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INDEPENDENT
CONSULTANT

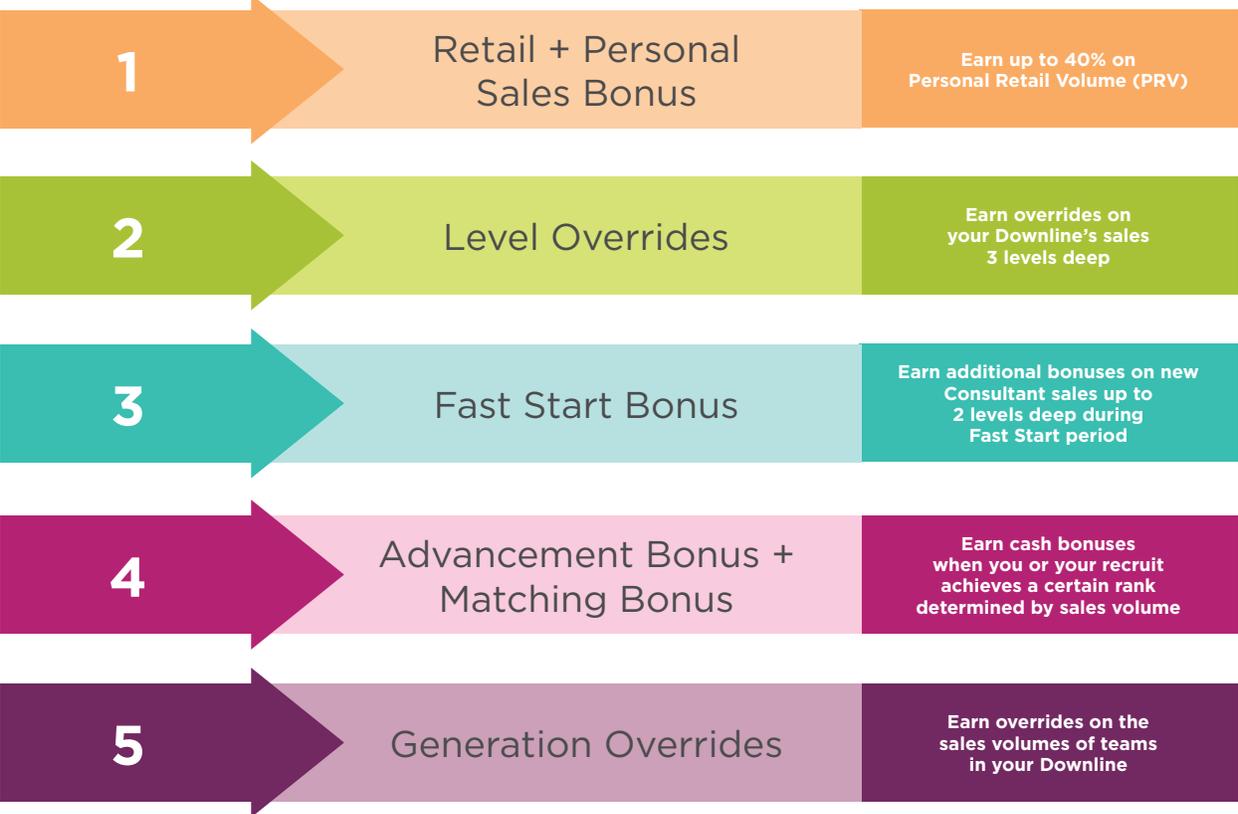
Compensation Plan

UNITED STATES | CANADA

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



For Canadian Consultants:

STATEMENT OF TYPICAL PARTICIPANT'S EARNINGS

The primary source of income of a Typical Participant in the compensation plan (the "Plan") of Jamberry Nails Canada Ltd. ("Jamberry Nails Canada") is from compensation for the service of arranging for the sale of products. Personal earnings will vary. A Participant in the plan is defined as an Independent Consultant who actively engages in the activities necessary to realize the benefits of the Plan (i.e., earning at least four monthly payments annually). Typical Participant means a Participant engaged in the Plan for at least one year. A Typical Participant in the Plan in 2014, earned between C\$81 and C\$1,221 in commissions.

