

JANUARY 2026

JAFRA



THE PURPLE GUIDE

*Lead and build a
beautiful business*



THE FREEDOM TO BE YOU STARTS HERE

FOR 70 YEARS

JAFRA has built a strong legacy—backed by the trust of thousands of success stories and a leading position in the beauty industry. With the strength of a solid brand behind you, building your own path has never been easier.

Entrepreneurship means saying yes to freedom—the freedom to explore your full potential and shape your business your way.

AT JAFRA YOU'LL FIND THE BEST IN:

✓	PRODUCTS
✓	PROGRAMS
✓	TOOLS
✓	COMMUNITY

All programs & rewards are subject to change with prior notice. Learn more about commission on team sales and commission on personal sales on pages 36-37. New Consultants achieve qualification based solely on their personal retail sales and not through any other activity.

Innovating since 1956, JAFRA has something for every age, from baby & beyond. To see all of our products and key ingredients see our Product Catalog or visit JAFRA.com.



More than 100 solutions for every type of skin at every age, with science backed skin and body care. From our iconic **Royal Jelly** to BioLab, our skincare keeps innovating and creating more loyal customers.

#1

producer of fragrances in the United States and Mexico with more than 200 unique scents.



Generating sales compensation as a JAFRA Consultant requires time, effort, and dedication. Your success will also be influenced by your skills, talents, and leadership abilities. Please note that financial success is not guaranteed, and results may vary significantly among participants.

WITH THE JAFRA INCENTIVE PROGRAMS

You have the freedom to earn, grow and reward yourself.

WITH HIGH DISCOUNTS & COMMISSIONS

Enjoy great products with great savings!

The more you share, the more you earn.



EARN JAFRA REWARDS POINTS

So many ways to earn points & treat yourself to what you love!

ENJOY TRIPS, INCENTIVES, RECOGNITION, AND MORE!

Exclusive incentives and recognition when you build your business like a pro.



All programs & rewards are subject to change with prior notice. Generating sales compensation as a JAFRA Consultant requires time, effort, and dedication. Your success will also be influenced by your skills, talents, and leadership abilities.

Please note that financial success is not guaranteed, and results may vary significantly among participants.

WHAT'S YOUR GOAL?

JAFRA CONSULTANT



As a JAFRA Consultant, save from 40% to 50% on your personal orders. See pages 6-7

Great earnings!

LEADER OF CONSULTANTS

Lead your group of Consultants as a Team Leader and you can earn from 8% to 12% commission on their sales! See page 21



Better earnings!

LEADER OF LEADERS



Level up as a Leader of Leaders and earn from 9% up to 22% commissions from your team's growth—with infinite possibilities. See pages 22-31

The Best earnings!



NEW CONSULTANTS

45% DISCOUNT ON PERSONAL RETAIL SALES IN YOUR FIRST 3 MONTHS

OR UNLOCK 50% IN MONTHS 2 & 3...HOW?

MONTH 1	MONTH 2	MONTH 3
Have \$400 retail sales in the month you join* and you'll get 50% off in Month 2	Have \$400 retail sales to get 50% off in Month 3	Have \$400 retail sales for 3 consecutive months and you'll be a VIP in Month 4! (see pages 8-9 for details)

*Must reach \$400 retail in the month you join and each consecutive month to get 50% discount.

CONSULTANTS & LEADERS

50%

DISCOUNT ON PERSONAL RETAIL SALES

SPONSORING LEADERS

Have 1 Directly Sponsored Qualified New Consultant, with \$200 or more in Personal Retail Sales, in the previous month.

OR

VIP CONSULTANTS

Have personal retail sales of \$400 or more, each month, for 3 consecutive months.

45%

DISCOUNT ON PERSONAL RETAIL SALES

SPONSORING CONSULTANTS

Have 1 Directly Sponsored Qualified New Consultant, with \$200 or more in Personal Retail Sales, in the previous month.

OR

CONSISTENT QUALIFIED CONSULTANTS

Have \$200 or more in personal retail sales each month for the last 3 consecutive months.

40%

DISCOUNT ON PERSONAL RETAIL SALES

Discount for Consultants who have not met requirements above.

WELCOME TO THE 50% CLUB:

EXCLUSIVE PERKS FOR OUR VIPS!

HOW DO YOU BECOME A VIP?

HAVE THREE CONSECUTIVE MONTHS OF \$400 OR MORE IN PERSONAL RETAIL SALES EACH MONTH:

MONTH 1	MONTH 2	MONTH 3	MONTH 4	50% discount on personal retail sales
\$400	\$400	\$400	You're in the VIP Club!	

START ENJOYING ALL OF THE CLUB'S BENEFITS ON THE 1ST OF THE FOLLOWING MONTH.



Plus, the first time you become a VIP you'll get a VIP Welcome Gift in Month 4, with any size order! Scan the QR code to see the gift.



During 2024, on average, 6.9% of the Consultant Base were members of the VIP Club Program.

	3 consecutive months of \$400 in personal retail sales.	Be a VIP for 6 consecutive months.	Be a VIP for 9 consecutive months.	Be a VIP for 12 consecutive months.
BENEFITS	VIP	VIP PLUS	VIP GOLD	VIP ROYAL
JAFRA Rewards Points (See page 13 for details)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
50% Discount	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Welcome Gift for first-time VIPs	<input checked="" type="checkbox"/>			
Access to VIP Shop	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Can buy 1 of each New Consultant Pack every quarter*	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Early Access & Discounts on New Products	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Up to 5 Free Brochures each month**	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Exclusive VIP Meeting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
25% off admission to National Convention			<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
\$100 (Retail Value) JAFRA E-Gift Card				<input checked="" type="checkbox"/>
Bonus Month for Incentive Trip Qualifications				<input checked="" type="checkbox"/>

All programs & rewards are subject to change with prior notice.

*VIPs may purchase one of each New Consultant Pack each quarter. JAFRA reserves the right to substitute products with ones of greater or equal value. Products are non-exchangeable.

