Welcome to Beautycounter.

As a Beautycounter Consultant, you join a community of independent business owners committed to sharing beauty products that are good for everyone. You’ll create a meaningful business through your own personal network and empower others along the way.

Beautycounter’s career plan is designed both to reward you immediately for product sales—and to enable you to build your income over time. Your income grows as you master the skills of selling and recruiting and coaching others to do the same.

Beautycounter can help you achieve not only short-term income targets but longer-term goals – whether it’s to run your own business, have a higher standard of living, or effect real and meaningful change in the world.

We’re here to help you get started and will support you all the way.

Effective: January 1, 2017
Connecting With Opportunity

There are many opportunities to connect with Beautycounter. It’s important to be familiar with the four primary ways:

**Client**—Someone who purchases Beautycounter products at full retail price.

**Host**—Someone who brings people together for a Beautycounter Social. Hosts open their network to you, and in return they receive benefits based on sales and the number of guests who purchase at the Social.

**Band of Beauty Member**—Someone who is a loyal Client and purchases from you on a regular basis. He or she signs up to receive exclusive promotions, perks, and special offers.

**Consultant**—Someone who decides to build a Beautycounter business. He or she saves 25% on all product purchases and earns income based on their sales and the sales of others they recruit.

**SALES**

As a Beautycounter Consultant, you earn 25% on the Suggested Retail Price (SRP) of every Beautycounter product you sell to Clients and Members. You can take orders in person or direct your friends to your personal website to purchase. You’ll reach more Clients more quickly by holding Socials, where you can maximize your time by presenting all that Beautycounter has to offer to a group of people.

For example, let’s say Anna has a Social for her friend Kate that attracts five guests and achieves $500 in sales—a realistic and reachable goal. Anna would earn $125 in retail commissions right away.

<table>
<thead>
<tr>
<th>SOCIAL GUESTS</th>
<th>SOCIAL SALES</th>
<th>EARNINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>$500</td>
<td>0.25 x $500 = $125</td>
</tr>
</tbody>
</table>
It gets better with a personal sales bonus. We pay you more as you sell more in a given month:

<table>
<thead>
<tr>
<th>SELL AT LEAST</th>
<th>... AND UP TO</th>
<th>EARN A BONUS OF</th>
</tr>
</thead>
<tbody>
<tr>
<td>$750</td>
<td>$1,499</td>
<td>5%</td>
</tr>
<tr>
<td>$1,500</td>
<td>$2,999</td>
<td>7%</td>
</tr>
<tr>
<td>$3,000</td>
<td></td>
<td>10%</td>
</tr>
</tbody>
</table>

So taking this bonus into account, you can actually earn up to 35% on your Client and Members orders. Please note that personal orders do not count towards your personal sales bonus.

For example: Anna is a Consultant who holds four Socials this month. Here’s how it all adds up.

<table>
<thead>
<tr>
<th>SOCIAL GUESTS</th>
<th>SOCIAL SALES</th>
<th>RETAIL COMMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kate’s Social</td>
<td>5</td>
<td>$750</td>
</tr>
<tr>
<td>Erin’s Social</td>
<td>6</td>
<td>$1,000</td>
</tr>
<tr>
<td>Claire’s Social</td>
<td>5</td>
<td>$1,000</td>
</tr>
<tr>
<td>Emily’s Social</td>
<td>10</td>
<td>$3,000</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$5,750</td>
</tr>
</tbody>
</table>

Personal sales bonus: $575 ($5,750 Total Monthly Sales x 10%)
Commissions: $1,437.50
Total Earnings: $2,012.50*

A Beautycounter business is an efficient way to make money. Each of Anna’s Socials took a total of about four hours to plan, prepare, and hold (these are assumptions for example purposes only). Here’s how Anna’s hourly rate looks.

4 SOCIALS x 4 HOURS EACH = 16 HOURS
$2,012.50 ÷ 16 HOURS = $125.78 PER HOUR

*This is a hypothetical example intended only to illustrate how retail profits are earned and calculated. It is not a representation of results you should expect. Beautycounter makes no guarantee that you will earn an income or be successful.
What are PQV, BV, CV & NV?
Sales volume is tracked four different ways for the purposes of Beautycounter’s career plan.