Please note that these earnings are estimates and have been derived from the earnings experience Jamberry Nails Canada's U.S. parent company, which operates a similar and comparable compensation plan, selling comparable products in the United States. These earnings estimates will be reviewed after 6 months of operation of the Canadian Plan, and updated at that time with compensation actually received by typical participants in the Canadian Plan. After one year, this Statement of Typical Participant's Earnings will be updated again, and then updated annually thereafter.

COMPENSATION PLAN: CONSULTANT – TEAM MANAGER

REQUIREMENTS		CONSULTANT ROLE			TRANSITION		MANAGER	
	Titles	Consultant*	Advanced Consultant	Senior Consultant	Lead Consultant	Senior Lead Consultant	Premier Consultant	Team Manager
	Abbreviation	C	AC	SC	LC	SLC	PC	TM
	Personal Retail Volume (PRV)	--	200 PRV	300 PRV	400 PRV	500 PRV	600 PRV	700 PRV
	Active Leg (Active = 200 PRV**)	--	1 Active Leg	2 Active Legs	2 Active Legs	3 Active Legs (1 AC)	4 Active Legs (2 SC Legs)	5 Active Legs (2 LC Legs)
	Team Retail Volume (TRV)	--	--	--	1,500 TRV	3,000 TRV	5,000 TRV	8,000 TRV
	Rolling 3 Month PRV	--	--	--	--	--	--	1,200 PRV
	LEVEL OVERRIDES							
Level 1 Override	3%	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 C\$128	\$100 C\$128	\$200 C\$256	\$400 C\$512	
Matching Advancement Bonus†	--	--	--	\$100 C\$128	\$100 C\$128	\$200 C\$256	\$400 C\$512	
FAST START BONUS								
Level 1	5%	5%	5%	5%	5%	5%	5%	
Level 2	--	5%	5%	5%	5%	5%	5%	
GENERATION OVERRIDES								
Generation 0	--	--	--	--	--	--	2%	

* Must be Active to receive Downline commissions such as Level Overrides and Fast Start Bonus. All Downline commissions are paid on Commissionable Volume.
 ** All Consultants are Active during the month of enrollment.
 *** If achieved by required deadline. See Rank Advancement Bonus chart for complete details.
 † 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 & PERSONAL SALES BONUS				
	Monthly Personal Retail Volume (PRV)	Commission	Sales Bonus	Total
IN PROGRESS	0 - 199	30%	0%	30%
	200 - 499	30%	3%	33%
ACTIVE	500 - 1,499	30%	5%	35%
	1,500 - 2,999	30%	8%	38%
	3,000+	30%	10%	40%

FAST START REWARDS

FAST START PERIOD IS SIGN-UP MONTH PLUS 3 MONTHS		
Reward Period	Rewards Criteria	Reward
1st period (sign-up month plus 1)	<ul style="list-style-type: none"> Host 1 Party* 500 PRV 1 Recruit 	\$75 C\$96 retail product credit**
2nd period (2nd full month)	<ul style="list-style-type: none"> Host 2 Parties* 600 PRV 1 Recruit 	\$100 C\$128 retail product credit**
3rd period (3rd full month)	<ul style="list-style-type: none"> Achieve Lead Consultant Rank 400 PRV 2 Active legs 1,500 TRV 	\$100 C\$128 Lead Consultant Advancement Bonus
Achieve all 3 (must have achieved each rewards criteria by the reward period deadline)	<ul style="list-style-type: none"> Achieve Fast Start periods 1, 2, 3 	<ul style="list-style-type: none"> \$100 C\$128 retail product credit** Exclusive Fast Start Achiever Pin Special recognition in Newsletter and at Conference

If you have achieved a Fast Start goal, you may immediately begin working on the next one and any excess PRV or recruits can apply to the next Fast Start goal for the first two periods. The third period is designed to stand alone with no roll-over period. If you miss a goal by the end of the period you can still achieve the next goal.

* A party must hit 150 PRV and be marked closed (meaning all orders are submitted) to qualify.

** Retail product credit may not be used to purchase or pay for marketing materials, promotional items, taxes, or shipping.