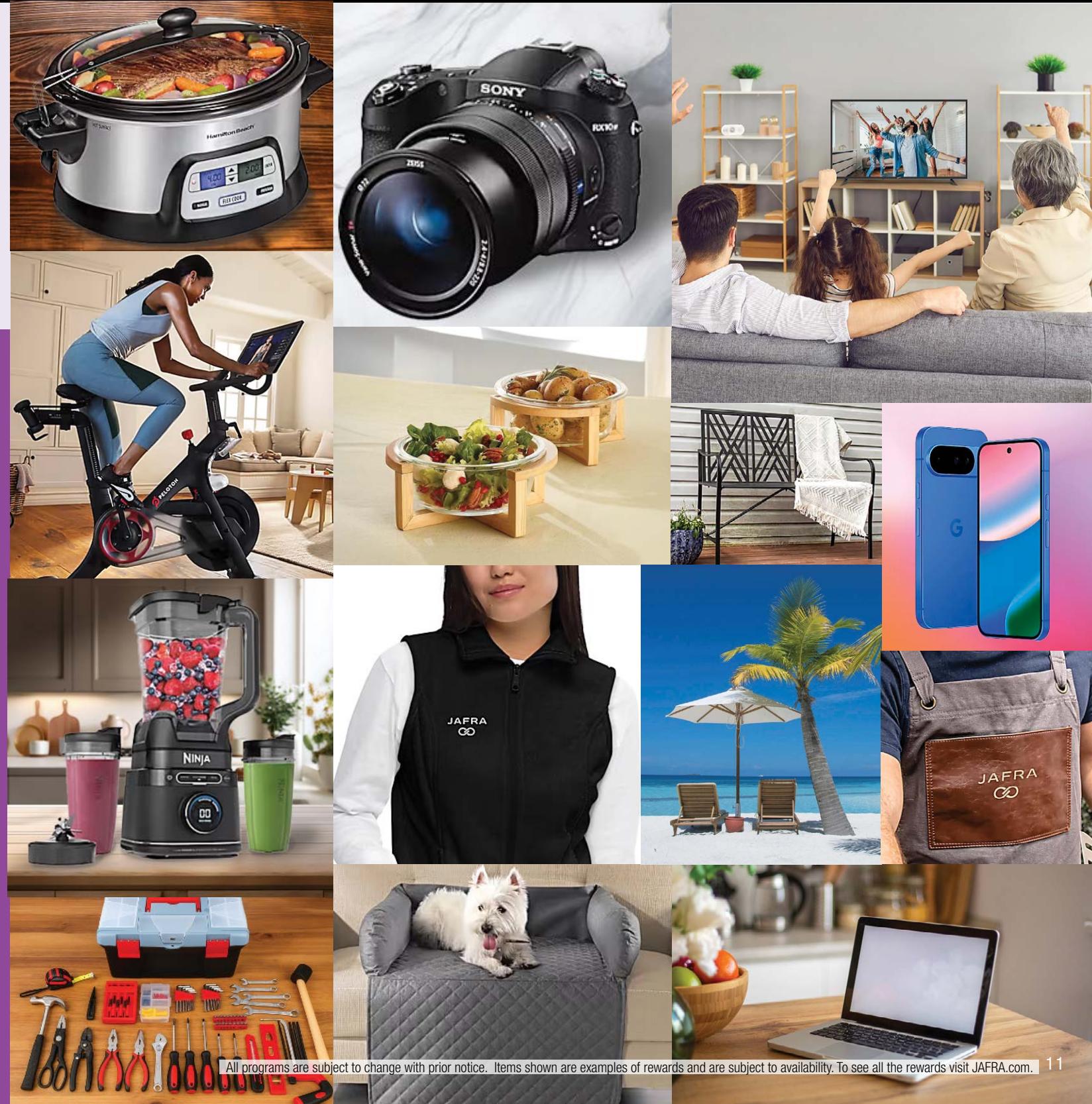
**VIPs will receive one Brochure by mail and their additional brochures will be dropped in their first order placed from the 2nd to the 15th of the month, while supplies last. JAFRA includes one Brochure with every order, while supplies last. All VIPs must maintain VIP Status on a monthly basis in order to have access to the VIP Shop/perks.



JAFRA REWARDS

**EVERY ACTIVITY COUNTS!
HERE'S HOW TO EARN
POINTS FOR INCREDIBLE
REWARDS:**

- ✓ In your first 3 months as a New Consultant
- ✓ For your Personal Sales Activity
- ✓ By Building Teams
- ✓ For Promoting New Leaders
- ✓ Becoming a New Leader
- ✓ Growing Your Group
- ✓ When you reach VIP milestones



All programs are subject to change with prior notice. Items shown are examples of rewards and are subject to availability. To see all the rewards visit JAFRA.com.



JAFRA REWARDS

Here you can see the number of points you can earn from each activity. Once you've accumulated your points, you can redeem them at jafra.com. Choose your gift, and we'll send it to you for free!

POINTS FOR NEW CONSULTANTS

As a new JAFRA Consultant, during your first 3 months, you can earn an additional percentage on top of the points you earn from your monthly activity.

As a New Consultant, each month ordering over \$200 in Retail Sales	New Consultant Welcome Bonus
1st month	50% extra JR
2 nd month	40% extra JR
3 rd month	30% extra JR

EXAMPLE:

1st month - place 2 orders of \$500 in retail sales and sponsor 1 Qualified New Consultant:

Monthly Personal Sales: **150 pts**
 + Monthly Activity in Orders: **75 pts**
 + Sponsoring: 75 pts **TOTAL: 300 points**
 + 50% of Consultant Welcome Bonus: **150 points**
 $300 + 150 = \text{450 POINTS TOTAL}$

JR = JAFRA REWARDS POINTS



Track points in your virtual office. To see full rewards catalog, scan QR code. See JAFRA Rewards Program rules on page 15.

MONTHLY PERSONAL SALES		SPONSORING QUALIFIED NEW CONSULTANTS**	
Monthly Retail Sales	Points you earn	Sponsored Qualified New Consultants*** during the Month	Points you earn
\$1,000 or more	150 JR	3 or more	100 JR for each QNC
\$800	100 JR	2	175 JR
\$600	60 JR	1	75 JR
\$400	30 JR		
\$300	15 JR		
\$200	5 JR		

MONTHLY ORDER ACTIVITY

Total Qualified Orders* in the month.	Points you earn
4 or more	125 JR
3	100 JR
2	75 JR

*A Qualified Order is an order of \$200 or more in retail sales. **Rewards points for the category of Sponsoring Qualified New Consultants cannot be earned by Team Leaders or above. ***A Qualified New Consultant (QNC) is a Consultant with \$200 or more in retail sales in the month they join.

POINTS FOR VIPS					
Be rewarded for your consistency when you stay in the VIP Club.					
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
First, become a VIP. Then maintain your VIP status to earn JAFRA rewards points.	50 POINTS	100 POINTS	200 POINTS	300 POINTS	50 POINTS
Be a VIP each month for 3 consecutive months.	Be a VIP each month for 6 consecutive months.	Be a VIP each month for 9 consecutive months.	Be a VIP each month for 12 consecutive months.	Each month you're a VIP after 13+ consecutive months.	

VIP points are not cumulative.



