



JAFRA  
*freedom to be you*

# Compensation Plan



March 2016





# Consultant

Your JAFRA career begins with the decision to become a Consultant. JAFRA gives you the tools, the support and the programs. It's up to you to put in the time and consistent effort to build your successful future.

## Benefits

By consistently taking advantage of the opportunities for new Consultants, you'll be on the road to a remarkable JAFRA career:

- **Consultant Commission:** Ranges from 25% to 50% and is determined based on monthly activity and productivity. Please refer to Loyalty Club Brochure for details. [http://downloads.jafrausa.com/pdfs/en/2015/nov/Loyalty\\_Club\\_Brochure\\_AllConsultants\\_en.pdf](http://downloads.jafrausa.com/pdfs/en/2015/nov/Loyalty_Club_Brochure_AllConsultants_en.pdf)
- **A Word About Profit:** As a JAFRA Consultant, you earn a substantial profit on the sale of JAFRA products to your clients. These products are available to you at the wholesale price. By reselling these products at the retail price, you can earn up to 100% profit!
- A new Consultant must sign JAFRA's Independent Consultant Agreement. All Consultants must abide by the terms and policies stated in the Independent Consultant Agreement.

## Maintaining Consultant Status

A Consultant must place at least one Retail Order during a period of 12 months to remain eligible to place an order. Should more than 12 months lapse since the last Retail Order, the Consultant will be placed on Former status and will need to re-enroll with a purchase of a Business Kit to be eligible to place orders again. A Consultant is considered Active when she has placed a Retail Order in the last four consecutive calendar months.



*I am confident  
because I believe in  
who I am today,  
and all that I will  
be tomorrow.*

# NEW! Fast Start to Leadership Program!

## Because you can't wait to make a change in YOUR LIFE.

You joined JAFRA for a reason. Maybe you want a steady income, you want to provide more for your family or you really want a business you can call your own. No matter why you joined, it's important to set yourself up for success right from the start. That's where the new FAST START Program comes in – to help you succeed FAST!

## Who can participate?

New Consultants with a start date of March 1, 2017 or later.

### GOAL 1: Earn Consistent Income

#### Do this...

In your first 3 full calendar months as a New Consultant:



#### Get this...

One **FREE**  
Royal Jelly Ritual Set



#### Repeat the above:

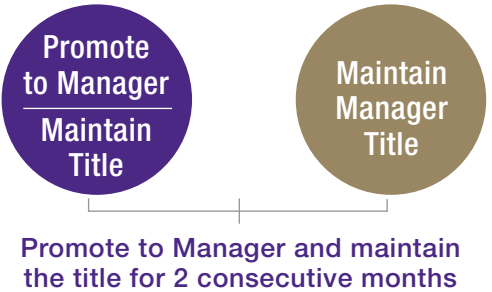
Achieve the above sales every 3 months over the next 9 months and receive a Royal Jelly Ritual Set each time you do.

**To participate in following months**, you'll need to meet the requirements for your first 3 full Calendar months as a New Consultant.

### GOAL 2: Become a Manager

#### Do this...

In your first 6 months as a New Consultant



#### Get this...

iPad Mini



#### To promote to Manager, achieve the following in one month:

- Place a \$300+ Personal Cumulative Retail Order.
- Have 4+ ordering Consultants personally sponsored on your team who each have \$300+ in Retail Sales.
- Reach \$2,400 Team Volume (Paid Retail Sales) between you and your personally sponsored Consultants. Only \$500 of your total Personal Paid Retail Sales will be applied to the \$2,400 goal.

**In the month you promote to Manager and the month after**  
Each month, repeat the retail order and sales activities as noted above.

The participation in this Program is once in a lifetime.

# Manager

Your sales and revenue are climbing as you and your Team build through consistent Sales and Sponsoring. You're ready to put your business in the next gear on the road to success!

## Benefits of promoting to Manager:

- ✓ **10% Commission Overrides\*\***  
on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

**Plus:**

- ✓ Manager Pin
- ✓ Special Leader meetings.

## When you promote to Manager, you and your Team create a Central Branch.

A Central Branch consists of a Manager and all of the Consultants directly or indirectly Sponsored by that Manager who have not promoted to Manager, as well as any Consultants reassigned to the Branch.

## How to promote to Manager during the Qualifying Month:

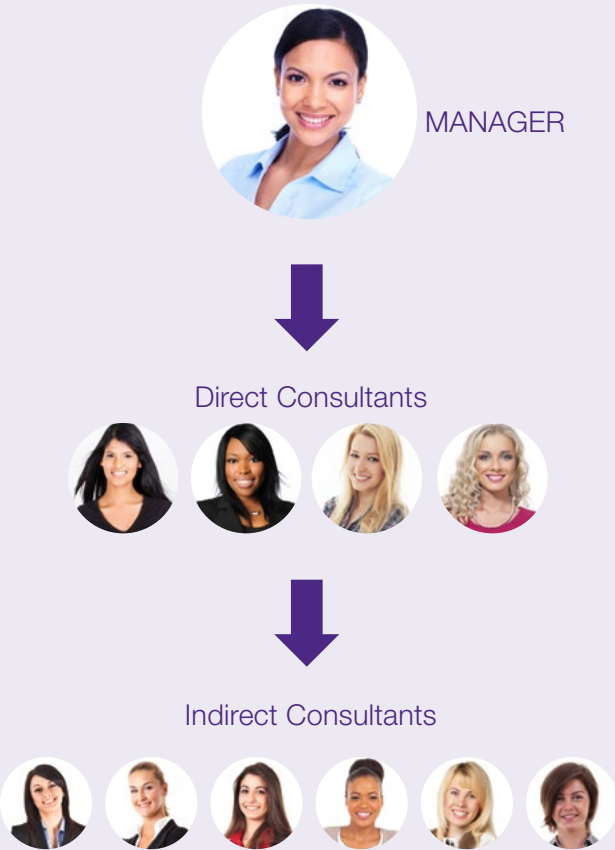
- Personal cumulative Retail Sales of \$300 or more.
- 4 Directly Sponsored Consultants, each with Cumulative Retail Sales of \$300 or more.
- Achieve \$2,400 or more in Pre-Branch Paid Retail Sales.