RANK ADVANCEMENT BONUS

RANK ACHIEVED	ACHIEVEMENT DEADLINE	CONSULTANT ADVANCEMENT BONUS	SPONSOR MATCHING BONUS*	CONSULTANT ADV. BONUS (if earned after achievement deadline)
Lead Consultant	Sign-up month + 3 calendar months	\$100 C\$128	\$100 C\$128	\$50 C\$64
Senior Lead Consultant	Sign-up month + 4 calendar months	\$100 C\$128	\$100 C\$128	\$50 C\$64
Premier Consultant	Sign-up month + 5 calendar months	\$200 C\$256	\$200 C\$256	\$100 C\$128

* Sponsor must be Active and Paid-As the same rank or higher as the rank that the Consultant achieves to receive the Sponsor Matching Bonus. The Consultant must achieve the rank by the Achievement Deadline for the Sponsor to be qualified to receive the Matching Bonus. Rank advancement is determined by the Consultant's PRV and TRV.

TEAM MANAGER ADVANCEMENT BONUS			
Rank Achieved	Achievement Deadline	Consultant* Advancement Bonus	Matching Team Manager Advancement Bonus**
Team Manager	No Deadline	\$400 C\$512	\$400 C\$512

* \$200 | C\$256 paid upon achieving the Team Manager rank for the first time, and \$200 | C\$256 paid once a Consultant has been Paid-As Team Manager for three consecutive months. The initial promotion month can count toward the three consecutive months.

** \$200 | C\$256 paid to the first Upline Team Manager or higher (Career Title) when their Consultant achieves Team Manager or higher for the first time. The next \$200 | C\$256 is paid to the Consultant's current Upline Team Manager or higher once they have been Paid-As Team Manager for three consecutive months. The first Upline Team Manager may be different between the first half and second half of the matching bonus.

COMPENSATION PLAN: SENIOR TEAM MANAGER – ELITE EXECUTIVE

	Titles	Senior Team Manager	Executive	Senior Executive	Lead Executive	Premier Executive	Elite Executive
REQUIREMENTS	Abbreviation	STM	E	SE	LE	PE	EE
	Personal Retail Volume (PRV)	700 PRV	700 PRV	700 PRV	700 PRV	700 PRV	700 PRV
	Active Leg (Active = 200 PRV**)	5 Active Legs (1 SLC Legs) (1 PC Leg)	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 Legs) (1 SE Leg)
	Team Retail Volume (TRV)	8,000 TRV	8,000 TRV	8,000 TRV	8,000 TRV	8,000 TRV	8,000 TRV
	Downline Retail Volume (DRV)	--	30,000 DRV	50,000 DRV	100,000 DRV	200,000 DRV	400,000 DRV
	New 1st Generation Team Manager	--	--	--	--	1 every 12 months	1 every 12 months
	Rolling 3-Month PRV	1,200 PRV	1,200 PRV	1,200 PRV	1,200 PRV	1,200 PRV	1,200 PRV
	LEVEL OVERRIDES						
Level 1 Override	12%	12%	12%	12%	12%	12%	
Level 2 Override	7%	7%	7%	7%	7%	7%	
Level 3 Override	5%	5%	5%	5%	5%	5%	
FAST START BONUS							
Level 1	5%	5%	5%	5%	5%	5%	
Level 2	5%	5%	5%	5%	5%	5%	
ADVANCEMENT + MATCHING BONUS							
Advancement Bonus	\$500 C\$640	\$1,000 C\$1,280	\$2,000 C\$2,560	\$5,000 C\$6,400	\$10,000 C\$12,800	\$15,000 C\$19,200	
\$400 C\$480 Matching Team Manager Advancement Bonus*							
GENERATION OVERRIDES							
Generation 0	2%	2%	2%	2%	2%	2%	
Generation 1	3%	4%	4%	4%	4%	4%	
Generation 2	--	3%	4%	4%	4%	4%	
Generation 3	--	--	3%	4%	4%	4%	
Generation 4	--	--	--	3%	4%	4%	
Generation 5	--	--	--	--	3%	4%	

* Payment of the Advanced and Matching Bonus may be by installment and is subject to meeting qualification criteria. See "Definition of Terms & Concepts" for further detail.

