

COMPENSATION PLAN AT A GLANCE



MARKETING PHASE				DEVELOPMENT PHASE				LEADERSHIP PHASE					DIRECTORSHIP PHASE						
Stylist (S)	Qualified Stylist (QS)	Senior Stylist (SS)	Elite Stylist (ES)	Team Builder (TB)	Senior Team Builder (STB)	Team Leader (TL)	Senior Team Leader (STL)	Director (D)	Senior Director (SD)	Elite Director (ED)	Executive Director (EXD)	Senior Executive Director (SED)	National Executive Director (NED)	Sapphire National Executive Director (SNED)	Ruby National Executive Director (RNED)	Emerald National Executive Director (ENED)	Diamond National Executive Director (DNED)	2 Carat Diamond National Executive Director (2DNED)	3 Carat Diamond National Executive Director (3DNED)

RANK QUALIFICATION REQUIREMENTS

up to 299 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV	300 PV
		700 GV	1,250 GV	2,000 GV	3,250 Capped GV	5,500 Capped GV	10,000 Capped GV	17,000 Capped GV	30,000 Capped GV	60,000 Capped GV	120,000 Capped GV	240,000 Capped GV	480,000 Capped GV	1,000,000 Capped GV	2,000,000 Capped GV	4,000,000 Capped GV	8,000,000 Capped GV	16,000,000 Capped GV	30,000,000 Capped GV
				1 QS Leg or above	2 SS Legs or above	1 TB Leg or above + 2 SS Legs or above	1 STB Leg or above + 3 SS Legs or above	1 TL Leg or above + 3 ES Legs or above	1 STL Leg or above + 3 TB Legs or above	1 D Leg or above + 3 STB Legs or above	1 SD Leg or above + 3 TL Legs or above	1 ED Leg or above + 3 STL Legs or above	1 EXD Leg or above + 3 D Legs or above	1 SED Leg or above + 3 SD Legs or above	1 NED Leg or above + 3 ED Legs or above	1 SNED Leg or above + 3 ESD Legs or above	1 RNED Leg or above + 3 RND Legs or above	1 ENED Leg or above + 3 ENE Legs or above	1 DNED Leg or above + 3 DNE Legs or above
												Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies	Leader Points Rule Applies

During the period of October through December 2022, leg requirements are reduced as noted below. In addition, the Leader Points Rule does not apply during this period.

				1 QS Leg or above	2 SS Legs or above	1 TB Leg or above + 2 SS Legs or above	1 STB Leg or above + 2 SS Legs or above	1 TL Leg or above + 2 ES Legs or above	1 STL Leg or above + 2 TB Legs or above + 1 SS Leg or above	1 D Leg or above + 2 STB Legs or above + 1 ES Leg or above	1 SD Leg or above + 2 TL Legs or above + 1 TB Leg or above	1 ED Leg or above + 2 STL Legs or above + 1 STB Leg or above	1 EXD Leg or above + 2 D Legs or above + 1 TL Leg or above	1 SED Leg or above + 2 SD Legs or above + 1 TL Leg or above	1 NED Leg or above + 2 ED Legs or above + 1 TL Leg or above	1 SNED Leg or above + 2 EXD Legs or above + 1 TL Leg or above	1 RNED Leg or above + 2 SED Legs or above + 1 TL Leg or above	1 ENED Leg or above + 2 ENE Legs or above + 1 TL Leg or above	1 DNED Leg or above + 2 DNE Legs or above + 1 TL Leg or above
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RETAIL COMMISSIONS (BASE + ENHANCED)

15%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%	25%-35%
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RANK PROMOTION BONUSES (ONE-TIME)

—	—	\$50 USD / \$65 CAD	\$100 USD / \$130 CAD	\$200 USD / \$255 CAD	\$300 USD / \$385 CAD*	\$400 USD / \$510 CAD*	\$600 USD / \$765 CAD*	—	—	—	—	—	—	—	—	—	—	—	—
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LEVEL BONUSES

L1	—	2%	3%	4%	6%	7%	7%	7%	7%	7%	7%	8%	8%	8%	8%	8%	8%	8%	8%
L2	—	—	—	—	2%	4%	5%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%
L3	—	—	—	—	—	—	3%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
L4	—	—	—	—	—	—	2%	3%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
L5	—	—	—	—	—	—	—	2%	2%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%

DEFINITIONS

PV (Personal Volume): The sum of the Stylist's personal purchases and their customers' purchases.

GV (Group Volume): The sum of the Stylist's PV and the PV of all Stylists in their downline team.

Level: The position a Stylist is in relative to another Stylist. For example, if Anna is Zoe's Sponsor, Zoe is a Level 1 (L1) Stylist for Anna.

Leg: A leg begins with a Level 1 Stylist and includes all of the Stylists underneath them.

Capped GV: The GV capped by the 50% Rule, where no more than 50% of Capped GV can come from one leg only.

Generation: Generation 1 (G1) begins with the first Stylist with a Career Title of STL or above in each leg, and goes down to but does not include the next Stylist with a Career Title of STL or above.

Build Wide Build Smart Bonus: Additional Generation Bonuses paid on Stylists in the third largest leg by volume and beyond.

GENERATION BONUSES

G1	2%	3%	4%	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
G2	—	1%	2%	3%	3%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
G3	—	—	1%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
G4	—	—	—	1%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
G5	—	—	—	—	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%

BUILD WIDE BUILD SMART BONUS

0.5%	0.75%	1%	1.25%	1.5%	1.75%	2%
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* Earn when you promote to these ranks and then maintain it as a Paid Rank for two consecutive monthly periods.

For details about the compensation plan, view the full compensation plan document in your Virtual Office.

For details on potential earnings, please view the Income Disclosure Statement in your Virtual Office or App.