



# 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. Arbonne is a direct selling company that operates in the United States, Australia, Canada and United Kingdom with a network of approximately 240,000 Active Independent Consultants and 450,000 Preferred Clients as of the end of 2013.

## 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 programme (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 2013, Arbonne paid in excess of £110 million in Preferred Client commissions, overrides and bonuses (together “Earnings”) to Arbonne Independent Consultants globally and £4.8 million in Earnings in the United Kingdom. These Earnings do not include any retail commission income.\* In the United Kingdom, Arbonne had an average of 9,800 “Active” Arbonne Independent Consultants during 2013.\*\* On a monthly basis, an average of 1,800 Arbonne Independent Consultants earned a commission cheque in 2013, or 19% of all UK Arbonne Independent Consultants. Because not all Arbonne Independent Consultants qualify to receive Earnings each month, these figures represent the average Earnings paid to the individuals who did. Any Arbonne Independent Consultant who qualified to receive earnings in a month is an “Active Arbonne Independent Consultant” for purposes of this compensation summary.

It is illegal for a promoter or a participant in a trading scheme to persuade anyone to make a payment by promising benefits from getting others to join a scheme. Do not be misled by claims that high earnings are easily achieved. Arbonne Europe Sàrl (“Arbonne”) incorporated in Switzerland of Bösch 71, Postfach 663, CH – 6331 Hünenberg, Switzerland, VAT number 894518185, is the promoter of this trading scheme in the United Kingdom. The goods that are sold under this opportunity are skincare, colour cosmetics and wellness products produced or supplied by Arbonne and such other goods or services as Arbonne may market from time to time in accordance with the Arbonne SuccessPlan. Sales of these products are made by the Arbonne’s independent distributors who participate in the scheme as principals.

## Average Annual Earnings of Independent Consultants for 2013

	Average Annual Earnings	Top 50 Average	Bottom 50 Average	Average % of Active Arbonne Independent Consultants	Average Months to Promote
National Vice Presidents	£161,499	n/a	n/a	0.3%	32
Regional Vice Presidents	£36,771	n/a	n/a	2%	22
Area Managers	£8,594	£16,757	£2,428	6.1%	11
District Managers	£1,640	£9,155	£65	31.2%	4
Independent Consultants	£388	£3,353	£1	60.3%	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 Selling Association.



**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.com](http://arbonne.com) or call Customer Service at 0800 977 5721.



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