JAFRA REWARDS

POINTS FOR NEW TEAM LEADERS

First-time New Team Leaders can earn points in their first 3 months. Central Branch must have at least 1 Qualified New Consultant each month to qualify for bonus points.

AS A NEW TEAM LEADER

POINTS YOU EARN

Qualified Ordering Consultants* in your first 3 months as a New Team Leader in your Central Branch	1 st Month	2 nd Month	3 rd Month
11 or more	1,000 JR	800 JR	600 JR
9-10	700 JR	500 JR	400 JR
7-8	400 JR	300 JR	200 JR
5-6	250 JR	150 JR	75 JR

*Qualified Ordering Consultant: Consultant with Personal Retail Sales of \$200 or more in the month.

POINTS FOR TEAM LEADERS – ROYAL AMBASSADORS

Earn points when you and your team sponsor QUALIFIED NEW CONSULTANTS.

GROWING YOUR CENTRAL BRANCH**

Qualified New Consultants*** during the Month	Points you earn
10 or more	1,250 JR
7-9	750 JR
4-6	400 JR
1-3	150 JR

Rewards points for the category of Growing your Central Branch can only be earned by Team Leaders & above. *Qualified New Consultant: Consultant with \$200 or more in retail sales in the month they join.

JR = JAFRA REWARDS POINTS

POINTS FOR SUPERVISOR – ROYAL AMBASSADORS

Your Leaders are helping you earn JAFRA Rewards, too, through their Qualified Ordering Consultants. NOTE: Promoted New Leader's must have 1 Qualified New Consultant each month to qualify for this bonus. Applies to First-time New Leaders.

DEVELOPING NEW LEADERS

POINTS YOU EARN

Qualified Ordering Consultants* in your Promoted New Leader's Central Branch	1 st Month	2 nd Month	3 rd Month
11 or more	900 JR	700 JR	500 JR
9-10	500 JR	400 JR	250 JR
7-8	300 JR	200 JR	100 JR
5-6	150 JR	75 JR	25 JR

*Qualified Ordering Consultant: Consultant with Personal Retail Sales of \$200 or more in the month.

Earn points when you advance to a new title for the first time! This is not available for requalified Leaders.

FIRST-TIME TITLE BONUS

POINTS YOU EARN

Your New Title	Points you earn
Royal Ambassador	10,000 JR
Gold Ambassador	5,000 JR
Ambassador	3,750 JR
Gold Director	2,500 JR
Director	2,000 JR
Gold Supervisor	1,500 JR
Supervisor	1,000 JR

JAFRA Rewards Program Rules: Consultants & Leaders can participate in the JAFRA Rewards Points Program. Points are valid for 12 months and will be credited within 3 business days of the following month. To keep your rewards points you must be an Active Consultant (placing at least 1 retail order in the last 4 months). If your status becomes Inactive (no retail order in the last 4 months), you'll forfeit your rewards points. Reward items are subject to availability. If an order is returned, the points earned from that order will be deducted from your balance. All programs and rewards are subject to change with prior notice.



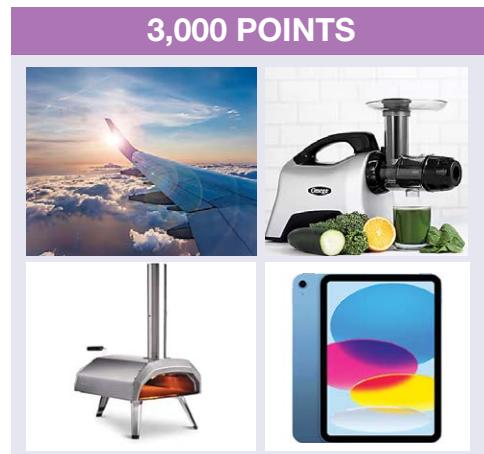
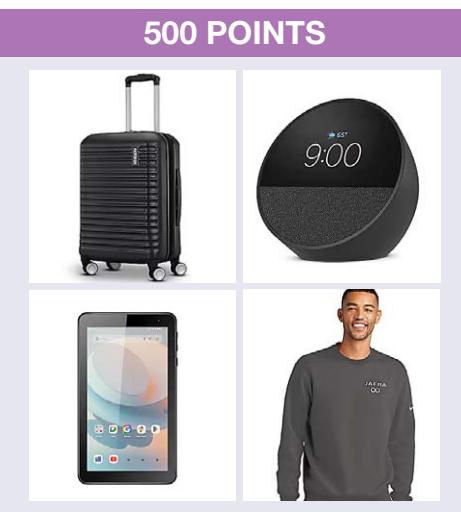
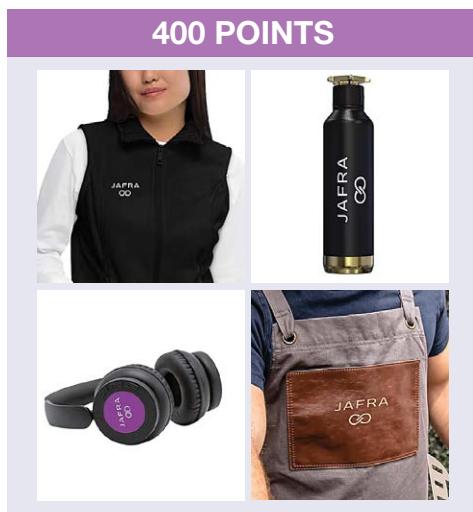
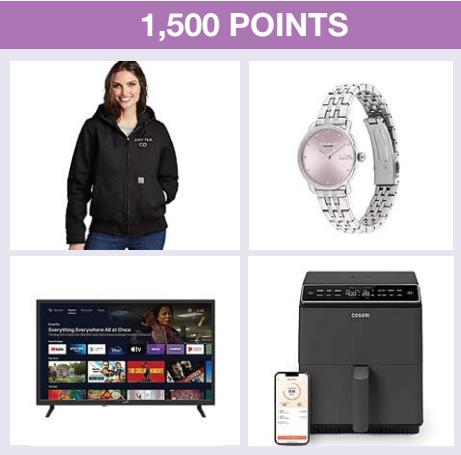
Track points in your virtual office. To see full rewards catalog, scan QR code.

JAFRA REWARDS

WITH DIFFERENT LEVELS AND HUNDREDS OF REWARDS
TO CHOOSE FROM THAT EVERYONE WILL LOVE!



Track points in your virtual office. To see full rewards catalog, scan QR code or visit JAFRA.com



All programs are subject to change with prior notice. Items shown are examples of rewards and are subject to availability.

TRIPS, INCENTIVES, RECOGNITION, AND MORE!



