

Arbonne Your Way

Earn It Your Way

It's simple — Sell Arbonne products to your Clients and Preferred Clients and earn a commission on those sales. Arbonne is open to everyone, and our Independent Consultants come from every way of life and background, from professionals, to part-time stay-at-home-gig workers to first-time parents and entrepreneurs. You get to decide how to build your business and live Arbonne your way.

Build It Your Way

It's flexible — Building a team allows you to increase your earning potential. You will continue to earn commissions on the sales to your own Clients and Preferred Clients, and when you choose to build a team by personally enrolling Independent Consultants, you will earn a percentage on your team's sales to their Clients and Preferred Clients. There is no limit to how many Clients or Preferred Clients you can have or how many Independent Consultants you can enroll on your team. As you build your team and meet specific monthly requirements through product sales, you'll progress through the Experiential SuccessPlan and start earning on the width and depth of your team's sales.

THERE ARE NO GUARANTEES REGARDING EARNINGS. YOU SHOULD NOT BELIEVE ANYONE WHO GUARANTEES ANY AMOUNT OF EARNINGS TO YOU. EACH ARBONNE INDEPENDENT CONSULTANT, LIKE IN ANY OTHER BUSINESS, CAN SUCCEED OR FAIL FOR MANY REASONS, INCLUDING YOUR PERSONAL SKILL, BUSINESS ACUMEN AND LEADERSHIP. EARNINGS ARE BASED UPON SALES TO PERSONAL CLIENTS AND PREFERRED CLIENTS. MANY PEOPLE WHO JOIN AS AN INDEPENDENT CONSULTANT DO NOT ACHIEVE MEANINGFUL EARNINGS. EVERY BUSINESS VENTURE HAS RISKS AND ARBONNE IS NO EXCEPTION. TO SEE WHAT'S TYPICAL AT EACH TITLE OF THE EXPERIENTIAL SUCCESSPLAN VISIT [EARNINGS.ARBONNE.COM](https://earnings.arbonne.com)

Earnings-At-A-Glance

Earn weekly commissions when you sell to your personal Clients and Preferred Clients along with earning monthly overrides on sales made by your personally enrolled Independent Consultants. When you promote to District Manager or higher, you will start earning on your team sales when you reach qualified status and meet your Central QV Requirements each month at each title in the Experiential SuccessPlan. As you progress through the Experiential SuccessPlan you'll become eligible to be paid on your team's sales when you build and teach your team to do the same. This is called building width and depth. For example, to be paid on your 3rd Generation District (depth), you need to have a minimum of three 1st Generation District Managers (width). Consultant is the only title with no depth. You will be paid at each level of the Experiential SuccessPlan for which you achieve and meet the minimum Central QV requirement for that level.

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	Consultant (CONS)	District Manager (DM)	Executive District Manager (EDM)	Area Manager (AM)	Executive Area Manager (EAM)	Regional Vice President (RVP)	Executive Regional Vice President (ERVP)	National Vice President (NVP)	Executive National Vice President (ENVP)
Client Commission	35%								
Preferred Client Commission	15%								
Consultant Override: on your personally enrolled Independent Consultants	6%	—	—	—	—	—	—	—	—
Central District Override	—	8%	8%	8%	8%	8%	8%	8%	8%
1st Generation District Override	—	—	8%	8%	8%	8%	8%	8%	8%
2nd Generation District Override	—	—	2%	2%	2%	2%	2%	2%	2%
3rd Generation District Override	—	—	1%	1%	1%	1%	1%	1%	1%
Central Area Override	—	—	—	6%	6%	6%	6%	6%	6%
1st Generation Area Override	—	—	—	—	6%	6%	6%	6%	6%
2nd Generation Area Override	—	—	—	—	1%	1%	1%	1%	1%
3rd Generation Area Override	—	—	—	—	1%	1%	1%	1%	1%
Central Region Override	—	—	—	—	—	3%	3%	3%	3%
1st Generation Region Override	—	—	—	—	—	—	3%	3%	3%
2nd Generation Region Override	—	—	—	—	—	—	2%	2%	2%
3rd Generation Region Override	—	—	—	—	—	—	2%	2%	2%
Central Nation Override	—	—	—	—	—	—	—	1%	1%
1st Generation Nation Override	—	—	—	—	—	—	—	—	1%
2nd Generation Nation Override	—	—	—	—	—	—	—	—	1%
3rd Generation Nation Override	—	—	—	—	—	—	—	—	1%
4th Generation Nation Override	—	—	—	—	—	—	—	—	1%
5th Generation Nation Override	—	—	—	—	—	—	—	—	1%
6th Generation Nation Override	—	—	—	—	—	—	—	—	1%
Achiever Award	\$100	\$200		\$400		\$600		\$600	
Sustainable Choice Award	—	—	—	—	—	\$600 - \$800		\$750-\$1,000	

