

Slay
THE SEASON

**Avroy
Shlain®**
NOVEMBER 2026



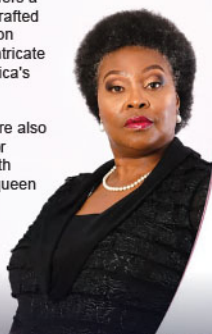
Beauty
SCAPE

ABOUT YVONNE

Inspired by the African queen herself, Yvonne Chaka Chaka's dinnerware collection offers a regal touch to your dining experience. Crafted from the finest materials, the collection includes plates, bowls, and cutlery with intricate patterns and vibrant hues reflecting Africa's cultural heritage.

Durable for everyday use, these pieces are also microwave- and dishwasher-safe for convenience. Elevate your dining with sophistication and royalty – dine like a queen every day!

CHAKA
HOMEWARE



Group Manager *Challenge*



1 August -
30 November 2026

Crowned Premium lifestyle
rewards to accelerate performance



TIER MINIMUMS

MIN	BUILDER	GROW	ELITE	BREAK THROUGH	NEW GROUP MANAGERS AUGUST
MIN	21000 – 52,999	53,000 – 85,999	86000	21,000	21,000
GROWTH	15%	15%	5%	0%	0%

BUILDER TIER

Group Managers – If your sales for the same month in 2025 were between R21,000 and R52,999, you need to increase your sales by 15% to qualify.

August	September	October	November	Achieve all 4 months
Pitcher 	Goblets 	Champagne Glasses 	Small Salad Bowl Set 	Large Salad Bowl 

GROW TIER

Senior Managers – If your sales for the same month in 2025 were between R53,000 and R85,999, you need to increase your sales by 15% to qualify.

August	September	October	November	Achieve all 4 months
4 Mugs 	4 Cereal Bowls 	4 Side Plates 	4 Dinner Plates 	Charger 

Elite Tier

Executive & Million Rand Managers – If your sales for the same month in 2025 were R86,000 or more, you need to increase your sales by 5% to qualify.

August	September	October	November	Achieve all 4 months
4 Mugs 	4 Cereal Bowls 	4 Side Plates 	4 Dinner Plates 	Tea Pot 

Regional Growth Award

Top 5 per region win – based on REAL growth above target.

Each month, the Top 5 Group Managers per region will win an additional prize.

To qualify:

- You must first meet your tier's minimum growth target
- o Builder & Grow: +15%
- o Elite: +5%

How winners are ranked:

- Only the rand value ABOVE your required growth target counts
- The higher your growth above target, the higher your ranking

Example:

If your target is 15% and you achieve 20%, only the extra 5% (in rand value) counts toward ranking.

How Winners Are Selected

- There are 5 winners per region (total)
- All eligible tiers compete together (Builder, Grow, Elite)
- There is no fixed number of winners per tier

This means:

- All 5 winners could come from one tier
- Or be split across different tiers
- It depends on who achieves the highest rand growth above target

Important Rules

- Growth is measured vs the same month in 2025
- You must meet your minimum sales + growth target to qualify

Ranking is based on:

1. Rand growth above target
 2. If tied → higher total sales wins
- Eligibility for the Regional Top 5 Growth Award is limited to established GMs participating in the Builder, **Grow or Elite Tiers**

Breakthrough and New Manager PROMOTE OUT

Hit **R21,000** for the 1st time as a breakthrough manager or if you were promoted in 2026 and have no 2025 comparison:

You qualify by achieving: **R21,000** minimum sales each month.

- Grand price requires all 4 months achieved

*Excluding
Zimbabwe and Mozambique.

YOUR CONFIDENT START

To help you start your business strong, we have created the Confident Start Beauty Advisor Onboarding Programme for your first 90 days of joining the business.

