



What You Need to Know About Joining Independent Consultant Earnings Statement

WHAT IS THE ARBONNE BUSINESS OPPORTUNITY?

Arbonne Independent Consultants do not earn compensation for recruiting or sponsoring other Arbonne Independent Consultants. They only earn compensation when products are sold to customers. For full details about the Arbonne SuccessPlan, speak to your Arbonne Independent Consultant, or visit arbonne.com.



Low start-up costs for your new business



Earn commissions from products you sell



Run a business from your smartphone



Build a team of Independent Consultants who do the same

HOW DO I START EARNING?

1

COMMISSIONS

Your profit from your product sales to your Preferred Clients & Clients

2

OVERRIDES

Your earnings from your team's product sales to their Preferred Clients & Clients

3

AWARDS

Additional awards based on your personal & team sales performance

WHAT'S TYPICAL?

IN 2022, A TYPICAL ARBONNE INDEPENDENT CONSULTANT IN THE UNITED STATES EARNED \$172 IN COMMISSIONS AND OVERRIDES. THIS IS BASED ON THE MEDIAN EARNINGS OF ALL U.S. ICS WHO WERE ACTIVE BUSINESS BUILDERS ACROSS ALL LEVELS. FOR EARNINGS BY LEVEL, PLEASE REFER TO THE CHART BELOW.

ANNUAL EARNINGS OF ARBONNE INDEPENDENT CONSULTANTS IN 2022

LEVEL	AVERAGE ANNUAL EARNINGS	MEDIAN ANNUAL EARNINGS	TOP 50 AVERAGE	BOTTOM 50 AVERAGE	% OF INDEPENDENT CONSULTANTS AT LEVEL	AVERAGE TIME TO POSITION
Independent Consultants	\$223	\$119	\$2,508	\$2	63%	n/a
District Managers	\$1,768	\$1,250	\$13,715	\$10	25%	8 Months
Area Managers	\$9,207	\$7,545	\$36,185	\$581	8%	22 Months
Regional Vice Presidents	\$34,293	\$28,768	\$98,430	\$2,024	3%	39 Months
National Vice Presidents	\$150,986	\$110,355	\$441,637	\$24,064	1%	63 Months

Note: These figures do not include Arbonne Independent Consultants' profits, as they do not include business expenses like initial registration fee (2022: \$49) renewal fees (2022: \$29), event registration fees (vary by events), travel, office supplies, insurance premiums, etc. incurred by Arbonne Independent Consultants in the promotion of their businesses. There are no guarantees regarding earnings, and the success or failure of each Arbonne Independent Consultant, like any other business, depends on many factors, including your own skills and personal effort. You should not rely on the results of other Arbonne Independent Consultants to indicate what you can expect to earn.

WHAT IF I CHANGE MY MIND?

You can cancel your Agreement at any time. Contact Customer Care at **1.800.ARBONNE** or customer care@arbonne.com to cancel your Agreement and receive a full refund on unopened product. This U.S. Independent Consultant Earnings Statement 2022 is available at earnings.arbonne.com.

TYPICAL EXPENSES OF AN ARBONNE INDEPENDENT CONSULTANT IN 2022

Arbonne encourages Independent Consultants to participate in the following event(s) as they offer training and resources that may not be available elsewhere. The typical cost of each event is set forth below, which varies based on each individual's circumstances. Be sure to ask your Independent Consultant for their unique costs incurred at these events to support their Arbonne business.

- Arbonne Global Training Conference- Empower Live! at Las Vegas, NV. The registration fee for the three-day conference was \$349. Independent Consultants were responsible for their own flight, hotel and meal
- Path To Empower- A one-day training event held in Anaheim, CA. Registration for the one-day event was \$55. Attendance could be in person or virtually. Independent Consultants were responsible for transportation to and from the event and their own meals.
- Arbonne Incentive Trip- Location varies. Attendance is reserved for those achieving specific growth targets in their Arbonne business, which can vary from year to year. The 2022 incentive trip locations were Punta Cana, Dominican Republic and Puerto Aventuras, Mexico. Achievers were responsible for their own flight. Arbonne provided round-trip ground transportation to and from the hotel, four-night resort accommodations, and all meals.
- NVP Leadership Meeting in Florida- A five-night event available for Arbonne Independent Consultants who have achieved the highest level (NVP) in the Arbonne SuccessPlan and maintained certain growth targets in their Arbonne business. Arbonne provided round-trip airfare for two people from anywhere in the continental United States, hotel ground transfers, five nights of resort accommodations, breakfast before each Meeting Day, a Welcome Reception with light appetizers and drinks, one celebration dinner, and five \$30 meal vouchers.

AWARDS & INCENTIVE TRIPS IN 2022

In addition to the earnings opportunities in its SuccessPlan, Arbonne may offer awards, incentives and recognition programs for its Arbonne Independent Consultants.

- Arbonne Independent Consultants at the Vice President level were eligible to achieve the VP Success Award (an allowance starting at \$200/month to be applied to the purchase or lease of a white Mercedes-Benz) based on team sales volume. Less than 3% of Arbonne Independent Consultants earned the VP Success Award.
- 563 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Leadership Meeting incentive trip to Miami, FL, of which 359 earned the trip.
- 563 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Challenge trip to South Africa, of which 16 earned the trip.
- 560 Arbonne Independent Consultants at the National Vice President level were eligible to earn paid round-trip travel and hotel suite at Arbonne's annual Global Training Conference in Las Vegas, NV, of which 461 earned the trip.
- 16,224 Independent Consultants registered to participate in the Arbonne Incentive Trip in Punta Cana, Dominican Republic, of which 1,184 earned the trip. This event did not take place due to Hurricane Fiona, and all achievers were rewarded \$1,750 due to the cancellation.
- 9,256 Independent Consultants registered to participate in the Arbonne Incentive Trip in Puerto Aventuras, Mexico, of which 229 earned the trip.

Note: These figures do not include or represent expenses such as meals, travel for family members, etc. incurred by Arbonne Independent Consultants.



Arbonne is a proud member of the Direct Selling Association.

