








## OUR COMMISSION STRUCTURE <sup>(1)</sup>

		MONTHLY SALES BONUS THRESHOLD	TEAM BUILDER BONUS <sup>(2)</sup>
	You	25% Total <sup>(3)</sup>	<b>33% Total</b> ADDITIONAL 8%
 TEAM MEMBERS	Level 1	Up to 8% of Their Sales <sup>(4)</sup>	<b>8% Total of Their Sales</b> UP TO ADDITIONAL 5%
 TEAM MEMBERS	Level 2	5% of Their Sales	<b>5% OF THEIR SALES</b>
 TEAM MEMBERS	Level 3	3% of Their Sales	<b>3% OF THEIR SALES</b>
 TEAM MEMBERS	Level 4	2% of Their Sales	<b>2% OF THEIR SALES</b>

- (1) You earn commissions on your team members' sales when you and your team member each reach your respective monthly sales bonus thresholds.
- (2) When you and your first-level team members reach 24,000 or more in group qualifying volume (GQV) in a month, your commissions on your personal sales are boosted an additional 8% (totaling 33%) commission on that month's CV. Additionally, if you're not already earning 8% on your first-level team members, your commissions on their sales will increase to 8%.
- (3) When you reach your monthly sales bonus threshold, you receive an additional 5% in commission (boosting your base commission from 20% to 25%) on your monthly commissionable volume (CV). Your monthly sales bonus threshold amount starts at 800 in personal qualifying volume (PQV) during your Launch, first, and second seasons, building to 2,500 during your third and fourth seasons and 3,500 during your fifth season and beyond.
- (4) If you are a Team Leader of a Level 1 Stylist who begins in Fall '19 and beyond, you'll earn 8% on that Stylist's monthly CV in their first four seasons, 5% in their fifth season, and 3% in their sixth season and beyond.