



SALES LEADER SUPER *summer* incentive

Campaign 13 2012

The top 150 achieving Sales Leaders, dependent on achieving the highest activity percentage within their group, will receive a pack featuring exciting fashion and home products. Great for demo!

Level	Group	Number of 1st Generation Representatives	Number of achieving Sales Leaders
SL	Group 1	1-10	50
SL	Group 2	11-20	40
SL	Group 3	21 and over	30
ASL	Group 4	All	20
ESL/SESL	Group 5	All	10

Sales Leaders will be grouped according to their Sales Leadership level at Campaign 13 2012 and their number of 1st Generation Representatives.

Measured on
Highest activity percentage based on number of team ordering at MOV or above



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incentive
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The pack contains

Diane round face watch	Arnie light-up laces
Plain cufflinks	Story-telling Christmas bear
Pampered Penguin stud earrings (pierced)	Country Rose cosy blanket
Voula ring	Mobile phone screen cleaner
Pearlescent world tour drop earrings	Make-up brush roll
Sparkle frog necklace	Wine bottle opener set
Beautiful you interchangeable gift set	Ella mini ring set
Prato gloves	Colour changing clock
Prato bag	Fair Isle slipper socks
Jim wallet and mobile phone holder set	Spa body pamper set
Christmas novelty set of two bottle stoppers	Cullera hooded scarf
Santa coasters and holder	

Terms and Conditions

1. This incentive runs during Campaign 13 2012 (starting on 2nd July 2012 and closing on 21st August 2012, the 'Incentive Period') for both National and Trendsetter Independent Avon Sales Leaders.
2. Independent Avon Sales Leaders who are of Sales Leader ("SL"), Advanced Sales Leader ("ASL"), Executive Sales Leader ("ESL"), or Senior Executive Sales Leader ("SESL") status are eligible to participate in this incentive. If you do not meet this criteria your entry will not be deemed valid.
3. Independent Avon Sales Leaders will be grouped according to their title at Campaign 13 2012 and their number of 1st Generation Representatives, as set out below:

Level	Group	Number of 1st Generation Representatives	Number of achieving Sales Leaders
SL	Group 1	1-10	50
SL	Group 2	11-20	40
SL	Group 3	21 and over	30
ASL	Group 4	All	20
ESL/SESL	Group 5	All	10

4. Within each Group the winning Independent Avon Sales Leaders will be those with the highest activity percentage based on number of 1st Generation team ordering at Minimum Order Value (MOV) £78 and above.
5. Only a Sales Leader's direct team orders above MOV of Award Sales* value of £78 or more will be counted. Orders generated by downline Sales Leaders will not be included.
6. Only Independent Avon Representatives within your direct team will be counted. Representatives in your downline Sales Leader's teams will not be included.
7. SLs achieving the top 50 positions in Group 1, SLs achieving the top 40 positions in Group 2, SLs achieving the top 30 positions in Group 3, ASLs achieving the top 20 positions in Group 4, ESLs or SESL achieving the Top 10 positions in Group 5, will be awarded a prize.
8. Should there be a tie break situation then the Sales Leader with the highest average order per Representative (e.g. 1st Generation Group Sales divided by the number of 1st Generation Representatives) during the Incentive Period will receive the prize. In the event of any dispute, Avon's decision in all matters related to this incentive will be final and no correspondence will be entered into.
9. Avon has 150 Fashion and Home Product Packs, worth over £250 based on normal brochure prices, to award as prizes. Each Product Pack consists of: 1 x Diane Round Face Watch; 1 x Plain Cufflinks; 1 x Pampered Penguin Stud Earrings; 1 x Voula Ring; 1 x Pearlescent World Tour Drop Earrings; 1 x Sparkle Frog Necklace; 1 x Beautiful You Interchangeable Gift Set; 1 x Prato Gloves; 1 x Prato Bag; 1 x Jim Wallet and Phone Holder Set; 1 x Fair Isle Slipper Socks; 1 x Cullera Hooded Scarf; 1 x Xmas Novelty Set of 2 Bottle Stoppers; Santa Coasters and Holder; 1 x Story Telling Christmas Bear; 1 x Country Rose Cosy Blanket; 1 x Mobile Phone Screen Cleaner; 1 x Make-Up Brush Roll; 1 x Wine Opener Set; 1 x Colour Changing Clock; 1 x Spa Body Pamper Set ("Prize").
10. Only one Sales Leader in a Sales Leader Partnership will be eligible to receive the award.
11. The Sales Leader account statement produced and held by Avon is final and will be used to measure the results. Additional or held orders will not be counted.
12. Winners will be notified by invoice message, and receive the product pack in their order, at National Campaign 15 2012 and Trendsetter Campaign 16 2012.
13. Avon will not be responsible or liable for any prize that is unclaimed or declined. No alternative prizes (other than at Avon's sole discretion) and no cash alternative is available. Prizes are non-transferable.
14. The nature of the prizes awarded to successful Sales Leaders is at the sole discretion of Avon Cosmetics Limited. Prizes will be distributed to winners in accordance with the points awarded to the top Sales Leaders in each Group and will be at Avon's sole discretion.
15. In order to be eligible to receive their prizes Independent Avon Sales Leaders must still be Independent Avon Sales Leaders and their accounts must not be overdue at the time of being awarded the prizes.
16. Avon expressly reserves the right to make adjustments for any Orders growth that occurs as a result of removal of a downline Sales Leader. Where this is the case it will not be reflected in the results until the end of the Campaign 13 2012.
17. If any of the incentive requirements cease to be met (for instance if orders are returned or non-payment by 1st Generation Representatives) the Sales Leader's account will be debited for any rewards already paid.
18. Independent Avon Sales Leaders are required to uphold the Avon Values at all times, including in relation to this incentive and any prize received by way of this incentive.
19. Avon reserves the right to disqualify Independent Avon Sales Leaders, withhold or cancel or, in cases where prize has already been sent, request full repayment of any prizes received, in the event of non-compliance with these Terms and Conditions or if Avon deems, in its absolute discretion, there to have been any malpractice, or manipulation of results in order to achieve activity levels, throughout the period of the incentive.
20. Successful Independent Avon Sales Leaders will be required to participate in any subsequent publicity as deemed appropriate by Avon.
21. Avon expressly reserves the right to alter this incentive in any way and/or substitute the rewards offered (such rewards to be of equal or greater value), including cancelling or withdrawing the incentive all together.
22. Avon's decision is final; no correspondence will be entered into.

Promoter: Avon Cosmetics Limited, Nunn Mills Road, Northampton, NN1 5PA ("Avon").

*Award Sales: the total value of your campaign order, including brochures and demonstration products minus the value of any products returned.