- **PERSONAL QUALIFYING VOLUME (PQV)** is the volume from orders generated by your Clients, Members, and New Consultant Starter Sets.
- **BUSINESS VOLUME (BV)** is the total volume generated in your downline plus your PQV.
- **COMMISSIONABLE VOLUME (CV)** is approximately 75% of PQV for products. Business aids, enrollment fees, and host rewards do not carry PQV.
- **NEW VOLUME (NV)** is the volume from a New Client, Member, or Consultant when a new account is created and an order is placed within the same calendar month.

Meeting Your Personal Qualifying Volume (PQV) Requirement
For your business to keep growing, it’s essential that you continue to share the products and business opportunity with new people. That’s why Beautycounter requires all those at the level of Manager or above to have a total monthly PQV of $250, as well as $250 in New Volume. New Volume is PQV and BV generated from individuals who become Clients, Members, or Consultants within the same month. By ensuring that at least $250 every month comes from New Volume, you can guarantee that your business stays on a growth track.

<table>
<thead>
<tr>
<th>MINIMUM TOTAL PQV</th>
<th>MINIMUM NEW PQV/BV*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant</td>
<td>$150</td>
</tr>
<tr>
<td>Senior Consultant</td>
<td>$250</td>
</tr>
<tr>
<td>Manager and Above</td>
<td>$250</td>
</tr>
<tr>
<td></td>
<td>$250</td>
</tr>
</tbody>
</table>

*Included in total monthly PQV.
Building Your Team

Every new person you meet and every Client to whom you sell has the potential to continue to purchase from you or even become a Band of Beauty Member, a Host, or Consultant. So keep in touch and follow up on every sale.

MEMBERS

As your Beautycounter Clients discover the products, they’ll develop an interest in Membership. The benefits of Membership include:

• Free shipping on every $100 SRP or more.
• A product credit equal to 15% of each order, as a thank you for their ongoing loyalty. Product credits will expire within 60 days of issuance.
• Exclusive promotions, perks, and special offers.
• Complimentary sign-up gift.

CONSULTANTS

As a Client or Member learns more about Beautycounter and your business as a Consultant, he or she may decide to take the next step and become a Consultant. When he or she decides to join your team, they can upgrade from Client or Member status to Consultant.

BUILDING A TEAM

Your business isn’t limited by the amount of time you can spend on it yourself. If you share the business with a friend and she becomes a Consultant, you can start earning a “Team Override”—a percentage on her sales. When she shares Beautycounter with another friend, you can earn on that new Consultant’s sales volume—and so on, up to three levels in depth.
Every new Consultant you personally recruit (referred to as a Level 1 Consultant) represents a new branch of your organization with the potential to become a thriving business of its own.

Team Overrides increase as you grow your team’s business volume:

<table>
<thead>
<tr>
<th>WHEN YOUR BUSINESS VOLUME EXCEEDS</th>
<th>YOU BECOME A...</th>
<th>LEVEL 1</th>
<th>AND YOU EARN***</th>
<th>LEVEL 2</th>
<th>LEVEL 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>$300</td>
<td>Consultant**</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$1,250</td>
<td>Senior Consultant**</td>
<td>7%</td>
<td>5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$2,500</td>
<td>Manager***</td>
<td>9%</td>
<td>7%</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>$5,000</td>
<td>Senior Manager***</td>
<td>9%</td>
<td>9%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>$10,000</td>
<td>Director***</td>
<td>9%</td>
<td>9%</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>

* Business Volume (BV) = your Qualifying Volume (QV) plus the total QV generated by your team. Note that the “50% rule” applies—that is, no more than 50% of a Consultant’s BV can be derived from any one branch of their team. Your Business Volume (BV) may include QV of Consultants from outside of the United States.