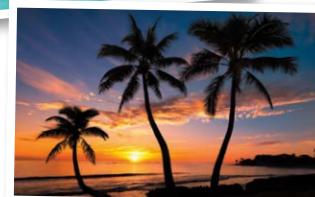
Recognition

Celebrate with everyone during our annual Recognition at the biggest event of the year!



Trips & Retreats

There are multiple ways to have the opportunity to travel with JAFRA!



Earn the Incentive Trip to experience an epic adventure.

Join us at one of our Leadership Retreats to help you reach your goals.



National Convention

Join us at our National Convention where you will meet other JAFRA Consultants, participate in exclusive workshops, see & try our newest product innovations, and hear from world-class keynote speakers.

During 2024, 0.13% of the Consultant Base earned the Incentive Trip offered by JAFRA. All programs and rewards are subject to change with prior notice. Generating sales compensation as a JAFRA Consultant requires time, effort, and dedication. Your success will also be influenced by your skills, talents, and leadership abilities. Please note that financial success is not guaranteed, and results may vary significantly among participants.



LIFE INSURANCE

DIRECTORS TO ROYAL

AMBASSADORS are eligible for life insurance benefits paid for by JAFRA.



JAFRA LEGACY PROGRAM

DIRECTORS TO ROYAL

AMBASSADORS are offered the unique opportunity to transfer your JAFRA legacy to a direct family member.



CAR ALLOWANCE BONUS

DIRECTORS TO ROYAL

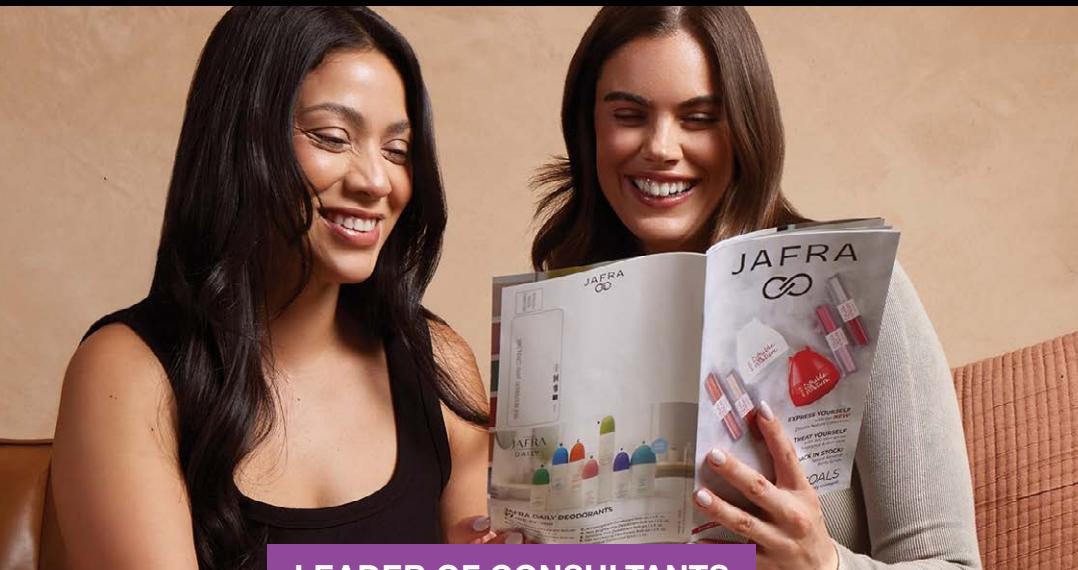
AMBASSADORS can participate to earn a car allowance bonus.



CAR PROGRAM

ROYAL AMBASSADORS

have the opportunity to participate in the Car Program, where you can drive a Mercedes-Benz®.



LEADER OF CONSULTANTS

READY TO GO FROM A CONSULTANT TO A LEADER OF CONSULTANTS?

1 Invite your potential New Consultants to join and sign them up at JAFRA.com.

2 New Consultants can also buy 1 of each of the optional New Consultant Packs, which are commissionable & contributes to their retail sales to become a Qualified New Consultant in the month they join.

3 Encourage them to set up their account to start enjoying all the perks of building a beautiful business with JAFRA and start sharing their personalized JAFRA website.

Plus, you will receive FREE monthly brochures so you can share and earn with our constant innovations and promotions!



TEAM LEADER

Earn 8% or 12% commission on your sales & your team's sales. PLUS, earn 12% on your pre-branch sales in your qualifying month.

HERE'S HOW TO PROMOTE TO TEAM LEADER

1 Have the following:

- \$200+ Personal Retail Sales
- 5 Ordering Consultants, each with \$200+ Personal Retail Sales (at least 1 must be a **QUALIFIED NEW CONSULTANT*** in the qualifying month.)
- \$1,200+ in Central Branch Retail Sales

*Qualified New Consultant: Consultant with at least \$200 in retail sales in the month they join.

Your team is now known as your **Central Branch**.



You \$200

Central Branch



\$200



\$200



\$200



\$200

At least 1 Consultant has to be a direct Qualified New Consultant in the qualifying month

— Direct Consultants —

Remember that as a Leader you can get discounts on your Personal Sales:

50% DISCOUNT ON PERSONAL RETAIL SALES

SPONSORING LEADERS

Have 1 Directly Sponsored Qualified New Consultant, with \$200 or more in retail sales, in the previous month.

Your Commission is calculated on your Team's Wholesale Sales multiplied by your achieved commission percentage. All programs and rewards are subject to change with prior notice. For Title Maintenance Requirements see pages 36-37.



LEADER OF LEADERS

READY TO GO FROM LEADER OF CONSULTANTS TO LEADER OF LEADERS?

Promote to Supervisor or higher and earn even more from your team, their teams, and all their sales!

Grow your team **wide and deep**, and as you develop Leaders, you'll earn commissions not just on your team's sales (Central Branch), but on your entire lineage (Central District & Total District). The more you build, the more you earn—infinite possibilities!

HOW IT WORKS:

- 1 As a Team Leader, your **Central Branch** consists of your Direct and Indirect Consultants.
- 2 When you develop new Leaders, those direct Leaders, along with their Central Branches, will form your **Central District**.
- 3 As your Leaders from your Central District develop Leaders themselves, you start creating more generations on your **Total District**.