FAST START

(0-14 Days from registration)

START

Place your 1st ORDER to the value of **R750/P619/NS750** within 2 weeks of registration and you will receive:

Off-Invoice Earnings of R163/P134/NS163

Receive Incentive Products valued at R118/P97/NS118



- 2 X Perfumed Roll-on 50ml

Note: Product Selection may include male or female roll-ons.

(Within 30 days of registration)

1

Achieve TOTAL INVOICED SALES of **R1 000/P826/NS1000**

in 30 Days and you will receive:

Off-Invoice Earnings of R217/P179/NS217

Receive Incentive Products valued at R180/P148/NS180



- 2 x Perfumed Body Spray 90ml/Deodorant Spray 120ml

Note: Product selection may include male or female Perfumed Body Spray.

You can also earn a Personal Sales Challenge gift if you meet the separate qualifying sales threshold within the relevant calendar month. Refer to pages 6 and 8 for qualifying levels and conditions.

Days 1-90 are independent qualification periods. Only the BA Kit requires successful qualification across all three periods.

Terms & Conditions apply

(Within 31-60 days from registration)

2

Achieve TOTAL INVOICED SALES of **R1 250/P1 033/NS1250** in 31 to 60 Days and you will receive:
Off-Invoice Earnings of R272/P224/NS272 Receive Incentive Products valued at **R478/P395/NS478**



- Daily Skincare 3 in 1 Universal Toner 100ml
- Avroy Shlain Daily Skincare Advanced Day Cream for Dry Skin 50ml

You are eligible for the Personal Sales Challenge Gift in the Reward Brochure (Please refer to the Rewards Brochure for levels)

(Within 61-90 days from registration)

3

Achieve TOTAL INVOICED SALES of **R1 500/P1 239/NS1500** in 61 to 90 Days and you will receive:
Off-Invoice Earnings of R326/P269/NS326 Receive Incentive Products valued at **R224/P185/NS224**



- Afri Moisture Nourishing Shampoo 250ml
- Afri Moisture Multipurpose Hair Mist 200ml

You are eligible for the Personal Sales Challenge Gift in the Reward Brochure (Please refer to the Rewards Brochure for levels)

QUALIFICATION!

Complete and achieve all 3 criteria steps and qualify to purchase the **BEAUTY ADVISOR KIT FOR ONLY R160/P132/NS160** on check-out with your next order! Get the products you need to grow your sales and your business.
KIT VALUED AT R1 245/P1 028/NS1245



- Beauty Advisor Kit

NB: Images are for illustrative purposes only. Products may be substituted with items of similar value without prior notification.

PERSONAL Sales

Beauty Advisors, Managers and Area Distributors

Achieve Personal Sales of

R2 000 / P1 652 / N\$2000 in November as a Credit Account Holder and you will receive:

- Pink Diamond Pristine Perfumed Body Spray 90ml
- Pink Diamond Pristine Roll-on Anti-perspirant 50ml

**PRODUCT
VALUE
R134 / P110
N\$134**



Plus

YOUR OFF INVOICE EARNINGS:

R434 / P358 / N\$434

CREDIT ACCOUNT STATUS

Achieve Personal Sales of

R2 000 / P1 652 / N\$2000 in November as a DDO & Prepaid Account Holder and you will receive:

- Legendary Man Oud Deodorant/Anti-perspirant Spray 120ml
- Legendary Man Oud Roll-on Anti-perspirant 50ml

**PRODUCT
VALUE
R138 / P114
N\$138**



Plus

YOUR OFF INVOICE EARNINGS:

R434 / P358 / N\$434

DDO & PREPAID ACCOUNT STATUS

DDO: Direct Delivery Option

Terms & Conditions apply. Excluding Zimbabwe and Mozambique.

You may earn only one Personal Sales Incentive reward per account per campaign month, based on the highest sales tier achieved. The reward will be determined by your account status when you reach that tier. Changing account status during the month does not qualify you for an additional reward.

