



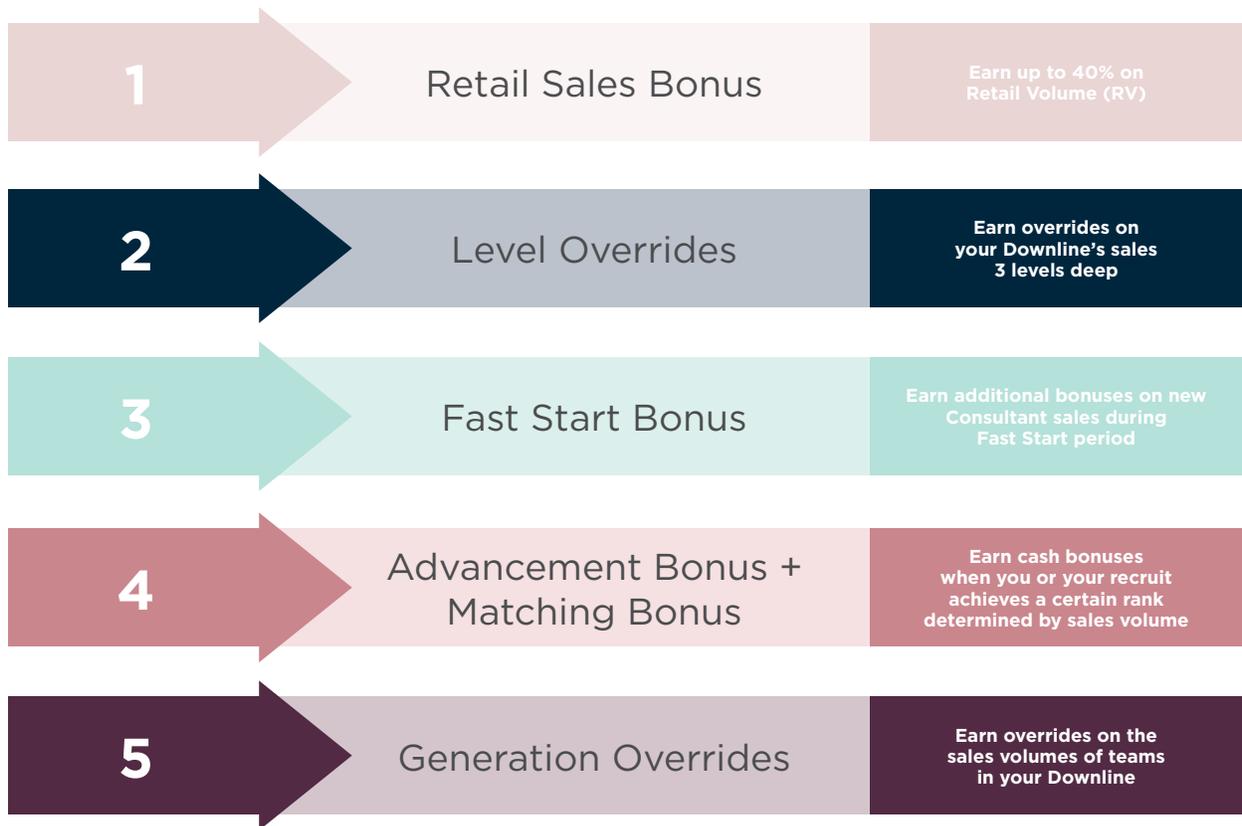
Compensation Plan

UNITED STATES

WELCOME TO JAMBERRY!

In this document you'll find details regarding Jamberry's generous Compensation Plan. We hope it provides you the flexibility to meet your needs.

