

4.4 CAREER PLAN

The Color Me Beautiful Career Plan is designed for individuals who want to help others be successful. The Career Plan helps you develop your business to its fullest from Consultant all the way to Division President. There are four significant tiers within the Career Plan: (1) Consultant; (2) Manager; (3) Director; and, (4) Executive. And, there are three levels within each tier.

CONSULTANTS

As a Consultant, you are rewarded for getting off to a great start. As you learn and sell, you are earning money and developing a solid business foundation. There are three levels of Consultants – Consultant, Senior Consultant, and Executive Consultant.

A Consultant's primary focus is to learn the fundamentals. Successful Consultants: (1) Conduct Beauty Hours and sell to clients consistently providing exceptional service; (2) Dress and act professionally at all times, and; (3) Sponsor others.

Consultant

To Become a Consultant:

1. Sign a Consultant Agreement and purchase a Career Pack.
2. Sell \$300 retail or more of resaleable product within three months of signing your Consultant Agreement which makes you an active Consultant.

Note 1: Throughout the Career Plan the definition of "active" is to purchase at least \$300 retail of resaleable product within consecutive three-month periods. If you do not purchase \$300 retail of resaleable product within three consecutive months, you are not active and will no longer be included in mailings and no longer receive newsletters. You can become active again by purchasing \$300 retail. You may not reactivate if you have returned merchandise to the Company.

Note 2: If you are inactive for 6 months and you reactivate, it is your decision whether to rejoin your original sponsor's organization or another organization.

Note 3: If you were a leader with an organization and have been inactive 6 months, you lose your organization.

Senior Consultant

Qualifications/Maintenance:

1. Personally sponsor at least 1 active Consultant. This is in addition to yourself.
2. Personally sell at least \$200 retail of resaleable product each month.

Benefits:

1. 4% commission on all personally enrolled Consultants' commissionable volume.

Note 1: Beginning the month you qualify at a level within the Career Plan, you are paid the commissions/bonuses for that level. That's true until the Director level at which time there are modifications.

Note 2: Commissionable volume (cv) is the percentage of retail on which you get paid a commission. For enrolled Consultants, your commissionable volume is 50% of retail on skin care and cosmetics including promotional products. There is no commission paid on testers, collaterals and other sales aids and non-resalable items.

Note 3: Retail volume refers to the suggested full retail price of resalable product. Sales aids, collaterals, testers and other non-discount items are not included in retail volume.

Note 4: In addition to sponsoring home-based entrepreneurs, you may sponsor individuals operating out of salons, spas and boutiques. However, sponsoring a CMB Kiosk or CMB Store or an International Distributor is a different story. You must get approval before sponsoring. See Chapter 4.3 for details.

Executive Consultant

Qualifications/Maintenance:

1. Personally sponsor at least 3 active Consultants and achieve at least \$500 group retail volume,
2. Personally sell at least \$200 retail in resalable product each month.

Benefits:

1. 5% commission on all personally sponsored Consultants' commissionable volume.
2. Plus 3% commission on your group's commissionable volume. Thus, you receive an 8% commission on your personally sponsored enrolled Consultants' volume and a 3% commission on all others' volume.

Note 1: Your personal sales count towards your group sales, therefore, you are paid a group commission on your personal sales.

Note 2: You will have the title and be paid each month at the career level at which you perform. Example: If you qualified as Executive Consultant in March and in April you did not meet the Executive Consultant qualifications but did meet the Senior Consultant qualifications, you become a Senior Consultant and are paid at that level for April. This is true throughout all levels of the Career Plan until you reach the Director level and beyond for which there are modifications.

Note 3: For those building an organization, if you sponsor an individual, say B, you must be at least at the same career level (or higher) to receive a commission on B's group volume; otherwise you are paid a commission on B's personal volume, but not on B's group volume. Note: This policy is modified at the Director and above levels.

Note 4: If A sponsors B and B sponsors C and B become inactive then C does not roll-up as a personal enrollee to A but does remain as part of A's group. This is the policy throughout all levels of the Career Plan.