New Delivery Point

- DDO/PREPAID /CREDIT GM LEVEL

DDO BA PROMOTED TO DDO GM

STEP 1

DDO BA promoted to DDO GM

STEP 2

Automatically grant a Delivery Point

STEP 3

Monitor minimum sales for the first 3 months

Month	Minimum Sales
Month 1	R18 000
Month 2	R19 500
Month 3	R21 000

STEP 4

Were all monthly targets achieved?

• **YES** - Go to Step 5

• **NO** - Go to Step 6

STEP 5

Delivery Point Retention

Target: Maintain monthly sales of **R21,000** or more at the delivery point.

Monthly Review

Monitor the delivery point's sales each month.

Have sales fallen below **R21,000** for

2 consecutive months?

• **NO**

Keep the delivery point open and continue monitoring monthly sales.

• **YES**

Close the delivery point and implement one of the following alternatives:

the following alternatives:

GM & Downline Must:

Use PAXI as the alternative delivery option; or Move to another delivery point within the same area; or Move to the relevant AD's delivery point.

STEP 6

Apply DDO GM Rules

• Delivery point automatically granted.

• 30 km rule **does not apply**.

• Old sharing points must apply for a new delivery point.

• Area and Region display as "DDO".

• **No Credit BAs** allowed under the DDO GM Downline.

• Existing prepaid BAs remain prepaid.

• New recruits will be registered as DDO BAs under the DDO GM.

STEP 7

Order Processing

DDO GM Orders

• Orders released **daily**.

• **DDO handling fee** charged **per order**.

DDO BA Orders

• Orders released **daily**.

• BA keeps own **ship-to address**.

• **DDO handling fee** charged.

Prepaid BA Orders

• Orders consolidated.

• Orders released **weekly**.

• **R28 handling fee** charged.

• Ship-to address changed to **DDO GM address**.

DDO BA PROMOTED TO GM (CREDIT/PREPAID)

STEP 1

DDO BA is promoted to GM (Credit/Prepaid)

STEP 2

Automatically grant a Delivery Point

STEP 3

Monitor minimum sales for the first 3 months

Month	Minimum Sales
Month 1	R18 000
Month 2	R19 500
Month 3	R21 000

STEP 4

Were all monthly targets achieved?

• **YES** - Go to Step 5

• **NO** - Go to Step 6

STEP 5

Delivery Point Retained

• Maintain **R21 000** there after in monthly sales.

Did sales fall below R21 000 for

2 consecutive months?

• **NO** - Keep the delivery point.

• **YES** - Close the delivery point.

GM AND DOWNLINE MUST:

• Use **PAXI**, or

• Move to another delivery point in the same area, or

• Move to the relevant AD's delivery point.

STEP 6

Apply GM (Credit/Prepaid) Rules

• Delivery point automatically granted.

• **30 km rule no longer applies**.

• Old sharing points must apply for a new delivery point.

GM (Credit/Prepaid) may have:

• DDO BAs

• Prepaid BAs

• Credit BAs

STEP 7

Order Processing

GM (Credit/Prepaid) Own Orders

• Orders are consolidated.

• 8 Orders are released **weekly**.

• **R28 handling fee** charged **per order**.

DDO BA Orders

• Orders released **daily**.

• BA keeps own **ship-to address**.

• **DDO handling fee** charged.

Prepaid BA Orders

• Orders consolidated.

• Orders released **weekly**.

• **R28 handling fee** charged.

• Ship-to address changed to **DDO GM address**.

