

JAFRA

COMPENSATION PLAN

MAY 2022

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CONSULTANT

GREAT OPPORTUNITY FROM THE START

As a New Consultant, you can start earning commission from your Personal Sales and from programs especially for you.

HOW TO EARN 50% COMMISSION

- 1

Achieve at least \$300 in Cumulative Personal Retail Sales in the month.
- +
- 2

Achieve \$300 or more in Personal Retail Sales at least every other month.

50%	40%	30%
All Consultants with \$300 or more in Personal Retail Sales	All Consultants with \$300 or more in the month	All Consultants with less than \$299 or less in sales* in Personal Retail Sales
+	+	
Sales* of \$300 or more in one of the previous 2 months.	Sales* less than \$300 in both of the previous 2 months.	
AND		
New Consultants with \$450 in sales* in the month they join.		

Your JAFRA business begins with the decision to become a Consultant. JAFRA gives you the tools, the support and the programs. It's up to you to put in the time and consistent effort to build your successful future.

Benefits

By consistently taking advantage of the opportunities for new Consultants, you'll be on the road to a remarkable JAFRA business:

- **With \$450 in Monthly Personal Retail Sales** in your first four months, as a New Consultant, you will be participating in the Welcome to JAFRA Program. See next page for details.
- **With \$1,000 in Personal Retail Sales** you can earn FREE shipping.
 - Earn FREE shipping on the qualifying order that reaches \$1,000 and all subsequent orders of \$300 or more placed in both the current and following month.
- **A Word About Commission:**

As a JAFRA Consultant, you earn a commission on the sale of JAFRA products to your clients. These products are available to you at the wholesale price. By reselling these products at the retail price, you can earn up to 50% commission.

 - A new Consultant must sign JAFRA's Independent Consultant Agreement. All Consultants must abide by the terms and policies stated in the Independent Consultant Agreement. This agreement is signed electronically during the online enrollment process when joining JAFRA.

Maintaining Consultant Title

A Consultant with at least one Retail Order since joining JAFRA must place at least one Retail Order within the following 24 calendar months from the last order placed. Should more than 24 months lapse since the last Retail Order, the Consultant will be placed on Former status and will need to re-enroll with a purchase of a Business Kit to be eligible to place orders again.

Consultants who do not place a Retail Order within 12 full calendar months since joining JAFRA will be placed on Former status at the end of the 12th calendar month. A Consultant is considered Active with she has placed a Retail Order in the last four consecutive calendar months.

Benefits For being a New Consultant

- ✓ **Commission on Personal Sales**
Start at 50% with at least \$450 in Personal Retail Sales in the month you join as a Consultant.
- ✓ **Welcome to JAFRA Program**
See next page for details.

Plus:

- ✓ JAFRA VIP Club, P. 32

PUT YOUR HEART INTO YOUR START and enjoy the rewards!

WELCOME TO JAFRA

Participate in the WELCOME TO JAFRA program and consistently meet the qualifying monthly sales to earn exciting rewards.



**WELCOME TO JAFRA PROGRAM
NEW CONSULTANTS ONLY!**



MONTH 1

**QUALIFY TO PARTICIPATE
IN THIS PROGRAM**
with **\$450 or more**
cumulative Paid Retail Sales
in the month.



EARN 50% COMMISSION



Qualify to continue to **Month 2**



Retail Value: \$72

MONTH 2

EARN A FLORES & LIP DUO
with **\$450 or more**
cumulative Paid Retail Sales
in the month.

*Includes: Flores by Rodrigo Flores-Roux EDP | 1.7 fl. oz.
High Shine Moisture Gloss - Lovely | .5 fl. oz.*



EARN 50% COMMISSION



Qualify to continue to **Month 3**



Retail Value: \$95

MONTH 3

EARN A FACE & EYES DUO
with **\$450 or more**
cumulative Paid Retail Sales
in the month.

*Includes: JAFRA ROYAL Revitalize
Longevity Crème | 1.7 fl. oz.
Precious Protein - Extra Care Balm | .5 oz.*



EARN 50% COMMISSION



Qualify to continue to **Month 4**



Retail Value: \$102
+ VIP Club Welcome Pack,
Product Retail Value: \$91

MONTH 4

**EARN A JAFRA ROYAL
COLOR TRIO**
with **\$450 or more**
cumulative Paid Retail Sales
in the month.

*Includes: JAFRA ROYAL Defy Lift Express Eye Treatment | .5 fl. oz.
JAFRA ROYAL Translucent Matte Powder | .32 oz.
JAFRA ROYAL Luxury Lipstick - Royal Ruby | .24 oz.*



EARN 50% COMMISSION



Become a VIP Club Member &
receive a VIP Club Welcome Pack
Details on pages 32–33

JAFRA
VIP
club

*You're a
VIP Club Member!*

CONSISTENCY IS KEY!

If you miss a month you won't be able to continue in the program.

During 2021, on average, 15.2% of the New Consultants that joined JAFRA between January and September 2021 achieved all four months requirements for this program, thus earning this Incentive.



MANAGER

OPPORTUNITIES FOR LEADERSHIP AND GROWTH

*When you promote to Manager,
you receive this contemporary
logo pin to reflect your success.*



Potential Bonuses For Manager

- New Manager Bonus, P. 35
- New Direct Group Bonus, P. 36
- Quarterly Bonus, P. 37
- Bonus for Moving Up, P. 38

Programs For Manager

- VIP Club, P. 32
- My Mazda Car Program, P. 40

*You must fulfill all Manager requirements according
to title to earn commission and bonus payout for the
month. The bonuses are available for 1st time New
Managers only.*

MANAGER

You have built a dynamic group of individuals who are enjoying the JAFRA opportunity. You have set an example of leadership for your Consultants. Keep up the momentum!



How to promote to Manager

Achieve
\$300
Cumulative
Personal Retail Sales.

Have **\$2,400** in Pre-Branch
Paid Retail Sales in one month.

Have 7 Consultants in the
Pre-Branch, each with \$300 or
more in cumulative Retail Sales.
At least 4 must be directly invited.

Promotion to Manager is effective on the first day of the following month after qualifications are met.

Maintain your Manager Title

To maintain your new title as Manager, you must achieve these monthly Central Branch maintenance requirements:

Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

Commission Override is calculated on 50% of the total Paid Retail Sales.

See Figure A

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to Manager' qualifications.


* Manager's order does not count as one of the Four (4).