EXPAND YOUR JOURNEY TO NEW HEIGHTS

TITLE	DIRECT BRANCHES IN CENTRAL DISTRICT	CENTRAL BRANCH COMMISSIONS	GENERATIONS YOU CAN EARN COMMISSIONS ON
ROYAL AMBASSADOR	26 or more	16% or 22%	Up to 7 or more
GOLD AMBASSADOR	20-25	15% or 20%	6
AMBASSADOR	15-19	14% or 19%	5
GOLD DIRECTOR	10-14	13% or 18%	4
DIRECTOR	7-9	11% or 17%	3
GOLD SUPERVISOR	4-6	10% or 15%	2
SUPERVISOR	1-3	9% or 13%	1

To see what you can earn on your additional generations, see page 25

COMMISSION REQUIREMENTS

Each month, Team Leaders - Royal Ambassadors, must have a minimum of:

- \$200+ in Personal Retail Sales
- 5 Ordering Consultants, each with \$200+ in Personal Retail Sales
- \$1,200+ in Central Branch Retail Sales

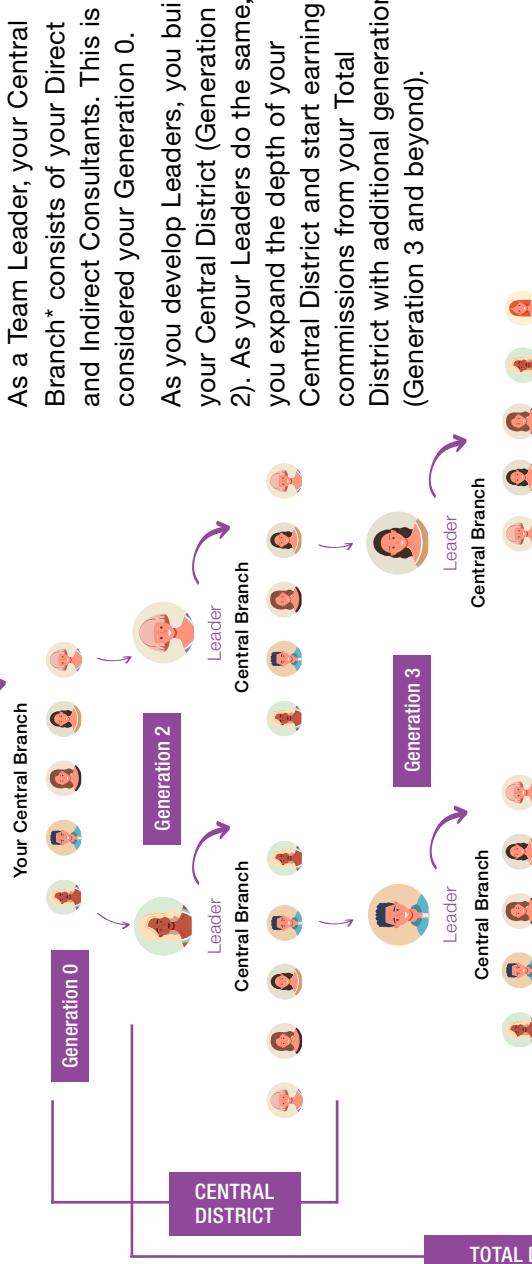
HIGH COMMISSION REQUIREMENTS

- Team Leaders to Gold Supervisors must grow their Central Branch by adding 1 directly sponsored and 1 indirectly sponsored Qualified New Consultant OR reach a minimum of \$2,800 in monthly retail sales in their Central Branch.
- Directors & Gold Directors must have at least 50% of their directly promoted Leaders personally sponsor at least 1 Qualified New Consultant with \$200 or more in personal retail sales OR grow their Central District a minimum of \$1.00 compared to the same month in the previous year.
- Ambassadors to Royal Ambassadors must grow their Central District a minimum of \$1.00 compared to the same month in the previous year.

Generating sales compensation as a JAFRA Consultant requires time, effort, and dedication. Your success will also be influenced by your skills, talents, and leadership abilities. Please note that financial success is not guaranteed, and results may vary significantly among participants. This is a new compensation plan with updated requirements effective May 2025, therefore no statistics are available at this time. We will continue to collect data. All programs and rewards are subject to change with prior notice. For Title Maintenance requirements, please refer to pages 36-37.

LEADER OF LEADERS

HOW IT WORKS:



As you develop Leaders, you build your Central District (Generation 2). As your Leaders do the same, you expand the depth of your Central District and start earning commissions from your Total District with additional generations (Generation 3 and beyond).

HOW IT WORKS:

The wider your Central and Total Districts, and the more generations under them, the more you earn!

*Remember that your Central Branch must have 5 Qualified Ordering Consultants each month.

HOW IT WORKS:

As a Team Leader, your Central Branch* consists of your Direct and Indirect Consultants. This is considered your Generation 0.

Consultant	Team Leader	Supervisor	Gold Supervisor	Director	Gold Director	Ambassador	Gold Ambassador	Royal Ambassador
Number of Qualified Ordering Consultants* required	You + 5	You + 5	You + 5	You + 5	You + 5	You + 5	You + 5	You + 5
Minimum Central Branch Retail Sales required in the evaluated month	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
Required Direct Branch(es) in the Central District	0	1-3	4-6	7-9	10-14	15-19	20-25	26 or more
Generation 0: Central Branch	8% or 12%	9% or 13%	10% or 15%	11% or 17%	13% or 18%	14% or 19%	15% or 20%	16% or 22%
Generation 2: Directly Promoted Branches		8% or 10%	9% or 11%	10% or 12%	11% or 14%	12% or 16%	13% or 18%	14% or 20%
Generation 3: First Line Indirect Branches			2% or 4%	3% or 5%	4% or 6%	5% or 7%	6% or 8%	7% or 10%
Generation 4: 2nd Line Indirect Branches				2% or 3%	3% or 4%	4% or 5%	5% or 6%	6% or 8%
Generation 5: 3rd Line Indirect Branches					1% or 2%	2% or 3%	3% or 4%	4% or 5%
Generation 6: 4th Line Indirect Branches						1% or 2%	2% or 3%	3% or 4%
Generation 7: 5th Line Indirect Branches							1% or 2%	2% or 3%
Generation 8+: 6th Line and Beyond Indirect Branches								0% or 1%
Rewards Points	✓	✓	✓	✓	✓	✓	✓	✓
Life Insurance**				✓	✓	✓	✓	✓
Legacy Program**				✓	✓	✓	✓	✓
Car Allowance**				✓	✓	✓	✓	✓
Car Program**								✓

*Qualified Ordering Consultant: Consultant with Personal Retail Sales of at least \$200 in the month. ** See JAFRA.com for details.

Your Commission is calculated on your Team's Wholesale Sales multiplied by your achieved commission percentage. This is a new compensation plan with updated requirements effective May 2025, therefore no statistics are available at this time. We will continue to collect data. All programs and rewards are subject to change with prior notice. Commission percentages shown represent the minimum and maximum amounts that can be earned. The maximum amounts are contingent upon meeting all High Commission Requirements. For Title Maintenance requirements, please refer to pages 36-37.