Five Ways to Earn Money



COMPENSATION PLAN:

CONSULTANT – TEAM MANAGER

REQUIREMENTS	Titles	Consultant	Advanced Consultant	Senior Consultant	Lead Consultant	Senior Lead Consultant	Premier Consultant	Team Manager
	ABBREVIATION	C	AC	SC	LC	SLC	PC	TM
	Qualifying Volume (QV)	--	200 QV	300 QV	400 QV	500 QV	600 QV	700 QV
	Active Leg (Active = 200 QV)	--	--	1 Active Leg	2 Active Legs	3 Active Legs	4 Active Legs (2 SC Legs)	5 Active Legs (2 LC Legs)
	Team Qualifying Volume (TQV)	--	--	--	900 TQV	2,000 TQV	4,000 TQV	6,000 TQV
REWARDS	LEVEL OVERRIDES							
	Style VIP	--	10%	10%	10%	10%	10%	10%
	Level 1 Override	--	5%	7%	10%	12%	12%	12%
	Level 2 Override	--	--	3%	5%	6%	7%	7%
	Level 3 Override	--	--	--	--	3%	4%	5%
	ADVANCEMENT + MATCHING BONUS							
	Advancement Bonus	--	--	--	\$100	\$100	\$200	\$400
	Matching Advancement Bonus**	--	--	--	\$100	\$100	\$200	\$400
	FAST START BONUS							
	Level 1	5%	5%	5%	5%	5%	5%	5%
GENERATION OVERRIDES								
Generation 0	--	--	--	--	--	--	2%	

See the official Compensation Plan on the web for additional ranks, requirements, and details.

* Must be active to receive downline commissions such as Level Overrides and Fast Start Bonus. All downline commissions are paid on Commissionable Volume.

** Sponsor must be paid as the same rank (or higher) as the rank that the Consultant achieves to receive the Matching Advancement Bonus.

RETAIL & PERSONAL SALES BONUS

RETAIL SALES BONUS			
IN PROGRESS	Monthly Retail Volume (RV)	Commission	Sales Bonus
		0 - 199	30%
ACTIVE	200 - 499	30%	3%
	500 - 1,499	30%	5%
	1,500 - 2,999	30%	8%
	3,000+	30%	10%
			Total
			30%
			33%
			35%
			38%
			40%

FAST START REWARDS

	AWARD PERIOD 90 Days from Enrollment	ACTIVITY	REWARD
FAST START 1	30 Days from Enrollment	<ul style="list-style-type: none"> 500 QV 3 Style VIPs w/ 25 QV +/each or 1 recruit w/ 200 QV 	<ul style="list-style-type: none"> Jamerry Tote \$25 Marketing Credit*
FAST START 2	60 Days from Enrollment	<ul style="list-style-type: none"> 1,000 QV (Cumulative from start date) 6 Style VIPs w/ 25 QV +/each (Cumulative from start date) or 2 recruits w/ 200 QV (Cumulative from start date) 	<ul style="list-style-type: none"> Jamerry Padfolio Deluxe Tool Kit
FAST START 3	90 Days from Enrollment	<ul style="list-style-type: none"> 1,500 QV (Cumulative from start date) 9 Style VIPs w/ 25 QV +/each (Cumulative from start date) or 3 recruit w/ 200 QV (Cumulative from start date) 	<ul style="list-style-type: none"> \$125 Product Credit
TRIPLE FAST START	90 Days from Enrollment	<ul style="list-style-type: none"> Achieve FS1, FS2, FS3 	<ul style="list-style-type: none"> Fast Start Pin 1/2 off 1 event registration**
BONUS Achiever must be Active† to receive bonus	Recruiting Bonus 90 Days from Enrollment	<ul style="list-style-type: none"> 2 Recruits w/ 200 QV and 6 Style VIPs w/ 25+ QV 3 Recruits w/ 200 QV and 9 Style VIPs w/ 25+ QV 	<ul style="list-style-type: none"> Level 1 = \$100 or Level 2 = \$150 (Plus potential to unlock the LC Bonus††)

You may immediately begin working on your next Fast Start level and any excess QV will apply to the next goal. If you miss a goal during the allotted time frame you can still achieve the next goal by achieving the cumulative requirement for that level.

