

Compensation Plan at a Glance

Retail Commissions

Stylists earn 25% Base Retail Commissions on all Personal Volume (paid weekly). Unlock enhanced retail commissions on your PV starting at 250 PV and above in a calendar month for a cumulative maximum of 40% (paid monthly).

PV	BASE RETAIL COMMISSIONS (WEEKLY)	ENHANCED RETAIL COMMISSIONS (MONTHLY)	CUMULATIVE TOTAL
0 - 249	25%	0%	25%
250 - 499	25%	2.5%	27.5%
500 - 749	25%	5%	30%
750 - 999	25%	7.5%	32.5%
1,000 - 1,999	25%	10%	35%
2,000 - 2,999	25%	12.5%	37.5%
3,000+	25%	15%	40%

Level Commissions

Unlock the opportunity to earn additional commissions on the Personal Volume of Stylists on 3 Levels as you build your community.

LEVEL	COMMISSIONS	PV TO UNLOCK COMMISSIONS ON PERSONALLY SPONSORED	PV TO UNLOCK COMMISSIONS ON ROLLUPS
L1	15%	300+	500+
L2	3%	500+	500+
L3	2%	500+	500+

Consult the How to Earn PDF for more details. Please note that all bonuses and rewards are subject to Compliance review and final closing. Any purchases or enrollments not in compliance with Color Street Policies and Procedures will be deemed ineligible. Additionally, any violation of Color Street Policies and Procedures may render a Stylist ineligible to participate in the program and may result in compliance action to the Stylist's account. The income, rewards, and incentive trips earned by an Independent Color Street Stylist are largely dependent upon an individual's business skills, work effort, commitment, and market conditions. Color Street, LLC does not guarantee any level of income or success. For average earnings, please visit www.colorstreet.com/incomedislosure (US), www.colorstreet.com/typicalparticipantearnings (CA), or www.colorstreet.com/EU-earnings-statement (EU).

Jump Start

Jump Start is a program that incentivizes you to jump into your business by rewarding vital behaviors that build a strong foundation for success. The Jump Start period includes the **enrollment month plus the next two full calendar months**. This bonus program, exclusive to new Stylists, is designed to reward you for consistent monthly income-producing activities.

Jump Start (JS) Bonuses



JS Sales Bonus

Sell 500 PV, earn \$50 USD / \$68 CAD / €50

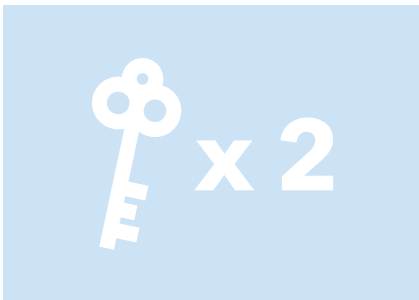
If you achieve 500 in Personal Volume (PV) within a calendar month while in your Jump Start period, you'll receive a bonus of \$50 USD / \$68 CAD / €50. There is a limit of one Sales Bonus per month.



JS Key Club Bonus

Achieve Key Club Status, earn \$50 USD / \$68 CAD / €50

"Key Club Status" is achieved by selling 500 PV and personally enrolling one Stylist with a physical Starter Kit in a **calendar month**. When you achieve Key Club Status while in Jump Start, you'll earn a Key Club Bonus of \$50 USD / \$68 CAD / €50. There is a limit of one Key Club Bonus per month.



JS Key Club Consistency Bonus

Achieve Key Club Status **TWICE**, earn \$75 USD / \$102 CAD / €75

When you successfully achieve Key Club Status in any two months during your Jump Start period, you'll earn a one-time Consistency Bonus of \$75 USD / \$102 CAD / €75.

Jump Start Bonuses are just the beginning! On top of these bonuses, unlock retail and level commissions on your Personal Volume and on the Personal Volume of those in your community.

Consult the FAQ for more details. The program applies to new Stylists who join on or after 12:00 a.m. CT on March 1, 2025. Please note that all bonuses and rewards are subject to Compliance review and final closing. Any purchases or enrollments not in compliance with Color Street Policies and Procedures will be deemed ineligible. Additionally, any violation of Color Street Policies and Procedures may render a Stylist ineligible to participate in the program and may result in compliance action to the Stylist's account. The income, rewards, and incentive trips earned by an Independent Color Street Stylist are largely dependent upon an individual's business skills, work effort, commitment, and market conditions. Color Street, LLC does not guarantee any level of income or success. For average earnings, please visit www.colorstreet.com/incomedislosure (US), www.colorstreet.com/typicalparticipantearnings (CA), or www.colorstreet.com/EU-earnings-statement (EU).

