| arbonne.                        |   | С   | D   | Α  | R   | N  |
|---------------------------------|---|---|---|--|---|--|
|                                 | Level of Management                                   | Consultant  | District Manager  | Area Manager   | Regional Vice President   | National Vice President  |
| WHAT<br>YOU NEED<br>TO DO       | Qualification<br>Requirements                         | Renewal fee of \$29<br>every year in your<br>Anniversary Month  | To enter qualification: Accumulate 1,000 PQV or 2,500 SuccessLine QV in a month  To qualify: 6,000 SuccessLine QV over 1 month, 6,000 SuccessLine QV over 2 consecutive months, or 7,500 SuccessLine QV over 3 consecutive months with a minimum of 2,500 SuccessLine QV in the last month of the qualification period and a minimum of 1,000 PQV over the qualification period. QV will be accumulated over the entire qualification period.  See SuccessPlan for further details. | 24,000 QV over 2 months or 30,000 QV over 3 months with a minimum of 10,000 QV in the first and last month of the qualification period and a minimum of 2,500 Central District QV each month of the qualification period. Maximum of 10,000 QV can be counted from each 1st Generation, paid-as DM's SuccessLine — excluding volume from 1st Generation Districts' promoted-out Area Managers — during the qualification period. | 96,000 QV over 2 months or 120,000 QV over 3 months with a minimum of 40,000 QV in the first and last month of the qualification period. Maximum of 40,000 QV can be counted from each 1st Generation, paidas AM's SuccessLine — excluding volume from 1st Generation Areas' promoted-out Regional Vice Presidents — during the qualification period.  See SuccessPlan for further details. | 384,000 QV over 2 months or 480,000 QV over 3 months with a minimum of 160,000 QV in the first and last month of the qualification period. Maximum of 160,000 QV can be counted from each 1st Generation, paid-as RVP's SuccessLine — excluding volume from 1st Generation Regions' promoted-out National Vice Presidents — during the qualification period.  See SuccessPlan for further details. |
|                                 | Commission  | 35% Clients<br>15% Preferred Clients  | 35% Clients<br>15% Preferred Clients  | 35% Clients<br>15% Preferred Clients   | 35% Clients<br>15% Preferred Clients  | 35% Clients<br>15% Preferred Clients   |
| WHAT<br>YOU GET                 | Override  | 6% on Override Volume<br>from the sales of your<br>personally sponsored<br>Independent Consultants<br>when you accumulate<br>500 PQV in the<br>same month   | 8% Central District<br>8% 1st Generation<br>2% 2nd Generation<br>1% 3rd Generation  | District Overrides + 6% Central Area 6% 1st Generation 1% 2nd Generation 1% 3rd Generation   | District & Area Overrides + 3% Central Region 3% 1st Generation 2% 2nd Generation 2% 3rd Generation   | District, Area & Region Overrides +  1% Central Nation  1% 1st Generation  1% 2nd Generation  1% 3rd Generation  1% 4th Generation  1% 5th Generation  1% 6th Generation   |
| WHAT YOU<br>NEED TO<br>CONTINUE | Monthly Minimum<br>Central QV<br>Maintenance<br>& PQV | 500 PQV each month<br>to receive your monthly<br>override check   | 2,500 Central District QV  150 PQV each month to receive  | 10,000<br>Central Area QV<br>150 PQV each month  | 40,000 Central Region QV  150 PQV each month  | 160,000<br>Central Nation QV<br>150 PQV each month   |
| DOING                           |   |   | your<br>monthly override check  | to receive your monthly override check   | to receive your<br>monthly override check   | to receive your<br>monthly override check  |
|                                 | Manager<br>Cash Bonus                                 | Independent Consultant Cash Bonus when you personally sponsor a minimum of 2 new ICs and/or PCs, who each accumulate at least 150 PQV in their Start Month, and in the same month, you accumulate 150 PQV and 2,500 SuccessLine Qualifying Volume \$100 | 5,000 Central District QV and 5 New ICs/PCs, w/150+ PQV in their Start Month, in your Central District \$200  | Receive the greater of the District Manager Cash Bonus or the \$400 Area Manager Cash Bonus based on 20,000 Central Area QV and 10 New ICs/PCs w/150+ PQV each in their Start Month  | Receive the greater of the District Manager Cash Bonus, Area Manager Cash Bonus, or the \$600 Vice President Cash Bonus based on 60,000 Central Region QV and 30 New ICs/PCs w/150+ PQV each in their Start Month   | Receive the greater of the District Manager Cash Bonus, Area Manager Cash Bonus, or the \$600 Vice President Cash Bonus based on 60,000 Central Region QV and 30 New ICs/PCs w/150+ PQV each in their Start Month  |
| EXTRAS YOU<br>CAN EARN          | Mercedes-Benz<br>Cash Bonus                           | N/A   | N/A   | N/A  | \$800: 40,000 Cent Region QV<br>\$600: 35,000 Cent Region QV<br>\$400: 30,000 Cent Region QV<br>\$200: 25,000 Cent Region QV<br>Receive the greater of the 4 bonuses. See<br>SuccessPlan for further details.   | \$1,000: 160,000 Cent Nation QV<br>\$800: 140,000 Cent Nation QV<br>\$600: 120,000 Cent Nation QV<br>\$400: 100,000 Cent Nation QV<br>Receive the greater of the 8 bonuses, RVP<br>or NVP. See SuccessPlan for further details.  |