** Minimum Qualifying Volume for Senior Consultants and above is 250. In addition, Managers and above must have at least 250 in New Volume (NV). That’s Qualifying Volume (QV) from new Clients, Band of Beauty Members, or Level 1 Consultants. Managing Directors require at least 500 Qualifying Volume (QV) and do not have New Volume (NV) requirements.

*** Overrides are paid on Commissionable Volume (CV), which is 75% of the Personal Volume (PV) on an item. Commissionable Volume is conceptually the volume remaining after Retail Commissions are paid. For example, a $100 SRP item will typically have 100 PV, so it will have 75 CV. The Retail Commissions payout for selling that item to a Client or Member would be 25% x 100 PV or $25, which accounts for the difference between PV and CV on a typical item.

With Beautycounter, your business can extend beyond the United States:

PV and CV generated by sales outside of the United States will be adjusted by a Market Factor to bring them in line with US values. This is because we use the same Compensation Plan in every country, but the PV and CV in other countries will be based on their local prices. Adjusting by the Market Factor allows you to sell to Clients/Members and build a downline outside the US.

For example, a Senior Manager in the US has a Canadian downline on her Level 1. Say the current Canada to US Market Factor is 0.8*. If the Canadian Consultant generates 1,000 CV in Canada, the US Senior Manager’s payout would be 1,000 CV x 0.8 Market Factor x 9% Level 1 Override = $72 USD.

QV, which determines your Paid-As Title, is not subject to adjustment by the Market Factor. This is because QV is the same in every country for a given item. For Example, a Body Wash in the Canada has the same QV as it does in the US. The effort to reach a given Title the same in every country.

* Hypothetical Factor shown. The Market Factor for each country will be published Behind the Counter and may change periodically. PV and CV on Behind the Counter dashboards is shown in the Country of Sale and/or converted to Canadian values. Please refer carefully to labels and indicators on each dashboard.
Let’s go back to our example.

In the next month, Anna generated another $3,000 in sales, and she followed up with both Kate and Erin, and they decided to become Consultants. Then Erin’s friend Chloe joined the team after Erin held a Social at her house.

Now Anna’s team looks like this:

**ANNA’S TOTAL BV: $7,000**

And Anna’s BV and CV look like this:

<table>
<thead>
<tr>
<th></th>
<th>BUSINESS VOLUME (BV)</th>
<th>COMMISSIONABLE VOLUME (CV) (75% of BV)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anna</td>
<td>$3,000</td>
<td>$2,250</td>
</tr>
<tr>
<td>Kate</td>
<td>$1,500</td>
<td>$1,125</td>
</tr>
<tr>
<td>Erin</td>
<td>$1,000</td>
<td>$750</td>
</tr>
<tr>
<td>Chloe</td>
<td>$1,500</td>
<td>$1,125</td>
</tr>
<tr>
<td>Total</td>
<td>$7,000</td>
<td>$5,250</td>
</tr>
</tbody>
</table>
Now Anna is a Senior Manager. Here’s how much she’ll make in overrides:

<table>
<thead>
<tr>
<th>COMMISSIONABLE VOLUME</th>
<th>TEAM OVERRIDE PERCENTAGE</th>
<th>TEAM OVERRIDE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kate</td>
<td>$1,125</td>
<td>9% (Level 1)</td>
</tr>
<tr>
<td>Erin</td>
<td>$750</td>
<td>9% (Level 1)</td>
</tr>
<tr>
<td>Chloe</td>
<td>$1,125</td>
<td>9% (Level 2)</td>
</tr>
<tr>
<td><strong>Total Team Override Income</strong></td>
<td><strong>$1,125</strong></td>
<td><strong>9%</strong> (Level 2)</td>
</tr>
</tbody>
</table>

Anna’s earnings this month:

- Retail commissions: $750
- Personal sales bonus: $300
- Team Override: $270
- **Total**: $1,320*

* This is a hypothetical example intended only to illustrate how retail profits are earned and calculated. It is not a representation of results you should expect. Beautycounter makes no guarantee that you will earn an income or be successful.