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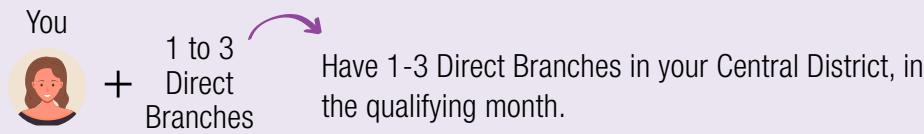


SUPERVISOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH AND 1 GENERATION DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	9%	13%
Generation 2 Central District	8%	10%

HERE'S HOW TO PROMOTE TO SUPERVISOR

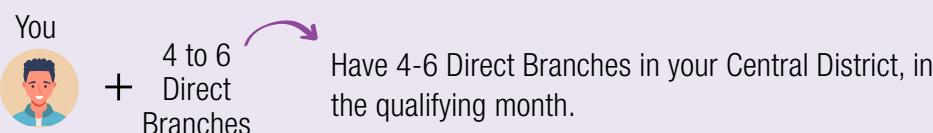


GOLD SUPERVISOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH AND UP TO 2 GENERATIONS DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	10%	15%
Generation 2 Central District	9%	11%
Generation 3 Total District	2%	4%

HERE'S HOW TO PROMOTE TO GOLD SUPERVISOR

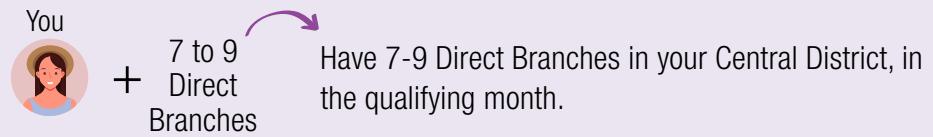


DIRECTOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH AND UP TO 3 GENERATIONS DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	11%	17%
Generation 2 Central District	10%	12%
Generation 3 Total District	3%	5%
Generation 4 Total District	2%	3%

HERE'S HOW TO PROMOTE TO DIRECTOR

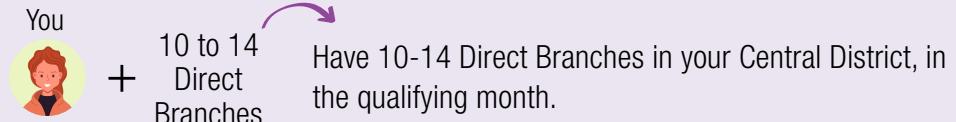


GOLD DIRECTOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH AND UP TO 4 GENERATIONS DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	13%	18%
Generation 2 Central District	11%	14%
Generation 3 Total District	4%	6%
Generation 4 Total District	3%	4%
Generation 5 Total District	1%	2%

HERE'S HOW TO PROMOTE TO GOLD DIRECTOR





AMBASSADOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH
AND UP TO 5 GENERATIONS DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	14%	19%
Generation 2 Central District	12%	16%
Generation 3 Total District	5%	7%
Generation 4 Total District	4%	5%
Generation 5 Total District	2%	3%
Generation 6 Total District	1%	2%

HERE'S HOW TO PROMOTE TO AMBASSADOR

You



+ 15 to 19
Direct
Branches

Have 15-19 Direct Branches in your Central District, in the qualifying month.



GOLD AMBASSADOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH
AND UP TO 6 GENERATIONS DEEP

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	15%	20%
Generation 2 Central District	13%	18%
Generation 3 Total District	6%	8%
Generation 4 Total District	5%	6%
Generation 5 Total District	3%	4%
Generation 6 Total District	2%	3%
Generation 7 Total District	1%	2%

HERE'S HOW TO PROMOTE TO GOLD AMBASSADOR

You



+ 20-25
Direct
Branches

Have 20-25 Direct Branches in your Central District, in the qualifying month.

PLUS, PARTICIPATE IN THE CAR ALLOWANCE BONUS AND
AMBASSADORS RETREAT! SEE PAGES 18-19.





ROYAL AMBASSADOR

EARN COMMISSIONS ON YOUR CENTRAL BRANCH AND UP TO 7 GENERATIONS AND BEYOND

	COMMISSION	HIGH COMMISSION
Generation 0 Central Branch	16%	22%
Generation 2 Central District	14%	20%
Generation 3 Total District	7%	10%
Generation 4 Total District	6%	8%
Generation 5 Total District	4%	5%
Generation 6 Total District	3%	4%
Generation 7 Total District	2%	3%
Generation 8+ Total District	0%	1%

Your dedication, vision, and passion have crowned you as JAFRA Royalty.

As a Royal Ambassador, you're not just a leader; you're an icon.

The crown is yours, and with it comes a world of magnificent rewards and infinite possibilities.

HERE'S HOW TO PROMOTE TO ROYAL AMBASSADOR



+

26 or more
Direct
Branches



Have 26 or more Direct Branches in your Central District, in the qualifying month.



The Car Program is exclusively
for Royal Ambassadors

Plus, Royal Ambassadors can participate in these Programs & Bonuses!

- ✓ **LIFE INSURANCE**
- ✓ **JAFRA LEGACY PROGRAM**
- ✓ **CAR ALLOWANCE BONUS**
- ✓ **CAR PROGRAM**

JAFRA PROVIDES EVERYTHING YOU NEED FOR YOUR BUSINESS



Explore the Catalog and Brochures to stay up to date on products and make sharing easy:

- Product Catalog: View our full product lineup and learn about key ingredients.
- Monthly Client Brochure: Discover new product innovations and current offers.
- Interactive Brochure: Share with clients so they can add items directly to their cart.



Activate Magazine is your go-to resource for everything happening this month, including:

- Monthly sales and sponsoring tools
- Recognition and announcements
- Upcoming events and trainings

Plus, enjoy access to our Facebook group, JAFRA Beauty Insiders, for exclusive content and updates.



Leverage powerful digital tools to grow your business:

- AI-powered Skin Consult & Virtual Try On: Personalized skincare and makeup recommendations.
- Your JAFRA Personal Website: Your online store, open 24/7.
- Business Hub on JAFRA.com: Training materials, business resources, and more.



Our Customer Experience Team is here to guide and support you every step of the way:

Monday–Friday, 8 AM–5 PM (PT)
Call: (800) 852-3728
Email: jafra cares@jafra.com
Chat: JAFRA.com

Plus, track your progress with helpful reports in your backoffice on JAFRA.com.