DEFINITION OF TERMS & CONCEPTS

Active

A Consultant must maintain at least 200 Personal Retail Volume (PRV) to be considered Active for a period. If a Consultant is in progress during this period, they receive no commissions from their Downline. However, they will receive personal retail commissions from their customer purchases even if they are in progress. A Consultant's customer purchases will accrue to the Consultant's PRV and count toward Active status.

Active Leg

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

Advancement Bonus–Lead Consultant

When a Consultant is promoted to Lead Consultant for the first time and is within their first three full months (Sign-up month + three months), they will receive a \$100|C\$128 one-time bonus. If a Consultant is promoted to Lead Consultant after their first three full months, then they will receive approximately 50% of the bonus (\$50|C\$64).

Advancement Bonus–Senior Lead Consultant

When a Consultant is promoted to Senior Lead Consultant for the first time and is within their first four full months (Sign-up month + four months), they will receive a \$100|C\$128 one-time bonus. If a Consultant is promoted to Senior Lead Consultant after their first four full months, then they will receive approximately 50% of the bonus (\$50|C\$64).

Advancement Bonus–Premier Consultant

When a Consultant is promoted to Premier Consultant for the first time and is within their first five full months (Sign-up month + five months), they will receive a \$200|C\$256 one-time bonus. If a Consultant is promoted to Premier Consultant after their first five full months, then they will receive approximately 50% of the bonus (\$100|C\$128).

Advancement Bonus–TM+

When a Consultant is promoted to Team Manager or above for the first time, they will receive a one-time bonus based on the title to which they're being promoted (see Team Manager Advancement table). 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 they fail 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).*

Cancellation Policy

Consultants must have a minimum of 600 PRV in a 12 month period in order to remain a Consultant and keep their Downline. If they fail to meet this requirement in any 12 month period, they will be cancelled which causes them to be removed from the company Downline organization. Their Downline and customers will be compressed to the next Upline Consultant who meets this and other requirements.

Career Title

A Consultant's Career Title is their recognition title or the highest title they have achieved. A Consultant's Career Title does not change unless they are promoted or demoted (see Demotion Policy) or if they are a leader and they fail to meet the Leadership PRV Requirement (see Leadership PRV Requirement), unlike a Paid-As Title, which may vary from month to month. For example, Joanna met the requirements to promote to the title of Team Manager in June. Her Career Title is now Team Manager and will remain so until she promotes to a higher title or is permanently demoted (see Demotion Policy). In July, she is Paid-As a Team Manager. Her Career Title and Paid-As Title are the same. In August, she is Paid-As a Lead Consultant. Her Career Title remains Team Manager (provided she meets her Leadership PRV Requirement) but her Paid-As Title for August is Lead Consultant.

Commissionable Volume (CV)

Each item has both a Personal Retail Volume (PRV) and Commissionable Volume (CV) assigned to it. Commissionable Volume (CV) is the volume on which commissions are paid. In this plan, the Commissionable Volume will be equal to 65% of the PRV unless otherwise disclosed.

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

<https://workstation.jamberry.com/CommissionableVolume>

Compression (General)

When a Consultant is cancelled and no longer part of Jamberry, their Downline is compressed to their Upline filling the gap left by the cancelled Consultant.

For example, Sarah had three legs: Jill, Emma, and John. Sarah failed to meet the requirements to maintain her status as a Consultant and was therefore cancelled. Because Sarah was cancelled, Jill, Emma, and John, and their respective Downlines were compressed up to Sarah's Upline, Sue. Jill, Emma, and John are now each considered legs to Sue (i.e., they now reside on her first level).

