

BELLAME

Compensation Plan
7.01.19

		<i>Personal Selling Bonus</i>							
	ELITE 1,000-1,999	OR	SALES MENTOR Senior Partner \$500 PSV + 1 Sponsored Executive Partner \$1,000 PSV + 3 Sponsored					=	BONUS 5%
	2,000 +							=	10%

	PARTNER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	DIAMOND DIRECTOR	SENIOR DIAMOND DIRECTOR	EXECUTIVE DIAMOND DIRECTOR	PLATINUM EXECUTIVE DIRECTOR	PRESIDENTIAL DIRECTOR
Personal Sales Volume (PSV)		250	250	250	250	250	250	250	250
Personally Sponsored Active Partners		4	4	4	4	4	4	4	4
Directors in your 1st Generation			1	2	4	5	5	6	12
Total Personal Generation Sales (PGS)		3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Total Downline Team Sales (DTS)						25,000	75,000	125,000	250,000 1 PLATINUM
Base Profit on Retail Orders	25%	25%	25%	25%	25%	25%	25%	25%	25%
+ Sales Mentor Bonus on Retail Orders		15%	15%	15%	15%	15%	15%	15%	15%
= <i>Total Income on Personal Retail Orders*</i>	25%	40%	40%	40%	40%	40%	40%	40%	40%
Base Profit on Beauty Passport Orders	20%	20%	20%	20%	20%	20%	20%	20%	20%
+ Sales Mentor Bonus, Passport Orders		15%	15%	15%	15%	15%	15%	15%	15%
= <i>Total Income on Personal Passport Orders*</i>	20%	35%	35%	35%	35%	35%	35%	35%	35%
Line 1 Sales Bonus	4%	4%	4%	4%	4%	4%	4%	4%	4%
Personal Generation Bonus		5%	5%	5%	5%	5%	5%	5%	5%
1st Generation Bonus			6%	6%	6%	6%	6%	6%	6%
2nd Generation Bonus				3%	3%	3%	3%	3%	3%
3rd Generation Bonus					2%	2%	2%	2%	2%
Infinity Bonus to next Platinum								0.25%	0.25%
First Time Title Bonus • Month 1		\$100	\$250	\$500	\$750	\$1,000	\$2,000	\$10,000	\$10,000
First Time Title Bonus • Month 2		\$100	\$250	\$500	\$750	\$1,000	\$2,000	\$10,000	\$10,000
First Time Title Bonus • Month 3		\$100	\$250	\$500	\$750	\$1,000	\$2,000	\$10,000	\$10,000
Mentor Title Bonus • Month 1		\$40	\$100	\$200	\$300	\$400	\$800	\$5,000/\$10,000	\$10,000
Mentor Title Bonus • Month 2		\$40	\$100	\$200	\$300	\$400	\$800	\$5,000/\$10,000	\$10,000
Mentor Title Bonus • Month 3		\$40	\$100	\$200	\$300	\$400	\$800	\$5,000/\$10,000	\$10,000
Leadership Pool Shares			1	2	3	4	5	6	8
Enroller Pool Shares <i>Earn Shares on Level 1's & 2's*</i>	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED
Monthly Lifestyle Bonus				\$250	\$350	\$400	\$500	\$650	\$750
PGS Requirements				3,500	3,500	3,000	3,000	3,000	3,000
DTS Requirements						27,500	82,500	137,500	275,000

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- No minimum sales are required to receive base profits on Personal Sales. Business Building, Team, & Sales Mentor Bonuses require Partners have \$100 PSV for the calendar month.
- Partners receive an immediate 25% discount on Personal Purchases and can qualify for an additional 5%-15% through Elite Sales or Sales Mentor Bonuses. Elite Sales Bonuses give Partners & Senior Partners alternative opportunities to increase income on Personal Sales through selling and are not combined with Sales Mentor Bonuses.
- Income is calculated on Commissionable Sales (price paid). Starter Kits, Sales Tools, & Beauty Passport Fees are not commissionable and do not count for qualifications.