PERSONAL Sales

Beauty Advisors, Managers and Area Distributors

Achieve Personal Sales of

R4 500 / P3 719 / N\$4 500 in November
as a Credit Account Holder and you will
receive:

- Avroy Shlain JS Rose Gold EDP 60ml

**NEW
PRODUCT
VALUE
R439/ P362
N\$439**



Plus

YOUR OFF INVOICE EARNINGS:

R978 / P808 / N\$978 OR MORE

Achieve Personal Sales of

R4 500 / P3 719 / N\$4 500 in November as
a DDO & Prepaid Account Holder and you
will receive:

- Avroy Shlain JS Rose Gold EDP 60ml
- Rose Gold by Avroy Shlain Roll-On
Anti-perspirant

**NEW
PRODUCT
VALUE
R498/ P411
N\$498**



Plus

YOUR OFF INVOICE EARNINGS:

R978 / P808 / N\$978 OR MORE

DDO: Direct Delivery Option

Terms & Conditions apply. Excluding Zimbabwe and Mozambique.
Only one Personal Sales Incentive may be earned per account type and Sales tier during the
campaign month. If you qualify for the higher sales tier, you will receive only the reward
linked to that tier.

CREDIT ACCOUNT STATUS

DDO & PREPAID ACCOUNT STATUS



NEW L&G Bi-phase Tissue Oil

Dual Benefits.
Oil + Serum in one
for deeper skin results.

Visible Skin Improvement

Helps reduce the appearance of marks while improving skin tone and smoothness.
For stretch marks, uneven tone, dry/rough texture.

Glow + Hydration without the Grease

Lightweight nourishment for radiant, healthy-looking skin.
Fast-absorbing,
Non-sticky feel, Everyday use.

12435
Bi-phase Tissue Oil
100ml

R139

N\$139 / P113
MT673 / ZIM-R160



BODY essence TISSUE OIL



NEW STRETCH MARK CREAM

WITH
SARCOSLIM RE-SHAPE,
seaweed, kalahari melon seed
oil and caffeine bp

Sarcoslim re-shape: Plant stem cells that help firm and smooth sagging skin.

Seaweed: Soothes, hydrates, firms, and supports smoother, younger-looking skin.

Kalahari melon seed oil: Hydrates, boosts skin resilience, and helps prevent moisture loss.

Caffeine BP: Boosts circulation to tighten, smooth, and improve skin appearance.

A rich stretch mark cream that moisturises and nourishes stretched or changing skin, leaving it feeling softer and smoother. Helps skin appear firmer, with more even texture.

Directions for use:

Apply stretch mark cream twice daily (morning and night) to clean, dry skin for best results.

8503

Stretch Mark
Cream 150ml

R179

N\$159 / P145
MT866 / ZIM-R206

TRY ME!
I'M NEW

NEW MANAGER *Qualification*

Become a Manager THIS MONTH!
Achieve the following criteria and you will earn:

STEP 1:

Achieve team sales of R16 500 / P13 636 / N\$16 500

(Including personal sales)

- 2 New Active Recruits in the qualification month
- Minimum requirement: Minimum 6 personally recruited Beauty Advisors

When you qualify, you will become a Junior Manager and receive

REWARDS:

- Earn a once off qualification 8% Service Fee (Junior Manager Team Sales)
- Receive a Product hamper valued at **R1 457 / P1 204 / N\$1 457**
- Participate in the 3 month Manager Onboarding Programme

NEW



NOW INCLUDES

At least
5 product samples
+
A selection of
marketing and
training materials



Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

*Samples, Marketing & Training
Materials may vary

**PLUS join the Manager Onboarding Programme to earn
more incredible rewards!**

MANAGER Earning Schedule 2026

LEVEL	SALES	EARNINGS
PROMOTE-OUT QUALIFICATION	STEP 1: Achieve team sales of R16 500/ P13 636/NS16 500 (Including personal sales) <ul style="list-style-type: none"> 2 New Active Recruits in the qualification month Minimum Requirement: Minimum 6 personally recruited Beauty Advisors 	8%
MANAGER BELOW THRESHOLD	R19 500/P16 115/NS19 500 – R20 999/P17 354/ NS20 999	6%
GROUP MANAGER	R21 000/P17 355/ NS21 000 – R52 999/P43 800/ NS52 999	11%
SENIOR MANAGER	R53 000/P43 801/ NS53 000 – R85 999/P71 073/ NS85 999	12%
EXECUTIVE MANAGER	R86 000/P71 074/ NS86 000 – R141 999/P117 354/ NS141 999	12,5%
MILLION RAND MANAGER	R142 000/P117 355/ NS142 000 +	13%