MANAGERS

A Manager is making a serious commitment to leadership. She is committing to do more personal business, see more clients, start training others, meet higher monthly goals and prepare for Directorship.

As a Manager, set your sights on becoming a Director. Some Managers have done it in less than six months while working full time. As a Director, you should earn \$1,000 and up a month in commissions.

As a Manager, you'll want to focus on two key objectives. First, do as many Beauty Hours and see as many clients as possible. 8 Beauty Hours (at \$300 each) each month will translate to \$2,400 in personal sales. Your commission from product sales alone will be \$960.

The more clients you see, the *faster* your organization will grow because clients become Consultants. Also, having Consultants participate/observe your Beauty Hours is an excellent way to train as they learn to replicate what you do.

Your second key objective is to get your Consultants interested in leadership and, therefore, sponsoring *as soon as possible*. A Consultant who sponsors others has a higher probability of staying with you. And, importantly, the more leadership you develop the easier it is for you because you don't have to do it all yourself.

Underlying the above objectives is the strategy to build wide as well as deep. Building wide refers to the number of Consultants you personally sponsor. Building wide, creates a stable business that qualifies you for the maximum in commissions and bonuses.

There are three levels of Managers: Manager, Senior Manager and Executive Manager.

Manager

Qualifications/Maintenance:

1. Personally sponsor at least 5 active Consultants and achieve at least \$1,000 monthly group retail volume.
2. Personally sell \$400 retail or more in retail resalable product each month.

Benefits:

1. 5% commission on your personally sponsored Consultants' commissionable volume.
2. Plus 3% commission on your group's commissionable volume.
3. Plus a \$50 Development Bonus for each personally sponsored Consultant who becomes "qualified". A Consultant becomes qualified by selling at least \$500 retail of resaleable product within the first *full* month of enrollment. So, if your new Consultant signed an Agreement in May, she (or he) has through June to meet the above requirements.

Senior Manager

Qualifications/Maintenance:

1. Personally sponsor at least 7 active Consultants and achieve at least \$2,000 monthly group retail volume.
2. Personally sell \$400 retail or more in resalable product each month.

Benefits:

1. 6% commission on your personally enrolled Consultants' commissionable volume.
2. Plus 4% commission on your group's commissionable volume.
3. A \$50 Development bonus for each personally sponsored Consultant.

Executive Manager

Qualifications/Maintenance:

1. Personally sponsor at least 10 active Consultants and achieve \$3,000 monthly group retail volume.
2. Personally sell \$400 retail or more in resalable product each month.

Benefits:

1. 7% commission on your personally sponsored Consultants' commissionable volume.
2. Plus 4% commission on your group's commissionable volume.
3. A \$50 Development Bonus for each personally sponsored Consultant.

DIRECTORS

Directors have proven track records selling product as well as enrolling and developing others. They are the engines of the organization. They also represent Color Me Beautiful's policies and procedures, philosophies and vision. Therefore, to become a Director, in addition to meeting the business-building objectives, you must submit a Letter of Intent to, and be approved by, the Color Me Beautiful's Director Qualification Board in order to proceed to Director-In-Qualification.

While Directors earn considerably more than Managers, they have the same two business-building objectives. First, do as many Beauty Hours and see as many customers as possible.

Second, get as many Consultants sponsoring as quickly as possible. At the Director level, the game plan is to personally sponsor two Consultants per month (the industry standard for a Director).

Achieving your objectives keeps you moving forward at a rapid pace. At the Director level, you're further rewarded for building wide and deep. For example, you're now paid a Car Allowance on the success of your group's sponsoring and qualification efforts.

There are three Director levels: Director, Senior Director, and Executive Director.

