

TERMS & CONDITIONS ADVISOR INCENTIVE

RECRUITING ADVISOR/TEAM LEADERS (September A – October E Trainees Only)

THE INCENTIVE

Recruiter

- A minimum of **2 Personal 'Qualified Recruits'** must be made to earn the **Kobold VM7** (RRP £129/€149).
- A minimum of **4 Personal 'Qualified Recruits'** must be made to earn the **Kobold VK7** (RRP £859/€999).
- For every eligible personal recruit that **'Earns for Free'**, the source recruit will earn a **£300/€360** flat rate bonus.

Team Leader Exclusive Bonus

- A minimum of **5 'Qualified Recruits'** (Minimum of 2 personal recruits) must be made to earn a **£500/€600** flat rate bonus.
- A minimum of **10 'Qualified Recruits'** (Minimum of 2 personal recruits) must be made to earn a **£1500/€1800** flat rate bonus. Therefore, if you make a minimum of 10 Qualified Recruits, you will earn a combined total of **£2000/€2400**.

Team Leader Exclusive – (Vorwerk International Awards Night 2026*)

To earn your place at Vorwerk International Awards night 2026, the Team Leader must achieve ALL the criteria below:

- A minimum of **4 'Qualified Recruits'** (Minimum of 2 personal recruits)
- Achieve a minimum **100% IRC Branch Recruitment Target**.
- Your Branch qualifies in the **Top 6 Branches in the UK and Ireland**.

HIERARCHY

- This incentive is open to all Newcomers, Advisors, and Team Leaders.
- The incentive will be reported and tracked based on the national hierarchy as of **1st September 2025**.
- For example, if Team Leader A is in Branch 001 as of the 1st September 2025 but is migrated to Branch 002 on the 1st October 2025. For the entire incentive period, the recruits and tracking for this Team Leader will be attributed to Branch 001, even for the activities done throughout October, whilst they are in Branch 002.
- If an Advisor is in Team A on the 1st of September but moves to Team B on the 1st of October, all recruiting activity for the incentive will be attributed to the Team A Team Leader, even for the activities done in October whilst they are in Team B.

- **Out of area recruits** - If a newcomer is recruited by Advisor A, but instead of joining Team Leader A's team, they join Team Leader B as they are not a local recruit, then all sales of the newcomer will be attributed to Team Leader B; however, the qualified recruit will be attributed to Team Leader A.

RECRUITMENT CRITERIA

'Qualified Recruit'

- To count as a **'Qualified Recruit'** for this incentive, the newcomer must place a minimum of **1 personal TM7 sale** in their first **30 days** from their start date.
- Sales must be placed via Head Office by 5:00 pm on the Newcomers' 30th Day or via the Advisor Portal by 23:59 pm on the Newcomers' 30th Day.
- In the case of finance sales, applications must be processed, the customer must have signed the e-Signature, and be approved by 23.59 pm on the Newcomers' 30th Day.

'Earn for Free'

- To count as an **'Earn For Free'** towards this incentive, newcomers must place a minimum of **4 TM7 Sales** in their first **90 days** OR place a minimum of **6 TM7 Sales** in their first **120 days**.
- Those who do not earn their Thermomix® TM7 for free and pay towards their outstanding balance will NOT count as 'Earn for Free'.
- Sales must be placed via Head Office by 5:00 pm on the Newcomers' 90th/ 120th Day or via the Advisor Portal by 23:59pm on Newcomers' 90th/ 120th Day.
- In the case of finance sales, applications must be processed, the customer must have signed the e-Signature, and be approved by 23.59pm on the Newcomers' 90th/ 120th Day.

NEWCOMER ELIGIBILITY

- Newcomers who train between **Wednesday 3rd September (Sep A Training) – Wednesday 29th October (Oct E Training) 2025 ONLY** will count towards this incentive.
- Recruits for this incentive must NOT be family members or people who live at the same address as you. This does not mean we cannot recruit them if they are willing to join us during this period. They simply do not count for the incentive to avoid possible "non-ethical" recruitment.
- Recruits who join as an Owner will be included in this incentive and count towards the national and branch target, plus your personal qualified recruit criteria.
- Advisors who have previously joined as TM6 owners and now join to earn a Thermomix TM7 are eligible.
- Customers in the process of buying a Thermomix with divided payments or on finance are NOT able to join and earn a Thermomix® TM7.

***VORWERK INTERNATIONAL AWARDS NIGHT 2026**

Branch Manager & Team Leader Exclusive

- The Vorwerk International Awards Night 2026 will take 18th April 2026.
- The Vorwerk International Awards Night 2026 will take place in Rome, Italy.

