

# Incentive Award Program

January 1, 2020 - December 31, 2020

Earn Logo Items, Jewelry or a Dream Vacation!

**NEW** Signature HOMESTYLES®



Cancun, Mexico, Dreams Sands Cancun  
**All-Inclusive** 5 Days, 4 Nights  
 February 22-26, 2021

## How to Earn Points:

QUALIFYING PERIOD: Jan 1, 2020 - Dec 31, 2020	POINTS:
Sales	Earn points each month when you have \$500 or more in sales in a month! Earn 250 points for every \$250 in sales over \$500 for the month.
Sponsoring	Earn 500 points when your new personal recruit reaches \$500 in sales in their Super Start period (first 100 days), plus earn 250 points for every \$250 in sales over \$500 in their Super Start period (first 100 days)!
New Representative Points	Double all your points in your first 100 days! Earn 1000 points with \$500 in incentive sales in your Super Start Period (first 100 days) and earn 500 points for every \$250 in incentive sales over \$500 in your Super Start Period (first 100 days). See rule f. (iii) for more details.

## What You Earn:

REWARDS:	POINTS:
Level 1: Your Choice of an Exclusive Logo Item	6,000
Level 2: Your Choice of Exclusive Logo Item(s)	12,000
Level 3: Your Choice of Exclusive Logo Item(s)	18,000
Level 4: Your Choice of a Fine Jewelry Piece or Logo Item(s)	25,000
Level 5: Trip for 1! Earn the All-Inclusive Hotel Package!	35,000
Level 6: Trip for 1 + 1 Travel Allowance! Earn One All-Inclusive Hotel Package and One \$300 Travel Allowance	50,000
Level 7: Trip for 2! Earn the All-Inclusive Hotel Package for Two!	70,000
Level 8: Trip for 2 + 1 Travel Allowance! Earn the All-Inclusive Hotel Package for Two and One \$300 Travel Allowance	85,000
Level 9: Trip for 2 + 2 Travel Allowances! Earn the All-Inclusive Hotel Package for Two and Two \$300 Travel Allowances!	100,000

## Getaway Wishes

Earning points is so easy! Find yourself on a Mexico Vacation in February 2021, for doing what you love: Selling and Sponsoring! You're in complete control of your destiny. Just set your goal for how amazing you want your vacation to be!

\*Must be active and in good standing to redeem points. Points can be redeemed at the end of the earning period.

# Earn Logo or Jewelry Items

NEW Signature  
HOMESTYLES®



Grill Master BBQ Kit  
18,000 Points



Galaxy Necklace  
25,000 Points

Star Fish Necklace  
25,000 Points



Stainless Steel Tumbler, 20 oz  
6,000 Points

Camper Vacuum Mug, 12 oz  
12,000 Points



Ladies Crossland Fleece Vest, Black  
18,000 Points



Ladies Crossland Microfleece Jacket  
18,000 Points



Bluetooth Speaker, Silver  
6,000 Points



Mesh Folding Camp Chair  
18,000 Points



Picnic/Stadium Blanket, Black and White Plaid  
12,000 Points



15" Laptop Backpack, Grey  
18,000 Points



Ultimate Tech Charging Kit with Power Bank  
12,000 Points

# Incentive Award Program Tracker

Earn points January 1, 2020 – December 31, 2020



	Personal Sales Points	Sponsoring Points for Personal Recruits	Other	TOTAL	TOTAL Cumulative Points
January					
February					
March					
April					
May					
June					
July					
August					
September					
October					
November					
December					



### Qualifying Rules

- Qualifying period runs from January 1, 2020 through December 31, 2020.
- Vacation includes a 5 day, 4 night vacation at the Dreams Sands Cancun Resort & Spa from February 22-26, 2021.
- Representatives must be "active" status and good standing at the time of the trip and to redeem points.
- Any Representative who is "deactivated" at any time during the qualifying period will forfeit all points accumulated prior to the deactivation. A deactivated Representative is one who does not submit at least \$200 monthly sales during any four consecutive months.
- Points:
  - 6,000 = Logo item of your choice
  - 12,000 = Logo item(s) of your choice
  - 18,000 = Logo item(s) of your choice
  - 25,000 = Logo items or jewelry of your choice
  - 35,000 = Land package for one
  - 50,000 = Land package for one and one \$300 travel allowance
  - 70,000 = Land package for two
  - 85,000 = Land package for two and one \$300 travel allowance
  - 100,000 = Land package for two and two \$300 travel allowances

### f. Ways to Earn Points:

- Sales Points: Earn 500 points when you have \$500 in incentive sales in a month and earn 250 points for every \$250 in incentive sales over \$500 for that month.
- Sponsoring Points: Earn 500 points when your new personal recruit has \$500 in incentive sales in their Super Start Period (first 100 days) and earn 250 points for every \$250 in incentive sales over \$500 in their Super Start Period (first 100 days).
- New Representative Points: New Representatives will receive double points during their first 100 days. Earn 1000 points with \$500 in incentive sales in the Super Start Period (first 100 days) and earn 500 points for every \$250 in incentive sales over \$500 in the Super Start Period (first 100 days). After the first 100 days, new Representatives earn 500 points with \$500 of incentive sales submitted in the remainder of that calendar month (and future calendar months) and they will earn 250 points for every \$250 in incentive sales over \$500 submitted in the remainder of that calendar month (and future calendar months).

