

Understanding the Terms

ARBONNE COMPENSATION

Commission:

Commissions are paid weekly on orders placed by your personal Clients, calculated at 35% of the Commissionable Volume (CV) and on orders placed by your personally enrolled Preferred Clients, calculated at 15% of the CV

Override:

Overrides are calculated at the end of the month and disbursed the subsequent month to all Independent Consultants who meet the criteria for these overrides. These overrides are percentages paid out from the sales of team members beneath you, determined by your title and organizational setup. (Refer to the SuccessPlan Benefits Summary Attached or on pg 7 of SuccessPlan)

SRP	Suggested Retail Price: The Price suggested by Arbonne for the sale of Arbonne products to clients. Arbonne catalogues, websites and other product marketing materials state the SPR.
RV / OV	Retail Volume: Each Arbonne product carries a designated Retail Volume that is used to calculate your Override Volume (OV) values. Override Volume: $RV \times 65\% = OV.$
QV	Qualifying Volume: Each Arbonne product carries a designated Qualifying Volume that is used to calculate qualified status, qualifications, central QV maintenance, product specials, and incentives when the product is sold.

PQV	Personal Qualifying Volume: The QV generated when you purchase products directly from Arbonne through your Arbonne ID.
SQV	Successline Qualifying Volume: Your PQV + the PQV from all the Independent Consultants who have registered below you unless they have promoted to a higher title in the SuccessPlan.
CV	Commissionable Volume: Each Arbonne product carries a designated Commissionable Volume that is used to calculate commissions on your Client and Preferred Client product orders. The CV is a calculation of the SRP, excluding product promotions and discounted product sets that may have reduced or no commission. Preferred Client Order Example: (SRP \$100) CV \$65 x 15% = \$9.75 commission earned

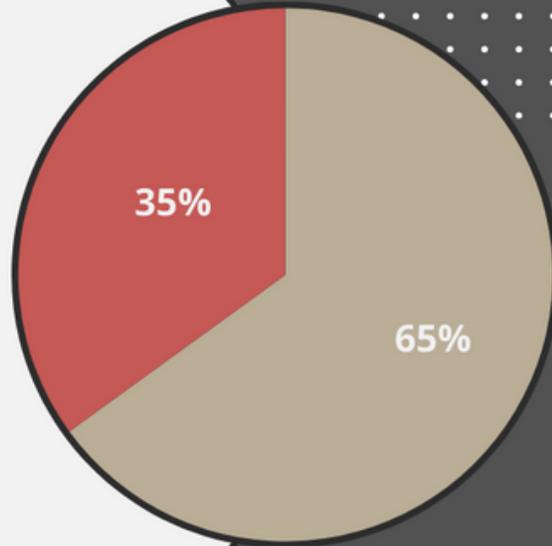
Remember, mastering the ability to teach and understand the comp plan takes time and review. Keep in mind the fundamental methods of growing a business and generating income: selling products, enrolling clients and PCs, and expanding your team. If you have any questions, feel free to ask your Vice President for clarification.

I never dreamed of success, I worked for it!

ESTEE LAUDER

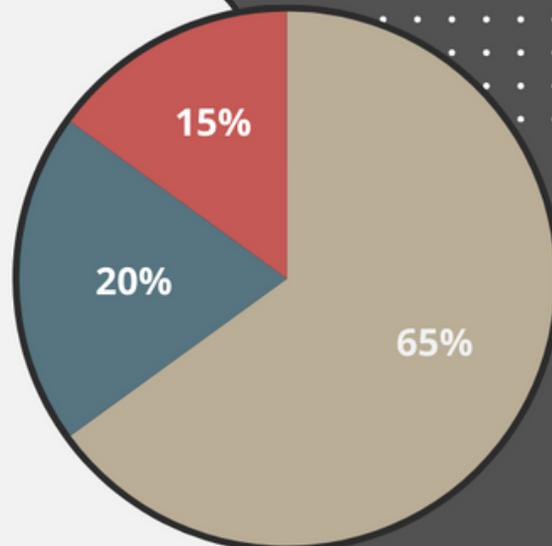
Client Sales

- You receive 35% of the total.**
Selling products to clients at full retail price (SRP - Suggested Retail Price) earns you a 35% commission, which will be included in your weekly earnings.
- 65% is allocated to Arbonne.**
When a product is sold, Arbonne collects 65% to cover expenses.