All sales thresholds refer to monthly invoiced team sales



Earn an ADDITIONAL BONUS:

EXECUTIVE MANAGERS

With sales of between R 86 000 and R 141 999 will earn an **ADDITIONAL R500 BONUS.**

MILLION RAND MANAGERS

with sales of **R142 000** or more will earn an **ADDITIONAL R1 000 BONUS.**

The R1 000 bonus replaces the R 500 bonus if that level is achieved - the bonus amounts are not added together. This bonus is paid in addition to your monthly service fee.

NEW MANAGER ONBOARDING *Programme*

NOW THAT YOU ARE A JUNIOR MANAGER, LET'S GET YOU GOING!

Did you know that in your first 3 months after qualifying as a Junior Manager, you are eligible to participate in the Manager Onboarding Programme, where you have the opportunity to attend exclusive training with your Area Distributor, earn FREE Avroy Shlain Product Samples, and Product Training Guides.

NEW MANAGER ONBOARDING PROGRAMME

Once you qualify as a Junior Manager, you have the opportunity to participate in the 3 month Manager Onboarding Programme and earn **Gifts for the 3 month period which are valued at R3 878.**

MONTH 1

MONTH 1 CRITERIA:

Achieve **R18 000/P15 000/NS18 000** Sales PLUS Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 252/P1 043/NS1 252**

REWARDS:

Avroy Shlain-Branded

- **NEW** Tote Bag
- **NEW** A5 Planner
- **NEW** Pen
- 2 x Clipboards



MONTH 2

MONTH 2 CRITERIA:

Achieve **R19 500/P16 115/NS19 500** Sales PLUS Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 356/P1 130/NS1 356**

REWARDS:

- **NEW** Avroy Shlain Branded Golf Shirt
- **NEW** Avroy Shlain Branded Cap
- Pack of Blotters (x25)
- JS® Eau de Parfum 60ml
- Black Diamond® Eau de Toilette 100ml
- Redd® Eau de Parfum 60ml
- Endangered® for Her Wild Perfumed Body Spray 100ml
- Black Diamond® Anti-Perspirant Spray 150ml



T&C's Onboarding earnings shown are additional to the standard service fee: Month 2 pays 6% + 8% bonus (14% total); Month 3 pays 11% + 11% bonus (22% total). Calculated on group sales excluding VAT, subject to meeting monthly sales and recruitment targets.

MONTH 3

MONTH 3 CRITERIA:

Achieve **R21 000**/P17 355/N\$21 000 Sales PLUS
Minimum 2 New Active Group Recruits

EARNINGS:

Earn 11% Service Fee – **R2 008**/P1 673/N\$2 008

REWARDS:

- **NEW** Avroy Shlain Branded Vanity Case
- **NEW** Avroy Shlain Branded Lightweight Jacket
- Body Essence® Tissue Oil 100ml
- CRT® Anti-Wrinkle Serum 30ml
- CRT® Vitamin C Oil Serum 30ml
- CRT® 2 in 1 Foam Cleanser 150ml
- CRT® Firming Face & Neck Cream 50ml



QUALIFY IN ALL 3 MONTHS

REWARDS:

- **NEW** Manager Badge
- **NEW** Scarf



Mother Manager & New Manager PROMOTE OUT BONUS

The Mother Manager & New Manager each earn a **once-off R500** bonus for achieving **total group sales of R58,500** across the three onboarding months, even if individual monthly targets are missed.

Mother Manager RETENTION BONUS

As the Mother Manager you can earn an **ADDITIONAL R500** per Month by helping your New Manager grow their business after they have completed their 3-month Onboarding Programme.