A Promotion to Manager is effective on the **first day** of the following month.

\*A Qualified New Consultant for this program is one who achieves \$300 or more in Personal Retail Sales in the month they join.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

# Central Branch



## Maintain your Manager status

To maintain your new level as Manager, you must achieve these monthly Central Branch Maintenance Requirements:

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

\* Manager's order does not count as one of the Four(4).

Grace Period opportunities apply to this title.  
For more information see page 21.

Managers who do not meet the Central Branch Maintenance Requirements will forfeit Commission payment and any applicable bonuses in that month.

## Re-qualification

Consultants entering re-qualification to Manager need to meet the Manager Qualifications on page 4. A Re-qualified Manager's New Branch will include existing and new Consultants she Sponsored Directly or Indirectly, who at the time of her re-qualification, hold the title of Consultant and do not belong to a different Branch.



Manager Pin

When you promote to Manager, you receive this contemporary logo pin to reflect your success.

Note: When two Consultants in the same Lineage and Branch enter qualification to Manager in the same month, each Consultant needs to achieve their goals independently. If Consultant A and B enter in qualification and Consultant B was Sponsored by Consultant A or a direct of Consultant A, all sales and Consultants Sponsored directly and indirectly by Consultant B will not count towards Consultant A's qualification.





# District Manager 1

Open a new revenue channel by building a Central District, promoting a New Manager (Branch). It's like adding an extra engine.

## Benefits of promoting to District Manager 1

- ✓ **12% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

**Plus:**

- ✓ District Manager Jewelry.
- ✓ Special Leader meetings.

## What is a Central District?

A Central District consists of the Manager's Central Branch plus all directly promoted Branches.

## How to promote to District Manager 1

- Promote 1 Direct Branch.
- Promotion to District Manager 1 is effective on the first day of the following month.

## Maintain your District Manager 1 status

To maintain your new level as District Manager 1, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

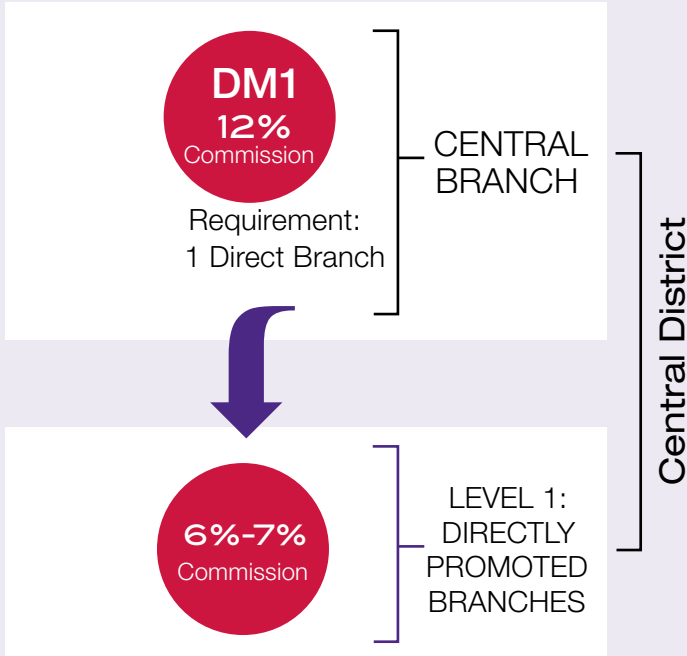
- Maintain your directly promoted Branch.

\* Manager's order does not count as one of the Four(4).

Grace Period opportunities apply to this title.  
For more information see page 21.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

## Central District



The circles above represent a Central Branch.



### WHEN YOU PROMOTE TO DISTRICT MANAGER 1

You receive your Celebration Locket with a #1 charm and these purple crystals.

## Re-qualification

You can re-qualify for this level by meeting the qualifications under 'How to Promote to District Manager 1 mentioned on page 6.

## How you Earn Monthly Commissions with your Central District:

- For every directly promoted Manager, you'll earn 6% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager to an Ambassador, you'll earn 7% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

District Manager 1 who does not meet the Central Branch Maintenance requirements in the evaluation month will forfeit Commission payment, and any applicable bonuses.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

### BUILD A CELEBRATION NECKLACE!

Add new charms and crystals as you are promoted to each title within the District Manager level.



Move up to **DM2** and increase  
your Central Branch  
Commission Override to **13%**

# District Manager 2

You're moving up fast, and adding New Branches to your Central District.

## Benefits of promoting to District Manager 2

- ✓ **13% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

### Plus:

- ✓ District Manager Jewelry.
- ✓ Special Leader meetings.

## How to promote to District Manager 2

- Promote 2 Direct Branches.
- Promotion to District Manager 2 is effective on the first day of the following month.

## Maintain your District Manager 2 status

To maintain your new level as District Manager 2, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

