

## Compensation Plan At A Glance

| MARKETING PHASE  |                        | DEVELOPMENT PHASE            |                                 |   | EXPANSION PHASE                                 |  |  | LEADERSHIP PHASE  |  |  |   |   | LEGACY PHASE  |   |   |   |   |
|--|------------------------|------------------------------|---------------------------------|---|---|--|--|---|--|--|---|---|---|---|---|---|---|
| STYLIST (S)  | QUALIFIED STYLIST (QS) | BRONZE STYLIST (BS)          | SILVER STYLIST (SS)             | GOLD STYLIST (GS)                       | PLATINUM STYLIST (PS)                           | BRONZE LEADER (BL)   | SILVER LEADER (SL)   | GOLD LEADER (GL)  | PLATINUM LEADER (PL)   | SILVER EXECUTIVE (SE)  | GOLD EXECUTIVE (GE)   | PLATINUM EXECUTIVE (PE)   | TOPAZ NATIONAL (TN)   | SAPPHIRE NATIONAL (SN)  | RUBY NATIONAL (RN)  | EMERALD NATIONAL (EN)   | DIAMOND NATIONAL (DN)   |
| <b>RANK QUALIFICATION REQUIREMENTS</b>   |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| UP TO 149 PV   | 150 PV                 | 300 PV<br>500 GV             | 300 PV<br>1,000 GV              | 300 PV<br>1,500 GV<br>1 QS LEG OR ABOVE | 300 PV<br>2,500 CAPPED GV<br>2 BS LEGS OR ABOVE | 300 PV<br>4,500 CAPPED GV<br>1 GS LEG OR ABOVE<br>+ 2 BS LEGS OR ABOVE | 300 PV<br>8,500 CAPPED GV<br>1 PS LEG OR ABOVE<br>+ 2 BS LEGS OR ABOVE | 300 PV<br>15,000 CAPPED GV<br>1 BL LEG OR ABOVE<br>+ 2 SS LEGS OR ABOVE | 300 PV<br>25,000 CAPPED GV<br>1 SL LEG OR ABOVE<br>+ 2 GS LEGS OR ABOVE<br>+ 1 BS LEG OR ABOVE | 300 PV<br>50,000 CAPPED GV<br>1 GL LEG OR ABOVE<br>+ 2 PS LEGS OR ABOVE<br>+ 1 SS LEG OR ABOVE | 300 PV<br>100,000 CAPPED GV<br>1 PL LEG OR ABOVE<br>+ 2 BL LEGS OR ABOVE<br>+ 1 GS LEG OR ABOVE | 300 PV<br>200,000 CAPPED GV<br>1 SE LEG OR ABOVE<br>+ 2 SL LEGS OR ABOVE<br>+ 1 PS LEG OR ABOVE | 300 PV<br>400,000 CAPPED GV<br>1 GE LEG OR ABOVE<br>+ 2 GL LEGS OR ABOVE<br>+ 1 BL LEG OR ABOVE | 300 PV<br>750,000 CAPPED GV<br>1 PE LEG OR ABOVE<br>+ 2 PL LEGS OR ABOVE<br>+ 1 BL LEG OR ABOVE | 300 PV<br>1,500,000 CAPPED GV<br>1 TN LEG OR ABOVE<br>+ 2 SE LEGS OR ABOVE<br>+ 1 BL LEG OR ABOVE | 300 PV<br>3,000,000 CAPPED GV<br>1 SN LEG OR ABOVE<br>+ 2 GE LEGS OR ABOVE<br>+ 1 BL LEG OR ABOVE | 300 PV<br>6,000,000 CAPPED GV<br>1 RN LEG OR ABOVE<br>+ 2 PE LEGS OR ABOVE<br>+ 1 BL LEG OR ABOVE |
| <b>RETAIL COMMISSIONS (BASE + ENHANCED)</b>  |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| 25%  | 25%                    | 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%   |
| <b>RANK PROMOTION BONUSES (ONE-TIME)</b>   |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| -  | -                      | \$50 USD / \$68 CAD / €50 EU | \$100 USD / \$135 CAD / €100 EU | \$150 USD / \$203 CAD / €150 EU         | \$250 USD / \$338 CAD / €250 EU*                | \$400 USD / \$540 CAD / €400 EU*                                       | \$600 USD / \$810 CAD / €600 EU**                                      | \$1,500 USD / \$2,025 CAD / €1,500 EU                                   | \$2,500 USD / \$3,375 CAD / €2,500 EU*   | \$5,000 USD / \$6,750 CAD / €5,000 EU*   | -   | -   | -   | -   | -   | -   | -   |
| <b>LEVEL BONUSES</b>   |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| L1   | -                      | 2%                           | 3%                              | 4%                                      | 6%  | 7%   | 7%   | 7%  | 7%   | 7%   | 7%  | 8%  | 8%  | 8%  | 8%  | 8%  | 8%  |