Grace Period opportunities apply to this title.

For more information see page 46.

1ST TIME NEW MANAGER BONUS:

To earn the New Manager Bonus you must promote to Manager following different requirements. See page 35 for details.



GENERATION 0
Your Central Branch

You can earn **11% commission** from your central branch.

Central Branch Maintenance

Figure A

A Central Branch consists of a Manager and all of the Consultants directly or indirectly invited by that Manager who have not promoted to Manager, as well as any Consultants reassigned to the Branch.

Manager who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Note: When two Consultants in the same Lineage and Branch enter qualification to Manager in the same month, each Consultant needs to achieve their goals independently:

If Consultant A and B enter in qualification and Consultant B is directly Sponsored by Consultant A, the sales of B and all sales and Consultants Sponsored directly and indirectly by Consultant B will not count towards the qualification of Consultant A; Consultant B will count as one of the Directly Sponsored ordering Consultants towards Consultant A's qualification.

If Consultant A and B enter in qualification and Consultant B is indirectly Sponsored by Consultant A, the sales of B and all sales and Consultants Sponsored directly and indirectly by Consultant B will not count towards the qualification of Consultant A; Consultant B will count as one of the indirectly sponsored ordering Consultants towards Consultant A's qualification.

Benefits for promoting to Manager

✓ **11% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

Plus:

- ✓ Manager Pin
- ✓ Special Leader Meetings
- ✓ Eligible to earn New Manger Bonus. See page 35 for complete details.

***The commission is calculated as a 11% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$132. It comes from \$2,400 x 50% x 11%.*





DISTRICT MANAGER



Potential Bonuses For District Managers

- New Direct Group Bonus, P. 36
- Quarterly Bonus, P. 37
- Bonus for Moving Up, P. 38

Programs For District Managers

- VIP Club, P. 32
- My Mazda Car Program, P. 40

GET GOING
& GET
GROWING

DISTRICT MANAGER 1

You have built a dynamic group of individuals who are enjoying the JAFRA opportunity. You have set an example of leadership for your Consultants. Keep up the momentum!

How to promote to District Manager 1

Promote
1
Direct Group.

Promotion to District Manager 1 is effective on the **first day of the following month after qualifications are met.**

Maintain your District Manager 1 Title

To maintain your new title as District Manager 1, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your directly promoted Branch.

See Figure A

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

* Manager's order does not count as one of the Four (4).

** Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

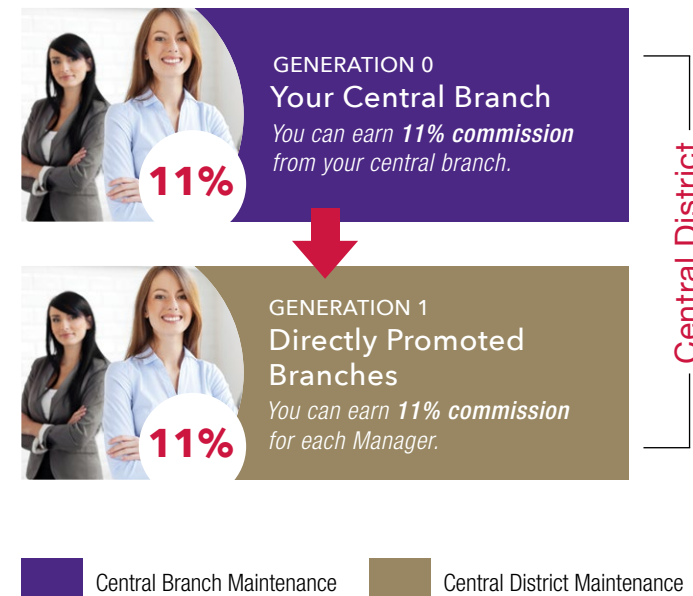


Figure A

A Central District consists of a Manager's Central Branch plus all directly promoted Branches.

District Manager 1 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Managers and District Managers 1 to 3 need to accumulate \$300 in Monthly Personal Retail Sales.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Manager 1' qualifications.

Benefits for promoting to District Manager 1

- ✓ **11% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

Plus:

- ✓ A Heart of JAFRA Pin in bronze tone for women or a framed District Manager 1 Pin in bronze tone for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

***The commission is calculated as a 11% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$132. It comes from \$2,400 x 50% x 11%.*



WOMEN'S PIN



MEN'S PIN

DISTRICT MANAGER 2

You have built a dynamic group of individuals who are enjoying the JAFRA opportunity. You have set an example of leadership for your Consultants. Keep up the momentum!

How to promote to District Manager 2

Promote
2
Direct Groups.

Promotion to District Manager 2 is effective on the **first day of the following month after qualifications are met.**

Maintain your District Manager 2 Title

To maintain your new title as District Manager 2, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 2 directly promoted Branches

See Figure A

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**

* Manager's order does not count as one of the Four (4).

** Commission Override is calculated on 50% of the total Paid Retail Sales

Grace Period opportunities apply to this title.

For more information see page 46.

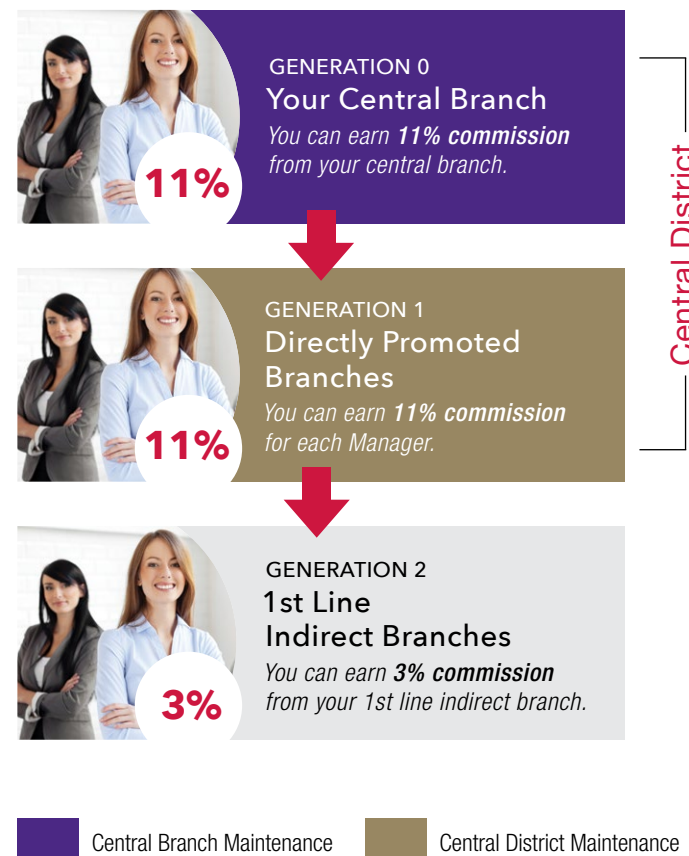


Figure A

District Manager 2 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Managers and District Managers 1 to 3 need to accumulate \$300 in Monthly Personal Retail Sales.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Manager 2' qualifications.