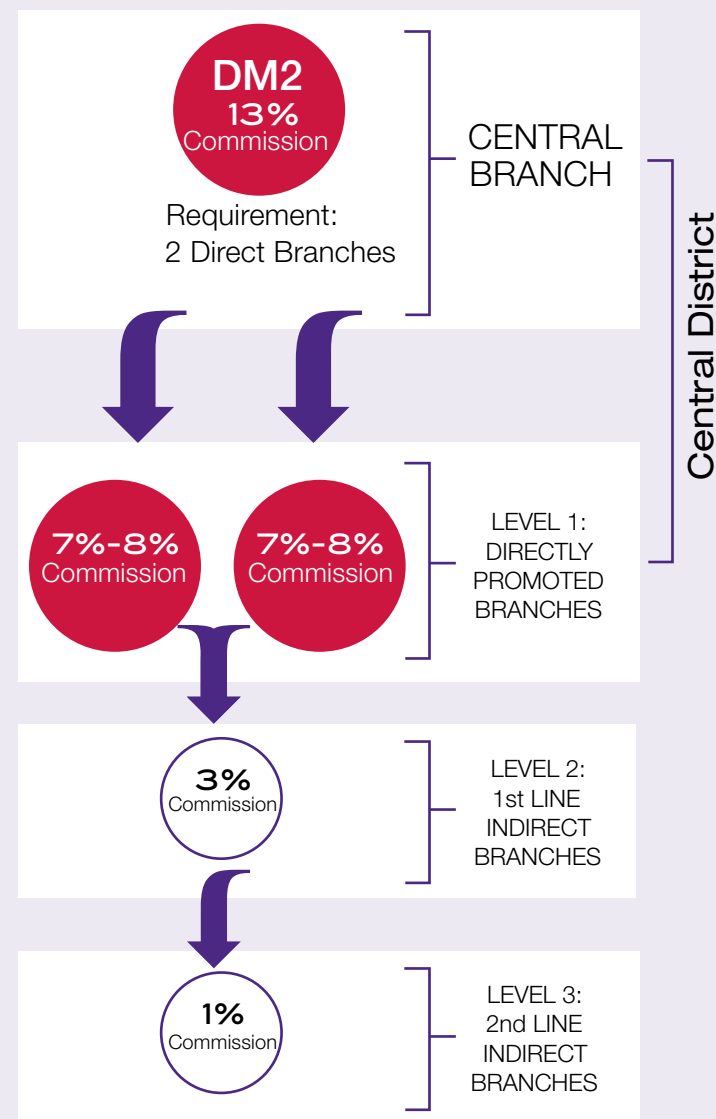
- Maintain your two directly promoted Branches.

\* Manager's order does not count as one of the Four(4).

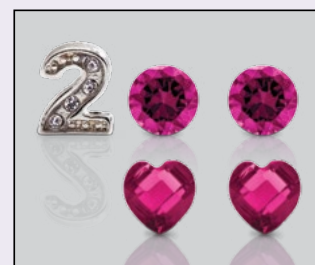
\*\* Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title. For more information see page 21.

## Central District



All circles represent a Central Branch.



### WHEN YOU PROMOTE TO DISTRICT MANAGER 2

You add a #2 charm and these fuchsia crystals to your Locket.

## Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to District Manager 2' Qualifications on page 8.

## How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 7% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager through Ambassador, you'll earn 8% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

## Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches, when you have 3 or more Direct Branches.\*\*

## How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

District Manager 2 who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Move up to **DM3** and increase  
your Central Branch  
Commission Override to **14%**

# District Manager 3

By now you're a seasoned Leader and closer to becoming a District Director.

## Benefits of promoting to District Manager 3

- ✓ **14% Monthly Commission Overrides\*\***  
on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

**Plus:**

- ✓ District Manager Jewelry.
- ✓ Special Leader meetings.

## How to promote to District Manager 3

- Promote 3 Direct Branches.
- Have \$200,000 in Central District Paid Retail Sales (CDPRS) in the last twelve months or sooner.
- Promotion to District Manager 3 is effective on the first day of the following month.

## Maintain your District Manager 3 status

To maintain your new level as District Manager 3, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

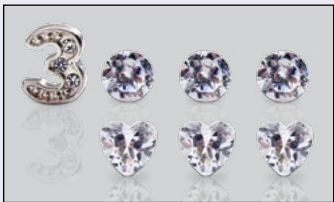
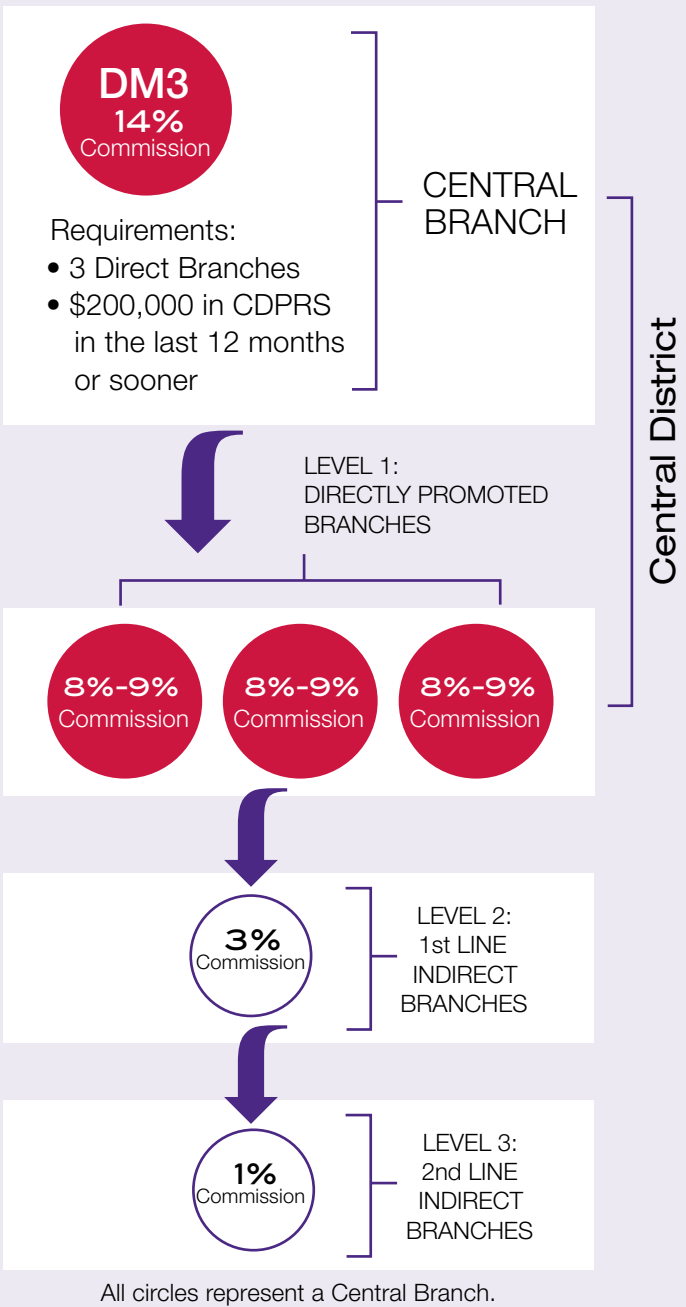
- Maintain your three directly promoted Branches and \$200,000 in Central District Paid Retail Sales in a rolling twelve-month period.

