

# 2019 Vernon Incentive Trip

## CASCAIS, PORTUGAL

May 19 – May 24, 2019

Cascais is a wealthy coastal town and a municipality in Portugal, located along the Estoril Coast, just 19 miles west of Lisbon. The former fishing village gained fame as a resort for Portugal's royal family in the late 19th century and early 20th century. Today, it is a popular vacation spot for both Portuguese and foreign tourists. During the 2019 Incentive Trip, you'll have the opportunity to see unique historical sites, palaces and castles; shop at quaint locally-owned businesses; or get some sun at one of the city's many beaches. There's so much to see and do in and around the city that you'll find it difficult to pack it all into one trip!

### Each Incentive Trip Qualifier Receives:

- \* 6 days/5 nights vacation for two to Cascais, Portugal
- \* Air & ground transportation to/from Lisbon Airport for winner & guest
- \* Free accommodations at the award-winning Grande Real Villa Italia Resort & Spa.  
<http://www.grandereailvillaitalia.realhotelsgroup.com>
- \* Group welcome reception
- \* One group activity
- \* Spending money

All travelers must have a valid U.S. passport. Vernon will manage hotel reservations, air and ground travel arrangements to and from Lisbon. Trip winner is responsible for all additional expenses including gratuities, baggage fees, non-group excursions, etc. There is no cash equivalent and trip is non-transferrable.



### Contest Period

2018 Sales Year – 52 weeks, including commission statements dated from 3/5/18 – 2/25/19.

### Order Cutoffs for 2/25/19 Commission Statement:

- \* Complete orders received by 7:30 AM CST on Fri. 2/22/19 will be included.
- \* Orders received between 7:30 AM and 4:30 PM CST on Friday, 2/22/19 may or may not be included.
- \* Orders received after 4:30 PM CST on Friday, 2/22/19 will NOT be included in the 2018 sales year.

Contest progress reports will be emailed periodically throughout the year. In addition, your weekly and YTD commission totals appear on your weekly commission statement.

### Tax Reform Act of 1986

The fair market value of the Circle of Excellence trip for you and your guest must be treated as taxable income and will be added to your payroll in September 2018.





## Winner Qualifications

There are four qualification categories. Winners will be determined in the following order:

- A** Top 12 Commission Earners (\$70K minimum)
- B** Top 3 New Hires with start date after 9/1/17 (\$60K minimum)
- C** Top 5 Commission Increases (\$70K minimum)
- D** Any veteran salesperson (hired before 9/1/17) who has not qualified in A or C above earning more than \$70K in commissions during the 2018 fiscal year, \$15K or more greater commission increase over 2017 AND \$1 more than commissions in 2016.

Invitations to attend the 2019 Vernon Incentive Trip will only be extended to individuals who meet the criteria detailed above. If someone qualifies as a New Hire Winner in a given year, they cannot qualify in the same "New Hire" category the following year.



## **Qualifying Products**

All Vernon and Outside Line products qualify. Canceled orders will be deducted as they occur. Commissions will be credited on proof orders in accordance with Vernon policy.

## **Commission Earnings**

Commission earnings refer to your commissions earned on your statements from 3/5/18 to 2/25/19.