How You Get Paid

Share Products You Love and Maximize Your Earnings

At Color Street, a **25% Base Retail Commission** is paid weekly to Stylists based on their personal Sales Volume. Stylists can earn an additional 2.5-15% in **Enhanced Retail Commission**, paid monthly, based on their cumulative Personal Volume for the calendar month. Build your community and earn additional Level Commissions on the sales of those who join your team. The more you sell, the more you earn—and the more you help others sell, the more you benefit as well!



Personal Sales

Base

Stylists earn 25% Retail Commissions on all Personal Volume (paid weekly).

Enhanced Retail Commissions

Unlock **Enhanced Retail Commissions** on your PV when you reach 250 or more PV in a calendar month (paid monthly). Increase your PV and earn more commissions. Here's how the commission structure works:

- **250 - 499 PV:** Earn 2.5% enhanced retail commission
- **500 - 749 PV:** Earn 5% enhanced retail commission
- **750 - 999 PV:** Earn 7.5% enhanced retail commission
- **1000 - 1999 PV:** Earn 10% enhanced retail commission
- **2000 - 2999 PV:** Earn 12.5% enhanced retail commission
- **3000+ PV:** Earn 15% enhanced retail commission



Grow Your Community

The compensation plan rewards you with Level Commissions! When you reach at least 300 PV in a calendar month, you unlock the opportunity to earn 15% on the PV of personally enrolled Stylists. When you reach at least 500 PV in a calendar month, you unlock 15% on the PV of Stylists who have rolled up to your Level 1, 3% on the PV of Stylists on your Level 2, and 2% on the PV of Stylists on your Level 3.



Jump Start

In addition to your retail commissions, during your enrollment month plus the next two full months, you will have the opportunity to earn Jump Start **bonuses** that reward both your sales performance and your ability to grow your community and achieve Key Club early with our Jump Start Program.



Key Club

Achieve Key Club by selling 500 PV and Enrolling 1 new Stylist with a physical Starter Kit to your community **in a calendar month**. Color Street's simple key to success to earning bonuses and building a long-term, sustainable business is Key Club. Make achieving Key Club your monthly goal each and every month.

Tips to Maximize Your Earnings

- 1. Sell:** Earn a base 25% weekly commission on all retail sales. Increase your retail commission rate by achieving a cumulative monthly PV of 250, 500, 750, 1000, 2000, or 3,000 to unlock up to 40% of total enhanced retail commissions.
- 2. Invite:** Enroll 1 new Stylist each month to keep growing your community.
- 3. Take Action:** Leverage Jump Start personally and for those joining your community to earn early and build a foundation for future success.
- 4. Stay Consistent:** Qualify monthly for Key Club by achieving 500 PV and adding 1 new Stylist with a physical Starter Kit to your community. See your business growth month over month.

Compensation Plan Glossary

Active Stylist: A Stylist is considered “active” when their e-suite fee is paid. The active status of a Stylist is also tied to the “Deactivation Due to Inactivity” rule. For more information, please refer to the Policies & Procedures.

Base Retail Commissions: Stylists can earn up to 40% Retail Commissions on their Personal Volume (PV). Base Retail Commissions start at 25% of a Stylist’s PV and are paid weekly.

Commission Period: The time period for which commissions are calculated. All times are based on Central Time.

- **Weekly:** A weekly period begins Wednesday morning at 12:00:00 am Central Time and ends the following Tuesday night at 11:59:59 pm Central Time. Color Street processes the weekly Base Retail Commission payout each Wednesday, and funds appear in the Pay Portal on Thursday.
- **Monthly:** The monthly period begins the first day of the month at 12:00:00 am Central Time and ends the last day of the month at 11:59:59 pm Central Time. Color Street processes monthly commissions (all payouts other than Base Retail Commission) within the first five business days of each month unless Stylists are notified otherwise.

Community: A Stylist’s community comprises all Stylists they personally enrolled and those who roll up to their Level 1. It also includes all existing and rolled up stylists on Levels 2 and 3.