\* Manager's order does not count as one of the Four(4).

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.  
For more information see page 21.

## Central District



### WHEN YOU PROMOTE TO DISTRICT MANAGER 3

Add a #3 charm and these clear crystals to your Locket. Your Celebration Necklace is now complete with charms and crystals from every level you've achieved.

## Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to District Manager 3' Qualifications on page 10.

## How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 8% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager through Ambassador, you'll earn 9% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

## Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches.\*\*

## How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

District Manager 3 who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Move up to **DD1** and increase  
your Central Branch  
Commission Override to **15%**



# District Director 1

JAFRA rewards achievers like you, those at the District Director 1 level and above, with additional incentives to add new fuel to your drive for success.

## Benefits of promoting to District Director 1

- ✓ **15% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.
- ✓ **Potential \$300 Monthly Car Allowance**  
See pages 20 for details.
- ✓ **Receive \$112,500 in District Director Life Insurance**
- Plus:**
  - ✓ Ladies in Red Pin and District Director Level 1 Ring.
  - ✓ First Class mailing of all company publications and communications.
  - ✓ Special Leader meetings.

## How to promote to District Director 1

- Promote 5 Direct Branches.
- Have \$250,000 in Central Paid Retail Sales (CDPRS) in the last 12 months or sooner.
- Promotion to District Director 1 is effective on the first day of the following month.

## Maintain your District Director 1 status

To maintain your new level as District Director 1, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

- Maintain your five directly promoted Branches and \$250,000 in Central District Paid Retail Sales in a rolling twelve-month period.



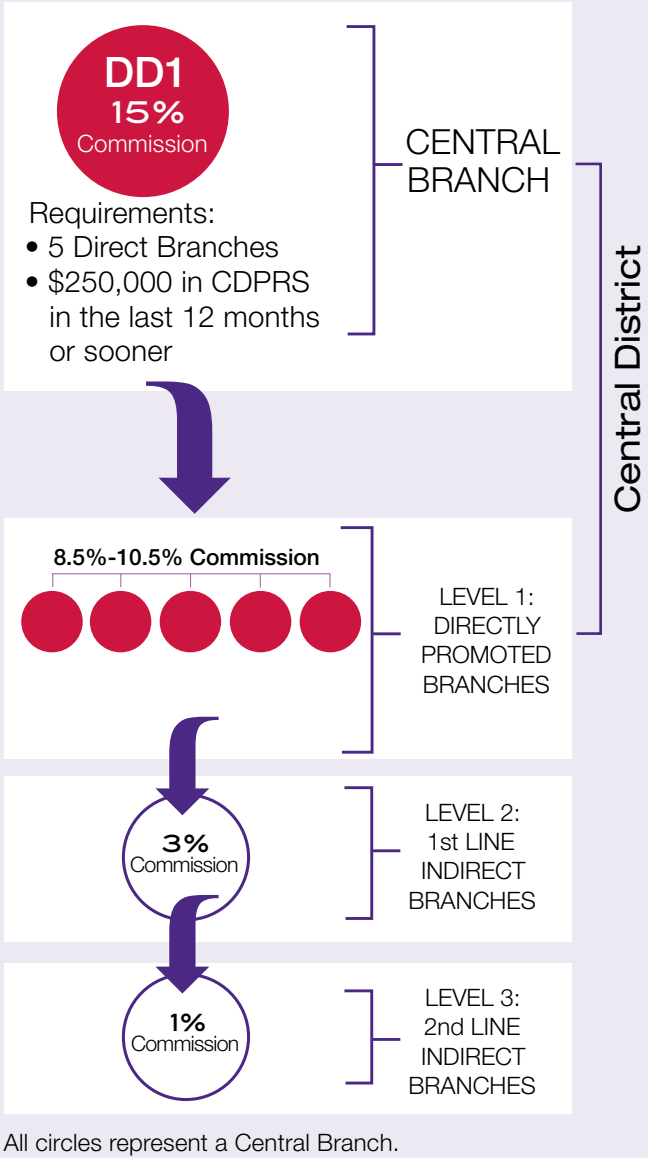
+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

\* Manager's order does not count as one of the Four(4).

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title. For more information see page 21.

# Central District



## Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to District Director 1' Qualifications on page 12.

## How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 8.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager, you'll earn 9.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Director or Ambassador, you'll earn 10.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

## Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches.\*\*

## How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

District Director 1 who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Move up to **DD2**  
and **More Rewards**

## District Director 2

You have built a dynamic group of women who are enjoying the JAFRA lifestyle. You have set an example of leadership for your Consultants and been rewarded with more Commissions, Bonuses and recognition. Keep up the momentum!

### Benefits of promoting to District Director 2

- ✓ **15% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

- ✓ **Potential \$350 Monthly Car Allowance**  
See page 20 for details.

- ✓ **Receive \$150,000 in District Director Life Insurance**

#### Plus:

- ✓ District Director Level 2 Ring.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

### How to promote to District Director 2

- Promote 7 Direct Branches.
- Have \$400,000 in Central District Paid Retail Sales (CDPRS) in the last 12 months or sooner.
- Promotion to District Director 2 is effective on the first day of the following month.