Preferred Client Sales

- You receive 15% of the total.**
Selling products to Preferred Client earns you a 15% commission, which will be included in your weekly earnings.
- 65% is allocated to Arbonne.**
When a product is sold, Arbonne collects 65% to cover expenses.
- 20% is allocated as the Preferred Client discount.**
When a preferred client makes a purchase, they will receive a 20% discount.



Consultant Sales

You receive 0% of the total.

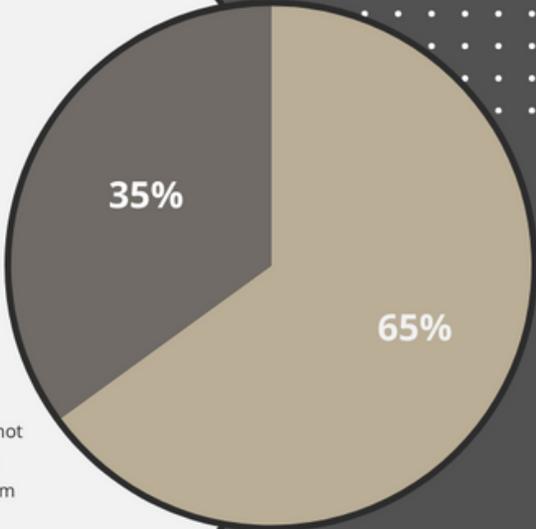
When you enroll consultants under you, the discounts now go to that consultant.

65% is allocated to Arbonne.

When a product is sold, Arbonne collects 65% to cover expenses.

35% of the total amount is designated for the consultant

When consultants purchase products, they do not receive commissions. Instead, the entire 35% is given as a discount to consultants, allowing them to purchase products at 65% of the SRP.



Host Perks Orders - Client

You receive 0% of the total.

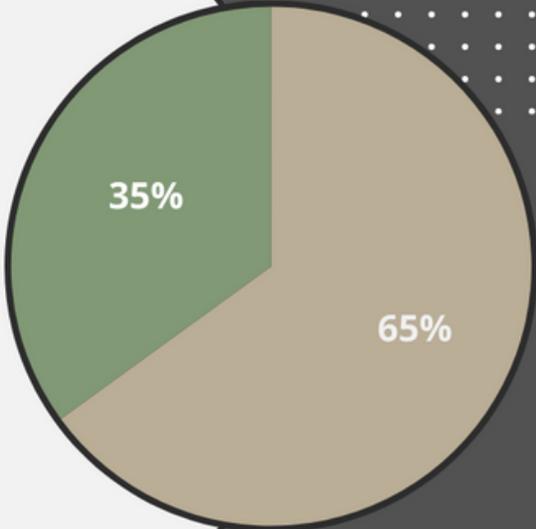
By providing host perks codes, you are forfeiting your commission from the order.

65% is allocated to Arbonne.

When a product is sold, Arbonne collects 65% to cover expenses.

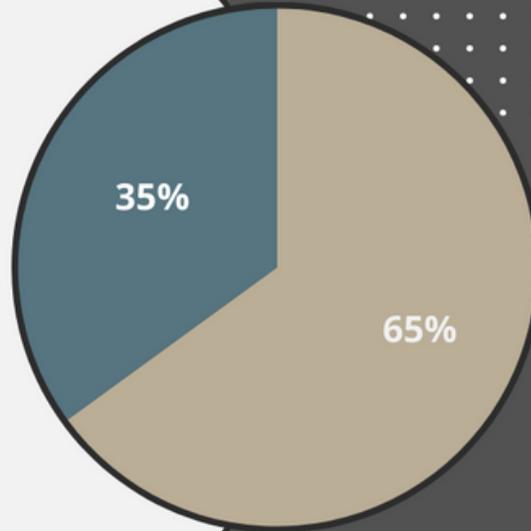
35% is allocated to the Client.

