

BEAUTYCOUNTER / Compensation Plan

1/Retail Commissions

(Paid based on PV from Client and Member sales)

Client	25%
Member	25%

2/Personal Sales Bonus

(Paid based on PV from Client and Member sales*)

Total PV (excludes personal orders*)	Sales Bonus
750 – 1,499	5%
1,500 – 2,999	7%
>3,000	10%

***Exception:** PV from starter Sets and/or products purchased during your new Consultant enrollment *does* count toward Personal Sales Bonus qualification and payout.

DEFINITIONS

Activity Requirement: To maintain active status, a Consultant must have 1,200 QV (of which 250 must be New Volume or "NV") in a 6-month period.

Paid-As Title: achieved monthly based on the requirements met (PV, NV, BV, 50% Rule, and Director Branches)

Volume Used to Determine Your Paid-As Title:

- **QV:** Qualifying Volume - generated by sales to Clients and Members, as well as your personal orders.
- **NV:** New Volume - QV contributed by new Clients, Members and personally sponsored Consultants when a new account is created and an order is placed within the same calendar month.
- **BV:** Business Volume - QV generated by your entire downline + your own QV.

Volume Used to Determine How Much You Are Paid:

- **PV:** Personal Volume - determines how you are paid for selling Beautycounter products. PV is generated by sales to Clients and Members, but not by your personal orders.
- **CV:** Commissionable Volume - determines how you are paid for building a downline. CV is 75% of the PV on an item, and it's generated by your downline Consultants' sales to Clients and Members, as well as their personal orders.

Some items, like business aids, enrollment fees, and host rewards items do not carry QV, PV, or CV. PV and CV from other countries will be adjusted by a Market Factor to bring them in line with your local country's values.

3/Override Commissions

(Paid based on CV)

	PAID-AS	CONSULTANT	SR. CONSULTANT	MANAGER	SR. MANAGER	DIRECTOR	SR. DIRECTOR	EXECUTIVE DIRECTOR	MANAGING DIRECTOR
Min. Qualifying Volume (QV)		-	250	250	250	250	250	250	500
Min. New Volume (NV)		-	-	250	250	250	250	250	-
Min. Business Volume (BV)**		300	1,250	2,500	5,000	10,000	25,000	50,000	100,000
Branch Structure (Paid based on CV)	Level 1	5%	7%	9%	9%	9%	9%	9%	9%
	Level 2	-	5%	7%	9%	9%	9%	9%	9%
	Level 3	-	-	5%	7%	9%	9%	9%	9%
	Level 4	-	-	-	4%	4%	4%	4%	4%

****50% Rule:** No more than 50% of BV qualification can come out of any Level One Consultant

Director Branch Required
First Generation Must Be in Level 1-4

-	1	2	4
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4/Frontline Business Builder Bonus

Mentor must be at same Paid-As Title or higher to receive the monthly bonus

\$25 for each Level 1 Paid-As Senior Consultant
\$50 for each Level 1 Paid-As Manager
\$100 for each Level 1 Paid-As Senior Manager

Director Generation Overrides (Paid based on CV)

1
2
3
4

3%	3%	3%	3%
-	3%	3%	3%
-	-	3%	3%
-	-	-	3%