### g. Points Redemption:

Points can be redeemed only at the end of the award earning period. Points can not be redeemed prior to December 31, 2020. Representatives earning the vacation can not apply remaining points to logo items or jewelry.

h. From time-to-time, Signature HomeStyles may offer additional ways to earn points. Additional point earning opportunities will be announced in Members Only.

### Travel Guidelines

- The trip must be taken as scheduled. No alternative travel dates are available.
- An option to forego the vacation is available. The buy-out option is as follows: 50,000 plus points = \$250 gift card. All trip reservations and buy-out requests must be final by January 31, 2021. No buy-out requests will be awarded after January 31, 2021.
- Travelers must register for the trip no later than the date on registration form. Any cancellation after the registration form has been submitted will be subject to a cancellation fee.
- The trip includes All-Inclusive hotel accommodations, ground transportation from the airport to the hotel and from the hotel to the airport, 4 night stay and a special event during the trip. Achievers who earn one trip and do not buy-in an additional trip will share a room with another achiever. In order to use the company provided transportation, you must travel on the published trip dates and provide your flight information by the deadline on the registration form. If you travel on alternative dates or do not provide flight information you must arrange and pay for your own transportation to and from the airport.

e. Each travel allowance for the trip is \$300 (2 max). You may book your own travel and Signature HomeStyles will pay your travel allowance in the form of a check after your travel is booked. Signature HomeStyles can make your flight arrangements for a \$50 fee. If you have earned travel allowances and opt to have Signature HomeStyles make your flight arrangements you must pay any overage to Signature HomeStyles via credit card. If your flight is less than the travel allowances earned, you will receive the balance due in the form of a check at the time of travel.

### Guests and Buy-Ins

- A maximum of two land packages may be earned for the vacation.
- Upon earning one trip, one buy-in may be purchased. Guests must be 18 years or older.
- The buy-in price will be determined and communicated six months prior to departure. Guest buy-ins must be paid in full at least 45 days prior to departure. Subject to availability, all Guests must buy-in if the Representative they are traveling with did not earn a second trip.
- Trip earners may not take another active Signature HomeStyles Representative with them as a guest or buy-in unless the Representative is a spouse, adult child or immediate family member.

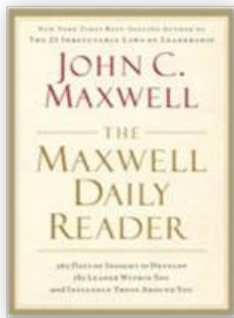
### General Rules

- Signature HomeStyles reserves the right to substitute awards of equal or greater value if the awards described become unavailable.
- Signature HomeStyles reserves the right to audit sales from each Representative. Manipulation of Show dates, transferring of sales from one Representative to another or other breaches of policies will result in the disqualification of all involved.
- Shows and any other purchases that are returned will not qualify and will be deducted from point totals.
- The value of the trip will be included on the Representative's 2021 IRS 1099 form.
- To the fullest extent allowed by law, all travelers (Representatives and their Guests) agree to waive and release any and all claims that they might have against the Company for, and to hold AXA Limited LLC, dba Signature HomeStyles harmless from, any loss, damage, injury, accident, inconvenience or irregularity that may be suffered or sustained by them arising out of or relating to participation in the trip or any event, activity, happenstance, transaction, or condition occurring or taking place during the trip. This waiver and release also shall extend to and for the benefit of the affiliates and employees of AXA Limited LLC dba Signature HomeStyles.
- Questions regarding the award program or trip guidelines must be submitted in writing to Signature HomeStyles. Questions and rule interpretations cannot be answered on the phone. Only written replies will be considered official.
- This award program replaces all other award programs.

h. Should events beyond the reasonable control of the company (AXA Limited LLC, dba Signature HomeStyles) including but not limited to (1) acts of God, (2) war, including armed conflict, (3) strikes or labor disputes impacting the Hotel or in the area, (4) disease at the Hotel or in area, (examples of disease: Coronavirus, Legionnaires, etc.), (5) government regulation or advisory (including travel advisory warnings), (6) civil disturbance, (7) terrorism or threats of terrorism in the United States as substantiated by governmental warnings or advisory notices, (8) insolvency of any provider or the company, (9) curtailment of transportation services or facilities which would materially affect reps or company from participating in the conference, (10) disaster, fire, earthquakes, hurricanes in the areas involved, unseasonable extreme inclement weather in the destination area, (11) shortages or disruption of the electrical power supply causing blackouts or rolling blackouts or other essential utilities in destination area, or (12) any other cause reasonably beyond the parties' control (collectively referred to as "occurrences"), making the event commercially impracticable, impracticable to perform, illegal, or impossible to fully perform under this Agreement as the Parties originally contracted. In such case(s), the company may terminate this Agreement, without liability or penalty of any kind upon written notification prior to the departure date of award trip.