Director

Qualifications to become a Director:

1. Be an Executive Manager and submit a Letter of Intent to become a Director to Color Me Beautiful's Director Qualification Board by no later than the 5th of the month following your qualification as an Executive Manager. You will be notified by no later than the 8th of that month as to whether you are accepted into Director-In-Qualification (DIQ). If accepted, you go into DIQ the month your Letter of Intent is accepted. For example, if you meet the qualifications as Executive Manager in January, and you submit your Letter of Intent by no later than February 5th and it is accepted, you're in DIQ status as of February. Should the Letter of Intent not be accepted, you will be advised of the discrepancies so that you may correct and be in a position to submit a new Letter of Intent the following month or as soon thereafter as possible.
2. Produce at least \$10,000 in group retail within a consecutive two-month period (including personal volume). You may be in qualification for more than two months so long as you maintain at least Executive Manager qualifications during every month you're in DIQ. If you're in qualification for more than two months, you must still meet the \$10,000 group retail requirement and all other requirements during the consecutive two-month qualification period. If you fall below Executive Manager level for any month during the qualification period, you start the process anew.
3. Achieve and maintain a total of 20 active Consultants in your group, including 12 personally sponsored. You are counted as a Consultant in your *group*.
4. Personally sell at least \$500 retail each month of resaleable product.

Note 1: During your Director-In-Qualification (DIQ) period, you are paid at the level at which you perform. Example: If, during your first DIQ month, you have 12 personally enrolled Consultants and \$3,000 in group retail, you are paid as an Executive Manager. If, during month two, you have 12 personally sponsored active Consultants and 20 in your group, with group sales of \$5,000 retail, you are paid as a Director.

Note 2: There are two special DIQ situations of which to be aware:

(1) A downline Consultant (Alicia) enters DIQ prior to her (or his) sponsoring Consultant (Mary). The sponsoring Consultant, Mary, receives no commission on her downline Consultant's, Alicia's, group retail volume; however, Mary does receive a commission on Alicia's personal retail volume.

Mary has three months as of when Alicia enters DIQ to enter qualification herself. However, neither Alicia's personal or group retail volume nor the number of her Consultants, count towards Mary's requirements. If Alicia achieves Director, Mary must achieve Director either at the same time as Alicia or within a two-month qualification period for Alicia to be returned to Mary's downline as a first tier Director.

(2) Both the sponsoring Consultant (Mary) and downline Consultant (Alicia) enter DIQ at the same time. Neither Alicia's personal or groups' retail volume nor her Consultants count toward Mary's qualifications; however, Mary continues to receive commission on Alicia's personal and group retail volume. So long as Mary qualifies as a Director either at the same time as Alicia or within a two-month qualification period, Alicia becomes Mary's first-tier Director upon Mary becoming a Director.

Maintenance:

1. Maintain a total of 20 active Consultants (or CMB Kiosks/Stores or Distributors) in your group, including 12 personally enrolled.
2. Maintain \$5,000 in monthly group retail volume including personal volume.
3. Personally sell at least \$500 retail or more in retail/resalable product each month.

Benefits:

1. 10% on your personally enrolled Consultants' commissionable volume.

2. Up to 15% on your groups commissionable volume as follows:

4% for 0 qualified legs	12% for 6-7 qualified legs
5% for 1 qualified leg	14% from 8-9 qualified legs
8% for 2-3 qualified legs	15% for 10 or more qualified legs
10% for 4-5 qualified legs	

Note 1: A qualified leg is defined as a personally enrolled Consultant and her downline producing at least \$850 group retail volume during the month. Your downline is defined as Consultants in a direct line of sponsorship starting with you and extending forward through the Consultants you sponsor, and, in turn, through the Consultants they sponsor, and so on.

3. A \$100 Development Bonus for each personally enrolled Consultant who becomes qualified within the first full month of enrollment).

4. A Car Allowance based on the number of Consultants qualified by your group per month. Any Consultant you personally qualify does not count towards your group total.

#of Consultants	Allowance	# of Consultants	Allowance
2-3	\$100	8-9	\$500
4-5	\$200	10-11	\$600
6-7	\$300	12 or more	\$700

5. 4% commission on first tier Director's group commissionable volume.

Note 1: You achieve Director status and the accompanying compensation beginning the month following the month you qualify.

Note 2: If Director A sponsors B who becomes a Director, then B becomes a promote-out Director and is no longer part of A's personal group. B is then a first tier Director. As a Director, you are paid commissions on first tier Directors but not on second tier, third tier, etc. Directors.