See Monthly Activity Requirements on page 5

Welcome Kits, Business Aids, business fees (i.e., registration and renewal fees), sample packs, product specials, and discounted or value priced products, and other sets or products might have reduced or no RV, OV, CV and/or QV. Items without RV, OV, CV and/or QV do not generate commissions and overrides and do not count toward incentives, qualifications, or Central QV Requirements.

Monthly Awards

Achiever Awards

- **\$100 CONS Achiever Award** when you personally enroll a minimum of two new Independent Consultants and/or Preferred Clients, who each accumulate at least 150 CQV in their Start Month, and in the same month, you accumulate 2,500 SuccessLine Qualifying Volume (SLQV) in product sales.
- **\$200 DM Achiever Award** with Central District sales of 5,000 QV and a minimum of 5 new Independent Consultants and/or Preferred Clients, in your Central District, who each accumulate at least 150 CQV in their Start Month.
- **\$400 AM Achiever Award** with Central Area sales of 20,000 QV and a minimum of 10 new Independent Consultants and/or Preferred Clients, in your Central Area, who each accumulate at least 150 CQV in their Start Month. You will receive the greater of the DM or AM Achiever Award when you qualify for more than one.
- **\$600 VP Achiever Award** with Central Region sales of 60,000 QV and a minimum of 30 new Independent Consultants and/or Preferred Clients, in your Central Region, who each accumulate at least 150 CQV in their Start Month. You will receive the greater of the DM, AM or VP Achiever Award when you qualify for more than one.

Monthly Awards

Sustainable Choice Awards

- **Regional Vice President:**

- \$600 RVP Sustainable Choice Award with Central Region sales of 40,000 QV

- **National Vice President:**

- \$750 NVP Sustainable Choice Award with Central Nation sales of 160,000 QV

Alternatively, if you are a Vice President who chooses to purchase or lease a white Mercedes-Benz (MBZ), and after your vehicle paperwork has been accepted by Arbonne, you will qualify to earn one of the Sustainable Choice Awards below when you meet the respective Central QV Requirement. If you choose this option, NVPs will earn the higher of the NVP or the RVP Sustainable Choice Award when you qualify for more than one.

- **Regional Vice President:**

- \$800 RVP Sustainable Choice Award with Central Region sales of 40,000 QV
- \$700 RVP Sustainable Choice Award with Central Region sales of 35,000 QV

- **National Vice President:**

- \$1,000 NVP Sustainable Choice Award with Central Nation sales of 160,000 QV
- \$875 NVP Sustainable Choice Award with Central Nation sales of 140,000 QV

You will be required to submit your lease/purchase agreement through incentives.arbonne.com and you will be required to validate your vehicle documentation annually.

RVPs and NVPs in Title Maintenance who purchase or lease a white Mercedes-Benz:

- **Recognition Titled NVP, paid-as RVP:** Arbonne will use your Region SuccessLine QV to determine whether you've earned one of the Nation Sustainable Choice Awards and will use your Central Region QV to see if you've earned one of your Region Sustainable Choice Awards. You'll receive the greater award earned.
- **Recognition Titled NVP or RVP paid-as AM:** Arbonne will use your Area SuccessLine QV to determine whether you've earned one of your Region Sustainable Choice Awards.

Contact Customer Care immediately if you have questions or believe there was an error regarding your Sustainable Choice Award payment. Pursuant to Policy & Procedure Section 6.5 we are unable to make a correction after 60 days.

Awards are paid to those at their Paid-As Title only, unless otherwise stated. Independent Consultants may not use Promotion Credits or Performance Accounts to achieve Awards.