- Rewards will be shipped from the 10th to the 15th of the following month after Fast Start goals are achieved.
- * Marketing Credit will populate in the back office on the 10th of the following month and these will expire at six months.
- ** Expires after one year from the day Triple Fast start is achieved. Please email recognition@jamerry.com to redeem.
- † Active is 200 or more QV.
- †† See Compensation Plan for details.

COMPENSATION PLAN:

SENIOR TEAM MANAGER – ELITE EXECUTIVE

	Titles	Sr. Team Manager	Executive	Senior Executive	Lead Executive	Premier Executive	Elite Executive	
	ABBREVIATION	STM	E	SE	LE	PE	EE	
REQUIREMENTS	Qualifying Volume (QV)	700 QV	700 QV	700 QV	700 QV	700 QV	700 QV	
	Active Leg (Active = 200 QV)	5 Active Legs (1 SLC Legs) (1 PC Legs)	5 Active Legs (2 TM Legs)	5 Active Legs (1 TM Leg) (1 STM Leg)	5 Active Legs (2 TM Legs) (1 E Leg)	5 TM Legs (2 E Legs)	6 TM Legs (1 E Leg) (1 SE Leg)	
	Team Qualifying Volume (TQV)	8,000 TQV	8,000 TQV	8,000 TQV	8,000 TQV	8,000 TQV	8,000 TQV	
	Downline Qualifying Volume (DQV)	--	24,000 DQV	40,000 DQV	80,000 DQV	160,000 DQV	320,000 DQV	
	New First Generation Team Manager	--	--	--	--	1 Every 12 Months	1 Every 12 Months	
	LEVEL OVERRIDES							
	Style VIP	10%	10%	10%	10%	10%	10%	10%
Level 1 Override	12%	12%	12%	12%	12%	12%	12%	
Level 2 Override	7%	7%	7%	7%	7%	7%	7%	
Level 3 Override	5%	5%	5%	5%	5%	5%	5%	
ADVANCEMENT + MATCHING BONUS								
Advancement Bonus	\$500	\$1,000	\$2,000	\$5,000	\$10,000	\$15,000		
FAST START BONUS								
Level 1	5%	5%	5%	5%	5%	5%	5%	
GENERATION OVERRIDES								
Generation 0	2%	2%	2%	2%	2%	2%	2%	
Generation 1	3%	4%	4%	4%	4%	4%	4%	
Generation 2	--	3%	4%	4%	4%	4%	4%	
Generation 3	--	--	3%	4%	4%	4%	4%	
Generation 4	--	--	--	3%	4%	4%	4%	
Generation 5	--	--	--	--	3%	4%	4%	

See the official Compensation Plan on the web for additional ranks, requirements, and details.

* Must be active to receive downline commissions such as Level Overrides and Fast Start Bonus. All downline commissions are paid on Commissionable Volume.

** Sponsor must be paid as the same rank (or higher) as the rank that the Consultant achieves to receive the Matching Advancement Bonus.

DEFINITION OF TERMS & CONCEPTS

Active

A Consultant must maintain at least 200 Qualifying Volume (QV) during a calendar month period to be considered Active. Until a Consultant achieves Active status, she is considered “in progress”. If a Consultant is still in progress at the end of this period, she receives no commissions from her Downline. However, she will receive Retail Commissions on her customer purchases and the purchases of Style VIPs she sponsors, which will accrue to her QV and count toward Active status.

Active Leg

Any first level Consultant and her entire Downline where at least one person is considered Active.

Advancement Bonus – Lead Consultant

When a Consultant is promoted to Lead Consultant for the first time and is within her first three full months (Sign-up month + three months), she will receive a \$100 one-time bonus. If a Consultant is promoted to Lead Consultant after her first three full months, then she will receive approximately 50% of the bonus (\$50).

