

# AVON DIAMOND CLUB

## PROGRAM

Updated March 25, 2024

The Avon Diamond Club Program rewards Million Dollar Team Leaders who are Gold Leaders and above and are also President's Recognition Program members for building higher team sales. Achievers earn a half-carat Swarovski® diamond\* to go on an exclusive chain necklace for every million dollars in team sales. The necklace is the ultimate statement of success to be built on over time.

The diamond setting is unique, meaningful and designed exclusively for Avon Leaders. The half bezel base symbolizes the Leader's open hand as they support their teams and nurture their development. The diamond denotes the multiple facets of the Leader's work and team as they sparkle and shine in their business. Finally, the single prong on top represents the Leader's achievement in reaching the top—the pinnacle of success.

Each achiever will be able to select if they would like their reward necklace to be set in 18K white or yellow gold with their initial achievement.

\*Each diamond is lab created by our partners at Swarovski and arrives with a Swarovski Certificate of Authenticity.

### **2024 Reward Period:**

- January 3-December 31, 2024 (Campaign 1-Campaign 26, 2024)

### **How to Earn:**

Eligible Leaders will receive one half-carat diamond for every million dollars in team sales\* during the reward period. There's no limit to how many diamonds you can earn!

\*Eligible Leaders awarded in 2019 received a one half-carat diamond, and each time they reach a higher million-dollar milestone, they'll receive an additional diamond in 2024. Team sales consist of personal sales plus the sales from Leaders' first, second and third generations.

*Example 1:* Tammy's team sold \$15.5 million during the 2019 reward period. She would have received a necklace with 15 half-carat diamonds. Then during the 2020 reward period, her team sold \$17.5 million. She would have received 2 more half-carat diamonds to add to her necklace.

*Example 2:* Julie's team sold \$900,000 in the 2019 reward period. She didn't earn a diamond in 2019. However, during the 2021 reward period, her team sells \$1 million. Julie would have received one necklace and one half-carat diamond for her 2021 team sales.

**The Details:**

- All dollars are shown in Award Sales and U.S. dollars. Award Sales includes Direct Delivery, Sales Center orders and preview products. Gifts with purchase do not count for this promotion.
- Double Dollars are not counted in order size for this promotion.
- 2024 achievers will receive their reward in early 2025. New Achievers will receive a survey requesting their setting preference. 18K Yellow Gold is the default setting for Achievers who do not specify a preference.
- Leaders who achieved in prior years, and earned a new diamond in 2024, will be directed to mail your necklace to the Recognition Team in order to have the diamond(s) added by our in-house jeweler. You will receive information about this at the time of fulfillment.
- You can see your team sales performance (excluding Double Dollars) by logging into your Leadership Dashboard. Under Team Sales & Orders, look for YTD Total Team Sales.
- Achievers may opt out of the reward program by emailing [Avon.LeadershipC2@avonusa.com](mailto:Avon.LeadershipC2@avonusa.com) and including "Avon Diamond Club" in the subject line. Please note that there is no alternative reward.

**Terms and Conditions:**

- Diamond Club Program qualifiers are required to be at the Gold Leader level or higher and be a PRP member, to be eligible. All eligible must be active and in good standing at the close of the cycle and when the incentive is awarded.
- Leaders must comply with the Business Policies and Procedures for Avon Independent Sales Representatives and the Avon Independent Sales Representative Contract Terms and Conditions found on the Documents & Resources page of Avon.com.
- Avon.com orders (and orders placed to Avon Care Center by phone) are credited at the time the order is billed. Orders should be placed by 5 PM ET on the Tuesday before campaign close to ensure they qualify.
- Direct Delivery orders are credited to your campaign sales within two business days of when the order is shipped. Orders should be placed by 5 PM ET on the Wednesday prior to campaign close to ensure they qualify.
- Sales Center orders are credited to your campaign sales 48 hours after the purchase. Orders should be placed by 5 PM ET on the Saturday prior to campaign close to ensure they qualify.
- Avon is not responsible for damaged, lost or stolen property. It is your sole responsibility to insure the diamond necklace.
- Leaders 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 earning, acceptance, possession, misuse or use of the reward.
- Approximate Retail Value of necklace chain is \$200. Approximate Retail Value per half-carat diamond is \$1,000.

- Representative's account must be active and in good standing to be eligible for this reward, meaning they can't be past due two or more campaigns, or be past due in excess of \$500 at the close of the cycle, December 31, 2024 (Campaign 26, 2024). In addition, Representative's account status must remain active and in good standing up until the reward is presented, or the Representative will risk disqualification. Avon has the right to disqualify anyone who is past due more than \$500.
- 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 substitute a reward (or portion thereof) with something of comparable or greater value, in its sole discretion.
- Avon reserves the right to audit all performance data, including returns, when determining reward eligibility and reserves the right to disqualify or remove any Representative it determines has violated principles of fairness or program intent, or any violation of the Business Policies and Procedures for Avon Independent Sales Representatives or the Terms and Conditions of the Independent Sales Representative Contract. Avon will monitor for returns, and has the right to disqualify or charge back for the full value of the reward, if it determines that a disproportionate number of units were returned.
- 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 the Representative's responsibility.
- Limit 1 reward per account.