Top 6 Branches in the UK & Ireland

- The Branch can achieve a Top 6 Branch status by ranking in the highest percentage of overachievement in **qualified recruits vs. target**.
- In a tiebreaker situation for the Top 6 Branches, branches will be determined by the highest percentage of overachievement in active recruits vs. target between the September A and October E training periods (to 3 decimal places).
- For example, if Branch A has a branch target of 100 and has achieved 110 Qualified Recruits between September A and October D training periods. Branch A would achieve 110% overachievement vs the target.
- If Branch B has a branch target of 100 and has achieved 105 Qualified Recruits between September A and October D training periods. Branch B would achieve 105% overachievement vs target.
- In this scenario, Branch A would win with higher achievement.

Team Leader Criteria

- Your branch must rank in the Top 6 Branches with the highest overachievement of the branch target.

Travel

- Achievers of this incentive are required to travel with the group to and from the destination and must NOT make alternative travel arrangements or extend their stay due to this being a strictly packaged itinerary. This incentive will include the following;
 - Flights to and from the destination
 - All transfers at the destination
 - Hotel accommodation
- All group activities
- 1. All achievers must follow the itinerary; failure to do so - such as extending the stay, arriving early, or flying from another airport - may result in forfeiture of their place on the trip.
- You must have a Team Leader, Branch Manager, or Area Manager status at the time of the Vorwerk International Awards Night 2026 for you to be able to attend.
- If you have earned your ticket as a Team Leader and stepped down to Advisor status or resigned at the time of the event, you will no longer be able to attend.

- If you have earned your ticket as a Team Leader and promoted to Branch Manager status at the time of the event, you will be able to attend the VIAN 2026 as a Team Leader.
- All details, including registration, will be announced closer to the VIAN 2026 event. Please ensure your address, email, and phone number are up to date via Sales Support to avoid forfeiture due to failure to contact.
- The ticket to VIAN 2026 is not transferable and not redeemable for cash, gifts, or products.
- The cost for flights to and from the VIAN Destination is included in the incentive.
- Achievers of this incentive will travel to the confirmed Airport in the UK at their own expense.
- Should achievers of this incentive miss the scheduled flight, they will be liable for the cost of re-booking their travel and any additional costs incurred. If they are absent for any of the activities, these cannot be rescheduled or reimbursed in any way.
- Accommodation is provided on a twin-share basis with another Team Leader, Branch Manager, or Area Manager in a UK branch. While we will consider requests regarding your preferred roommate at the time of registration, we cannot guarantee specific rooming arrangements. Single rooms will not be available.
- It is the achievers of the incentives responsibility to make sure they have recommended vaccinations and an updated passport ahead of travel (minimum of 6 months validity on your passport).
- It is the achievers of the incentive responsibility to check the entry requirements to the chosen destination and to ensure they have all relevant documents and vaccinations, including visas.
- It is the achievers of the incentive responsibility to take out travel insurance at their own cost.
- Achievers of this incentive must complete registration provided by Vorwerk International on time and before the deadline.
- The achievers of this incentive will be communicated via Advisor News. The achievers of the incentive will be sent the registration link in their confirmation email. To claim their place on the trip, they must register within the deadline as instructed in the email and provide a valid passport and relevant information. Failure to do so will forfeit their place on the trip.
- Vorwerk International reserves the right to change travel location, activities, date, or arrangement. Should this be required, the trip will be of an equivalent value.

DELIVERY

- The Advisor Incentive products are not transferable or redeemable for cash.

- Vorwerk has the right to change the make, model, or brand of the incentive gift offered.
- The Advisor Incentive products should not be used to promote as your own incentive or sold to bring income to your own Thermomix business.
- All achievers of this incentive will be calculated 14 days after the end of the incentive to allow for a cool-off period.
- Delivery will not be immediately after the 14-day cool-off period. We will update you by the end of the incentive accordingly. It may take up to 3 months for delivery dispatch from the point the results are calculated.
- Delivery may be to individual earners or to your Branch to collect. We will update you by the end of the promotion accordingly.
- Advisors are responsible for having their correct contact and address details on our systems for incentive deliveries. Any changes to the default shipping address at the time of dispatch will not be resent. Please email salesupport@vorwerk.co.uk if you wish to update or amend your address if this is outdated.

IMPORTANT 2 MONTH QUERY PERIOD

- If you have a query around your eligibility for this incentive or delivery of missing items, please contact your Branch Manager within 2 months of the end of the incentive period. If you have not done so by this time, then the incentive will be closed off, and you will lose your chance to receive the products earned.