# Rank Advancement Awards

Build a team and be rewarded with fantastic income with our Best in Class Compensation Plan. You'll also receive Rank Advancement Rewards specially selected for you when you promote to new levels! These awards are one-time achievement awards for each Leadership level promotion.



Team Leaders receive a Personal Development Book (\$15 value).



Directors receive a Signature HomeStyles Logo Padfolio (\$30 value).



Senior Directors receive a Coach Wristlet (\$70 value).



Executive Directors receive a Coach Purse (\$175 value).



Senior Executive Directors receive a Coach Tote (\$250 value).



National Directors receive a Coach Bag (\$400 value).

# Top Performers Rally Recognition Program



Rally Awards Year: June 10, 2019 - May 31, 2020

## Top Personal Achievement Awards

Top 5 Achievers in the following personal achievement categories will be recognized at the our Annual Conference/Rally. The #1 achiever will receive a \$500 award (\$250 gift card and 250 product points). The #2-5 achievers will receive a \$200 award (\$100 gift card and 100 product points). You can earn in more than one category! Earners will be announced at Rally.

### Top 5 Personal Achievement Categories

1. Personal Sales
2. Personal Sponsoring
3. Personal Super Starts
4. Show Average
5. New Representative



### Top Personal Achievement Award Qualifications

**Personal Sales:** The Top 5 Sales Achievers who have the highest Personal Sales during the Rally Awards Year.

**Personal Sponsoring:** The Top 5 Sponsoring Achievers who have personally sponsored the most number of qualified\* new Representatives. Tie-breakers are determined by the combined sales of all personally sponsored new Representatives in the Rally Awards Year.

\*A Qualified Representative is a Representative who was sponsored between June 2019 and May 2020, with a minimum of \$200 or more in sales during their Super Start Period 1 (first 40 days).

**Personal Super Starts:** The Top 5 Representatives who have personally sponsored the most number of Super Starts\* in the Rally Awards Year. Tie-breakers are determined by the combined sales of all new Representatives personally sponsored in the Rally Awards Year.

\*A Super Start is a Representative who was sponsored between June 2019 and May 2020, with a minimum of \$1,000 or more in sales during their Super Start Period 1 (first 40 days).

**Show Average:** The Top 5 Show Average Achivers who submit a minimum of 72 Qualified Shows during the Rally Awards Year.

**New Representatives:** The Top 3 New Representatives\* who have the most personal sales in their first 100 days within the Rally Awards year and the Top 2 New Representatives who have the most personal recruits in their first 100 days in the Rally Awards year will be rewarded. New Representatives can achieve in both categories.

\* New Representatives that have joined in the current Rally Awards Year.

## Top Performers Leader Council

Leaders can earn positions on our prestigious Top Performers Leader Council (TPLC). There are 5 honorary positions made available each year and these can be earned an unlimited number of times. TPLC is invited to a quarterly conference call with our Executive Director of Sales and Marketing, Cari Christopher to provide feedback on vacation destinations, incentives and promotions, training needs, strategic planning and more! TPLC honorees will be able to select a member from their Team to join one of four calls. TPLC honorees will receive one additional night stay at our Vacation of a Lifetime and a specially selected Coach Purse (total value \$800+). Earners will be announced at Rally.

### Positions are awarded in the following priority:

1. Top Income Earner
2. Top Organizational Volume
3. Most Leader Promotions
4. Top Personal Group Sponsoring
5. Top Personal Group Sales

### Top Performers Leader Council Award Qualifications

**Top Income Earner:** The top income earner based upon total commission, bonus and overrides earned in the Rally Awards Year.

#### Top Organizational Volume:

The Leader with the highest Organizational Volume in the Rally Awards Year. Organizational Volume includes Personal Group, First, Second and Third Generation Sales.

#### Most Leader Promotions:

The Leader who promoted the most number of first generation Leaders in the Rally Awards Year. Leaders who repromote within a year of relinquishing their leadership will not count. Ties will be broken by the Personal Group Sales, including the new Leader's Sales, of the new Leaders within the Rally Awards Year.

Minimum 3 New Leader Promotions.

#### Top Personal Group Sponsoring:

The Leader who's Personal Group has sponsored the most number of qualified\* new Representatives in their Personal Group in the Rally Awards Year. Tie-breakers are determined by the combined sales of all new Representatives sponsored by your Personal Group. Personal sponsoring not included.

\*A Qualified Representative is a Representative who was sponsored between June 2019 and May 2020, with a minimum of \$200 or more in sales during their Super Start Period 1 (first 40 days).

#### Top Personal Group Sales:

The Leader with the highest Personal Group Sales during the Rally Awards Year. Not more than 50% of Sales volume can come from one Representative in their Personal Group. Personal Sales not included.

**Note:** This Rally Awards Program replaces other Annual Awards Programs previously offered. The \$25,000/50,000/75,000/100,000 Sales Awards and 5/10/15/20 Sponsoring Awards are no longer offered.

2020 Rally dates to be announced.