Advancement Bonus – Senior Lead Consultant

When a Consultant is promoted to Senior Lead Consultant for the first time and is within her first four full months (Sign-up month + four months), she will receive a \$100 one-time bonus. If a Consultant is promoted to Senior Lead Consultant after her first four full months, then she will receive approximately 50% of the bonus (\$50).

Advancement Bonus – Premier Consultant

When a Consultant is promoted to Premier Consultant for the first time and is within her first five full months (Sign-up month + five months), she will receive a \$200 one-time bonus. If a Consultant is promoted to Premier Consultant after her first five full months, then she will receive approximately 50% of the bonus (\$100).

Advancement Bonus – TM+

When a Consultant is promoted to Team Manager or above for the first time, she will receive a one-time bonus based on the title to which she’s being promoted (see Jamberry compensation plan). This bonus will be paid in up to two installments. The first half of the bonus amount will be paid upon promotion. The 2nd half of this bonus will be paid once the Consultant is Paid-As the newly promoted title for three consecutive months.

NOTE: *The 2nd half of this bonus could potentially be paid much later in a Consultant’s career if she fails to be Paid-As the newly promoted title for three consecutive months. There is no time limit in which the 2nd half of this requirement must be met, only that the Consultant must meet the requirement for three consecutive months (month of promotion can be counted as one of the months).*

Commissionable Volume (CV)

Commissionable Volume (CV) is the volume assigned to each inventory item on which Level Commissions and Generation Overrides are paid.

For a list of all CV, QV and RV values, please see:

jamberry.com/us/en/commissionable-volume

Compression (General)

When a Consultant leaves Jamberry or loses her downline due to Deactivation, her Downline compresses upward to the next qualified Consultant in her Upline.

Compression (Executive and higher)

The Downline of a terminated or deactivated Consultant who had a Recognition Title of Executive or higher will only compress up to another Consultant with a Recognition Title of Executive or higher. The Sponsor of such a Consultant will be given four consecutive calendar months to achieve the required Recognition Title.

Customer

A customer is an individual who purchases products for personal use and has not signed an Independent Consultant Agreement with Jamberry or enrolled in the Style VIP program. Customers are not allowed to sponsor (i.e., have a Downline), do not receive commissions, and are not credited with volume. The volume from a customer's purchase(s) is credited to the Consultant from whom she made the purchase – whether it was on the Consultant's personal website or assigned to the Consultant at checkout from the Jamberry main shopping site. Customers do not hold positions in a genealogy or occupy a level in their Sponsor's Downline.

Deactivation Policy

In order to keep her downline, a Consultant must achieve 200 QV in a rolling four-month period. If she does not achieve this, the Consultants in her Downline will compress upward to the next qualified Consultant (see "Compression"), though she will keep and continue to earn commissions on her Style VIPs and Retail Customers. Any new Consultants she recruits will continue to compress upward each month until she achieves the required 200 QV/rolling four-month period. (NOTE: To keep her downline she must also maintain a Jamberry Personal Website, see section 1.2 of the Policies and Procedures).

Demotion Policy

To keep their Recognition Title, Consultants must be Paid-As their Recognition Title at least one month in any rolling four-month period. Otherwise, their Recognition Title will become the highest Paid-As Title they achieved during that rolling four-month period.

For example, a Consultant who qualifies for a Recognition Title in June must be Paid-As her Recognition Title at least one month between then and October. A Consultant who qualifies for her Recognition title in July, must be Paid-As that Title at least one month before November.

Downline

All Consultants on all Levels below a Consultant are considered part of her Downline.

Downline Qualifying Volume (DQV)

DQV is the total Qualifying Volume (QV) from a Consultant and her entire Downline organization. It includes ALL Downline Consultants regardless of their titles and the volume generated by Style VIPs sponsored by the Consultant and any member of her Downline.

Eligible

A Consultant is considered eligible to receive a commission, override or bonus if she has the required Recognition Title. For example, a Consultant is eligible to receive the Matching Team Manager Advancement Bonus if she has a Recognition Title of Team Manager or higher. To receive the Bonus payment however, she must also be “qualified,” meaning she has met the requirements to be Paid-As a Team Manager during the applicable calendar-month period. A Consultant must be both eligible and qualified for any commission, override or bonus she receives.