E-suite: Monthly subscription fee of \$5 USD / \$6.75 CAD / €5 EU for ongoing sales and marketing support, including Virtual Office assistance, a personal website, accounting reviews, training updates, and communication tools. The final price may vary based on the taxes or VAT applicable to your shipping address. The e-suite fee will be charged on the 15th of each month. If payment is not received, access to your replicated website URL will be disabled for shopping. Access to the Virtual Office (VO) will also be suspended until the payment is processed and Color Play Club subscriptions may roll up if unpaid.

Enhanced Retail Commissions: Stylists can earn an additional 2.5-15% in Enhanced Retail Commission, paid monthly, based on their Personal Volume for the calendar month.

Exchange Rate: Commissions are calculated based on the currency-neutral Personal Volume (PV) value and then adjusted using the exchange rate to determine the dollar amount for payout. (Please note that Color Street’s exchange rates are subject to change.) See below for an example.

The purchase of one set of Tokyo Lights earns a Stylist 13 PV. To calculate a retail commission of 25%, we would first calculate 25% of 13 PV, which is 3.25.

- The exchange rate for USD is 1:1, so this equals a \$3.25 USD commission payout for US Stylists.
- If the Color Street exchange rate for Canadian dollars is 1:1.35, a \$4.38 CAD commission is paid out (3.25 multiplied by 1.35) for Canadian Stylists.
- Exchange rates are evaluated and updated annually, but Color Street reserves the right to update soon if a drastic fluctuation occurs.

Jump Start: Jump Start is a bonus program designed to support new Stylists in building their business foundation by focusing on income-producing activities.

Jump Start Period: A new Stylist’s Jump Start Period is their enrollment month plus the next two full calendar months.

JS Key Club Bonus: When a new Stylist achieves Key Club Status while in their Jump Start period, they’ll earn a Key Club Bonus. There is a limit of one Key Club Bonus per month.

JS Key Club Consistency Bonus: When a new Stylist successfully achieves Key Club Status in any two months during their Jump Start period, they’ll earn a one-time Consistency Bonus.

JS Sales Bonus: A new Stylist who achieves 500 in Personal Volume (PV) within a calendar month during their Jump Start period will receive a Sales Bonus. There is a limit of one Sales Bonus per month.

Key Club Status: Achieved by selling 500 PV and personally enrolling 1 Stylist with a physical Starter Kit in a calendar month.

Level Commissions–Personally Sponsored: The additional 15% commissions earned on the PV of any Stylists you personally sponsored when you reach 300 PV in a calendar month.

Level Commissions–Rolled Up: The additional commissions (15%, 3%, and 2%) earned on the PV of Rolled Up Stylists on 3 Levels when you reach 500 PV in a calendar month.

Pay Portal: The Stylist's Pay Portal is the platform where Stylists can review and manage their commissions. Once your rebates and commissions are funded into your Color Street Pay Portal account, you can log in and transfer funds to your preferred cash-out method from the available options.

Personal Volume (PV): The sum of the Stylist's personal purchases and their customers' purchases. Personal Volume (PV) is a currency-neutral value and is the same across all markets. Calculated monthly. Below is an example only and is not inclusive of all product categories or offering.

CATEGORY	USD	CAD	EU	PV
Solid, Glitter, Clear Design	\$13	\$17.50	€13	13
Nail Art, Glitter Dipped, French Manicure	\$14	\$18.75	€14	14
Prism FX	\$15	\$20	€15	15

Roll Up: When a Stylist's account is deactivated, all the Stylists in their community are reassigned or "rolled up" to the next active upline sponsor in good standing. Customers do not roll up. Color Play subscriptions will roll up to the next active upline sponsor in good standing if a Stylist's e-suite is in unpaid status by the 1st of the following month.

Sponsor: Your Sponsor is the Stylist who you are directly enrolled under or were rolled up to.

Starter Kit: The Color Street Starter Kit includes a variety of nail products as well as items from other categories to help you experience and share as you begin your business. A digital version of the Starter Kit is available for Stylists in the European Union. The cost of the Starter Kit also includes a free full month of your e-suite subscription.

Stylist: An individual who has joined Color Street with the goal of sharing, promoting, to earn income and build a community of sellers who want to do the same.

Upline: Your sponsor is your "direct upline", otherwise known as your enroller or the person who enrolled you, or the person you rolled up to.

Virtual Office (VO): A centralized online platform for Stylists to manage their Color Street business.