

New Representative Allocation: Terms & Conditions

EXTENDED! Incentive runs from Campaign 1 through Campaign 7, 2024 (January 2, 2024 – April 9, 2024 (“Incentive Period”))

ELIGIBILITY: New Representative Allocation 2023 (“Incentive Program”) is open to all authorized Avon Representatives (“Representatives”) with a leadership achievement level Bronze Ambassador and above, who are legal residents of the fifty (50) United States and the District of Columbia.

All qualifying titled Leaders (Bronze Ambassador and above) will be rewarded for converting New Representatives to a \$100+ qualifying order in their 1st or 2nd campaign after joining Avon.

TO RECEIVE NEWLY CONTRACTED REPRESENTATIVES:

QUALIFICATIONS: To identify qualifiers we will use the leadership achievement title from the prior campaign. For example, for Campaign 1 all Leaders with an achievement title of Bronze Ambassador level or above at the close of Campaign 26, 2023 are eligible for the qualification. At the close of every campaign the eligibility for titles will be re-evaluated due to changes in the status of the account (for example, removals) or new achievements. Representative’s (Leader) account must be active and in good standing (past due no more than one campaign) to qualify for the allocation of new contracts. Avon reserves the right to review and disqualify Representatives for account balances over \$500.

Criteria 1:

Leaders (Bronze Ambassadors and above) will earn up to 5 newly contracted Representatives for every personally sourced recruit with a qualifying order of \$100+ in their 1st or 2nd campaign.

Leaders will have 2 full campaigns of opportunity to help new personally sourced recruits to get to the \$100+. The clock to count for the 1st or 2nd campaign will start after the close of the campaign in which new recruits signed up with Avon. Therefore, even new recruits who joined Avon in the last day of the campaign will have 2 full campaigns to place the \$100+ order in one of those 2 campaigns.

Personally sourced recruits who joined in C1 and haven’t placed a \$100+ order in either C1 or C2 can still place an order in C3 to count towards Leader’s qualification. Likewise, personally sourced recruits who joined in C1 but didn’t yet place an order of \$100+ can also place an order in C2 to count towards Leader’s qualification.

All new personally sourced recruits will have the campaign that they joined plus 2 full campaigns to place the \$100+.

Criteria 2:

Additionally, Leaders (Bronze Ambassadors and above) will earn up to 2 newly contracted Representatives for every company-sourced recruit given as part of criteria 1 with a qualifying order of \$100+ within their first 2 campaigns.

If a new company sourced recruit allocated as part of this Incentive program places an order of \$100+ in their first two campaigns, they will not count towards the Leader's qualification to earn additional recruits under Criteria 2.

All new company-sourced recruits will have the campaign in which they joined plus two full campaigns to place the \$100+.

DETAILS:

Company-sourced and personally sourced recruits from C7, 2024 will have through C9, 2024 to achieve the \$100+ order to qualify for the final allocation of new contracts.

To count for the \$100+ order Avon will sum all the award sales of orders placed during each individual campaign. All order sources will be included/considered for qualification (i.e. Representative personal orders, online customer orders and/or sales center orders). New Representatives will have the campaign they joined, and 2 more campaigns to place the \$100+ order.

\$100 qualifying order may be from either:

- Single order (ex. \$100 order in C3)
- Cumulative sales from multiple orders within the same campaign (ex. C3 personal order of \$40, and C4 online customer order of \$60 = \$100 cum. Sales)

NOTE: Cumulative sales across campaigns does not qualify (ex. C3 order of \$25, and C4 order of \$75 does not qualify)

The allocation of new contracted Representatives will happen once the qualification of any of the two criteria were met during the campaign.

Timing:

Allocation will be executed daily, Leaders and new contracts will receive an email the next day with their contact information.

Allocation may occur across different days as new contracts become available.

Allocation of new contracts will be while supplies last. In the event that there are no company sourced contracts available, no allocation will occur.

New allocated contracts will have 5 days to contact Avon Care Center via email or via phone at (866) 513-2866, for correction of the leader's assignment. If the newly allocated contracted Representative is removed from the Leader's allocation for any reason, then no new allocated recruit will be supplied.

Avon makes no claims express or implied as to the value of any specific individual allocated Representative and their business.

DISQUALIFICATION: Avon has the right to disqualify anyone it determines, in its sole discretion, has violated these Terms & Conditions, the Avon Policies, and/or the principles of fairness or program intent. It is the Representative's sole responsibility to know the status of their incentive attainment.

GENERAL: Avon reserves the right at its sole discretion to suspend, modify or terminate the Incentive Program (or any portion thereof) for any reason and at any time, including, but not limited to, should any portion of the Incentive Program be, in Avon's sole opinion, compromised by virus, worms, bugs, non-authorized human intervention or other causes which, in the sole opinion of the Avon, corrupt or impair the administration, security, fairness or proper play, or submission of sales or customer data. If terminated, Avon may, at its discretion, select the reward recipients for the categories at issue from all eligible, non-suspect sales and customer data received prior to action taken or as otherwise deemed fair and appropriate by Avon. In the event any dispute arises regarding the Incentive Program, each participant agrees that such dispute shall be resolved by applying the laws of New York and that it shall be resolved within and by the courts of that state. Avon reserves the right to cancel or modify the Incentive Program at any time. Persons who tamper with or abuse any aspect of the Incentive Program or who are in violation of these Terms and Conditions or who act in an unsportsmanlike or disruptive manner, as solely determined by Avon, will be disqualified.

Avon reserves the right to audit all performance data, including participating Representatives' sales volume, and will disqualify or remove any Representative it determines, in its sole discretion, has violated these Terms & Conditions and/or the principles or fairness of program intent. 1900 Districts are not eligible. To participate in this Incentive, Leaders must be in compliance with all terms and conditions of the Avon Independent Sales Representative Contract Terms and Conditions and the Business Policies and Procedures for Avon Independent Sales Representatives (collectively, "the Avon Policies"). The Incentive Program is governed by U.S. law and is subject to all applicable federal, state and local laws and regulations. Void wherever restricted or prohibited by law.

SPONSOR: The Avon Company, 165 Broadway, New York, NY 10006.