Compression (Executive and higher)

If a Consultant who was Paid-As an Executive or higher in the last four periods is cancelled, whether voluntarily or involuntarily, their Downline will only be compressed up under the following conditions:

1. If their personal Sponsor has been Paid-As an Executive or higher at least once in the last four periods, then the Downline will immediately be compressed up.
2. If their personal Sponsor has not been Paid-As an Executive or higher at least once in the last four periods, then they will be given the following six periods to be Paid-As an Executive or higher at least twice. If the Consultant promotes to Executive in the last of the six month period, then they will be given the following period to qualify as an Executive again (to meet the two periods of being Paid-As Executive or higher).
 - a. *If the personal Sponsor qualifies under these conditions, then the Downline of the cancelled Consultant will be compressed up upon the completion of the qualifications.*
 - b. *If the personal Sponsor does not qualify under these conditions, then the position of the cancelled Consultant will remain permanently vacant.*

Customer

A customer is an individual who purchases products for personal use and has not signed an Independent Consultant Agreement with Jamberry. 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 who sponsored them. Customers do not hold positions in a genealogy or occupy a level in their Sponsor's Downline (while Consultants are considered to be Level 1 to their Sponsor).

Demotion Policy

Team Managers and higher must be Paid-As their Career Title at least once every six months in order to keep their Career Title. If a Team Manager or higher is not Paid-As their Career Title at least once within six consecutive months, their Career Title will be demoted to the highest Paid-As Title the Consultant achieved during that six month period. There are no demotions for titles lower than Team Manager.

For example, if you qualify for your Career Title in June, you will keep your Career Title until December. If, prior to December, you qualify again in September, you will keep your title until March of next year. Title demotions will occur in the 7th month without qualification.

Downline

All Consultants below you are considered to be part of your Downline.

Downline Retail Volume (DRV)

DRV is the total Personal Retail Volume (PRV) from a Consultant and their entire Downline organization. It includes ALL Downline Consultants regardless of their titles and the Consultant themselves.

Eligible

A Consultant is considered eligible to receive a commission if they meet the Career Title requirements for a particular payout. For example, a Consultant is eligible to receive the Matching Team Manager Advancement Bonus if they have a Career Title of Team Manager or higher. If they had a lower title, they would not be eligible to receive the bonus, even though they might be fully qualified at the lower title. Eligibility does not mean a Consultant will receive the particular payout. To receive a payout, a Consultant must be both eligible and qualified. It is possible for a Consultant to be eligible but unqualified (i.e., they have a Career Title of Team Manager making them eligible for the Matching Team Manager Advancement Bonus but are Paid-As a Lead Consultant which makes them unqualified to receive it). Please also refer to the definition of Qualified. A Consultant must be both eligible and qualified to receive a particular payout.

Fast Start Bonus

The first two Upline Sponsors of a new recruit that is within their first three full months (Sign-up month + three months) may receive a Fast Start Bonus on the Commissionable Volume of orders placed within the first three full months of that new recruit, beginning with the day of application. This is paid in addition to all other bonuses. To receive these bonuses, a Consultant simply needs to be Active. If the Fast Start Bonus Level 1 does not pay out, the Fast Start Bonus Level 2 may still pay out if the receiving Consultant is Active.

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 Career Titles. If a Team Manager or higher is not Paid-As a Team Manager, they are still considered a generation to their 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 Career Title) and all Consultants below them, down to but not including the next Team Manager or higher (Career Title). A G0 would pay out on the Commissionable Volume of their Personal Group.

Grace Period

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

Group

A group consists of a Consultant and their entire Downline, down to, but not including, the next Team Manager (Career Title) or higher. This is also sometimes referred to as a “personal group” when talking about a specific Consultant and their group.

Leader

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

Leadership PRV Requirement

Consultants aiming to achieve a Team Manager Paid-As Title or higher and Consultants who have a Career Title of Team Manager or higher, must maintain an aggregate rolling three month PRV of 1,200 or more to be eligible to qualify for a Paid-As Title of Team Manager or higher or to maintain a Career Title of Team Manager or higher. Failure to meet this PRV requirement will mean that a Leader who otherwise has all of the requirements met to achieve a Paid-As Title of Team Manager or higher, will not qualify for that Paid-As Title and can only be Paid-As a Premier Consultant for that month. Additionally, if a Consultant had achieved a Career Title of Team Manager or higher, that Career Title would be lost and the Consultant would receive a Career Title of Premier Consultant. This Career Title loss may occur even if the Demotion Policy has not been triggered.