Benefits for promoting to District Manager 2

- ✓ **11% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

Plus:

- ✓ A Heart of JAFRA Pin with two hearts in silver tone for women or a framed District Manager 2 Pin in silver tone for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

***The commission is calculated as a 11% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$132. It comes from \$2,400 x 50% x 11%.*



WOMEN'S PIN



MEN'S PIN

DISTRICT MANAGER 3

You are on your way to the top of JAFRA's leadership path.

How to promote to District Manager 3

Promote
3
Direct Groups.

Have **\$15,000 in Central District Paid Retail Sales** (CDPRS) in one month.

Promotion to District Manager 3 is effective on the **first day of the following month after qualifications are met.**

Maintain your District Manager 3 Title

To maintain your new title as District Manager 3, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Personal cumulative Retail Sales of \$300 or more
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 3 directly promoted Branches
- \$15,000 in Central District Paid Retail Sales in the evaluated month

See Figure A

* Manager's order does not count as one of the Four (4).

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**
- You earn 1% Commission on the Paid Retail Sales of all Generation 3, 2nd line Indirect Branches.**

**Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

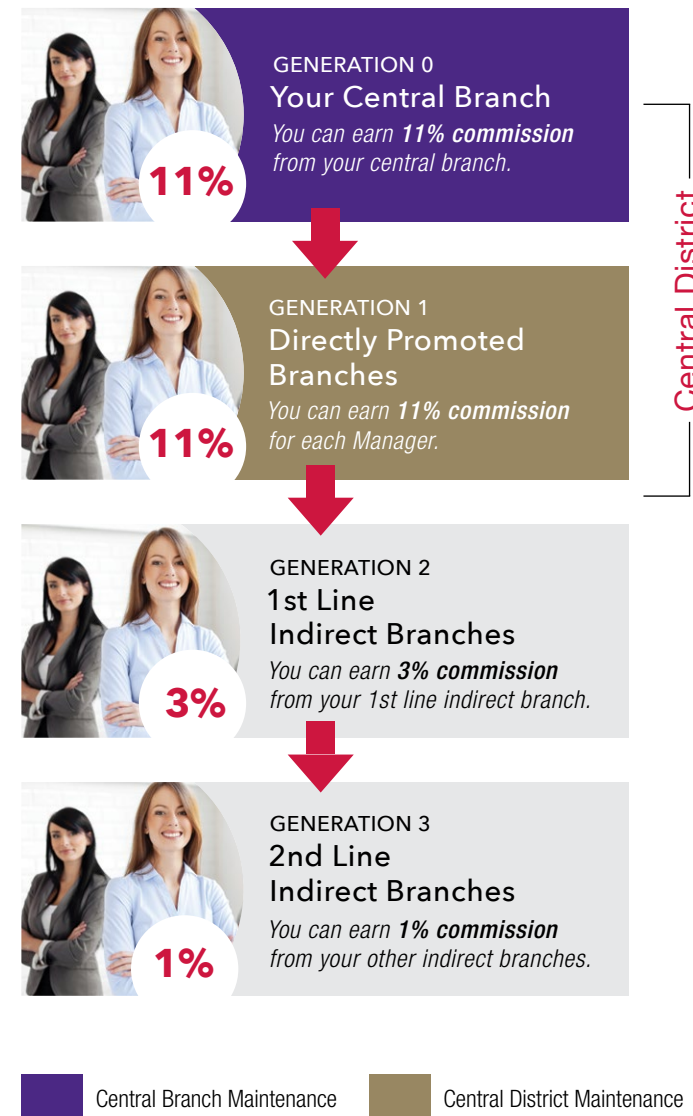


Figure A

District Manager 3 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Managers and District Managers 1 to 3 need to accumulate \$300 in Monthly Personal Retail Sales.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Manager 3' qualifications.

Benefits for promoting to District Manager 3

- ✓ **11% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

Plus:

- ✓ A Heart of JAFRA Pin with three hearts in gold tone for women or a framed District Manager 3 Pin in gold tone for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

***The commission is calculated as a 11% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$132. It comes from \$2,400 x 50% x 11%.*



WOMEN'S PIN



MEN'S PIN



DISTRICT DIRECTORS

EXCLUSIVE BENEFITS *WHEN YOU REACH THIS TITLE*



Potential Bonuses For District Directors

- New Direct Group Bonus, P. 36
- Quarterly Bonus, P. 37
- Bonus for Moving Up, P. 38
- Bonus for Helping Leaders, P. 39
- Monthly Car Allowance, P. 44



Become a member of an elite group of Leaders, the "Ladies and Gentlemen in Red." This pin signifies your membership and accomplishment!

Rev up your drive for leadership with the My Mazda Car Program.



Programs For District Directors

- VIP Club, P. 32
- My Mazda Car Program, P. 40
- Life Insurance, P. 45

DISTRICT DIRECTOR 1

You have built a dynamic group of individuals who are enjoying the JAFRA opportunity. You have set an example of leadership for your Consultants. Keep up the momentum!

How to promote to District Director 1

Promote
5
Direct Groups.

Have **\$20,000 in Central District Paid Retail Sales** (CDPRS) in one month.

Promotion to District Director 1 is effective on the **first day of the following month after qualifications are met.**

Maintain your District Director 1 Title

To maintain your new title as District Director 1, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 5 directly promoted Branches
- \$20,000 in Central District Paid Retail Sales in the evaluated month

See Figure A

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

* Director's order does not count as one of the Four (4).

