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**V**ision**+O**pportunity**+S**upport**=S**uccess

Learn more, meet the team, get tips and ideas, see upcoming events:  [**www.vossteam.com**](http://www.vossteam.com/)

Have you joined our facebook group?  [**www.facebook.com/groups/VossAvonTeam**](http://www.facebook.com/groups/VossAvonTeam)

Please join us for our daily chats:

Monday through Friday 8 pm EST

Join us by phone: 646-558-8656 or 408-638-0986

or via Internet: [www.zoom.us](http://www.zoom.us/j/9516948151)

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| A publication for the members of the VOSS Team, AVON Independent Sales Representatives |

**Campaign 03**

**New Representative Recognition**

Sparkle Like a Boss

Avon Necklace

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| --- | --- | --- | --- | --- |
| ABDIEL R BELTRAN | FL |   | KRISTA J DURST | NC |
| ALEYDA MIRANDA | VA |   | KRISTIE MCCARN | AL |
| ALICIA MINSHALL | TN |   | LACHANNA HALL | OK |
| ALICIA SIZEMORE | TX |   | LANISE MARTIN | IL |
| AMANDA SHERLIN | NC |   | LATANYA M BAKER | NC |
| AMY H TILLEY | NC |   | LESLEY HOLFORD | FL |
| AMY L YELTON | NC |   | LESLIE HULBERT | NC |
| ANA MERCADO | MD |   | LESLIE MULL | NC |
| ANA PARADA | FL |   | LESLIE WATSON | NC |
| ANGELA B WHEELER | NC |   | LINDA J CLARK | NC |
| ANGELA M BROCWELL | OH |   | LINDA S BROWN | TN |
| ANGELA M EDWARDS | NC |   | LISA GREENE | FL |
| ANGELITA HALL | GA |   | LISA JACKSON | NC |
| ANGIE BROWN | KY |   | LISA MARTIN | VA |
| ANN SCOTT | NC |   | LOUANNA BRYANT | SC |
| ANN SLAUGHTER | VA |   | LUIS BELTRAN | FL |
| ANNETTE FOUNTAIN | MI |   | LUIS MARRERO | PA |
| ANNITRA MOODY | MN |   | LYNDA HINMAN | OH |
| ASHLAND ENGLISH | AL |   | LYNN HARGETT | NC |
| ASHTON LANFORD | SC |   | MARCIANN TOLBERT | SC |
| BARBARA C BRUMFIELD | NC |   | MARGARITA AGUIRRE | CA |
| BELVA KAMINSKY | CO |   | MARIA ESTRADA | OH |
| BERNIE A BELTRAN | FL |   | MARIA LOPEZ | IL |
| BETTY CLARK | NC |   | MARIA VALLEJO | TX |
| BETTY J WALTER | NC |   | MARIE PATERIK | TN |
| BETTYE GUILLORY | TX |   | MARIGUADALUP ZARATE | PA |
| BEVERLY G MITCHUM | NC |   | MARISOL D ROJAS | NC |
| BEVERLY WEBSTER | LA |   | MARTA SILVA | CO |
| BLANCA A OSORIO | NC |   | MARTHA BARRON | TX |
| BONNIE J SMITH | NC |   | MARTHA BOLIN | NC |
| BRANDI NAPIER | KY |   | MARY COLLINS | NC |
| BRENDA E BROWN | NC |   | MARY ELDER | NC |
| CAELIN BEETS | TN |   | MARY KUSS | TX |
| CAM DIXON | NC |   | MARY L POPLIN | NC |
| CAMILLE MCCLAIN | NC |   | MELANIE J HOLBROOKS | NC |
| CAROL BANCROFT | TX |   | MELISSA KLINE | IN |
| CAROL LOMNICKI | TN |   | MERY VELIZ | TN |
| CAROLYN YOUNG | GA |   | MICHELLE C LIPE | NC |
| CATHERINE WHITE | GA |   | MINNIE M BEAVER | NC |
| CELIA MACHADO | MD |   | MISTY HAMILTON | TX |
| CHARLES F WINLEY S | NC |   | MONICA CAZARES | TX |
| CHARLOTTE GERBER | NY |   | MY STYLE 2 YOURS LLC | GA |
| CHERE CORBETT | TX |   | NANCY WALDON | NC |
| CHERYL WILLIAMS | SC |   | NIKKI ZACHARY | ID |
| CHRISTINA DOUGLAS | FL |   | NORMA ARAGON | NV |
| CHRISTINE MAYFIELD | TN |   | NORMA G CARPENTER | NC |
| CHRYSTAL DOLIN | WV |   | NYDIA TORRES | PA |
| COLLEEN HARWELL | NC |   | OCTAVIA N EDWARDS | SC |
| CONNIE WARREN | NC |   | OLNELIA PENA | FL |
| CRISTI KEYS | OK |   | PAMELA BARRETT | NY |
| CRYSTAL COULTER | WV |   | PAMELA DAVIS | NC |