Leg

A leg begins with a first level Consultant and includes all of the Consultants beneath them. A Consultant has as many legs as they have 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 to be 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. Customers are not considered when counting levels and do not occupy a position in a Consultant's genealogy.

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 their Paid-As Title, regardless of the titles of Consultants in their Downline. If a Consultant is in progress, unqualified, or ineligible, then that Level Override will not be compressed up line. 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 their first three full months and receives the Lead Consultant Advancement Bonus, their 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.

NOTE: *if the promoting Consultant promotes to Lead Consultant outside of the first three full months and receives approximately 50% of the bonus, no matching bonus will be awarded.*

Matching Senior Lead Consultant Advancement Bonus

When a Consultant promotes to Senior Lead Consultant for the first time within their first four full months and receives the Senior Lead Consultant Advancement Bonus, their 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 their first five full months and receives the Premier Consultant Advancement Bonus, their 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.

NOTE: *if the promoting Consultant promotes to Premier Consultant outside of the first five full months and receives approximately 50% of the bonus, no matching bonus will be awarded.*

Matching Team Manager Advancement Bonus

The first Matching Team Manager Advancement Bonus is \$400 | C\$480. The first Upline Team Manager or higher (Career Title) is eligible to receive the first half of the bonus (\$200 | C\$240), when a Downline Consultant is Paid-As a Team Manager for the first time and the eligible Upline Team Manager or higher (Career 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 | C\$240), 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 (Career 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.

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

Each Consultant is paid at the title for which they qualify during the period. The requirements to be Paid-As a title is 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 Career Title level, they are paid at the lower title to which they qualify during the period. They retain their Career Title but are Paid-As the title they actually qualify for, except in case the Demotion Policy is triggered or a Leader fails to maintain the Leader PRV Requirement.

Peg Rate

For markets outside of the U.S., Consultant commissions are calculated using a market specific peg rate. The peg rate converts bonuses, CV, PRV, TRV, 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 Retail Volume (PRV)

The total Personal Retail Volume (PRV) of a single Consultant from orders placed by them and by their personal customers (i.e., when orders are placed directly with Jamberry by customers). Host rewards and Host discounts do not qualify for PRV, TRV, CV, GV, or Commissions.

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

<https://workstation.jamberry.com/CommissionableVolume>

Personal Sales Bonus

Consultants that achieve a minimum PRV in the period will be qualified to receive an additional percentage on their personal orders. The percentage will be paid on the PRV of their orders and any of their customer orders. 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)

A Consultant promotes to a new Career 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 Career Title is effective for the entire period. For example, if a Consultant meets the qualifications for an Executive on June 23rd, they promote 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 to be qualified if they meet the Paid-As requirements for a particular payout and/or title. A Consultant will only receive the payouts for which they are both eligible and qualified. For example, a Consultant may be eligible for the Team Manager Matching Advancement Bonus because they have a Career Title of Team Manager. However, if they are Paid-As a Premier Consultant or below, then they are not qualified for the bonus, so would not receive it.

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 PRV to count as a qualified party.

Qualifying Volume (QV)

Each inventory item has both a PRV and CV assigned to it. PRV is used for PRV, TRV, and DRV calculations and is used solely to determine if the Consultant is qualified based on the terms of their respective title. The Personal Sales Bonus is the only bonus that is paid based on the PRV instead of the CV. All other commissions and bonuses (other than Retail Profit) are paid based on CV. The Qualifying Volume in this plan is equal to the PRV.

Reinstatement Policy

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

Retail Profit

The Retail Profit is paid on orders placed by Customers or Consultants directly to JamBerry. The amount of the Retail Profit paid is based on a Consultant's Active status (see Retail + Personal Sales Bonus table).

Sponsor

A Consultant directly above another Consultant in the genealogy is considered to be the Personal Sponsor.

Team Retail Volume (TRV)

Team Retail Volume is the PRV from the Consultant themselves and their entire Downline, down to but not including the next Team Manager or higher (Career Title). In the period that a Consultant promotes to a Team Manager for the first time, their TRV will be included in their Upline's TRV for qualification purposes only, in that period. Beginning with the following period, the Grace Period applies.