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**
- You earn 1% Commission on the Paid Retail Sales of all Generation 3, Generation 4 and Generation 5 of Indirect Branches. **

**Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

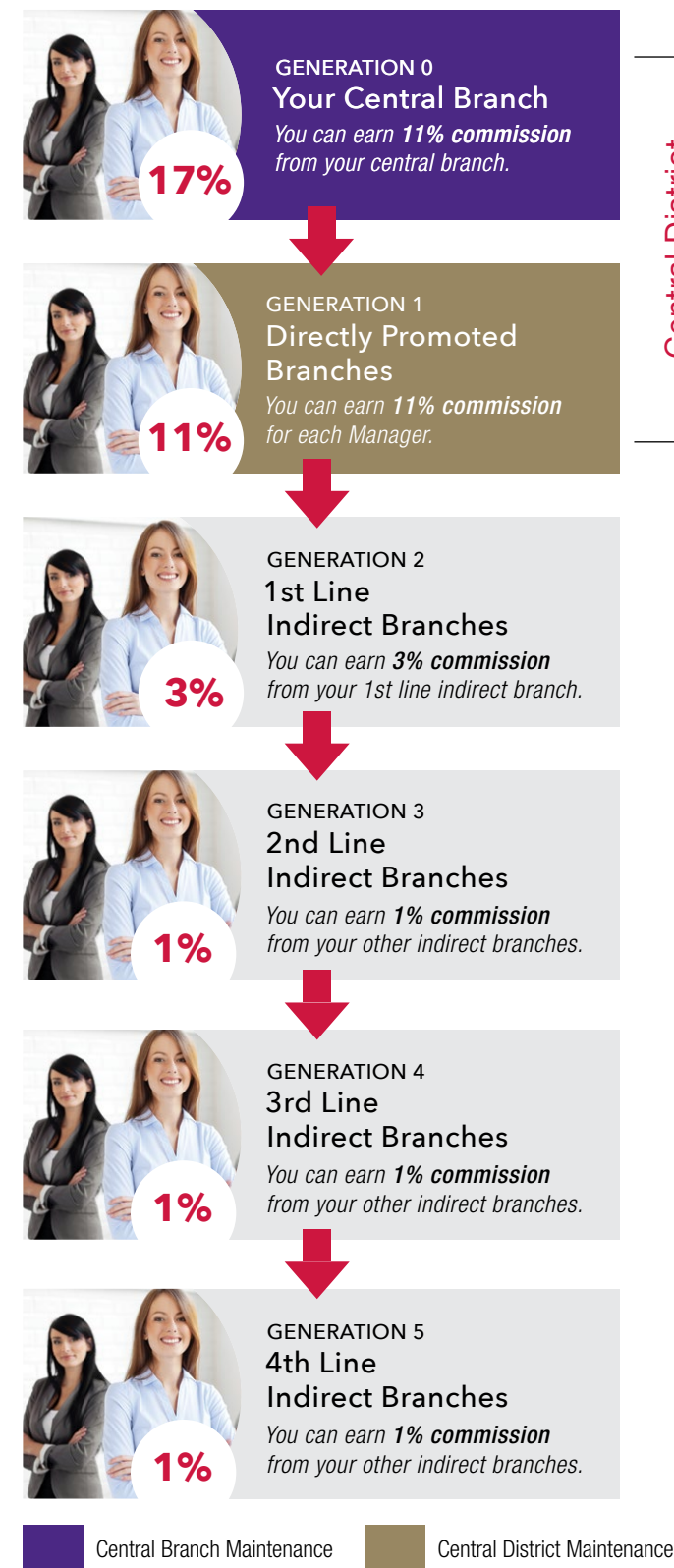


Figure A

District Director 1 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Director 1' qualifications.

Benefits for promoting to District Director 1

- ✓ **17% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.
- ✓ **Potential \$300 Monthly Car Allowance**
See page 44 for details.
- ✓ **Receive \$112,500 in District Director Life Insurance**

Plus:

- ✓ Rose Gold Tone Swarovski Heart Necklace for women or a Fossil Watch for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

****The commission is calculated as a 17% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$204. It comes from \$2,400 x 50% x 17%.**

WOMEN'S REWARD



MEN'S REWARD



DISTRICT DIRECTOR 2

You have built a dynamic group of individuals who are enjoying the JAFRA opportunity. You have set an example of leadership for your Consultants. Keep up the momentum!

How to promote to District Director 2

Promote 7 Direct Groups.	Have \$30,000 in Central District Paid Retail Sales (CDPRS) in one month.	Promotion to District Director 2 is effective on the first day of the following month after qualifications are met.
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Maintain your District Director 2 Title

To maintain your new title as District Director 2, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 7 directly promoted Branches
- \$30,000 in Central District Paid Retail Sales in the evaluated month

See Figure A

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

* Director's order does not count as one of the Four (4).

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**
- You earn 1% Commission on the Paid Retail Sales of all Generation 3, Generation 4 and Generation 5 of Indirect Branches. **

**Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

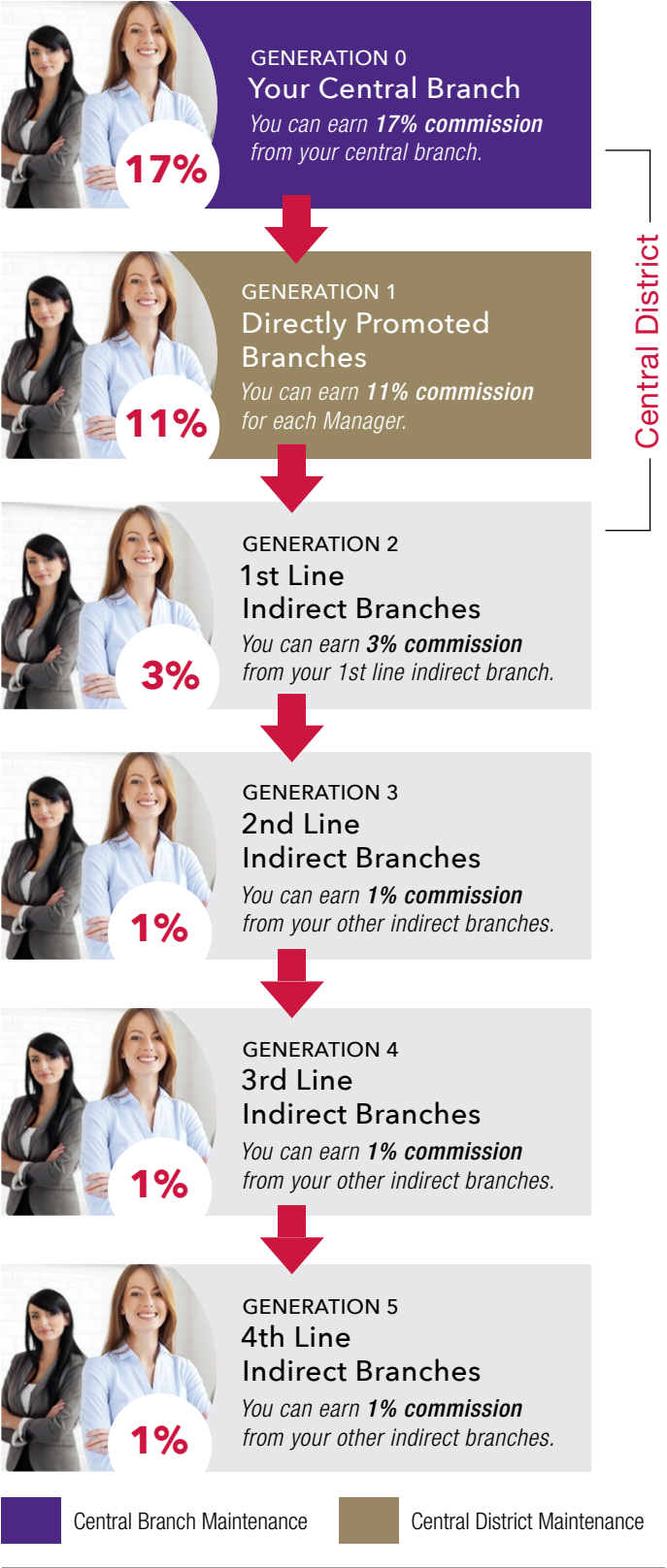


Figure A

District Director 2 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Director 2' qualifications.

Benefits for promoting to District Director 2

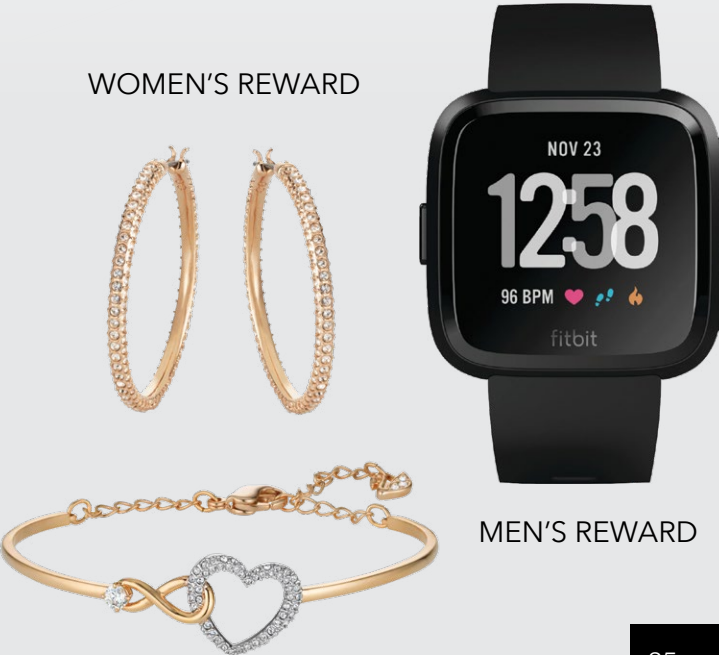
- ✓ **17% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.
- ✓ **Potential \$350 Monthly Car Allowance**
See page 44 for details.
- ✓ **Receive \$150,000 in District Director Life Insurance**

Plus:

- ✓ Rose Gold Tone Swarovski Heart Bracelet and Hoop Earrings for women or a Fitbit Watch for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

***The commission is calculated as a 17% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$204. It comes from \$2,400 x 50% x 17%.*

WOMEN'S REWARD



MEN'S REWARD

DISTRICT DIRECTOR 3

You are on your way to the top of JAFRA's leadership path.

How to promote to District Director 3

Promote
10
Direct Groups.

Have **\$50,000 in Central District Paid Retail Sales** (CDPRS) in one month.

Promotion to District Director 3 is effective on the **first day of the following month after qualifications are met.**

Maintain your District Director 3 Title

To maintain your new title as District Director 3, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Be an Active Consultant+
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 10 directly promoted Branches
- \$50,000 in Central District Paid Retail Sales in the evaluated month

See Figure A

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

* Director's order does not count as one of the Four (4).

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 11% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**
- You earn 1% Commission on the Paid Retail Sales of all Generation 3, Generation 4 and Generation 5 of Indirect Branches. **

**Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

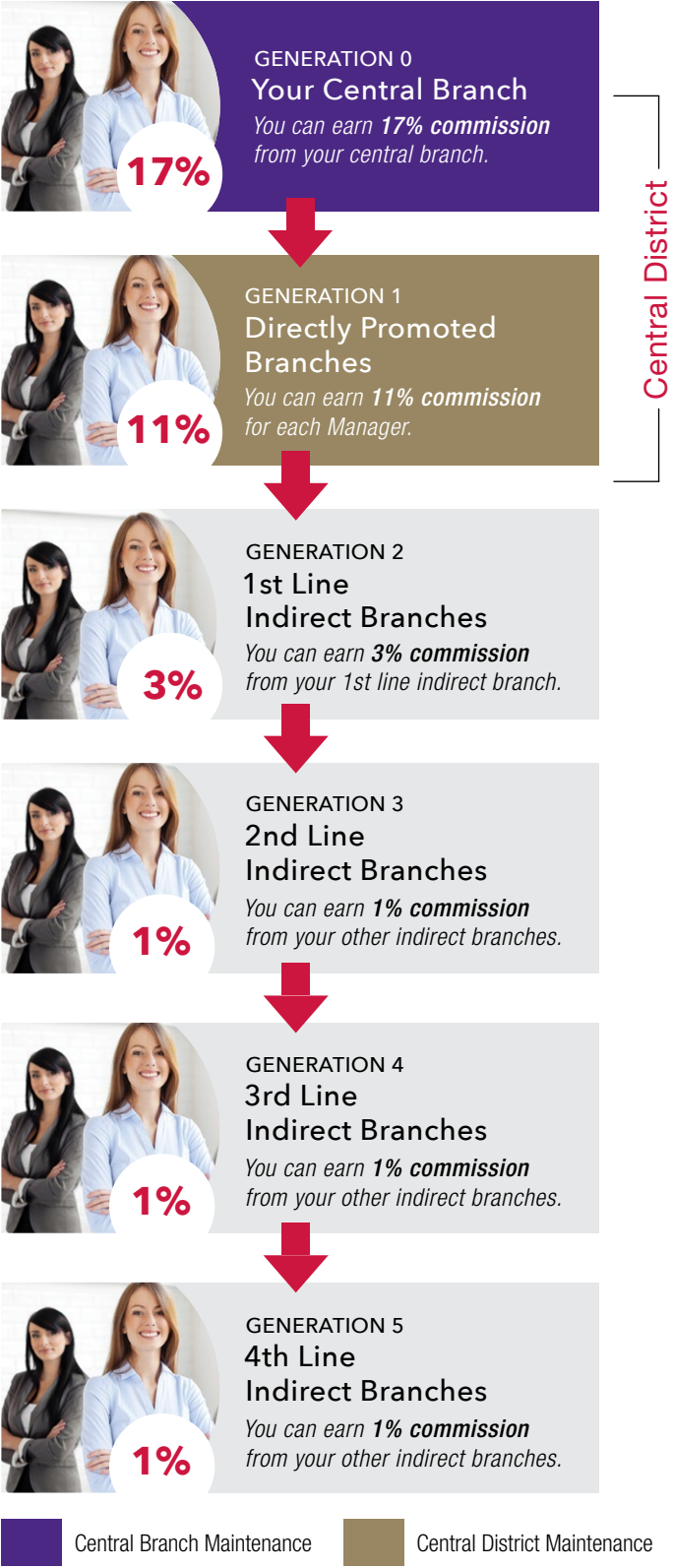


Figure A

District Director 3 who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to District Director 3' qualifications.

Benefits for promoting to District Director 3

- ✓ **17% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.
- ✓ **Potential \$400 Monthly Car Allowance**
See page 44 for details.
- ✓ **Receive \$187,500 in District Director Life Insurance**

Plus:

- ✓ Rose Gold Tone Swarovski Bracelet Watch for women or a Citizen Watch for men.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader meetings.

**The commission is calculated as a 17% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$204. It comes from \$2,400 x 50% x 17%.

WOMEN'S REWARD



MEN'S REWARD

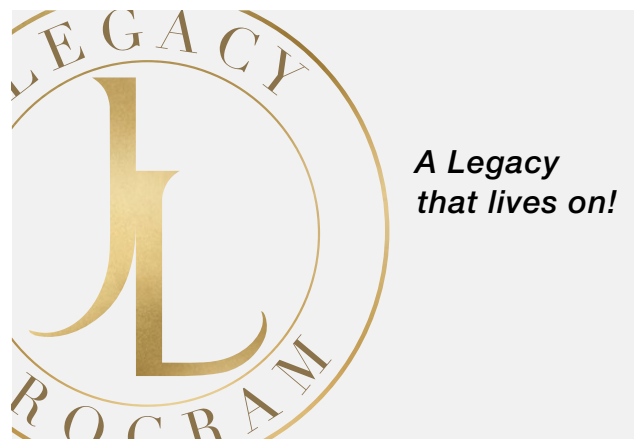


AMBASSADORS

*IMAGINE the
POSSIBILITIES*
AT THE TOP



*Grow to the
highest title
and receive
an exquisite
Movado Watch.*



Potential Bonuses For Ambassadors

- New Direct Group Bonus, P. 36
- Quarterly Bonus, P. 37
- Bonus for Helping Leaders, P. 39
- Ambassador Bonus Option, P. 44

Programs For Ambassadors

- VIP Club, P. 32
- Mercedes-Benz® Program, P. 44
- Legacy Program, P. 45
- Life Insurance, P. 45



AMBASSADORS

Through your sharing and leadership, everyone on your Team can enjoy increased personal growth and earnings potential.

How to promote to Ambassador

Promote 15 Direct Groups.	Have \$75,000 in Central District Paid Retail Sales (CDPRS) in one month.	Promotion to Ambassador is effective on the first day of the following month after qualifications are met.
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Maintain your Ambassador Title

To maintain your new title as Ambassador, you must achieve these monthly maintenance requirements:

1) Central Branch Maintenance

- Be an Active Consultant+
- Have four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Have Central Branch Paid Retail Sales of \$2,400 or more

2) Central District Maintenance

- Maintain your 15 directly promoted Branches
- \$75,000 in Central District Paid Retail Sales in the evaluating month.

See Figure A.

How you Earn Monthly Commissions with your Central District and Indirect Line Branches:

- For every directly promoted Manager through Ambassador, you'll earn 12% monthly Commission on the Paid Retail Sales of their Central Branch.**

Add Indirect Branches and earn more:

- Earn 3.5% Commission on the Paid Retail Sales of all Generation 2, 1st Line Indirect Branches.**
- You earn 1% Commission on the Paid Retail Sales of all Generation 3 and beyond Indirect Branches.**

+ An Active Consultant is a Consultant who has placed at least one Retail Order in the last four consecutive months.

* Ambassador's order does not count as one of the Four (4).

** Commission Override is calculated on 50% of the total Paid Retail Sales.

Grace Period opportunities apply to this title.

For more information see page 46.

How deep do your Commissions go on Indirect Branches?

The number of Generations for which a Leader is eligible to receive Commission Override is equal to the number of existing, directly promoted Branches, often referred to as the "Horizontal, Vertical" rule. Generations 3 and beyond are paid at 1%.