| L2   | -                      | -                            | -                               | -                                       | 2%  | 4%   | 5%   | 6%  | 6%   | 6%   | 6%  | 6%  | 6%  | 6%  | 6%  | 6%  | 6%  |
| L3   | -                      | -                            | -                               | -                                       | -   | 3%   | 4%   | 4%  | 4%   | 4%   | 4%  | 4%  | 4%  | 4%  | 4%  | 4%  | 4%  |
| L4   | -                      | -                            | -                               | -                                       | -   | -  | 2%   | 3%  | 4%   | 4%   | 4%  | 4%  | 4%  | 4%  | 4%  | 4%  | 4%  |
| L5   | -                      | -                            | -                               | -                                       | -   | -  | -  | 2%  | 2%   | 3%   | 3%  | 3%  | 3%  | 3%  | 3%  | 3%  | 3%  |
| <b>DEFINITIONS</b>   |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| <p><b>PV (Personal Volume):</b> The sum of the Stylist's personal purchases and their customers' purchases.</p> <p><b>GV (Group Volume):</b> The sum of the Stylist's PV and the PV of all Stylists in their downline team.</p> <p><b>Level:</b> 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.</p> <p><b>Leg:</b> A leg begins with a Level 1 Stylist and includes all of the Stylists underneath them.</p> <p><b>Capped GV:</b> The GV capped by the 50% Rule, where no more than 50% of Capped GV can come from one leg alone.</p> <p><b>Generation:</b> Generation 1 (G1) begins with the first Stylist with a Career Title of SL or above in each leg, and goes down to but does not include the next Stylist with a Career Title of SL or above.</p> <p><b>Build Wide Build Smart Bonus:</b> Additional Generation Bonuses paid on Stylists in the third largest leg by volume and beyond.</p> |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| <b>GENERATION BONUSES</b>  |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
| G1   | 2%                     | 3%                           | 4%                              | 4%                                      | 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%  |
| G3   | -                      | -                            | 1%                              | 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%  |
| G5   | -                      | -                            | -                               | -                                       | 1%  | 1%   | 1%   | 1%  | 1%   | 1%   | 1%  | 1%  | 1%  | 1%  | 1%  | 1%  | 1%  |
| <b>BUILD WIDE BUILD SMART BONUS</b>  |                        |                              |                                 |   |   |  |  |   |  |  |   |   |   |   |   |   |   |
|  | 0.5%                   | 0.75%                        | 1%                              | 1.25%                                   | 1.5%  |  |  |   |  |  |   |   |   |   |   |   |   |

\* Earn when you promote to these ranks and then maintain it as a Paid Rank for two consecutive monthly periods.

\*\* When a Stylist earns the Silver Leader Rank Promo bonus, their first upline Career Title Gold Leader (or above) gets a \$300 USD / \$380 CAD bonus.

For details about the compensation plan, [view the full compensation plan document](#).

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