

# Career & Compensation Plan At-a-Glance

Effective C4 2019

# AVON

TITLE	REPRESENTATIVE EARNINGS <sup>1</sup>		CAMPAIGN PERFORMANCE REQUIREMENTS				LEADERSHIP COMPENSATION												
	BEAUTY, JEWELRY, HEALTH & WELLNESS	FASHION & HOME	PERSONAL SALES	G1 ORDER	TOTAL TEAM SALES <sup>2</sup>	G1 LEADERS	BONUS				GENERATION BONUS <sup>6</sup>			LEADER BONUS <sup>6</sup>			LIFESTYLE BONUS <sup>7</sup>		
							QUALIFIED NEW RECRUIT <sup>3</sup>	SPONSORING <sup>4</sup>	PROMOTION <sup>5</sup>	MENTOR <sup>5</sup>	G1	G2	G3	L1	L2	L3			
PROMOTER	PROMOTER	20-40%	20%	\$50	1			\$20	3%										
	STAR PROMOTER	20-40%	20%	\$50	2			\$20	3%			3%							
AMBASSADOR	BRONZE (BA)	20-40%	20%	\$200	3	\$1,000		\$20	3%	\$500	\$250	3%	3%						
	SILVER (SA)	20-40%	20%	\$200	6	\$2,000		\$20	3%	\$750	\$375	4%	3%						
	GOLD (GA)	20-40%	20%	\$200	9	\$4,000		\$20	3%	\$1,000	\$500	5%	3%	2%					
LEADER	BRONZE (BL)	20-40%	20%	\$200	10	\$8,000		\$20	3%	\$1,500	\$750	6.5%	3%	2%					
	SILVER (SL)	20-40%	20%	\$200	10	\$12,500	1 Leader	\$20	3%	\$2,000	\$1,000	7.5%	3%	2%	3%				
	GOLD (GL)	20-40%	20%	\$200	10	\$20,000	1 Leader	\$20	3%	\$2,500	\$1,250	8%	3%	2%	3%	2%			
EXECUTIVE LEADER	BRONZE (BEL)	20-40%	20%	\$200	10	\$40,000	2 Leaders (1 Gold Leader+)	\$20	3%	\$3,000	\$1,500	8%	3%	2%	3%	3%			\$250
	SILVER (SEL)	20-40%	20%	\$200	10	\$100,000	4 Leaders (2 Gold Leaders+)	\$20	3%	\$5,000	\$2,500	8%	3%	2%	5%	3%	2%		\$300
	GOLD (GEL)	20-40%	20%	\$200	10	\$200,000	6 Leaders (1 Executive Leader & 1 Gold Leader+)	\$20	3%	\$10,000	\$5,000	8%	3%	3%	5%	5%	4%		\$350
	PLATINUM (PEL)	20-40%	20%	\$200	10	\$300,000	8 Leaders (2 Executive Leaders & 2 Gold Leaders+)	\$20	3%	\$20,000	\$10,000	8%	3%	3%	5%	5%	4%		\$400

<sup>1</sup> Earn up to 40% on Beauty, Jewelry, and Health & Wellness, 20% on Fashion and Home. President's Recognition Program 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.

<sup>2</sup> Team Sales is the summation of your Personal Sales plus G1, G2 and G3 team sales.

<sup>3</sup> 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.

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

<sup>5</sup> 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.

<sup>6</sup> 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.

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