DESTINATION AVON 2020

CARIBBEAN ODYSSEY

For All Representatives | December 11, 2019 to August 4, 2020 (Campaigns 1 to 17, 2020)

Join us aboard Royal Caribbean's: Odyssey of the Seas November 9 – 14, 2020

EARN AN ALL-INCLUSIVE TRIP FOR 1 OR 2

TRIP INCLUDES:

- 6 Days, 5 Nights aboard Royal Caribbean's Odyssey of the Seas
- Accommodations, Deluxe food and beverage package, Wi-Fi included
- Roundtrip Airfare to Fort Lauderdale*
- Exclusive Avon activities and onboard experiences
- **Approximate Retail Value: $2,800**

HOW TO EARN:

2019 President's Recognition Program (PRP) Members will receive a sales goal for C1-C17 2020 based on prior year sales for C1-C17 2019. When you achieve your sales goal, you will earn a trip for one or two! New PRP members will also qualify with sales goals based on when they joined Avon. See below for details.

	Trip for 1	Trip for 2
2019 PRP Members*	Increase your sales by $7,500 (versus prior year sales C1-C17 sales)	Increase your sales by $12,000 (versus prior year C1–C17 sales)
2019 Contenders and Premier Level	Achieve $15,000 in sales within C1-C17	Achieve $22,000 in sales within C1-C17
New Representatives as of C1 2019 (12/12/2018)	Achieve PC+ status within C1-C17	Achieve $15,000 in sales within C1-C17

*2019 PRP Members goal is based on $7,500 increase over Campaign 1 to Campaign 17, 2019.

FAQS:

What are Award Sales?

Award Sales include sales from AvonNow.com, online store, sales center orders, and What's New Preview Products. Gifts with purchase do not count for this promotion. Bonus Dollars including Double Dollars are not included in order size for this promotion.

Where can I see my sales goal?

- Your goal will be emailed to you on January 27, 2020 and will be available on a personalized dashboard on AvonNow.com by February 3, 2020.
- If you are a PRP member, your goal is based on prior year sales, not including Double Dollars.

How will I know how I am tracking towards my goal?

- By February 3, 2020 you will be able to see how you are tracking on a personalized dashboard on AvonNow.com

Does online fundraising count towards my goal?

- Yes, fundraising is a great way to build your sales and will count.

I'm in Leadership, can I earn through recruiting or team sales?

- No, this incentive is based on your Award Sales.

I have a co-applicant; do they get to attend the trip with me?

- Only one trip is awarded per achiever, unless that achiever earned the trip for 2. Either the primary applicant or the co-applicant on the account can attend as the achiever.

I earned the trip, but can't attend, can I send someone in my place?

- No, the trip is not transferable and all guests must be accompanied by an achiever or co-applicant.

Can I bring another Avon Representative or Avon Associate as my guest?

- Not unless that guest is a co-applicant. The trip is to celebrate achievers. All Representatives have an opportunity to achieve.

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.

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 and the Business Policies & Procedures for Avon Independent Sales Representatives.

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

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

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

- This incentive is a celebration of the Avon community and achievement and for our Representatives to experience in person. There will not be a buy-out option.

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 have your own room aboard Odyssey of the Seas. You must let us know that you are not bringing a guest during the registration process

What is President's Recognition Program (PRP)?

- A Representative who earned $10,000 or more in Award Sales in 2019 or 2020 is a member of the PRP.

EXAMPLES:

Last year Jackie who qualified PRP in 2019 and sold $7,000 Campaigns 1 to 17, 2019.

	Trip for 1	Trip for 2
Jackie **PRP member**	Jackie's sales goal is $14,500 ($7,000 + $7,500) achieved C1 to C17, 2020 Jackie increased her personal sales by $8,000 over her prior year sales of $7,000. Total sales achieved: $15,000	Jackie's sales goal is $19,000 to earn a trip for 2 ($7,000 PY sales + $12,000 increase). Jackie did NOT earn based on her total sales of $14,500. She was short $4,500.

Mia is a PRP member and sold $5,000 C1-C17, 2019.

	Trip for 1	Trip for 2
Mia **PRP Member**	Mia's sales goal is $12,500 in C1-C17, 2020 Mia's total sales C1-C17 totaled $18,000. Mia earned the trip for 1.	Mia's sales goal for trip for 2 is ($5,000 PY Sales + $12,000) Mia's total sales were $18,000. Mia earned trip for 2.

TRACKING AND ACHIEVERS LISTS:

Goals available in VIBE	January 27, 2020
Reporting available in VIBE	February 3, 2020
Widget available on YourAvon.com	February 3, 2020
Final Achievers posted	

TRACKING: AVONNOW.COM / INCENTIVES / DESTINATION AVON / TRACK YOUR PROGRESS

IMPORTANT GUIDELINES:

- 1900 Districts are not eligible to participate. Employees cannot participate with corporate accounts but are eligible to participate with their own Representative account.
- Achiever must be an active Representative at time of trip to attend.
- Orders must bill during the incentive period to count towards the incentive.
- LABCs home and personal accounts will be combined to create the personal goals and for tracking purposes.
- 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.
- AvonNow.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 from within the 50 United States 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/cabins. 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 of Royal Caribbean and travel providers.
- 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 or Business Policies and Procedures for 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 Destination Avon 2020: Caribbean Odyssey Terms & Conditions for full details