

Career & Compensation Plan At-a-Glance

AVON

As a **Promoter**, your focus is selling amazing products to consumers and inviting others to join your team.

As an **Ambassador**, you enter the first levels of Leadership. Your focus continues on selling consistently and sponsoring others to join your team.

As a **Leader**, you role model behaviors of success and show your team how to reach their sales and team building goals. The best way to coach them is by example – selling consistently, sponsoring others, and training & developing your team members.

As an **Executive Leader**, you continue to focus on personal sales, team building and sponsoring others, while coaching the Leaders on your team to identify, mentor, and support future Leaders in their own team.

TITLE	REPRESENTATIVE EARNINGS ¹		CAMPAIGN PERFORMANCE REQUIREMENTS				
	BEAUTY, JEWELRY, HEALTH & WELLNESS	FASHION & HOME	PERSONAL SALES	G1 ORDER	TOTAL TEAM SALES ²	G1 LEADERS	
PROMOTER	PROMOTER	20-40%	20%	\$50	1		
	STAR PROMOTER	20-40%	20%	\$50	2		
AMBASSADOR	BRONZE (BA)	20-40%	20%	\$200	3	\$1,000	
	SILVER (SA)	20-40%	20%	\$200	6	\$2,000	
	GOLD (GA)	20-40%	20%	\$200	9	\$4,000	
LEADER	BRONZE (BL)	20-40%	20%	\$200	10	\$8,000	
	SILVER (SL)	20-40%	20%	\$200	10	\$12,500	1 Leader
	GOLD (GL)	20-40%	20%	\$200	10	\$20,000	1 Leader
EXECUTIVE LEADER	BRONZE (BEL)	20-40%	20%	\$200	10	\$40,000	2 Leaders (1 Gold Leader+)
	SILVER (SEL)	20-40%	20%	\$200	10	\$100,000	4 Leaders (2 Gold Leaders+)
	GOLD (GEL)	20-40%	20%	\$200	10	\$200,000	6 Leaders (1 Executive Leader & 1 Gold Leader+)
	PLATINUM (PEL)	20-40%	20%	\$200	10	\$400,000	8 Leaders (2 Executive Leaders & 2 Gold Leaders+)

¹ Earn up to 40% on Beauty, Jewelry, and Health & Wellness, 20% on Fashion and Home. President's Club Representatives earn a minimum of 40% and can earn up to 50% on Beauty, Jewelry, and Health & Wellness items, and 25% on Fashion and Home products.

² Team Sales is the summation of your Personal Sales plus G1, G2, G3, G4, and G5 team sales.

³ Earn a one-time \$20 Recruiting Bonus for each Qualified New Recruit you personally add to your team and who submits a paid, minimum order of \$150 within their first two campaign.

QUALIFIED NEW RECRUITS ³	BONUS				GENERATION BONUS ⁶					LEADER BONUS ⁶					LIFESTYLE BONUS ⁷
	SPONSORING ⁴	PROMOTION ⁵	MENTOR ⁵	G1	G2	G3	G4	G5	L1	L2	L3	L4	L5		
\$20	3%														
\$20	3%														
\$20	3%	\$500	\$250	3%	3%										
\$20	3%	\$750	\$375	4%	3%										
\$20	3%	\$1,000	\$500	5%	3%	2%									
\$20	3%	\$1,500	\$750	6.5%	3%	2%	1%								
\$20	3%	\$2,000	\$1,000	7.5%	3%	2%	1%		3%						
\$20	3%	\$2,500	\$1,250	8%	3%	2%	1%		3%	2%					
\$20	3%	\$3,000	\$1,500	8%	3%	2%	1.5%	0.5%	3%	3%					\$250
\$20	3%	\$5,000	\$2,500	8%	3%	2%	1.5%	0.5%	5%	3%	2%				\$300
\$20	3%	\$10,000	\$5,000	8%	3%	3%	2%	0.5%	5%	5%	4%	2%			\$350
\$20	3%	\$20,000	\$10,000	8%	3%	3%	2%	1%	5%	5%	4%	2%	2%		\$400

⁴ Earn a 3% bonus on the sales of new recruits when you have a minimum of \$50 in Personal Sales.

⁵ The Promotion and Mentor bonuses are earned for first time title achievement and are paid over 4 campaigns. To receive the Mentor Bonuses, you must maintain the same Performance title or higher as the promoting Representative.

⁶ Generation Bonuses are calculated at 70% on the paid team sales from your downline. Leader Bonuses are calculated at 70% on the respective team sales of Leaders and Executive Leaders in your downline.

⁷ You will receive a Lifestyle Bonus each campaign that you continue to meet your Title qualifications.