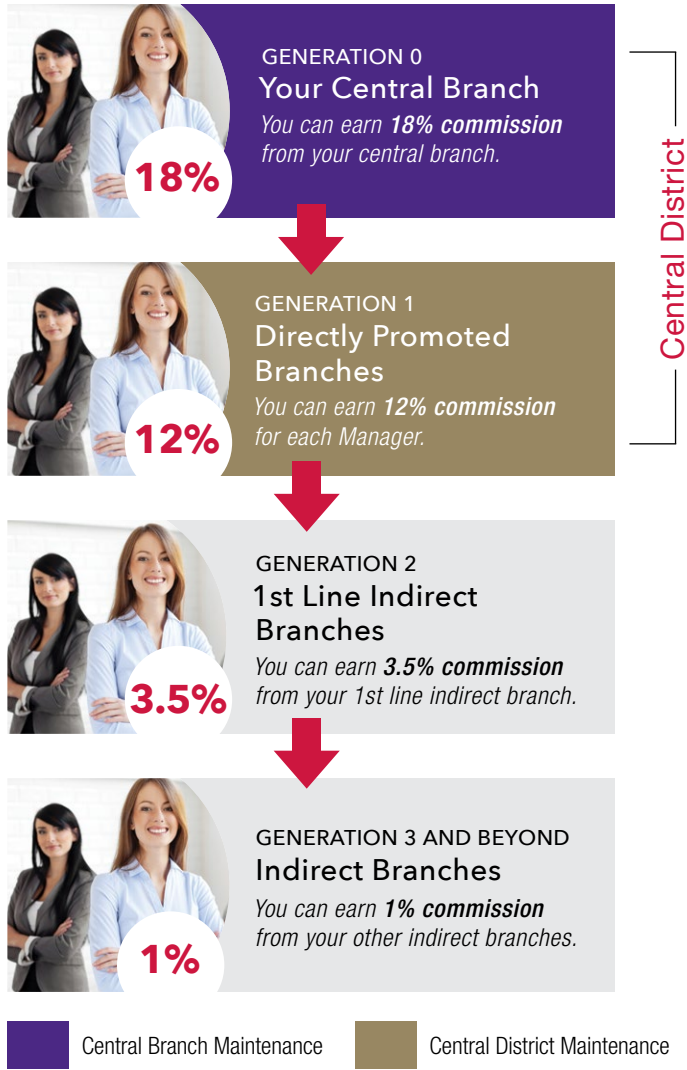


Figure A

Ambassador who does not meet the Central Branch maintenance requirements in the Evaluation month will forfeit Commission payment and any applicable bonuses in that month.

Re-qualification

You can re-qualify for this title by meeting the 'How to Promote to Ambassador' qualifications.

Benefits for promoting to Ambassador

✓ Eligible for Mercedes-Benz® E350 or GLE350 SUV

See page 44 for details.

✓ **18% Monthly Commission Overrides**** on the monthly Paid Retail Sales generated by you and your Consultants in your Central Branch.

✓ **Receive \$225,000 in Ambassador Life Insurance**

Plus:

- ✓ Ambassador Pin.
- ✓ An exquisite Movado Watch.
- ✓ First Class mailing of all company publications and communications.
- ✓ Special Leader Meetings.

***The commission is calculated as a 18% of 50% of the Group (Team) Paid Retail Sales. For instance, with group Paid Retail Sales of \$2,400 in the month, the commission will be \$216. It comes from \$2,400 x 50% x 18%.*

WOMEN'S REWARD

MEN'S REWARD



On average, during 2021, 2.68% of The Consultant Base were Leaders; of the Leaders, 1.0% have achieved the Ambassador Title.

BECOME A VIP MEMBER

Join the VIP Club and enjoy exclusive benefits.

STEP 1: BECOME A MEMBER

- Achieve \$450 in Personal Retail Sales each month in 4 consecutive months.

MONTH 1 **\$450** *Personal Retail Sales*

MONTH 2 **\$450** *Personal Retail Sales*

MONTH 3 **\$450** *Personal Retail Sales*

MONTH 4 **\$450** *Personal Retail Sales*
You're in the VIP Club!

Receive the VIP Club Welcome Pack*
Pack includes: JAFRA ROYAL Defy Rich Crème Cleanser, Defy Active Firming Serum, VIP Club Pin, Keychain & Notepad.



STEP 2: MAINTAIN YOUR MEMBERSHIP

Once you become a VIP Club member, achieve \$450 in monthly Personal Retail Sales EVERY MONTH.
IF YOU MISS A MONTH OF \$450 SALES – DON'T WORRY - YOU CAN REJOIN THE CLUB!
To get back in the VIP Club just repeat STEP 1.

ENJOY SPECIAL PROMOTIONS
As a VIP Club Member, you'll enjoy exclusive VIP Club offers, be the first to purchase new products, and earn our highest commission of 50% discount on all your orders.

EARN SPECIAL QUARTERLY GIFTS!
Achieve \$450 in Personal Retail Sales EACH month of a quarter to receive an exclusive FREE GIFT when you achieve \$450 in Personal Retail Sales the 1st month of the following quarter.

	\$450 IN PERSONAL RETAIL SALES EACH MONTH			GIFT
QUARTER 1	January	February	March	APRIL
QUARTER 2	April	May	June	JULY
QUARTER 3	July	August	September	OCTOBER
QUARTER 4	October	November	December	JANUARY

*VIP Club Welcome Pack is awarded only once, when you become a VIP Club member for the first time. During 2021, on average, 8.6% of the Consultant Base were members of the VIP Club Program and on average, 89.6% of the VIP Club Members earned the VIP Quarterly Rewards.



BONUSES

JUST FOR
LEADERS
LIKE YOU!

IT JUST FEELS RIGHT *BEING A LEADER*

Stand out from the crowd, through hard work and dedication, and open the door to more benefits.

NEW MANAGER BONUS

As a Manager you'll earn commission from your Personal Sales & your Team Sales.

PROMOTE TO MANAGER TO EARN UP TO \$1,500 IN BONUSES

Promote in your qualifying month with these special requirements:

- Achieve \$300 in Cumulative Personal Retail Sales.
- Have **\$3,300** in Pre-Branch Paid Retail Sales.
- Have **10** Consultants in the Pre-Branch, each with \$300 or more Cumulative Retail Sales. At least 4 must be invited by you.

EARN:

- 11% Commission on the sales of your Central Branch.



EARN YOUR BONUS IN MONTHS 2 & 6

AFTER YOUR QUALIFYING MONTH, EVERY MONTH DO THIS: Each month continue to meet the same special requirements above to earn your bonus.

Month 1: Meet the special requirements.

Earn: 11% Commission

Month 2: Meet the special requirements.

Earn: 11% Commission & a **\$500 BONUS**

Months 3, 4, & 5: Each month, meeting the special requirements.

Earn: 11% Commission each month.

Month 6: Meet the special requirements

Earn: 11% Commission & a **\$1000 BONUS**

On average, during 2021, 0.07% of the Consultant Base promoted to Manager for the first Time. This New Manager Bonus was implemented September 1, 2021 and consequently there are yet to be achievers.

- You must fulfill all Manager requirements according to title to earn commission and bonus payout for the month. The bonuses are available for 1st time New Managers only. If you miss one month of special requirements, you are no longer eligible to earn this bonus.
- The commission is calculated as 11% of 50% of the Central Branch Paid Retail Sales. For instance, with Central Branch Paid Retail Sales of \$2,400 in the month, the commission will be \$132. It comes from $\$2,400 \times 50\% \times 11\%$.