Note 3: If Director A sponsors B who, in turn, promotes-out to a higher level than A, then B will be returned to A as a 1st tier Director so long as A achieves the same level as B within three months of B achieving that level. While B is at a higher level than A and if A does not achieve the same level as B within three months of B, A will not receive commissions or bonuses on B's personal or group volume. If A does achieve the same level as B within three months of B, A will begin receiving commissions and bonuses on B as a promote-out once A achieves the same level as B.

Note 4: If one of your first tier Directors does not meet Director maintenance requirements for a given month, you do not receive any commission or bonus on her (or his) group's commissionable volume. If a first tier Director drops to a Manager level or below, after exhausting the grace months and safety net period, she (or he) and the downline revert back to your personal group.

Note 5: As a Director, you can receive up to two grace months per calendar year where you may miss your maintenance requirements but maintain your title. You may use such annual grace month if you fail to maintain qualifications during any given month. Under no circumstances can you use more than two consecutive annual grace months. For example, if you use your grace months in November and December of a given year, you may not take a grace month in January of the following year.

During your annual grace months, you will be paid at the level at which you perform. For example, if you have 12 personally enrolled Consultants and \$3,000 in group retail, you are paid as an Executive Manager. You must achieve Director maintenance requirements during the month following your annual grace period to remain a Director.

Note 6: When you promote-out a Director, you are given a three month promote-out grace period to rebuild your personal group. The promote-out period means a reduction in your personal group's volume maintenance requirements. The three months go into effect beginning the month your new Director promotes-out.

Your maintenance qualifications during promote-out period depend on the number of promote-out Directors being promoted. When you have one Director who has promoted –out, your personal group must achieve a retail volume of \$4,000 or more for each of the three promote-out months for you to remain qualified as a Director. If you have two or more promote-out Directors breakaway during overlapping months, your personal group must achieve a retail value of \$3,000 or more for each of the overlapping months to remain qualified as a Director.

For example, if you have two promote-out Directors, A who qualifies in April and B who qualifies in June, then your maintenance requirement is \$4,000 in May and June, \$3,000 in July, and \$4,000 in August and September. If you do not meet the qualification requirements during a promote-out month, you can use one of your annual grace months. If you use an annual grace month, you keep your title but are paid at the level at which you perform. You must achieve Director maintenance requirements during the month following your promote-out grace period to remain a Director.

Note 7: You are also extended a special “safety net” period to help you during a particularly difficult period. You have one safety net period during your career. You can use this one safety net for one or two or up to three consecutive months. And, you can use it if maintenance requirements are not met after your two-month annual grace period. During your safety net period, you keep your title but earn commissions at whatever level you are producing. The above is true throughout the Career Plan. You must achieve Director maintenance requirements during the month following your safety net period to remain a Director.

Note 8: If, during the month following your promote-out, annual and/or safety net grace months you don’t meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.

Senior Director

As a Senior Director, you’ve grown your group in terms of active Consultants and group volume. Congratulations. Your next step is to develop and promote-out other Directors.

Qualifications/Maintenance:

1. Achieve and maintain 30 active Consultants including 17 personally enrolled.
2. Achieve and maintain \$8,000 total monthly group retail volume.
3. Personally sell \$500 retail volume each month.

Benefits:

1. Same commission on personally enrolled Consultants’ volume and your group’s volume as Director.
2. Same Development Bonus as Director.
3. Same Car Allowance as Director.
4. A Senior Leadership Bonus on your personal group’s total monthly retail volume:

\$8,000 - \$11,999.99 = \$300	\$75,000 - \$99,999.99 = \$1,800
\$12,000 - \$15,999.99 = \$550	\$100,000 - \$124,999.99 = \$2,000
\$16,000 - \$19,999.99 = \$650	\$125,000 - \$149,999.99 = \$2,200
\$20,000 - \$29,999.99 = \$750	\$150,000 - \$174,999.99 = \$2,400
\$30,000 - \$39,999.99 = \$1,100	\$175,000 - \$199,999.99 = \$2,800
\$40,000 - \$49,999.99 = \$1,200	\$200,000 or more = \$3,000
\$50,000 - \$74,999.99 = \$1,400	

5. 4% commission on first tier Director’s group commissionable volume.