### Maintain District Director 2 status

To maintain your new level as District Director 2, you must achieve these monthly maintenance requirements:

#### 1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

#### 2) Central District Maintenance

- Maintain your seven directly promoted Branches and \$400,000 in Central District Paid Retail Sales in a rolling 12-month period.



**DISTRICT DIRECTOR 2**  
Receive a gorgeous pink tourmaline ring.

Sparkle and shine with a meticulously crafted, three-tiered 10K white gold ring set that you build as you promote to each to each level in the District Director Program.

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

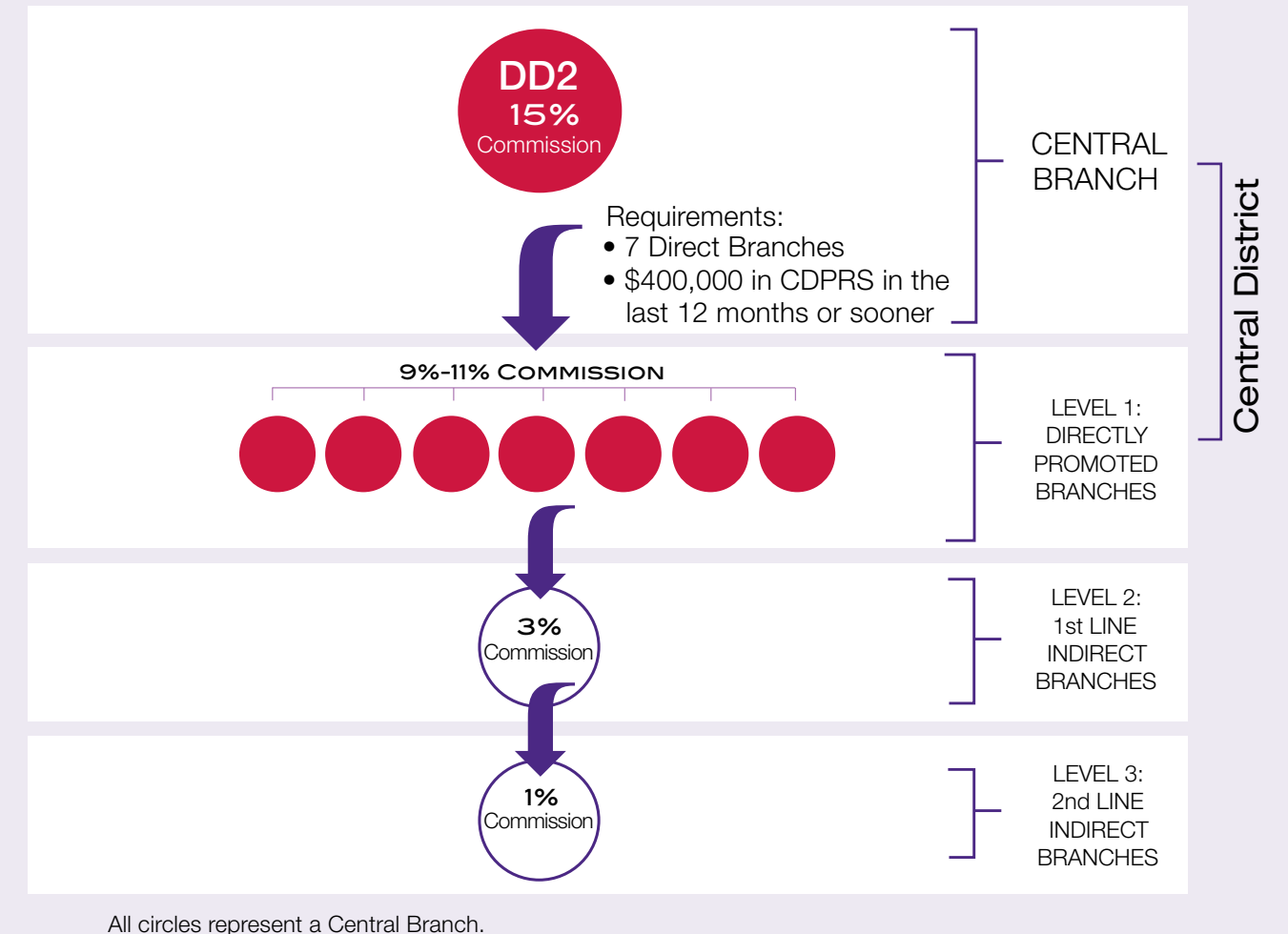
\*Manager's order does not count as one of the Four(4).

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.  
For more information see page 21.

Move up to **DD3** and  
increase your **Central  
Branch Commission  
Override to 16%**

## Central District



### Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to District Director 2' Qualifications on page 15.

### How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 9% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager, you'll earn 10% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Director or Ambassador you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

### Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches.\*\*

### How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

District Director 2 who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.



# District Director 3

You are on your way to the top of JAFRA's career path.

## Benefits of promoting to District Director 3

- ✓ **16% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.
- ✓ **Potential \$400 Monthly Car Allowance** See page 20 for details.
- ✓ **Receive \$187,500 in District Director Life Insurance**

**Plus:**

- ✓ District Director Level 3 Ring.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

## How to promote to District Director 3

- Promote 10 Direct Branches.
- \$600,000 in Central District Paid Retail Sales (CDPRS) in the last 12 months or sooner.
- Promotion to District Director 3 is effective on the first day of the following month.

## Maintain your District Director 3 status

To maintain your new level as District Director 3, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

- Maintain your 10 directly promoted Branches and \$600,000 in Central District Paid Retail Sales in a rolling 12-month period.



**DISTRICT DIRECTOR 3**  
Complete your ring set with a brilliant genuine diamond ring.

Sparkle and shine with a meticulously crafted, three-tiered 10K white gold ring set that you build as you promote to each to each level in the District Director Program.