HOW IT WORKS:

- **Month 4: Receive R500** if your New Manager achieves R21 000/P17 500/N\$21 000
- **Month 5: Receive R500** if your New Manager achieves R21 000/P17 500/N\$21 000
- **Month 6: Receive R500** if your New Manager achieves R21 000/P17 500/N\$21 000

These bonus earnings are paid in addition to monthly service fee.
No missed months can be recovered.

Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

T&Cs: Each onboarding month qualifies independently. Missing one month does not prevent qualification in later months. The scarf and badge require qualification in all three months.



ACTIVATION *Challenge*

MANAGERS

Activate any inactive Beauty Advisors with a total minimum of **R7 500/P6 198/N\$7 500** invoiced sales from these Beauty Advisors and receive:

R500 Cash Bonus!

AREA DISTRIBUTORS

Activate any inactive Beauty Advisor, with a total minimum of **R30 000/P24 793/N\$30 000** invoiced sales from these Beauty Advisors and receive:

R1 000 Cash Bonus!

An inactive Beauty Advisor is an existing Beauty Advisor who has not placed an invoiced order during the 12 months immediately preceding November 2026. Beauty Advisors registered during November 2026 do not qualify as inactive Beauty Advisors for this challenge.

Terms & Conditions apply.
Excluding Zimbabwe and Mozambique.

Qualifying sales must be invoiced during the applicable sales month. Each Manager or Area Distributor may earn the Activation Challenge cash bonus only once per month, regardless of how many times the qualifying sales threshold is achieved.

RECRUITERS

Beauty Advisors & Managers Only

For every personally registered recruit in the current month who has qualified with **R1 500/P1 239/N\$1 500** in invoiced sales in November 2026, you will receive:

NEW

After Midnight Nuit is a bold, intoxicating scent that comes alive when the night deepens. It opens with a radiant burst of juicy fruits and sparkling florals, drawing you in with an irresistible sweetness. As it settles, a rich heart of creamy white flowers unfolds, adding a layer of sensual femininity and allure.

TOP NOTES



Pear



Rose



Lavender

MIDDLE NOTES



Ylang Ylang



Jasmine

BASE NOTES



Vanilla



Musk



Moss



**PRODUCT
VALUE
R499/
P404**

After Midnight Nuit
Eau de Parfum 75ml

Terms & Conditions apply.
Excluding Zimbabwe and Mozambique

DID YOU KNOW?

We have a dedicated Avroy Shlain WhatsApp Channel for the latest flyer offers, business updates, sales tools, training, and more. Scan the QR code or join via the link to stay connected.
<https://bit.ly/AvroyWhatsapp>



NEW RECRUITS

Build your sales

1 Simple Bundle Offer to Get You Started & Earning FAST

R753 Bundle

Total Sales: R753

**You Earn: R163 + 1 free brochure + 2x free
Roll-ons – as per Fast Start Rewards
offer if invoiced within
14 days of registration.**

**R753
Level: Start
Here**



**X1
CODE
69708**

**X1
CODE
59681**

**X4
CODE
12526**

**X1
CODE
12603**

Terms & Conditions

Rewards are subject to stock availability. Avroy Shlain reserves the right to substitute any gift for another of similar value. Your balance to be paid must be less than the month's invoiced sales (after discount). Qualifiers are granted a period of 90 days to query rewards gifts. Due to the nature of some gifts, qualifying gifts may vary per country. Gifts will be awarded based on the account status (Credit, DDO, Prepaid) at the time the incentive is achieved. Images were correct at time of printing. Minimum sales levels apply. Mozambique and Zimbabwe regions do not qualify for rewards, unless specified. All accounts on hold are subject to NEW incentive rule from the 1 December 2023. You must remain active during the month following qualification in order to claim your gift, there is no minimum sales required in this month (following month). Once the qualifier has met all requirements, the gift will be delivered in the following month. Service Fees are calculated on the VAT-exclusive value of invoiced sales.

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Warehouse Code 50511