Note 1: You achieve Senior Director status and the accompanying compensation beginning the month following your qualification month.

Note 2: Senior Directors are paid on their first tier Directors but not on second, third, etc. tier Directors.

Note 3: If Senior Director A sponsors B who achieves a higher level than A before A, then B will be returned to A as a 1st tier Director so long as A achieves the same level as B within three months of B achieving that level. Under such circumstances, A will begin receiving commissions and bonuses on B as a promote-out once A achieves the same level as B. While B is at a higher level than A and if A does not achieve the same level as B within three months of B, A will not receive commissions or bonuses on B's personal volume or B's group volume.

Note 4: If one of your first tier Directors does not meet Director maintenance requirements for a given month, you do not receive any commission or bonus on her (or his) group's commissionable volume. If a first tier Director drops to a Manager level or below, after exhausting the grace months and safety net period, she (or he) and the downline revert back to your personal group.

Note 5: Same two month annual grace period as Director. During your annual grace months, you maintain your title and are paid at the level at which you perform. You must achieve Senior Director maintenance requirements the month following your annual grace period to remain a Senior Director.

Note 6: When you promote-out a Director, you are given a three month promote-out grace period to rebuild your personal group. The promote-out period means a reduction in your personal group's volume maintenance requirements. The three months go into effect beginning the month your new Director promotes-out.

Your maintenance qualifications during promote-out period depend on the number of promote-out Directors being promoted. When you have one Director who has promoted -out, your personal group must achieve a retail volume of \$6,500 or more for each of the three promote-out months for you to remain qualified as a Senior Director. If you have two or more promote-out Directors breakaway during overlapping months, your personal group must achieve a retail value of \$5,000 or more for each of the overlapping months to remain qualified as a Senior Director.

For example, if you have two promote-out Directors, A who qualifies in April and B who qualifies in June, then your maintenance requirement is \$6,500 in May and June, \$5,000 in July, and \$6,500 in August and September. If you do not meet the qualification requirements during a promote-out month, you can use one of your annual grace months. If you use an annual grace month, you keep your title but are paid at the level at which you perform. You must achieve Senior Director maintenance requirements during the month following your promote-out grace period to remain a Senior Director.

Note 7: One-time up to three months safety net as Director except, by the end of the safety net period, the following month you must achieve Senior Director maintenance requirements to remain a Senior Director.

Note 8: If, during the month following your promote-out, annual and/or safety net grace months you don't meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.

Executive Director

As Executive Director, you've developed at least one other Director and you've continued to build your group's retail volume. Congratulations! Your ability to duplicate your success through others is your key to getting to the Division President Level. Don't slow down.

Qualification/Maintenance:

1. Promote-out at least 1 first tier Director.
2. Maintain your personal group's 30 active Consultants, 17 of which are personally enrolled, and \$12,000 in monthly group retail volume. Your personal group does not include any promote-out Directors' groups.
3. Personally sell \$500 retail volume each month.

Benefits:

1. Same commissions on personally enrolled Consultants' volume and your personal group's volume as Senior Director.
2. Same Development Bonus as Senior Director.
3. Same Car Allowance as Senior Director.
4. Same Senior Leadership Bonus on your personal group's monthly retail volume as Senior Director.
5. 4% commission on first tier Director's group commissionable volume.

6. Promote-out Bonus on combined first tier Directors' retail volume:

\$ 5,000 - \$5,999.99 = \$250	\$35,000 - \$44,999.99 = \$1,100
\$ 6,000 - \$7,999.99 = \$350	\$45,000 - \$54,999.99 = \$1,200
\$ 8,000 - \$9,999.99 = \$450	\$55,000 - \$64,999.99 = \$1,300
\$10,000 - \$13,999.99 = \$600	\$65,000 - \$79,999.99 = \$1,500
\$14,000 - \$17,999.99 = \$650	\$80,000 - \$99,999.99 = \$1,700
\$18,000 - \$23,999.99 = \$750	\$100,000 or more = \$2,000
\$24,000 - \$34,999.99 = \$900	

7. 2% commission on second tier Director's group commissionable volume.