If a client makes a purchase with a host perks code, they will enjoy a 35% discount.



Host Perks Orders - PC

- You receive 0% of the total.**
By providing host perks codes, you are forfeiting your commission from the order.
- 65% is allocated to Arbonne.**
When a product is sold, Arbonne collects 65% to cover expenses.
- 35% is allocated to the Preferred Client.**
If a preferred client makes a purchase with a host perks code, they will enjoy a 35% discount.



Right Now Commission

PRODUCT	PC COMMISSION	CENTRAL DM OVERRIDES	CENTRAL AM OVERRIDES	CENTRAL RVP OVERRIDES
Healthy Habits	\$33.00	\$9.39	\$7.04	\$3.52
Daily Essentials	\$43.95	\$11.09	\$9.01	\$4.50
30 Days to Healthy Living	\$57.75	\$17.24	\$12.93	\$9.01
DermResults Advanced 3 step	\$32.70	\$11.34	\$8.50	\$4.25
DermResults Advanced 5 step	\$52.65	\$18.25	\$13.69	\$6.84
Protein (any kind)	\$14.1	\$3.56	\$2.68	\$1.33
Energy Fizz	\$10.35	\$2.91	\$2.19	\$1.09
GreenSynergy	\$18	\$4.60	\$3.45	\$1.73

WEEKLY
PAYCHECK

MONTHLY
PAYCHECK

SuccessPlan Benefits Summary

	CONS	DM	AM	RVP	NVP
Commissions					
Client Commission			35%		
Preferred Client Commission			15%		
Overrides					
Personally Enrolled Consultants	6%	—	—	—	—
Central District	—	8%	8%	8%	8%
1st Gen District	—	8%	8%	8%	8%
2nd Gen District when you have TWO or more 1st Gen Districts	—	2%	2%	2%	2%
3rd Gen District when you have THREE or more 1st Gen Districts	—	1%	1%	1%	1%
Central Area	—	—	6%	6%	6%
1st Gen Area	—	—	6%	6%	6%
2nd Gen Area when you have TWO or more 1st Gen Areas	—	—	1%	1%	1%
3rd Gen Area when you have THREE or more 1st Gen Areas	—	—	1%	1%	1%
Central Region	—	—	—	3%	3%
1st Gen Region	—	—	—	3%	3%
2nd Gen Region when you have TWO or more 1st Gen Regions	—	—	—	2%	2%
3rd Gen Region when you have THREE or more 1st Gen Regions	—	—	—	2%	2%
Central Nation	—	—	—	—	1%
1st Gen Nation	—	—	—	—	1%
2nd Gen Nation when you have TWO or more 1st Gen Nations	—	—	—	—	1%
3rd Gen Nation when you have THREE or more 1st Gen Nations	—	—	—	—	1%
4th Gen Nation when you have FOUR or more 1st Gen Nations	—	—	—	—	1%
5th Gen Nation when you have FIVE or more 1st Gen Nations	—	—	—	—	1%
6th Gen Nation when you have SIX or more 1st Gen Nations	—	—	—	—	1%
Achiever Awards					
CONS: 2,500 SLQV + 2 New Personally Enrolled CONS/PCs with 150+ CQV	\$100	—	—	—	—
DM: 5,000 Central District QV + 5 New CONS/PCs with 150+ CQV each	—	\$200	\$200	\$200	\$200
AM: 20,000 Central Area QV + 10 New CONS/PCs with 150+ CQV each	—	—	\$400	\$400	\$400
VP: 60,000 Central Region QV + 30 New CONS/PCs with 150+ CQV each	—	—	—	\$600	\$600
Choice Awards					
Paid-As RVP with Central Region QV of 40,000	—	—	—	\$600	—
Paid-As NVP with Central Nation QV of 160,000	—	—	—	—	\$750
VP Success Awards					
Central Region QV of 40,000	—	—	—	\$800	\$800
Central Region QV of 35,000	—	—	—	\$700	\$700
Central Nation QV of 160,000	—	—	—	—	\$1,000
Central Nation QV of 140,000	—	—	—	—	\$875