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

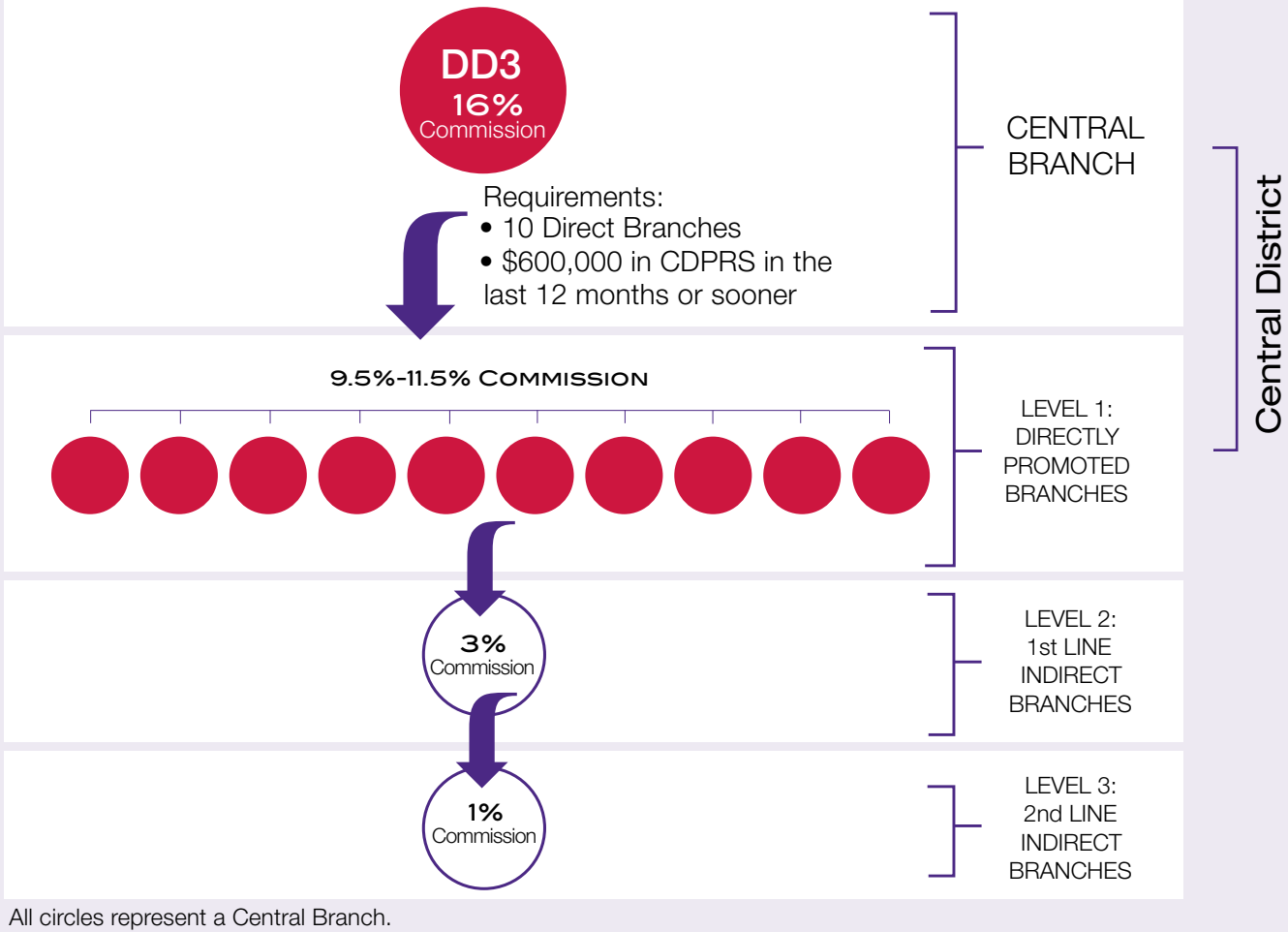
\* Manager's order does not count as one of the Four(4).

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.  
For more information see page 21.

Move up to **AMBASSADOR**  
and increase your Central  
Branch Commission  
Override to **17%**

# Central District



## Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to District Director 3 Qualifications' on page 16.

## How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 9.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager, you'll earn 10.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Director or Ambassador, you'll earn 11.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

## Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches.\*\*

## How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

District Director 3 who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

# Ambassador

Through your sharing and leadership, everyone on your Team can enjoy increased personal growth and earnings potential.

## Benefits of promoting to Ambassador

- ✓ **Eligible for Mercedes-Benz® E350 or ML350 SUV** See page 20 for details.
- ✓ **17% Monthly Commission Overrides\*\*** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

- ✓ **Receive \$225,000 in Ambassador Life Insurance**

### Plus:

- ✓ Ambassador Pin.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader Meetings.

## How to promote to Ambassador

- Promote 15 Direct Branches.
- \$900,000 in Central District Paid Retail Sales (CDPRS) in the last 12 months or sooner.
- Promotion to Ambassador is effective on the first day of the following month.

## Maintain your Ambassador status

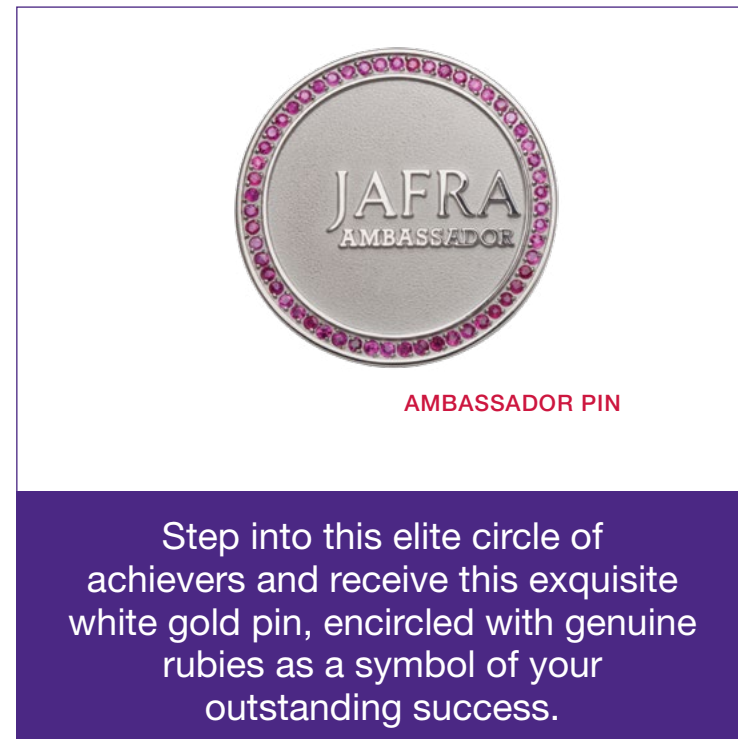
To maintain your new level as Ambassador, you must achieve these monthly maintenance requirements:

### 1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
- Central Branch Paid Retail Sales of \$2,400 or more

### 2) Central District Maintenance

- Maintain your 15 directly promoted Branches and \$900,000 in Central District Paid Retail Sales in a rolling 12-month period.



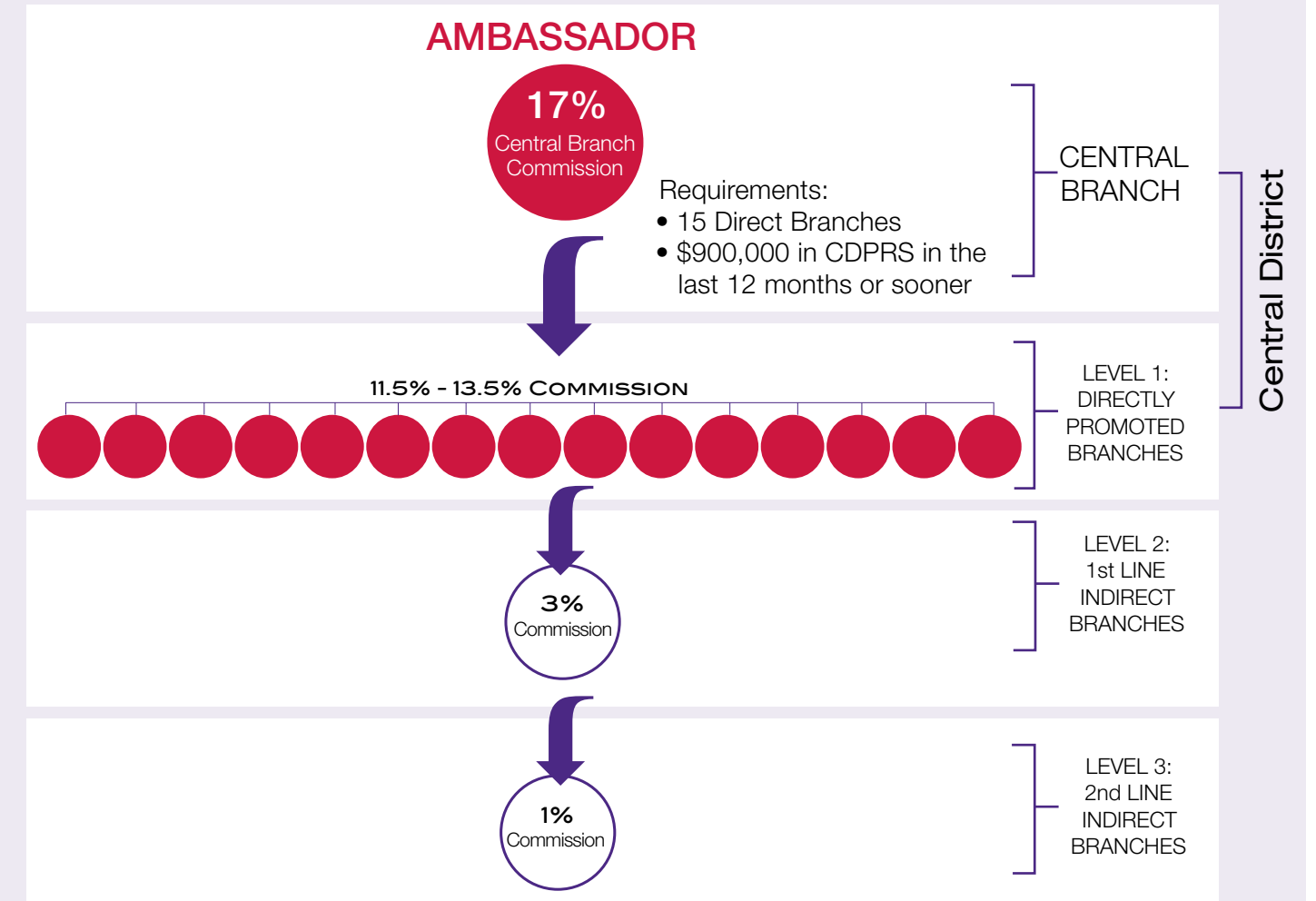
+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

\* Manager's order does not count as one of the Four(4)

\*\*Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title. For more information see page 21.

# Central District



All circles represent a Central Branch.

## Re-qualification

You can re-qualify for this level by meeting the 'How to Promote to Ambassador' Qualifications on page 18.

## How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager, you'll earn 11.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Manager, you'll earn 12.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*
- For every directly promoted District Director or Ambassador, you'll earn 13.5% monthly Commission on the Paid Retail Sales of their Central Branch.\*\*

## Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Level 2, 1st Line Indirect Branches.\*\*
- You earn 1% Commission on the Paid Retail Sales of all Level 3, 2nd Line Indirect Branches.\*\*

## How deep do your Commissions go on Indirect Branches?

The number of Levels for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Levels 3 and beyond are paid at 1%.