Note 1: You achieve Executive Director status and the accompanying compensation beginning the month following your qualification month.

Note 2: Executive Directors are paid on their first and second tier Directors but not on third or fourth tier Directors. Once you become a Vice President, you will be paid on your third tier Directors. When you become a Senior Vice President, you will be paid on your fourth tier Directors.

Note 3: Once you achieve Executive Director status, you no longer need to keep up with an individual you have sponsored. That is, the individual you sponsored will remain your promote-out and you will receive promote-out commissions/bonuses even if she (he) achieves Vice President status or above before you.

Note 4: If one of your first tier Directors does not meet Director maintenance requirements for a given month, you do not receive any commission or bonus on that Director's group commissionable volume. If a first tier Director drops to a Manager level or below, after exhausting the grace months and safety net period, she (or he) and the downline revert back to your personal group.

Note 5: Each second tier Director must meet the maintenance requirements for you to be paid a 2% commission on that Director's group commissionable volume. If one of your second tier Directors does not meet the Director maintenance requirements for a given month, you do not receive a commission on that Director's group commissionable volume for that month.

Note 6: You receive the same two month annual grace period as Senior Director. You keep your title and are paid at the level at which you perform. You must achieve Executive Director maintenance requirements the month following your grace period to remain an Executive Director.

Note 7: When you promote-out a Director, you are given a three month promote-out grace period to rebuild your personal group. The promote-out period means a reduction in your personal group's volume maintenance requirements. The three months go into effect beginning the month your new Director promotes-out.

Your maintenance qualifications during promote-out periods depend on the number of promote-out Directors being promoted. When you have one Director who has promoted –out, your personal group must achieve a retail volume of \$8,000 or more for each of the three promote-out months for you to remain qualified as an Executive Director. If you have two or more promote-out Directors breakaway during overlapping months, your personal group must achieve a retail value of \$5,000 or more for each of the overlapping months to remain qualified as an Executive Director.

For example, if you have two promote-out Directors, A who qualifies in April and B who qualifies in June, then your maintenance requirement is \$8,000 in May and June, \$5,000 in July, and \$8,000 in August and September. If you do not meet the qualification requirements during a promote-out month, you can use one of your annual grace months. If you choose to use one of your annual grace months, you keep your title but are paid at the level at which you perform. You must achieve Executive Director maintenance requirements during the month following your promote-out grace period to remain an Executive Director.

Note 8: Same safety net period and provisions as Senior Director except, during the month following your safety net period, you must meet the Executive Director maintenance requirements to remain an Executive Director.

Note 9: If, during the month following your promote-out, annual and/or safety net grace months you don't meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.

EXECUTIVES

Our Executives have demonstrated unsurpassed personal selling and sponsoring skills and have mentored Managers to Directors. There are three levels of Executive: Vice President, Senior Vice President and President.

Vice President

Qualifications/Maintenance:

1. Maintain at least two first-tiers and one second-tier Directors.
2. Achieve and maintain your personal group's monthly volume at \$20,000 retail (not including your promote-out Directors' group volumes).
3. At this level, you no longer have personal sales or sponsoring requirements.

Benefits:

1. Same benefits as an Executive Director including:
 - a) Commissions on personally enrolled Consultants' volume and your group's volume.
 - b) Development Bonus
 - c) Car Allowance
 - d) Senior Leadership Bonus
 - e) 4% commission on first tier Directors' commissionable volume.
2. Plus a 2% commission on second tier Directors' commissionable volume.

3. Plus a 1% commission on third tier Directors' commissionable volume.

Note 1: You achieve Vice President status and the accompanying compensation beginning the month following your qualifying month.

Note 2: Each first tier Director must meet the monthly maintenance requirements for you to receive any commission or bonus on that Director's commissionable volume. Each second and third tier Director must meet the maintenance requirements for you to be paid a commission on that Director's group commissionable volume. If one of your second or third tier Directors does not meet the Director maintenance requirements for a given month, you do not receive a commission on that Director's group commissionable volume for that month.