**BE YOUR BEST SELLER**

Your leadership and influence make a big impression on your team, and they’ll take cues from you while growing their business. And as your activity grows, and your team sales grow, your income grows as well.

**The Beautycounter 50% Rule**

You earn the most by developing a team of business builders, instead of relying on just one stand out achiever. For rank qualifications, no more than half your Business Volume (BV) can come from any single branch of your business.
We want you to succeed.

That’s why our career plan is built on an additive philosophy. Initially, you’ll earn:

- 25% commission on products you sell to Clients and Members.
- 5% to 10% personal sales bonus as you sell more to Clients and Members (up to 35% total commissions).
- 5% to 9% Team Overrides on your team’s Commissionable Volume, up to three levels in depth.

As you build your business, additional ways to earn income become a reality.

**Activity Requirements:**
Consistency is essential for continued growth and business success, it is for this reason that Beautycounter has activity requirements for all Consultants. In order to maintain active Consultant status you must meet the following requirement: $1200 in PQV every six months; $250 of which must be New Volume. Those Consultants who do not meet their six month activity requirement will be re-positioned to Member status.
Leading Your Team

As retail selling and helping new Consultants sell products becomes part of your everyday activity, you’ll become the leader of a dynamic team.

YOU ARE AN INFLUENCER

The things you do and the activities you encourage will determine your team’s success. Your most immediate sphere of influence is made up of the people you personally bring into the business (Level 1), so coaching them to sell and to help others sell will not only pay off in higher overrides right away, but it will also pay off long-term, in building a strong and lasting organization.

At Beautycounter, we recognize the importance of personal business building, and that’s why we’ve established the Frontline Business-Builder Bonus. This bonus pays you every month for every frontline (personally recruited, Level 1) Senior Consultant, Manager, and Senior Manager you help perform at their level. So each month, as you help your personally recruited Consultants promote to these ranks and maintain that paid-as rank, you have the opportunity to earn more.

Every time you promote a frontline recruit to one of these levels for selling products and helping others do the same, you increase your potential income in that same month.

<table>
<thead>
<tr>
<th>FOR EVERY FRONTLINE</th>
<th>YOU EARN A MONTHLY FRONTLINE BUSINESS-BUILDER BONUS* OF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Consultant**</td>
<td>$25</td>
</tr>
<tr>
<td>Manager**</td>
<td>$50</td>
</tr>
<tr>
<td>Senior Manager**</td>
<td>$100</td>
</tr>
</tbody>
</table>

* You must be at the same paid-as rank or higher than your frontline Consultant to earn a Frontline Business-Builder Bonus on that frontline.
** Paid-as title.
RECOGNITION TITLES AND PAID-AS TITLES

To understand how the career plan works, it’s important to understand how titles work in your Beautycounter business.

When you meet the requirements set out in the plan, you are recognized for a new rank. For example, when you achieve $2,500 in monthly BV with a minimum of $250 PQV and an additional $250 PQV or BV in New Volume, you become a Manager. This is your recognition title.

In order to be considered a paid-as a Manager in any given month, you must satisfy the qualification criteria for the management rank in that month. If you don’t, you will be paid at the highest level you do achieve.

So, for example, if you become a Manager in February but have only $1,500 BV in March, you’ll still be recognized as a Manager, but you’ll be paid as a Senior Consultant. That will be your paid-as title.

COMPRESSION

As you build your team, you may have some Consultants who don’t meet activity requirements, or stop selling all together. Compression is the process of removing Consultants who 1) no longer wish to remain Consultants; 2) those who do not achieve the activity requirements; 3) or those who are terminated by Beautycounter. Consultants, Clients, and Members beneath the removed Consultant will be rolled up or “compressed” to the next active Consultant. Those Consultants who are compressed will automatically reposition to Member status.