| CYNTHIA CESSNUN | OR |   | PAMELA DOSS | TN |
| DARLENA WATKINS | NC |   | PAULA FERGUSON | NC |
| DARLENE KEZIAH | SC |   | PAULA L HEARRELL | NC |
| DEANNA GREEN | TX |   | QUMILLER GLOVER | SC |
| DEBBIE L KEZIAH | NC |   | RACHEL JONES | VA |
| DEBBIE LOWERY | NC |   | RACHEL SEGERT | TX |
| DECHERE L CAMPBELL | NC |   | RAFAEL MARQUEZ | FL |
| DEE POSTIN | IN |   | RAQUEL HORN | NJ |
| DELFINA LUCAS | FL |   | REBECCA GARZA | TX |
| DENA WRIGHT | GA |   | REGINA HALL | WV |
| DENISE BUCK | OH |   | RENA PAGE | NC |
| DIANA ROBLES | OH |   | ROBYN RIVERA | NY |
| DIANE H KEENEY | NC |   | ROSANNA LINARES | NM |
| DIANE HARRISON | NC |   | ROSAURA GARCIA | NC |
| DIANNE BROOME | NC |   | RUTH CAPERS | SC |
| DOLLY MOSS | NC |   | SABRINA MONROE | FL |
| DONNA B HUFFMAN | NC |   | SAMANTHA LOWERY | NC |
| DONNA HUNT | NC |   | SANDRA ANDERSON | NC |
| DOROTHY LAPORTE | PA |   | SANDRA HUDSON | MO |
| EDITH VARGAS | NC |   | SANDRA R PIPKIN | NC |
| EILEEN CLEMENS | PA |   | SANDY DEPUEW | NC |
| EILEEN DIAZ | FL |   | SANDY L KEARNS | NC |
| ELAINE DAY | GA |   | SARAH B BELTON | SC |
| ELENA SALMERN | MD |   | SEANDRA MCCULLOUGH | TN |
| ELIZABETH C COX | NC |   | SHALINA COLKEY | NC |
| EMARDALISSE ACEVEDO | FL |   | SHANECQUA HEYWARD | SC |
| ERICA T SHEPHERD | NC |   | SHANNON TERRY | TN |
| ERIKA RENDEROS | SC |   | SHARI MORRIS | NC |
| ERTHA BUTLER | NC |   | SHARON CATLIN | NY |
| EUNICE ADEGOKE | GA |   | SHEILA N CAVE | NC |
| EVELYN U AVALOS | NC |   | SHELBI FERDINAND | ID |
| FAITH ALLEY | IL |   | SONDRA GRIPPER | SC |
| FELICIA HENSON | SC |   | SONJA ALMARAZ | TN |
| FRANCES DAVIS | NC |   | SOPHIA P DANIELS | NC |
| FRANKIE GUSTAMACHIO | SC |   | STACEY N ENNIS | NC |
| GAYE MORGAN | CA |   | STEPHANIE NED | VA |
| GAYLE ELMERKABAOUI | SC |   | SUSAN BRASSEUR | SC |
| GREGORY B BEACHEM | NC |   | SUYAPA CLAROS | SC |
| GUADALUPE PANCHI | NC |   | SUZANNE CRUME | OH |
| GWENETH BLAIR | NC |   | TACHICO C PULLEY | NC |
| HOLLY MALLORY | VA |   | TAMELA MCKENZIE | IN |
| IDA BROWN | FL |   | TAMMY L WEBSTER | NC |
| IRIS G RODRIGUEZ | NC |   | TAMMY MOSTELLER | NC |
| ISTVAN LONYAI | NY |   | TANYA CLARK | IN |
| IVONE GUERRERO | AZ |   | TAWONA SWINK | NC |
| JANETH SALMERON | NC |   | TEENA SCOTT | MO |
| JANIE M WHITE | TN |   | TENISHA WILLIAMSON | SC |
| JEAN MARTIN | NJ |   | TERESA FARMER | TX |
| JEANETTE MERCER | NC |   | TERESA M HERNANDEZ | OH |
| JENNA LINDSAY | LA |   | TRACY GONZALESBOX | MI |
| JENNATE HALL | TX |   | TRACY WASHBURN | MO |
| JENNIFER ASHLEY | KY |   | VALERIE POSADA | MD |
| JENNY M ALLEN | NC |   | VANESSA HOLMES | SC |
| JESSICA TREMONTI | OH |   | VERMELLE REID | SC |
| JOANN COOK | NC |   | VERONICA MORENO | VA |
| JOANNA CRISCO | AR |   | VERONIK DELABARRERA | FL |
| JOY TYSON | TX |   | VICKY MCDONALD | SC |
| JUANA CONTRERAS | NC |   | VICTORIA GUFFIE | NC |
| JUDITH TOURSO | NJ |   | VILMA RIVERA | FL |
| JULIE WOODRING | PA |   | WANDA BOLAND | SC |
| KAREN HOPKINS | NC |   | WANDA K HALLMAN | NC |
| KAREN WILLIAMSON | KY |   | WENDI CONKLIN | KY |
| KAREN WOOLARD | AL |   | WENDY RAMIREZ | AL |
| KATHEY REED | KY |   | YARA PINA | TN |
| KATHY DOOLITTLE | KS |   | YESENIA SORTO | MD |
| KATHY J WEST | NC |   | YOLANDA Y SANTIAGO | NC |
| KATHY LANKFORD | NC |   | YVETTE KRIZ | TX |
| KELLY FARRIS | WV |   | ZENAIDA GONZALEZ | MD |
| KIMBERLY BLACKBURN | OH |   |   |   |