If your first tier Director drops to Executive Manager or below, after exhausting her grace months and safety net period, that Director and the downline revert back to your personal group. If one of your second or third tier Directors drops to Executive Manager level or below, after exhausting the grace months and requalification period, she (or he) and the downline revert back to the upline Director's personal group.

Note 3: You receive the same two month annual grace period as an Executive Director. You keep your title and are paid at the level at which you perform. You must achieve the Vice President maintenance requirements the month following your grace period to remain a Vice President.

Note 4: When you have a Director who promotes-out, your personal group must achieve a retail volume of at least \$15,000 or more for each of three promote-out grace months. If you have two or more Directors who promote-out during overlapping months, your personal group must achieve a retail volume of \$10,000 or more for each of the overlapping months to remain qualified. If you do not meet the qualification requirements during a promote-out grace month, you can use one of your annual grace months. If you choose to use one of your annual grace months, you keep your title but are paid at the level at which you perform. You must achieve Vice President maintenance requirements during the month following your promote-out grace period to remain a Vice President.

Note 5: Same safety net period and provisions as Executive Director except, during the month following your safety net period, you must meet the Vice President maintenance requirements to remain a Vice President.

Note 6: If, during the month following your promote-out, annual and/or safety net grace months you don't meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.

Senior Vice President

Qualifications/Maintenance:

1. Maintain at least five first or second tier Directors of which at least three must be first tier Directors
2. Maintain your personal group's monthly volume at \$20,000 retail.
3. No personal sales or sponsoring requirements.

Benefits:

1. Same benefits as Division Vice President.
2. Plus 1% commission on any fourth tier Directors' commissionable volume.

Note 1: Same promote-out Director's maintenance requirements as VP for you to be paid on that Director's group volume except, if one of your fourth tier Directors does not meet the maintenance requirements for a given month, you do not receive a commission on that Director's group commissionable volume for that month.

Note 2: Same maintenance requirements and provisions for promote-out Directors as Vice President except that if one of your fourth tier Directors does not meet the Director maintenance requirements for a given month, you do not receive a commission on that Director's group commissionable volume for that month. For Directors being promoted-out, you have the same provisions and three months reduction in your personal group's volume requirements as do Vice Presidents.

Note 3: You receive the same two annual grace months, and have the same annual grace provisions, as Vice President.

Note 4: Same safety net period and provisions as VP except, during the month following your safety net period, you must meet the Senior Vice President maintenance requirements to remain a Senior Vice President.

Note 5: If, during the month following your promote-out, annual and/or safety net grace months you don't meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.

President

Qualification/Maintenance:

1. Maintain at least 10 first-tiers or second-tier Directors of which at least five must be first tier Directors.
2. Maintain your personal group's monthly volume at \$20,000 retail.
3. No sales or sponsoring requirements.

Benefits:

1. Same benefits as Division Senior Vice President.
2. Plus 1% infinity commission on your personal and extended groups' commissionable volume – including personal group, first, second, third and fourth tiers, as well as on all fifth tiers and below.
3. Eligibility for President Retirement Plan. After 10 years as a President, you may retire and will receive 25% of all commissions/bonuses that would be paid to you as an active President. After 15 years, you may retire with 50% of commissions/bonuses. Upon retirement, there are no maintenance or qualification requirements in order for you to receive payments. Payout continues until your death. No survivor or beneficiary provisions. Upon retirement, you are no longer active in the business and are bestowed the title Honorary Chairman

Note 1: Same maintenance requirements and provisions for promote-out Directors as SVP except that if a fifth or lower tier Director does not meet Director maintenance requirements for a given month, you do not receive a commission on that Director's group commissionable volume for that month.

Note 2: You receive the same two annual grace months, and have the same annual grace provisions, as SVP.

Note 3: Same safety net period and provisions as SVP except, during the month following your safety net period, you must meet the President maintenance requirements to remain a President.

Note 4: If, during the month following your promote-out, annual and/or safety net grace months you don't meet the qualifications to retain your current title, you move to whatever title (and accompanying compensation) at which you are performing.