The benefit of compression is that any inactive Consultant in a leader’s organization will be removed from their organization, and active Consultants, their Clients and Members will roll up, thereby giving the leader the possibility of future growth and commissions. Compressed Consultants wishing to rejoin Beautycounter may do so, but will need to re-enroll and restart their business, they will not be placed back in their previous lineage or keep any team members previously recruited.
So, going back to our example, let’s say Anna has promoted to Director, and her frontline Consultants are Kate, Rachel, Jessie, and Erin.

Her organization now looks like this:

**ANNA’S TOTAL BV: $13,900**
And her Team Overrides have increased substantially:

<table>
<thead>
<tr>
<th>Name</th>
<th>Sales / PQV</th>
<th>Commissionable Volume (75% of PQV)</th>
<th>Team Override Percentage</th>
<th>Team Override</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anna</td>
<td>$3,000 QV</td>
<td>$2,250</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kate</td>
<td>$1,500 QV</td>
<td>$1,125</td>
<td>9% (Level 1)</td>
<td>$101.25</td>
</tr>
<tr>
<td>Rachel</td>
<td>$700 QV</td>
<td>$525</td>
<td>9% (Level 1)</td>
<td>$47.25</td>
</tr>
<tr>
<td>Abby</td>
<td>$500 QV</td>
<td>$375</td>
<td>9% (Level 2)</td>
<td>$33.75</td>
</tr>
<tr>
<td>Emily</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 3)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Karen</td>
<td>$1,000 QV</td>
<td>$750</td>
<td>9% (Level 3)</td>
<td>$67.50</td>
</tr>
<tr>
<td>Jessie</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 1)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Julie</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 2)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Erin</td>
<td>$1,000 QV</td>
<td>$750</td>
<td>9% (Level 1)</td>
<td>$67.50</td>
</tr>
<tr>
<td>Clare</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 2)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Caroline</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 3)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Courtney</td>
<td>$800 QV</td>
<td>$600</td>
<td>9% (Level 3)</td>
<td>$54.00</td>
</tr>
<tr>
<td>Chloe</td>
<td>$1,500 QV</td>
<td>$1,125</td>
<td>9% (Level 2)</td>
<td>$101.25</td>
</tr>
<tr>
<td>Diane</td>
<td>$700 QV</td>
<td>$525</td>
<td>9% (Level 3)</td>
<td>$47.25</td>
</tr>
<tr>
<td>Total BV</td>
<td>$14,700 BV</td>
<td>$11,025 CV</td>
<td></td>
<td>$789.75</td>
</tr>
</tbody>
</table>

This month Anna would earn:

- Retail commissions: $750
- Personal sales bonus: $300
- Team Override: $759.75
- Frontline Business-Builder Bonus: $175*
- Total: $1,984.75

*This is a hypothetical example intended only to illustrate how retail profits are earned and calculated. It is not a representation of results you should expect. Beautycounter makes no guarantee that you will earn an income or be successful.
Jessie did not meet her goal of achieving Senior Consultant (paid-as title), but Anna can work with her to reach her goals the next month—and possibly increase her bonus.

**GENERATIONS**

Your earning potential increases dramatically once your organization develops new Generations. When you become a Director and someone in one of your first three levels also promotes to Director, a new Generation is created. A Director Generation Override is based on the Commissionable Volume (CV) of that Director Generation.

Like Team Overrides, Director Generation Overrides increase as you advance in rank. The higher your paid-as title, the more generations you are paid on.

<table>
<thead>
<tr>
<th>WHEN YOUR BUSINESS VOLUME* EXCEEDS</th>
<th>YOU BECOME A ...</th>
<th>AND YOUR DIRECTOR GENERATION OVERRIDES ARE:</th>
<th>GEN. 1</th>
<th>GEN. 2</th>
<th>GEN. 3</th>
<th>GEN. 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10,000</td>
<td>Director</td>
<td>3%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$25,000</td>
<td>Senior Director</td>
<td>3%</td>
<td>3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$50,000</td>
<td>Executive Director</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$100,000</td>
<td>Managing Director</td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

