achievement Levels if there is reason to believe that the Representative has manipulated any Avon or affiliated system or in any way violated program intent.

Representatives must comply with the statements of the Independent Sales Representative Contract and business policies and procedures.

Representatives must be active and not past due to receive Points and redeem these Points at Rewards Headquarters.

In the event a Representative is removed, she/he will have thirty (30) days in which to redeem Points remaining in her/his account. In the event a Representative dies while her/his account is still active, her/his estate will have sixty (60) days in which to redeem Points remaining in the account. In all instances, in order to be eligible for Points redemption, the Representative or the estate must pay the Avon account balance in full. Points cannot be applied to the account balance.