

Drive with Us!

Avon Canada Program Guide 1096

Exclusive for Executive Leaders and Above

Timing:

- Campaign 1 – 24 of the current year

Who's Eligible:

- **All** Newly Appointed and Established Independent Avon Leadership Representatives (“Leaders”) are eligible

Drive with us!

Meet all 3 qualifiers and earn a \$700 monthly car allowance for one year (12 months): total of \$8,400

- 1** Increase your Total Team Sales in C1-C24 of the current year (G1-3) vs. C3-C26 of the prior year, or minimum \$650,000, whichever is greater. Sales increase is cumulative.

Example: If you have \$800,000 prior year G1-G3 Total Team Sales, you must attain at least \$800,001 G1-G3 Total Team Sales in the current year.

Example: If you have \$600,000 prior year G1-G3 Total Team Sales, you must attain at least \$650,001 G1-G3 Total Team Sales in the current year.

AND

2 **EITHER**

Maintain a "Paid Title" of Senior Executive Leader (SEL) or above 16 out of 24 Campaigns of the current year.

OR

Increase your Total Team Sales in C1-C24 of the current year (G1-3) vs. C3-C26 of the prior year (or minimum \$650,000, whichever is greater) by \$9,500 for each Campaign not qualified under the minimum requirements of 16 out of 24 Campaigns "Paid Title" Senior Executive Leader (SEL) or above.

Example: If you have \$800,000 prior year Total Team Sales and a "Paid Title" of Senior Executive Leader (SEL) 14 out of 16 Campaigns you must attain at least \$819,001 G1-G3 Total Team Sales in the current year.

Example: If you have \$600,000 prior year G1-G3 Total Team Sales, and a "Paid Title" of Senior Executive Leader (SEL) 14 out of 16 Campaigns you must attain at least \$669,001 G1-G3 Total Team Sales in the current year.

AND

- 3** Have a "Paid Title" of Senior Executive Leader (SEL) or above in Campaign 24 of the current year.

Rules:

- Total Team Sales (G1-3) do not include Personal Sales.
- Car allowance is non-transferable.
- Allowance will be paid the last Friday of each month
- If your account is past due, car allowance will be withheld. Allowance will be released with the next payment as long as your account balance is cleared

- If you are removed as a Leader by Avon, you will receive a final statement and will no longer be entitled to receive any additional allowance
- If you voluntarily remove yourself from Leadership status, you will receive allowance for the last month you were active
- Car Allowance is taxable and will be included on the T4A form
- Car Allowance will not be included when calculating recognition i.e. Top Earners, increase vs prior year etc

The 2022 earnings of a Typical Avon Leadership Representative were between \$0 and \$3,077 in commissions and bonuses.

The Avon Company Canada Limited ("Avon Canada") reserves the right, at its sole discretion, to disqualify an achiever if it is determined that he/she has manipulated results or failed to act in good faith in relation to the program rules and/or Avon policies and procedures. Avon reserves the right to modify and/or cancel any and/or all aspects this program at any time, as its sole discretion. All Provincial and Federal taxes, if any, associated with acceptance of the reward are the Independent Leadership Representative's responsibility.

By accepting the reward, you agree that Avon will have no liability whatsoever for, and shall be held harmless by the Independent Leadership 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 of use of the reward (including any travel or activity related thereto) or participation in this program.

Avon's decision on all matters relating to this program are final and binding.

Avon Canada reserves the right, at its sole discretion, to disqualify and/or remove Leaders involved in fraudulent, unethical business practices and/or Leaders that do not comply with the Leadership Policies and Procedures as set forth in the Avon Independent Leadership Policy and Procedures and/or Leaders that do not comply with the Avon Standards as set forth in the Avon Independent Sales Representative Agreement and all other applicable documentation. Leaders understand and accept that the activities, actions and credit statuses of their 1st Generation members may affect their own qualification and eligibility to the Incentive. Avon Canada reserves the right to offset any outstanding balance due against any amounts payable by Avon Canada to the Leader.