* 50% rule: no more than half of your BV can come from any single branch

** Achieving a Paid-As Title of Senior Director or higher requires a minimum number of Director Branches with the first Generation located within Levels 1-4.
- Senior Director - 1 Director Branch
- Executive Director - 2 Director Branches
- Managing Director - 4 Director Branches
Looking at our example, let’s say that Erin has promoted to Director. Her organization looks like this:

**ANNA’S TOTAL BV**: $16,000  
**ERIN’S TOTAL BV**: $10,800
Because Erin is a Director within Anna’s team, Anna earns a Director Generation Override of 3% on the Commissionable Volume Erin’s team generates. Erin generated $10,800 in BV, or $8,100 CV ($10,800 x 75%). So, Anna’s Director Generation Override from Erin is $243 ($8,100 CV x 3%).

As your team grows, so does your earning opportunity:

- 25% commission on products you sell to Clients and Members
- 5% to 10% personal sales bonus as you sell more to Clients and Members (up to 35% total commission)
- 5% to 9% Team Overrides on your team’s Commissionable Volume, up to three levels in depth
- $25 to $100 Frontline Business-Builder Bonus
- Director Generation Overrides, up to four generations in depth, paid on CV with 3% on L 1-3 and 1% on Director generation 4, paid on CV
Though you may have started out in this business with a relatively small goal in mind, by now you can see that Beautycounter can take you much farther.

As you advance through the Director ranks with Beautycounter, you become an executive in your own business. While you’ll still personally sell and recruit, you’ll shift your focus to coaching, influencing, and modeling the activities that build success.

Those at the level of Director or above can generate earnings from five different profit centers every single month:

<table>
<thead>
<tr>
<th>Profit Center</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail commissions</td>
<td>25% of PQV on Client and Member orders</td>
</tr>
<tr>
<td>Personal sales bonus</td>
<td>Up to 10% of PQV on Client and Member orders</td>
</tr>
<tr>
<td>Team Overrides</td>
<td>Up to 9% of CV, four levels deep</td>
</tr>
<tr>
<td>Frontline Business-Builder Bonus</td>
<td>$25 per frontline Senior Consultant*</td>
</tr>
<tr>
<td></td>
<td>$50 per frontline Manager*</td>
</tr>
<tr>
<td></td>
<td>$100 per frontline Senior Manager*</td>
</tr>
<tr>
<td>Director Generation Overrides**</td>
<td>Up to 3% of CV, four generations deep</td>
</tr>
</tbody>
</table>

* For helping to achieve or maintain paid-as titles through product sales; you must achieve the same paid-as level or above.

** Director Generation Overrides are paid on the CV generated by a Director or above. This does not include the CV generated by the next Director or above beneath them in the organization.

As you share our story and sell our products, be confident you’re building a business with purpose, improving your life and improving the lives of others.

Here’s to your success.
Beautycounter Titles and Benefits

As you move up the Career Plan, your benefits increase.
(Charts are one example of what each level could look like.)

CONSULTANT

TO QUALIFY
$150 or more PQV
$300 or more BV*

PQV = $300
BV = $300

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
5% Level 1 Team Override

*50% rule: no more than half of the BV for qualification can come from any single branch.
**SENIOR CONSULTANT**

**TO QUALIFY**
- $250 or more PQV
- $1,250 or more BV*

**POTENTIAL REWARDS**
- 25% Retail Profit on Client Orders
- 25% Retail Profit on Member Orders
- Up to 10% Personal Sales Bonus on PQV
- Frontline Business-Builder’s Bonus
  - $25 on Level 1 Paid-As Senior Consultants
- 7% Level 1 Team Override
- 5% Level 2 Team Override

**MANAGER**

**TO QUALIFY**
- $500 or more PQV
- Including at least $250 PQV or BV from new Clients, Members, and/or Level 1 Consultants
- $2,500 or more BV*

**POTENTIAL REWARDS**
- 25% Retail Profit on Client Orders
- 25% Retail Profit on Member Orders
- Up to 10% Personal Sales Bonus on PQV
- Frontline Business-Builder’s Bonus
  - $25 on Level 1 Paid-As Senior Consultants
  - $50 on Level 1 Paid-As Managers
- 9% Level 1 Team Override
- 7% Level 2 Team Override
- 5% Level 3 Team Override