AT JAFRA,
COMMUNITY
IS AT THE HEART OF EVERYTHING WE DO



Follow @JAFRACosmetics on social media to learn more about our incredible products!



Together, we uplift and empower one another to create change by sharing **PRODUCTS** we love, **PROGRAMS** that inspire growth, **TOOLS** that support goals, and a **COMMUNITY** that celebrates your success every step of the way.

Because of you we've been
UNSTOPPABLE for 70 years

JAFRA
Unstoppable70

REQUIREMENTS AND COMMISSION BY TITLE

Central Branch Minimum Monthly Requirements
for all Leadership Titles

To be commission-eligible each month, all titles must meet the following requirements:

- ✓ \$200+ Personal Retail Sales
- ✓ 5 Ordering Consultants, each with \$200+ Personal Retail Sales
- ✓ \$1,200+ in Central Branch Retail Sales

LEGEND: CB= Central Branch / CD= Central District / TD = Total District
QNC = Qualified New Consultant

TEAM LEADER – GOLD SUPERVISOR

HIGH COMMISSION REQUIREMENT: 1 DIRECT + 1 INDIRECT QNC OR \$2,800 CENTRAL BRANCH RETAIL

Title	Direct Branches	Commission	High Commission	Generations Paid
Team Leader	0	8% CB	12% CB	Up to 1*
Supervisor	1-3	9% CB 8% CD	13% CB 10% CD	Up to 1
Gold Supervisor	4-6	10% CB 9% CD 2% TD	15% CB 11% CD 4% TD	Up to 2

*applies to Team Leaders with a Former Leader(s) in Generation 2. Team Leaders who meet the CB Minimum Monthly Requirement are eligible to earn up to 10% on the sales from the Former Leader's group.

DIRECTOR – GOLD DIRECTOR

HIGH COMMISSION REQUIREMENT: 50% OF DIRECT LEADERS SPONSOR 1 QNC OR \$1 CENTRAL DISTRICT GROWTH OVER PRIOR YEAR

Title	Direct Branches	Commission	High Commission	Generations Paid
Director	7-9	11% CB 10% CD up to 3% TD	17% CB 12% CD up to 5% TD	Up to 3
Gold Director	10-14	13% CB 11% CD up to 4% TD	18% CB 14% CD up to 6% TD	Up to 4

This is a new compensation plan with updated requirements effective May 2025, therefore no statistics are available at this time. We will continue to collect data. All programs and rewards are subject to change with prior notice. Visit JAFRA.com to review all terms and conditions for all JAFRA programs and promotions.

REQUIREMENTS AND COMMISSION BY TITLE

AMBASSADOR – ROYAL AMBASSADOR

HIGH COMMISSION REQUIREMENT: \$1 CENTRAL DISTRICT GROWTH OVER PRIOR YEAR

Title	Direct Branches	Commission	High Commission	Generations Paid
Ambassador	15-19	14% CB 12% CD up to 5% TD	19% CB 16% CD up to 7% TD	Up to 5
Gold Ambassador	20-25	15% CB 13% CD up to 6% TD	20% CB 18% CD up to 8% TD	Up to 6
Royal Ambassador	26 or more	16% CB 14% CD up to 7% TD	22% CB 20% CD up to 10% TD	Up to 7+

HOW TO MAINTAIN YOUR TITLE AND COMMISSION

How to Maintain Your Title All Leadership titles, from Team Leader to Royal Ambassador, must have a minimum of \$200 in your own personal retail sales, at least 5 Ordering Consultants each with \$200 or more in personal retail sales, and \$1,200 in Central Branch retail sales each month. By meeting your Central Branch requirements in any given month, you ensure payment of commission on team sales for that month.

What happens if you do not meet your minimum Central Branch maintenance requirements? Leaders who do not meet the minimum Central Branch maintenance requirements during the evaluation month will forfeit their commission payment and any applicable bonuses for that month. Leaders who do not meet the minimum Central Branch requirements for two consecutive months will forfeit their Leader status and applicable branches in their downline. The demoted Leader and Consultants in their Central Branch will remain at the same generation level and will not be moved into an upline Leader's Central Branch. Demoted Leaders may requalify for Leadership by requalifying as a Team Leader.

How is my commission on Team Sales evaluated? Commission is based on the title held as of the start of the month. Title changes—whether a promotion or demotion—go into effect on the start of the following month. This means you will be evaluated and paid based on your current title as of the start of the month, not on a title you achieve during the month.

How do you receive your commission payments? Commissions from sales on your JAFRA personal website will be paid weekly. Commissions on Team Sales will be paid once a month, within the first 3 business days. Commission on Team Sales is calculated based on your team's wholesale sales generated during the evaluation month, multiplied by the commission percentage based on your title at the beginning of the month. In compliance with tax reporting regulations, in order to receive Commission Payments, your JAFRA account must have a Social Security Number (SSN) or Taxpayer Identification Number (TIN) on file. Failure to provide this information will result in a delay of your commission payments.



To see all rules applicable to Consultants & Leaders of JAFRA Cosmetics USA, scan the QR code. Please submit inquiries by email to jafracares@jafra.com

Glossary

Active Consultant Status: A Consultant is considered Active if they have placed a Retail Order within the last 4 consecutive calendar months. To maintain an active JAFRA Consultant account, Consultants must place at least 1 retail order within a 12-month period. If no retail order is placed within 12 months, your status will change to Former, and you will need to re-enroll to access Consultant discounts.

Central Branch (CB): A Team Leader's entire group of personally direct or indirectly sponsored Consultants who have not become a Team Leader or higher.

Central District (CD): Your Central Branch plus your direct Leaders who have a Central Branch of their own.

Commission on Personal Retail Sales: As a JAFRA Consultant, you earn a commission up to 50% by selling JAFRA products to clients at retail price, while purchasing them at the wholesale price. New Consultants must sign JAFRA's Independent Consultant Agreement. All Consultants are required to adhere to the terms and policies outlined in this agreement, which is signed electronically during the online enrollment process.

Consistent Qualified Consultant (CQC): Consultant with Personal Retail Sales of at least \$200 each month for the prior 3 consecutive months.

Direct Consultant: A Consultant that was directly sponsored by another Consultant.

Indirect Branch: A group promoted by a direct or indirect Leader.

Indirect Consultant: Consultants who are Sponsored by your Direct Consultants, as well as any Consultants Sponsored by your Indirect Consultants.

New Consultant: A Consultant, in their first month, who completed the enrollment process on JAFRA.com and agreed to the terms of the New Consultant Agreement and JAFRA Policies and Procedures.

Not Yet Active Status: A Consultant who agreed to the Independent Consultant Agreement and has not placed a Retail Order. If no retail order is placed within 3 consecutive months, your status will change to Former and you will need to re-enroll to access Consultant discounts.