Beauty Boss Necklace

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| ABDIEL R BELTRAN | FL |   | JUANA CONTRERAS | NC |
| ALICIA MINSHALL | TN |   | JUDITH TOURSO | NJ |
| ANA PARADA | FL |   | JULIE WOODRING | PA |
| ANGELA M EDWARDS | NC |   | KATHEY REED | KY |
| ANGELITA HALL | GA |   | KATHY DOOLITTLE | KS |
| ANGIE BROWN | KY |   | KRISTIE MCCARN | AL |
| ANN SCOTT | NC |   | LACHANNA HALL | OK |
| ANNETTE FOUNTAIN | MI |   | LANISE MARTIN | IL |
| ANNITRA MOODY | MN |   | LATANYA M BAKER | NC |
| BELVA KAMINSKY | CO |   | LINDA J CLARK | NC |
| BERNIE A BELTRAN | FL |   | LOUANNA BRYANT | SC |
| BEVERLY G MITCHUM | NC |   | LUIS BELTRAN | FL |
| CAELIN BEETS | TN |   | MARGARITA AGUIRRE | CA |
| CAMILLE MCCLAIN | NC |   | MARIA ESTRADA | OH |
| CAROLYN YOUNG | GA |   | MARISOL D ROJAS | NC |
| CELIA MACHADO | MD |   | MARTA SILVA | CO |
| CHERYL WILLIAMS | SC |   | MARY COLLINS | NC |
| CHRISTINA DOUGLAS | FL |   | MARY ELDER | NC |
| CHRYSTAL DOLIN | WV |   | MELISSA KLINE | IN |
| CONNIE WARREN | NC |   | MISTY HAMILTON | TX |
| CRISTI KEYS | OK |   | MY STYLE 2 YOURS LLC | GA |
| CRYSTAL COULTER | WV |   | NANCY WALDON | NC |
| CYNTHIA CESSNUN | OR |   | NORMA G CARPENTER | NC |
| DARLENE KEZIAH | SC |   | NYDIA TORRES | PA |
| DEANNA GREEN | TX |   | OCTAVIA N EDWARDS | SC |
| DEBBIE L KEZIAH | NC |   | PAMELA BARRETT | NY |
| DEBBIE LOWERY | NC |   | PAULA FERGUSON | NC |
| DELFINA LUCAS | FL |   | PAULA L HEARRELL | NC |
| DIANA ROBLES | OH |   | QUMILLER GLOVER | SC |
| DIANE H KEENEY | NC |   | RACHEL JONES | VA |
| DIANNE BROOME | NC |   | REBECCA GARZA | TX |
| DOLLY MOSS | NC |   | REGINA HALL | WV |
| DONNA B HUFFMAN | NC |   | RENA PAGE | NC |
| EDITH VARGAS | NC |   | ROBYN RIVERA | NY |
| ELENA SALMERN | MD |   | ROSANNA LINARES | NM |
| EMARDALISSE ACEVEDO | FL |   | SAMANTHA LOWERY | NC |
| ERIKA RENDEROS | SC |   | SANDY DEPUEW | NC |
| ERTHA BUTLER | NC |   | SHALINA COLKEY | NC |
| EUNICE ADEGOKE | GA |   | SHANECQUA HEYWARD | SC |
| EVELYN U AVALOS | NC |   | SOPHIA P DANIELS | NC |
| FELICIA HENSON | SC |   | TAMMY MOSTELLER | NC |
| FRANCES DAVIS | NC |   | TENISHA WILLIAMSON | SC |
| FRANKIE GUSTAMACHIO | SC |   | TERESA M HERNANDEZ | OH |
| GAYLE ELMERKABAOUI | SC |   | TRACY WASHBURN | MO |
| GUADALUPE PANCHI | NC |   | WANDA BOLAND | SC |
| IDA BROWN | FL |   | WENDY RAMIREZ | AL |
| JENNIFER ASHLEY | KY |   | YOLANDA Y SANTIAGO | NC |
| JOY TYSON | TX |   |   |   |

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**RECRUITMENT INCENTIVES**.