Fast Start Bonus

In addition to all other bonuses, commissions and overrides, an Active Consultant will receive a bonus of 5% of the Commissionable Volume of orders placed through any new Consultant she Sponsors during the new Consultant’s 90 day Fast Start period.

Founders Club

Consultants who promoted to an Executive by May 31, 2014, in the U.S. and Canada, are recognized as Founders Club Members.

Generation

The relationship between one Team Manager or higher and another Team Manager or higher, based on Recognition Titles. If a Team Manager or higher is not Paid-As a Team Manager, she is still considered a generation to her Upline Team Manager or higher.

Generation Overrides

Paid-As Team Managers or higher may receive Generation Overrides on the Commissionable Volume (CV) from their Downline generations and their personal group. For example, a G1 would pay out on the first Downline Team Manager or higher title (based on Recognition Title) and all Consultants below them, down to but not including the next Team Manager or higher (Recognition Title). A Go would pay out on the Commissionable Volume of her personal Group.

Grace Period

When a Consultant promotes to Team Manager (or higher) for the first time, then each Consultant in her Upline, up to and including the first Team Manager (Recognition Title), will have a three-month Grace Period in which she will have a reduced TQV, beginning in the month following the promotion. The reduced TQV will be half (50%) of her required TQV for the title for which she is qualifying for the first and second months of the Grace Period, and seventy-five percent (75%) of her required TQV during the third month of the Grace Period. This is also applicable for promotion to a new title. Beginning with the fourth calendar-month period following the promotion, she must again have the full TQV required for Team Manager or higher in order to be paid at that level. If an Upline Consultant, up to the first Recognition Title Team Manager or higher in the Upline, has more than one Consultant promoting to Team Manager or higher in the same month or in overlapping grace months, then any overlapping Grace Periods will have a TQV of 0, if the overlapping months are in months one or two of the Grace Period; a 50% TQV requirement, if the overlapping Grace Periods are both in month three of the Grace Period; and a 25% TQV requirement,

if one of the Grace Periods is in months one or two and the other Grace Period is in month three of the Grace Period. Please see also Team Qualifying Volume (TQV).

Group

A group consists of a Consultant and her entire Downline, down to, but not including, the next Team Manager (Recognition Title) or higher. This is also sometimes referred to as a “personal group” when talking about a specific Consultant and her group. Generation o overrides are paid on a Consultant’s personal Group. While a Consultant’s personal Group does not include the next Team Manager in her Downline, her Team Qualifying Volume does include the volume from that Team Manager.

Leader

A Consultant who has a Recognition Title of Team Manager or higher.

Leg

A leg begins with a first level Consultant and includes all the Consultants beneath her. A Consultant has as many legs as she has first level Consultants. For example, if Sally has five first level Consultants then she has five legs. Sarah is one of Sally’s first level Consultants. Sarah and her entire Downline, are considered one leg to Sally.

Level

The position a Consultant has in a Downline relative to another Upline or Downline Consultant. Consultants personally sponsored (i.e., first level) are Level One. Those Consultants sponsored by Level One Consultants are Level Two, relative to the original Consultant.

Level 1–3 Overrides

Active Consultants who are Paid-As a Consultant or higher will receive a percentage on the Commissionable Volume from the sales of their Downline through three levels. The percentages and number of levels that a Consultant receives is based on her Paid-As Title, regardless of the titles of Consultants in her Downline. If a Consultant is in progress, unqualified, or ineligible, then that Level Override will not compress Upline. Please refer to the definitions of Active, Eligible, and Qualified.

Matching Lead Consultant Advancement Bonus

When a Consultant promotes to Lead Consultant for the first time within her first three full months and receives the Lead Consultant Advancement Bonus, her Sponsor is eligible to receive a Matching Lead Consultant Advancement Bonus. The Sponsor must be Paid-As a Lead Consultant or higher in the period the Consultant promoted to receive this bonus.

