



Independent Consultant Compensation Summary

Company Overview

Arbonne is a highly regarded, premium brand with a Swiss heritage. The products are healthy, botanically based and inspired by nature. Arbonne Independent Consultants believe in the Arbonne products and vision, and enjoy the flexibility of a business tailored around their lives — not the other way around. They earn income through the Arbonne compensation plan, or SuccessPlan. Arbonne is a direct selling company that operates in the United States, Australia, Canada, United Kingdom and Poland with a network of approximately 267,700 Active Independent Consultants and 931,000 Preferred Clients as of the end of 2015.

Arbonne Independent Consultants earn in 4 ways through our SuccessPlan:

1. Retail profits on sales of products purchased at discounted prices from Arbonne, Preferred Client Commissions paid on products purchased by their Preferred Clients calculated at 15% of the Suggested Retail Price of orders,
2. Overrides paid on their product sales volume and the sales volume of other Arbonne Independent Consultants on their team,
3. Mercedes-Benz cash bonus program (at Vice President Level), paid on their product sales volume and the sales volume of other Arbonne Independent Consultants on their team,
4. Bonuses paid on their product sales volume and the sales volume of other Arbonne Independent Consultants on their team.

Earning Overrides, Bonuses and Preferred Client Commissions

During 2015, Arbonne paid in excess of \$295 million in Preferred Client commissions, overrides and bonuses (together “Earnings”) to Arbonne Independent Consultants globally and \$53 million in Earnings in Canada and its territories. These Earnings do not include any retail commission income*. In Canada, Arbonne had an average of 41,400 Arbonne Independent Consultants during 2015**. Any Arbonne Independent Consultant who received Earnings in a month is an “Active Arbonne Independent Consultant” for purposes of this compensation summary. On a monthly basis, Canada had an average of 8,300 Active Arbonne Independent Consultants in 2015, or 20% of all Canadian Arbonne Independent Consultants. Because not all Arbonne Independent Consultants qualify to receive Earnings each month, the figures in this compensation summary represent the average Earnings paid in 2015 to the individuals who did. Typical Arbonne participants in Canada earned, on average, between \$60–\$500 in 2015.

Average Annual Earnings of Active Arbonne Independent Consultants for 2015

	Average Annual Earnings	Top 50 Average	Bottom 50 Average	Average % of Active Arbonne Independent Consultants	Average Months to Promote
National Vice Presidents	\$239,307	n/a	n/a	1%	41
Regional Vice Presidents	\$79,003	\$124,568	\$40,909	2%	27
Area Managers	\$19,842	\$51,793	\$4,704	7%	15
District Managers	\$3,992	\$17,724	\$169	29%	5
Independent Consultants	\$856	\$5,939	\$35	61%	n/a

Note: These figures do not represent Arbonne Independent Consultants’ profits, as they do not consider expenses incurred by Arbonne Independent Consultants in the promotion of their businesses and do not include retail commission from reselling product.

*Arbonne Independent Consultants can earn up to 35% retail profit on Client purchases. Arbonne does not provide an estimate of average or actual Arbonne Independent Consultant income from retail sales in this compensation summary because published retail price is only a suggested price, Arbonne Independent Consultants are free to set their own retail prices for Clients, and many Arbonne Independent Consultants also purchase products to personally use.

**Figures regarding Arbonne Independent Consultants do not include Client or Preferred Client accounts, which are not eligible to participate in the Arbonne SuccessPlan.

Arbonne is a proud member of the Direct Sellers Association of Canada.



THERE ARE NO GUARANTEES REGARDING INCOME, AND THE SUCCESS OR FAILURE OF EACH ARBONNE INDEPENDENT CONSULTANT, LIKE ANY OTHER BUSINESS, DEPENDS ON EACH ARBONNE INDEPENDENT CONSULTANT’S OWN SKILLS AND PERSONAL EFFORT. YOU SHOULD NOT RELY ON THE RESULTS OF OTHER ARBONNE INDEPENDENT CONSULTANTS AS AN INDICATION OF WHAT YOU SHOULD EXPECT TO EARN.

For further details about the Arbonne SuccessPlan, speak to your Arbonne Independent Consultant, visit arbonne.ca or call Customer Service at 1.888.ARBONNE.

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