Ordering Consultant: A Consultant who has purchased any amount of Retail in the current month.

Qualified New Consultant (QNC): A New Consultant who reaches \$200 or more in Personal Retail Sales in the month they join.

Qualified Ordering Consultant (QOC): Consultant with Personal Retail Sales of at least \$200 in the month.

Retail Sales: The amount before the Consultant's personal discount percentage has been applied.

Sponsor: The action of a Consultant inviting another person to join JAFRA as an Independent Consultant including agreeing to the terms of the New Consultant Agreement and JAFRA Policies and Procedures.

Sponsoring Consultant: A Consultant who directly sponsors 1 or more Qualified New Consultants in the month (evaluated monthly).

Sponsoring Leader: A Consultant with a Leader title who directly sponsors 1 or more Qualified New Consultants in the month (evaluated monthly).

Total District (TD): Your Central Branch and Central District, plus Indirect Leaders (Gen 3+) with a Central Branch.

VIP Consultant: A Consultant who has \$400 or more in retail sales each month, for 3 or more consecutive months.

Wholesale Sales: The sales amount after the Consultant's personal discount percentage has been applied.

HIGHER DISCOUNTS & COMMISSIONS

JAFRA CONSULTANTS

50%
discount on
personal retail sales

SPONSORING LEADERS
Have 1 Directly Sponsored Qualified New Consultant, with \$200 or more in personal retail sales, in the previous month.

OR

VIP CONSULTANTS
Have personal retail sales of \$400 or more, each month, for 3 consecutive months.

45%
discount on
personal retail sales

SPONSORING CONSULTANTS
Have 1 Directly Sponsored Qualified New Consultant, with \$200 or more in personal retail sales, in the previous month.

OR

CONSISTENT QUALIFIED CONSULTANTS

Have \$200 or more in personal retail sales each month for the last 3 consecutive months.

40%
discount on
personal retail sales

Discount for Consultants who have not met requirements above.

NEW CONSULTANTS

45%

NEW CONSULTANTS
Receive a 45% discount on personal retail sales in your first 3 months.

Plus, New Consultants can unlock 50% Off—Month After Month! Earn a 50% discount each month by reaching \$400 in personal retail sales in your join month and each consecutive month. See page 6 for details.

JOIN THE VIP CLUB To enjoy exclusive rewards, early product drops, and a 50% discount! See pages 8-9 for details.

HERE'S HOW:

Months 1-3: Reach \$400 in retail sales each month.

Month 4: You're a JAFRA VIP—enjoy 50% off!

Generating sales compensation as a JAFRA Consultant requires time, effort, and dedication. Your success will also be influenced by your skills, talents, and leadership abilities. Please note that financial success is not guaranteed, and results may vary significantly among participants.

INCREASED EARNINGS

Grow your team, level up to leadership, and earn on their sales too. Plus, qualify for car bonuses, life insurance, training retreats, incentive trips and more!

	TEAM LEADER	SUPERVISOR	GOLD SUPERVISOR	DIRECTOR	GOLD DIRECTOR	AMBASSADOR	GOLD AMBASSADOR	ROYAL AMBASSADOR
Direct Branches in Central District	0	1-3	4-6	7-9	10-14	15-19	20-25	26 or more

COMMISSION FOR ACTIVE LEADERS

Gen 0: Central Branch	8% or 12%	9% or 13%	10% or 15%	11% or 17%	13% or 18%	14% or 19%	15% or 20%	16% or 22%
Central District Gen 2: Directly Promoted Branches		8% or 10%	9% or 11%	10% or 12%	11% or 14%	12% or 16%	13% or 18%	14% or 20%
Gen 3: First Line Indirect Branches			2% or 4%	3% or 5%	4% or 6%	5% or 7%	6% or 8%	7% or 10%
Gen 4: 2nd Line Indirect Branches				2% or 3%	3% or 4%	4% or 5%	5% or 6%	6% or 8%
Gen 5: 3rd Line Indirect Branches					1% or 2%	2% or 3%	3% or 4%	4% or 5%
Gen 6: 4th Line Indirect Branches						1% or 2%	2% or 3%	3% or 4%
Gen 7: 5th Line Indirect Branches							1% or 2%	2% or 3%
Gen 8+: 6th Line and Beyond Indirect Branches								0% or 1%

This is a new compensation plan with updated requirements effective May 2025, therefore no statistics are available at this time. We will continue to collect data. All programs and rewards are subject to change with further notice. Commission percentages shown represent the minimum and maximum amounts that can be earned. The maximum amounts are contingent upon meeting the High Commission Requirements. To see rules applicable to JAFRA Consultants and Leaders in the United States of America visit JAFRA.com. Your Commission is calculated on your Team's Wholesale Sales multiplied by your achieved commission percentage.

NEW! JAFRA REWARDS POINTS

So many ways to earn points and treat yourself to something you love! Earn points for:

- Personal Sales Activity
- Building Teams
- Promoting New Leaders
- Becoming a New Leader
- Growing Your Group
- Your first 3 months as a New Consultant
- For reaching VIP milestones



CONSULTANTS & LEADERS
SCAN HERE FOR MORE



Love the products? Unlock the opportunity.

JOIN
JAFRA
TODAY

Become a Consultant and get paid to share,
sell, and grow your own beauty business.

STEP 1: Contact your JAFRA Consultant

Ask your Consultant for the link to their personalized enrollment page. Or, select their name at checkout.

Consultant Name: _____

Website: _____

Phone Number: _____

STEP 2: Sign up at JAFRA.com

When you join
JAFRA as
a Consultant,
you get:

- ✓ 45% discount in your first 3 months
- ✓ Super discounted New Consultant Product Packs
- ✓ Your own personal Web Store
- ✓ Free Shipping on your enrollment order



Start saving, start earning*, and start enjoying the advantages of being a JAFRA Consultant - exclusive rewards, up to 50% product discounts, incentive trips, VIP Club benefits, special promotions, and more!

*As with any business, your level of success depends on the time, dedication, skill, and effort you contribute. Check terms and conditions at JAFRA.com

Your enrollment order consists of the JAFRA products and any optional New Consultant Packs selected at the time of enrollment when you agree to the Independent Consultant Agreement.



Great Products

+

Great Programs & Tools

+

Great Community

=

SUCCESS!

Andres Campos

CEO BEFRA

Maria Gordoaa

CCO JAFRA Cosmetics

Everything you need to thrive is in your hands—
giving you the power to shape your success and
reach your dreams. At JAFRA, we believe in
THE FREEDOM TO BE YOU.