

AVON DIAMOND CLUB

PROGRAM

Updated March 20, 2024

The Avon Diamond Club Program rewards and recognizes Million Dollar Teams that are Gold Leader+ for building higher team sales. For every million dollars in team sales, achievers earn a half-carat diamond* placed beautifully on an exclusive chain necklace. The necklace is the ultimate statement of success—a unique, meaningful piece which achievers can continue to build over time as they grow their team sales and in turn, add more diamonds.

FAQs

How can Representatives achieve this reward?

Achievers earn one half-carat diamond for every million dollars in team sales during the reward period. Team sales consist of personal sales plus the sales from a Representative's first, second and third generations.

Leaders awarded in prior years will receive an additional one half-carat diamond each time they increase to a new million-dollar threshold in Team Sales Volume beyond their initial award, in the 2024 cycle, provided they are PRP members who are Gold Leaders or above.

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.

Which sales count toward this reward program?

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.

When is the reward program period?

- The 2024 reward program period is from January 3, 2024 through December 31, 2024 (Campaign 26, 2024).

- 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.

2024 achievers who did not earn diamonds in prior years since the program began will receive a chain necklace in addition to their diamond(s).

Achievers from prior years who qualify for a new diamond in 2024 will receive only the additional diamond, and not a new necklace.

Who is eligible to achieve in this reward program?

All President's Recognition Program members who are Gold Leader+ are eligible for the Diamond Club Program rewards. However, an achiever's account must be active and in good standing at the close of the cycle on December 31, 2024, meaning they can't be past due two or more campaigns and their past due balance cannot exceed \$500. Avon has the right to disqualify anyone who is past due more than \$500. Any account that does not meet this guideline at the end of the 2024 cycle will forfeit the reward. In addition, the account must remain active and in good standing until the reward is presented, or risk disqualification.

Where can Representatives track their progress toward earning a reward?

Representatives can track their progress and team sales in custom reports on your Leadership Dashboard. Additionally, updated reports will be available at the close of each campaign on Avon.com.

What does the diamond necklace look like?

The diamond setting is unique, meaningful and designed exclusively for Avon Representatives. The half bezel base symbolizes the Representative's open hand as they support their teams and nurture their development. The diamond denotes the multiple facets of the Representative's work and team as they sparkle and shine in their business. Finally, the single prong on top represents the Representative'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. Achievers who do not specify a setting preference in our online survey will receive the 18K Yellow Gold setting.

When will the necklaces be distributed to achievers?

2024 achievers will receive their reward chain necklace and/or diamond(s) in early 2025, exact date to be determined.

How will diamonds earned after an achiever receives the necklace be added?

Representatives who achieved in prior cycle years will be invited to bring their necklace to a pop-up Diamond Vault experience at a future Avon event to have the additional diamond(s) added. If achievers do not attend the event, they will need to mail their necklace to the

Recognition Team to have the diamond(s) added by our in-house jeweler. Achievers will receive more information at the time of fulfillment.

What is the value of the reward necklace?

The approximate retail value of the necklace chain is \$200. The approximate retail value per half-carat diamond and setting is \$1,000.

What happens if achievers damage or lose their reward necklace?

Avon is not responsible for damaged, lost or stolen property. It is each achievers' sole responsibility to insure the diamond necklace.

Is there a limit to how many rewards each Representative can earn?

There is no limit to how many diamonds each achiever can earn. However, there is a limit of one reward necklace per Representative account.

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