Matching Senior Lead Consultant Advancement Bonus

When a Consultant promotes to Senior Lead Consultant for the first time within her first four full months and receives the Senior Lead Consultant Advancement Bonus, her Sponsor is eligible to receive a Matching Senior Lead Consultant Advancement Bonus. The Sponsor must be Paid-As a Senior Lead Consultant or higher in the period the Consultant promoted to receive this bonus.

Matching Premier Consultant Advancement Bonus

When a Consultant promotes to Premier Consultant for the first time within her first five full months and receives the Premier Consultant Advancement Bonus, her Sponsor is eligible to receive a Matching Premier Consultant Advancement Bonus. The Sponsor must be Paid-As a Premier Consultant or higher in the period the Consultant promoted to receive this bonus.

Matching Team Manager Advancement Bonus

The first Matching Team Manager Advancement Bonus is \$400. The first Upline Team Manager or higher (Recognition Title) is eligible to receive the first half of the bonus (\$200), when a Downline Consultant is Paid-As a Team Manager for the first time and the eligible Upline Team Manager or higher (Recognition Title) is also Paid-As a Team Manager during that same month. The first Upline Team Manager will also be eligible to receive the second half of the bonus (\$200), when a Consultant has been Paid-As a Team Manager or higher for three consecutive months for the first time, but only if such Upline Team Manager is Paid-As a Team Manager during that same month. The first Upline Team Manager or higher (Recognition Title) who is eligible to receive the first half of the matching bonus, may not be the same Team Manager who is eligible to receive the second half of the matching bonus.

NOTE: *If the promoting Consultant promotes to Lead Consultant, Sr. Lead Consultant, Premier Consultant, or Team Manager outside of the specified deadline and receives approximately 50% of the bonus, no matching bonus will be awarded.*

New 1st Generation Team Manager

Premier Executives and above must meet an additional maintenance requirement. They need to maintain at least one New 1st Generation Team Manager every 12 months or promote to a higher title. This means that during each 12-month rolling period (oldest month off, newest month on), they need to have at least one new Team Manager from their personal group or promote to a higher title. If they fail to meet this, then they will be demoted to a Lead Executive. However, if they subsequently meet the requirements to promote to a higher title (even without this requirement), then the counter will be reset and they will once again have 12 months.

For example, Julie becomes a Premier Executive in January. January becomes month one in her counter for this maintenance requirement. Julie has through December to meet this requirement. If she does not, then in January of the following year, she will be Paid-As a Lead Executive. If Julie meets this requirement in November, she would have through October of the following year to meet the requirement (one new Team Manager or promote to Elite Executive). If she does, the counter resets. If she does not, then her Paid-As Title is demoted.

Paid-As Title

Consultants are paid at the title for which they qualify during a given calendar-month period. The requirements to be Paid-As a title are the same as the requirements to promote to that title with the exception of Premier Executives and higher, which have one additional requirement. (Please see also New 1st Generation Team Manager.) If in any period they fail to achieve their Recognition Title levels, they are paid at the lower title to which they qualify during the period. They retain their Recognition Titles but are Paid-As the title for which they actually qualify, except in case the Demotion Policy is triggered or a Leader fails to maintain the Leader QV Requirement.

Peg Rate

For markets outside of the U.S., payments to Consultant are calculated using a market specific peg rate. The peg rate converts payments based on CV, QV, RV, TQV, etc., into the local currency. Peg rates can be found in the Consultant Workstation, under the Resources section for each market.

Period

A period refers to the specific time frame for which qualifications and payouts are calculated. In this plan, a period is equal to an actual calendar month which ends the last day of the month at 11:59 PM (MT). Six periods would be six calendar months.