Ambassador level who does not meet the Central Branch Maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

\*\* Commission Override is calculated on 50% of the total Paid Retail Sales



# Car Program

## District Directors

District Directors will receive a Car Allowance Bonus every month they achieve all Central District and Central Branch Requirements for their corresponding title. When a District Director receives a grace period the Car Allowance Bonus will be forfeited for that month. District Director must maintain the highest paid title achieved since February 1, 2012 to be eligible for this Bonus.

Title	Bonus
District Director 1	\$300
District Director 2	\$350
District Director 3	\$400

## Ambassadors

Ambassador will receive their vehicle lease once they perform as an Ambassador for six consecutive months. Leader needs to maintain a paid title of Ambassador at lease one month out of a rolling six month period in order to keep her car. Car benefit choice is for a minimum 3 year period. Ambassador Lease will be renewed every 3 years as long as they perform as an Ambassador the last six consecutive months of the current lease.

Ambassador may opt to forego the Car Benefit and receive \$600 per month Car Allowance Bonus Benefit provided each month Ambassador maintains the Ambassador pay title with no Central Branch and Central District Grace Periods.

LUXURY DESERVED  
THE AMBASSADOR  
MERCEDES-BENZ®  
CAR PROGRAM

A Mercedes-Benz® signifies status, class and style and is the perfect reflection of your achievement. As an Ambassador, you will have the opportunity to drive a Mercedes-Benz® based on your performance.



# Grace Periods

Leaders are given opportunities to maintain their titles when, in a given month, Maintenance Requirements in the Central Branch and/or Central District are not met. These opportunities are referred to as Grace Periods. Grace Periods are assigned as follows:

## Central Branch (CB) Grace Periods: Managers-Ambassadors

- A Central Branch Grace Period is assigned when the following monthly Central Branch Maintenance requirements are not met:
- Personal cumulative Retail Sales of \$300 (Mgrs-DM3s). District Director and Ambassador levels are exempt from this requirement.
  - 4 ordering Consultants anywhere within Central Branch who have a Retail Sales Order\*
  - Central Branch Paid Retail Sales of \$2400 or more.

Leaders who do not meet the Central Branch Maintenance Requirements will be assigned a grace period and will forfeit commission overrides and bonuses for that month.

Leaders are given three Central Branch Grace Period opportunities in a rolling 12-month period. If a fourth Grace Period is assigned in the same rolling 12-month period, the Leader is demoted to Consultant status and loses all her direct and indirect Branches.

## Central District (CD) Grace Periods: DM3-Ambassador

Central District Grace Periods are assigned when the following Central District Maintenance requirements are not met on each of the following levels:

	Direct Branches	Rolling 12 Month CDPRS
DM3	3	\$ 200,000
DD1	5	\$ 250,000
DD2	7	\$ 400,000
DD3	10	\$ 600,000
AMBASSADOR	15	\$ 900,000

If a District Manager 3, District Director or Ambassador misses either or both of her Central District requirements, i.e., number of Direct Branches or Central District Paid Retail Sales in her last rolling 12-month period, she will be assigned a Central District Grace Period, and will receive her Commission Override and according to her Title.

District Manager 3, District Directors and Ambassadors are given three Central District Grace Period opportunities in a rolling 12-month period. If a fourth Grace Period is assigned in the same rolling 12-month period, they are reevaluated and are reassigned to the title that corresponds with their Central District activity. This activity is determined by the number of Direct Branches and the amount of Central District Paid Retail Sales achieved in their last 12-month rolling period.

# AT-A-GLANCE COMPENSATION PLAN

	Manager	DM1	DM2	DM3	DD1	DD2	DD3	Ambassador
# of ordering Consultants with Retail Order	4	4	4	4	4	4	4	4
Required Branch(es) Central District Paid Retail Sales in a Rolling 12-month period	Central Branch	1 Direct	2 Directs	3 Directs \$200,000	5 Directs \$250,000	7 Directs \$400,000	10 Directs \$600,000	15 Directs \$900,000
Central Branch Overrides	10%	12%	13%	14%	15%	15%	16%	17%
Level 1: Directly Promoted Branches/ Overrides (percentage changes according to the title of the Branch		6% Mgr 7% DM/DD/ Ambassador	7% Mgr 8% DM/DD/ Ambassador	8% Mgr 9% DM/DD/ Ambassador	8.5% Mgr 9.5% DM 10.5% DD/ Ambassador	9% Mgr 10% DM 11% DD/ Ambassador	9.5% Mgr 10.5% DM 11.5% DD/ Ambassador	11.5% Mgr 12.5% DM 13.5% DD/ Ambassador
Level 2: First Line Indirect Branches/ Overrides			3%	3%	3%	3%	3%	3%
Level 3: 2nd Line Indirect and all levels shown - Overrides			1%	1%	1%	1%	1%	1%
Fast Start to Leadership Program	✓							
Car Allowance					\$300	\$350	\$400	
Life Insurance					\$112,500	\$150,000	\$187,500	\$225,000
Car Program								Mercedes-Benz®
Trips/Conference	✓	✓	✓	✓	✓	✓	✓	✓
Training	✓	✓	✓	✓	✓	✓	✓	✓
Recognition	✓	✓	✓	✓	✓	✓	✓	✓

## Monthly Central Branch Maintenance Requirements for all Lineage Levels:

- Personal cumulative Retail Sales of \$300 or more.
  - Four (4) ordering Consultants (does not include Manager) anywhere within Central Branch who have a Retail Sales Order.
  - District Directors and Ambassador levels are exempt from this requirement.
  - Central Branch Paid Retail Sales of \$2,400 or more.
- Managers and Above levels that do not meet applicable Central Branch Maintenance Requirements in the evaluation month forfeit override payment and bonuses.
- Commission Override is calculated on 50% of the Total Paid Retail Sales in the evaluation month.

## Monthly Title Maintenance Requirements for DM3, DD1, DD2, DD3, Ambassador:

- Maintain the number of directly promoted Branches and Central District paid retail sales, in a rolling 12-month period applicable to each lineage title.