Definitions

- **ACTIVE PARTNER:** Is one who has signed an Enrollment Agreement, purchased a Starter Kit and obtains at least \$300 in Retail value Personal Generation orders in every rolling three month period.
- **BONUS:** Payments made to a Partner title based upon that person achieving or exceeding certain sales and/or sponsoring levels on a monthly basis. The various bonus opportunities are set out in the BELLAME Compensation Plan. Unless otherwise specified in writing, bonus periods coincide with calendar months.
- **COMPRESSION:** A calculation rule designed to insure that a qualified Director or higher title receives the highest possible amount of bonus income each month that her/his performance warrants. Compression happens when the plan's computer system automatically and temporarily moves any lower level Director up into a higher generation position for Compensation Plan payment purposes for that month. (See the Q & A section for an example of the application of the compression rule.)
- **COMMISSIONABLE SALES:** This is the volume that your earnings are calculated on. Retail Sales price minus Beauty Passport Savings, taxes, shipping, and any other discounts applied. Starter Kits and Sales Tools are not commissionable.
- **COMMISSIONABLE VOLUME:** This is the volume that your commission earnings are calculated on. Each product has a unique CV value with the goal of maximizing your earnings! See official product pricing sheet.
- **DIRECTOR:** A title awarded to an Independent Partner who has qualified based upon monthly personal and downline performances and has qualified for the title and bonus awards.
- **DOWNLINE:** Consists of all of the team members you have personally sponsored and the Partners they have sponsored, and so on.
- **UPLINE:** This is your Mentor who sponsored you to become a Partner and the person who sponsored her/him and so on up.
- **GRACE PERIOD:** A period of reduced qualifications (1,500 PGS) that allows Directors and higher titles to qualify to be paid at a Director title for the two consecutive months immediately following the month that a new Director promoted out.
- **"PAID AS" TITLE:** This is the title that you are paid at, based on reaching the qualifications of that title each month.
- **"CAREER" TITLE:** The highest title achieved by a BELLAME Partner

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- **PERSONAL SALES VOLUME (PSV):** This is the retail value of items sold to your customers as well as your personal purchases, minus tax and shipping. Starter kits and sales tools do not count towards PSV. There is no commissionable volume on Starter Kits or sales tools.
- **PERSONAL GENERATION SALES (PGS):** You and everyone on your team, up to but not including the first Director that promotes on your team. Your first Director on your team promotes out, and they and their entire Personal Generation, becomes your 1st Generation.
- **DOWNLINE TEAM SALES (DTS):** This is the retail value of items sold to your entire team, including your personal purchases, minus tax and shipping. Starter Kits and sales tools count towards your Team Sales Volume for qualifications however commissions and bonuses are never earned on them.
- **ELITE SALES BONUS:** The additional 5% or 10% that can be earned on Personal Sales Volume by Partners or Senior Partners based on level of Sales and cannot be combined with the Sales Mentor Bonuses.
- **SALES MENTOR BONUS:** The additional 5%-15% that can be earned on Personal Sales Volume and this is earned by building a team. Cannot be combined with Elite Sales Bonus.
- **RETAIL ORDER:** One-time purchase by a customer with a commission of 25-40%
- **BEAUTY PASSPORT ORDER:** A customer has either purchased a \$25 Beauty Passport or has set up an Auto Replenishment. You may earn a commission of 20 to 35%.
- **LINE 1 SALES BONUS, (BUSINESS BUILDING BONUS):** A 4% Bonus awarded for the sales of Personally Sponsored Partners in your first line. Compression is not activated on this bonus.
- **1ST GENERATION:** Consists of your closest Director+ in any given leg, regardless of which level they are and their entire team to the next Director+.
- **2ND GENERATION:** Consists of the Director+ below your 1st Generation Director+ and their entire team to the next Director+.
- **3RD GENERATION:** Consists of the Director+ below your 2nd Generation Director+ and their entire team to the next Director+.
- **INFINITY BONUS:** Bonus on entire Downline Team Sales until the next Platinum Executive Director.
- **FIRST TIME TITLE BONUS:** Bonus awarded when a Partner promotes to a new title. Paid for 3 consecutive months when title is maintained.
- **MENTOR TITLE BONUS:** Awarded to the Sponsor (upline) of a Partner who rank advances, given the Sponsor is at the same rank or higher. Paid for 3 consecutive months when title is maintained by both the Partner and the Sponsor.
- **LEADERSHIP POOL SHARE:** Paid Quarterly, 1% of BELLAME CV is added to a pool and divided by the amount of shares earned within a given Quarter. Partners earn shares on the lowest maintained title during a calendar quarter. See detailed document for qualifications.
- **ENROLLER POOL SHARE:** Paid Monthly, 1% of BELLAME CV is added to another pool and divided by the amount of shares earned company wide within a given month. Earn 1 share on every personally enrolled partner with a \$200 minimum purchase, and one share for every TWO level 2's with a \$200 minimum purchase. You must enroll one Partner with a minimum purchase of \$200 in any given month to qualify for level 2 Enroller Shares. See detailed document for qualifications.
- **LIFESTYLE BONUS:** Awarded monthly when rank is maintained and additional Volume Requirements are met.