



Team Usborne Criteria

For membership during
May - August 2014

(Qualification period 1st January - 30th April 2014)

To be a Team Usborne **Elite Achiever:**

To be an Elite Member

You must promote to Team Leader status for the first time

OR

Promote to Team Leader status within the Runaway Success Promotion Bonus qualification period

To be an Elite Leader

You must promote to Group Leader status or higher for the first time (you must also achieve at least the 'Member' level of Team Usborne Membership)

OR

Be the first line leader of an Organiser who promotes to any new status for the first time (the first line leader must also achieve at least the 'Member' level of Team Usborne Membership)

To be a **Select Member of Team Usborne:**

Organisers of Team Leader status and above must be paid at Team Leader status and achieve Team Productivity Bonus every month during the four month qualification period

To be a **Member of Team Usborne:**

Organisers of Team Leader status and above must be paid at Team Leader status every month during the four month qualification period

Team Usborne Terms and Conditions:

The incentive period is 1st January to 30th April inclusive. Qualifying orders must be completed between 01/01/14 and midnight on 30/04/14. Incorrect or late orders, Agreements or payments will not be valid.

- Members at every level must be active (i.e. achieve min. £100 sales) within every month of the incentive period (depending on their 'start date'). Organisers who promote during their Runaway Success Promotion Bonus period will still be eligible for membership even if they are not active in their first month of joining Usborne Books at Home.
- In the event of an Organiser in your team promoting to Team Leader status during the course of this incentive (and therefore no longer counting towards your Personal Team Sales), an appropriate positive adjustment will be made to your Personal Team Sales and qualification.
- In the event of an Organiser of Team Leader Status (or above) in your team demoting during the course of this incentive (and therefore now contributing towards your Personal Team Sales), an appropriate, minus adjustment will be made to your Personal Team Sales and qualification.
- The above adjustments are purely for the purposes of this incentive only and do not affect payment or qualification criteria.
- For the purpose of 'Elite Member' membership - A Team Leader promotion is defined as a first time promotion to Team Leader status (i.e. an Organiser that has not been at Team Leader status before, since signing their Agreement).
- Any Organiser that promotes to Team Leader status within their Runaway Success Promotion Bonus period will become an Elite Member for the following full season.
- For the purpose of 'Elite Leader' membership - A Group Leader or higher promotion is defined as a first line, first time promotion to Group Leader status or higher (i.e. an Organiser that has not been at Group Leader, Divisional Leader or Executive Leader status before, since signing their Agreement).
- For the purpose of 'Elite Leader' membership - A first time leader promotion during the course of this qualification period will earn their first line leader 'Elite Leader' membership for the following season provided that the first line leader themselves achieves at least Team Usborne 'Member' level membership. NB: The newly promoted leader does not need to be a personal recruit; merely first line.
- If any newly promoted leader demotes prior to their potential membership period, they will not be granted membership for that season, unless they repromote before the relevant membership period commences.
- If any newly promoted leader demotes during their membership period, they will be allowed to enjoy all relevant benefits for the full membership period.
- All benefits are available during the period of membership only.
- Free carriage (where applicable) is available to UK residents only. EU achievers can deduct up to £10 from the cost of delivery on their orders, depending on the level of membership.
- Free subscription to the Online Marketing Package will be in the form of a £24 refund.
- All prevailing rules, terms and conditions of the Organisers Handbook and Agreement apply to this incentive. If, in the company's opinion, these rules, terms and conditions have not been adhered to, the company reserve the right to disqualify any Organiser from the incentive.
- All the above rules apply for the lifetime of this incentive in its current format.