*50% rule: no more than half of the BV for qualification can come from any single branch.
SENIOR MANAGER

TO QUALIFY
$500 or more PQV
Including at least $250 PQV or BV from new Clients, Members, and/or Level 1 Consultants
$5,000 or more BV*

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
Frontline Business-Builder’s Bonus
- $25 on Level 1 Paid-As Senior Consultants
- $50 on Level 1 Paid-As Managers
- $100 on Level 1 Paid-As Senior Managers
9% Level 1 Team Override
9% Level 2 Team Override
7% Level 3 Team Override

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*50% rule: no more than half of the BV for qualification can come from any single branch.
DIRECTOR

TO QUALIFY
$500 or more PQV
Including at least $250 PQV or BV from new Clients, Members, and/or Level 1 Consultants
$10,000 or more BV*

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
Frontline Business-Builder’s Bonus
  • $25 on Level 1 Paid-As Senior Consultants
  • $50 on Level 1 Paid-As Managers
  • $100 on Level 1 Paid-As Senior Managers
9% Level 1 Team Override
9% Level 2 Team Override
9% Level 3 Team Override
3% Director Generation 1 Override

$500 or more PQV
Including at least $250 PQV or BV from new Clients, Members, and/or Level 1 Consultants
$10,000 or more BV*

PV = 500
QV = 500
BV = 11,600

*50% rule: no more than half of the BV for qualification can come from any single branch.
SENIOR DIRECTOR

TO QUALIFY
$500 or more PQV
   Including at least $250 PQV or BV
   from new Clients, Members, and/or Level 1 Consultants
$25,000 or more BV*
   1 Director or above branch
   (Director Generation 1 must be within Level 1, 2, 3, or 4)

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
Frontline Business-Builder’s Bonus
   • $25 on Level 1 Paid-As Senior Consultants
   • $50 on Level 1 Paid-As Managers
   • $100 on Level 1 Paid-As Senior Managers
9% Level 1 Team Override
9% Level 2 Team Override
9% Level 3 Team Override
3% Director Generation 1 Override
3% Director Generation 2 Override

PV = 500  QV = 500  BV = $30,400

*50% rule: no more than half of the BV for qualification can come from any single branch.
EXECUTIVE DIRECTOR

TO QUALIFY
$500 or more PQV
   Including at least $250 PQV or BV from new Clients, Members, and/or Level 1 Consultants
$50,000 or more BV*
   2 Director or above branches
   (Director Generation 1 must be within Level 1, 2, 3, or 4)

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
Frontline Business-Builder’s Bonus
   • $25 on Level 1 Paid-As Senior Consultants
   • $50 on Level 1 Paid-As Managers
   • $100 on Level 1 Paid-As Senior Managers
9% Level 1 Team Override
9% Level 2 Team Override
9% Level 3 Team Override
3% Director Generation 1 Override
3% Director Generation 2 Override
3% Director Generation 3 Override

*50% rule: no more than half of the BV for qualification can come from any single branch.
MANAGING DIRECTOR

TO QUALIFY
$500 or more PQV
$100,000 or more BV*
4 Director or above branches
   (Director Generation 1 must be within Level 1, 2, 3, or 4)

PQV = $500
BV = $127,400

POTENTIAL REWARDS
25% Retail Profit on Client Orders
25% Retail Profit on Member Orders
Up to 10% Personal Sales Bonus on PQV
Frontline Business-Builder’s Bonus
   • $25 on Level 1 Paid-As Senior Consultants
   • $50 on Level 1 Paid-As Managers
   • $100 on Level 1 Paid-As Senior Managers
9% Level 1 Team Override
9% Level 2 Team Override
9% Level 3 Team Override
3% Director Generation 1 Override
3% Director Generation 2 Override
3% Director Generation 3 Override
1% Director Generation 4 Override

*50% rule: no more than half of the BV for qualification can come from any single branch.