Personal Sales Bonus

Consultants who achieve a minimum RV in a calendar-month period will be qualified to receive a higher percentage for Retail Commissions. Please refer to the Personal Sales Bonus table for specific volume requirements.

Placement Genealogy

The Placement Genealogy follows the line of personal sponsorship (see also Personal Sponsor).

Promote (Promotion)

Consultants promote to a new Recognition Title when they meet all of the qualifications for that title in the period. The promotion is effective the first day of the same period meaning that regardless of what day the qualification for promotion was reached, the new Recognition Title is effective for the entire period. For example, if a Consultant meets the qualifications for an Executive on June 23rd, she promotes to the title of Executive for the entire period of June, effective June 1 and will be Paid-As an Executive for the entire period of June.

Qualified

A Consultant is considered qualified if she meets the Paid-As requirements for a particular payout and/or title. A Consultant will only receive the payouts for which she is both eligible and qualified. (See also “Eligible”)

Qualified Leg

Qualified Legs require that at least one individual in the leg is qualified to be Paid-As a specific title position or above during the month. For example, to be a Team Manager, a Consultant needs five Active legs, two of which must have at least one representative who is Paid-As a Lead Consultant or higher. To be a Senior Team Manager, a Consultant needs five Active legs, one of which must be a Premier Consultant leg or higher and one of which must be a Senior Lead Consultant leg or higher. Qualified legs depend on the monthly Paid-As Title.

Qualified Party

A party must reach 150 QV to count as a qualified party.

Qualifying Volume (QV)

The Qualifying Volume is the volume assigned to each inventory item to count toward a Consultant’s qualification for a particular rank.

Recognition Title

A Consultant’s Recognition Title is the highest title she has achieved in a rolling 4-month period. It does not change unless she is promoted or demoted (see Demotion Policy). This is different from a Paid-As Title, which may vary from month to month.

Reinstatement Policy

If a Consultant is cancelled or resigns, she may request reinstatement at any time and if approved, will be reinstated under her original Sponsor. Her Downline organization will not be reinstated, nor her previous title. She will be considered a new Consultant. If a Consultant wishes to join under a different Sponsor, she must wait for a minimum of six months after termination before reapplying and will start as a new Consultant, without her former Downline and title.

Retail Commission

A set percentage of the Retail Volume (based on the retail price) of all sales. It is paid to the Consultant making the sale, either through her own personal website or assigned to her at checkout on the Jamberry website, or, in the case of sales made to Style VIPs, to the Consultant who sponsored the Style VIP making the purchase.

The Retail Commission paid for purchases by a personally Sponsored Style VIP is 30% for items purchased at a discount (other than the Style VIP discount) and 15% for regular-priced items. The percentage for Retail Commission on other purchases is based on a Consultant's RV (see Retail + Personal Sales Bonus table).

Retail Volume (RV)

The total Retail Volume (RV) of a single Consultant from orders placed by her, her personal customers (i.e., when orders are placed through her personal website or assigned to her at checkout on the main Jamberry shopping site) and the Style VIPs she sponsors. Host rewards and Host discounts do not qualify for RV, QV, TQV, CV, DQV or Commissions. RV is generally calculated on the full retail price of the items purchased, rather than a percentage.

For a list of all RV, QV and CV values, please see:

jamberry.com/us/en/commissionable-volume

Sponsor

A Consultant directly above another Consultant or Style VIP is considered the personal Sponsor.

Style VIP

An enrollee in the Style VIP program, in which participants pay an annual fee in exchange for the right to purchase products at a discount. Style VIPs enroll under a Sponsor, who receives a Retail Commission and a Level Override on their purchases. Their purchases also count toward their Sponsors' QV as well as the TQV and DQV of their Sponsors' Uplines. While they occupy a place in their Sponsors' Upline, Style VIPs do not have a downline and do not receive Retail Commissions.

Team Qualifying Volume (TQV)

Team Qualifying Volume is the QV from the Consultant herself and her Downline, down to and including the next Team Manager or higher (Recognition Title).