 To learn how to earn points for 2016 go to [www.youravon.com](http://www.youravon.com/) and click on

Rewards and Recognition.

**Representatives will have the opportunity to receive points**

**for recruiting and building a team.**

None this campaign

**Each 1st Generation Qualified New Star Promoter you develop = 100 points**

**Congratulations to all who earned theses points!**

None this campaign.

**Sales Increase**

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| **Representatives who are President's Club or higher can earn 25 Points per Campaign for every $100 sales increase over his/her prior year's performance** |
| **Sales Increase - 25 Points** |
| BETTY J WALTER | NC | 350 Points |
| GAYLE ELMERKABAOUI | SC | 275 Points |
| DEBBIE M BEBLER | NC | 100 Points |
| DOLLY MOSS | NC | 100 Points |
| CHARLES F WINLEY S | NC | 75 Points |
| ANGELA BROWN | GA | 50 Points |
| SARA C VAZQUEZ | NC | 50 Points |
| SHARON CATLIN | NY | 50 Points |
| JOHN WALTON | NC | 25 Points |
| LISA M WILLIS | NC | 25 Points |
| LORENA S BUENDIA | NC | 25 Points |
| MARISOL D ROJAS | NC | 25 Points |
| MICHELLE C LIPE | NC | 25 Points |
| PAMELA GARDIN | NC | 25 Points |
| SANDY L KEARNS | NC | 25 Points |
| THERESA ROBERTS | GA | 25 Points |

**Pins**

**Representatives that advance their titles will receive a leadership pin from Avon.**

**Congratulations to these people!!**

**None this campaign**

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**All Aboard With Onboarding**

When you mentor your new recruits to earn in KickStart, everyone’s on the express track to greater earnings.

**All Aboard KickStart**

Earn $20 for each qualifying recruit!

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| Name | State | Award |
| MADAI CAMPOS | NC | $80  |
| EDNA M WELLS | NC | $40  |
| TAMMY MOSTELLER | NC | $40  |
| LESLIE HULBERT | NC | $40  |
| FREDDIE H WATSON | SC | $20  |
| NANCY BUCHANAN | NC | $20  |
| ANGELA M EDWARDS | NC | $20  |
| BERNIE BELTRAN | FL | $20  |
| JOHN WALTON | NC | $20  |
| RENA PAGE | NC | $20  |
| GUADALUPE PANCHI | NC | $20  |

**KickStart**

Earn $50 for each Qualified Recruit for a New Representative. No Limits!

None this campaign

**Rise Up**

Advance to a higher title for the first time and maintain that title for an additional 3 campaigns

- a total of 4 consecutive campaigns-to receive a Promotion Bonus.

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**Rhonda & Larry Voss**

**AVON Silver Executive Leaders**

**Author of NO BOTTLE, NO BRUISES
Co-Author of A VIEW FROM THE TOP**

**AVON:  *Beauty with a Purpose***

***OUR PURPOSE:*  The Broad River Abundant Life Foundation**

**-- Building a Retreat Center for Victims of Domestic Violence and Abuse**

**5 Values Treasured at AVON for over 125 Years:**

**Belief, Integrity, Respect, Trust, Humility**

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| **This is the company that puts mascara on lashes and food on tables, that fights wrinkles with one hand and breast cancer with the other. That knows the value of the perfect lip , but still opens its mouth and speaks out against Domestic Violence and for women's financial independence . This is the company that not only brings beauty to doors, but also opens them. The company that supports 6 million Representatives in over 100 countries. This is Avon. The company, that for 125 years, has stood for beauty, innovation, optimism and above all FOR WOMEN.** |

**Home Office LANDLINE:  704-313-7176 (transfers to cell if away)**

**HOURS: 9-9 Eastern, 8-8 Central, 7-7 Mountain, 6-6 Pacific**

**Text Messages ONLY:  980-621-2866**

**Avon Customer Service 1-513-551-2866**

**Leadership Desk 1-800-443-2831**

**Product Info 1-800-445-2866**

**To e-mail any district manager:  District#@avon.com  example:   1111@avon.com**