NEW DIRECT GROUP BONUS

Every time one of the Consultants on your team becomes a New Manager for the first time and earns a New Manager bonus, you will be eligible to earn your bonus:

Your **New Manager** earns the **\$500 Bonus**,
you as the **Promoting Leader** earn the **\$250 Bonus**

Your **New Manager** earns the **\$1,000 Bonus**,
you as the **Promoting Leader** earn the **\$500 Bonus**



On average, during 2021, 2.68% of the Consultant Base were leaders; 0.07% of the Consultant Base promoted to Manager for the first Time. This New Direct Group Bonus was implemented September 1, 2021 and consequently there are yet to be achievers.

BONUSES
LEADERS CAN EARN

Build the buzz...helping your team learn
how to sell JAFRA products!

QUARTERLY BONUS

Help your New Consultants in your team achieve
personal retail sales of \$450 each in the month
they join or in the following month.

QUARTER	QUARTERLY BONUS
January-March	\$500
April-June	\$500
July-September	\$500
October-December	\$500
TOTAL YEARLY BONUS	\$2,000

EVERY QUARTER DO THIS:
Help **6 New Consultants** you personally introduced to JAFRA achieve each \$450 in Personal Retail Sales*
+
Help your team support **9 New Consultants** they introduced to JAFRA achieve each \$450 in Personal Retail Sales*

*New Consultant must achieve \$450 in Personal Paid Retail Sales in the month they join or in the following month. They will count toward the bonus in the quarter that they qualify. Personal New Consultants do not count towards Team New Consultants.
New Consultants will count towards the bonus in the quarter they qualified and in the Central Branch they are in at the time they qualify.
Note: When two Consultants in the same Lineage and Branch enter qualification to Manager in the same month and both meet the requirements to promote to Manager, all New Consultants who achieve \$450 Personal Retail Sales in the qualification month, will count towards Team New Consultants for the original Manager as well as the New Promoting Manager.

On average, during 2021, 2.68% of The Consultant Base were leaders; 3.08% of the Leaders have earned this bonus.



BONUS FOR MOVING UP

Earn bonuses every time you promote to a new title for the 1st time from DM1 up to Ambassador.

TITLE	BONUS PAYOUT
AMB	\$5,000
DD3	\$4,000
DD2	\$3,000
DD1	\$2,000
DM3	\$1,000
DM2	\$500
DM1	\$200

You must fulfill all requirements according to title to earn payout for the month. Each month is independent of each other.

Fulfillment is based on Central District Paid Retail Sales and the number of groups.

- **From DM1 - DM3**
You will be paid on the month you promote.
- **From DD1 - AMB**
You will be paid in \$1,000 increments starting with the month you promote as long as you perform.

On average, during 2021, 2.68% of The Consultant Base were Leaders. Of the Leaders 0.01% have earned the AMB Bonus; 0.02% have earned the DD3 Bonus; 0.07% have earned the DD2 Bonus; 0.13% have earned the DD1 Bonus; 0.06% have earned the DM3 Bonus; 0.27% have earned the DM2 Bonus and 0.59% of the Leaders have earned the DM1 Bonus.

BONUSES FOR HELPING OTHERS

Promote others to the highest titles in JAFRA and you'll be rewarded.

BONUS FOR HELPING LEADERS TO REACH THE DISTRICT DIRECTOR TITLE OR ABOVE

Earn bonuses every time you help a direct Leader move up for the 1st time from DD1 up to Ambassador.

TITLE	BONUS PAYOUT
AMB	\$2,500
DD3	\$2,000
DD2	\$1,500
DD1	\$1,000

To receive your bonus, you must fulfill your title requirements which must be the same as or higher than the direct District Director or Ambassador you promote.

Your new Leader must fulfill title requirements according to her new title for you to earn your payout.*

Fulfillment is based on Central District Paid Retail Sales and the number of groups.

*You will be paid in \$500 increments starting with the month your direct Leader promotes.

On average, in 2021, 2.68% of The Consultant Base were Leaders. Of the Leaders 7.0% have achieved the title of DD1 or higher; 0.05% have earned the AMB Bonus; 0.02% have earned the DD3 Bonus; 0.01% have earned the DD2 Bonus; 0.06% of the Leaders have earned the DD1 Bonus.



MY MAZDA CAR PROGRAM

DRIVE
*INTO YOUR FUTURE
with a NEW CAR!*

The Mazda Car Program is a 12 month program. On average, 0.03% of the Consultant Base chose to participate in this program from December 2019 to November 2020 completing the program in 2021; 7.7% of the participants completed the program successfully and earned their Mazda.

Get started

Before the 20th of any month, send an email to MyMazda@jafra.com, confirming you would like to participate in the Mazda Car Program. Let your Regional Director of Leadership Development know that you are committed by copying her on your email. To start in the program, you must promote an incremental 1st time New Group by the 1st of the month after you submit your email. Should this requirement not be met, participant will not be able to start in the MAZDA Car Program and will need to re-apply at a later time.

How Long Is The Program? Just Think 12+2

Starting with the month following your confirmation, you'll have 12+2 months to earn your car. During your 12 months, you will have TWO opportunities to use one more month in the quarter to achieve your requirements. You can use 1 or 2 extra months (maximum of 1 per quarter) to achieve your quarterly requirements. However, if that happens, we will add 1 more month to the Base of Central District Paid Retail Sales we are using in the comparison for the previous year and this will extend your qualification period to 13 or 14 months and your Personal Retail Sales (Ordered and Paid) requirements will be increased by \$1,000 for the quarter. Should you need an additional month, your monthly tracking email will reflect the new completion date and the updated sales requirement the following month.

Who can earn the car?

The Mazda Car program is designed to support Consultants and Leaders to grow in the JAFRA Program, both in title and in Lineage. ANY Consultants and Leaders may participate excluding Ambassadors. All participants need to complete the requirements within the 12 month qualifying period. It's going to take consistent work and COMMITMENT to get you there. Follow the steps on pages 42 and 43 to drive away with your dream car!

New Groups (New Lineage Structure)

At the end of the qualification period you must have developed a New Lineage by adding New Groups as follows:

- 5 NEW Direct Groups – Generation 1*
- 3 NEW Indirect Groups – Generation 2*

The 3 Indirect Groups must come from your 5 NEW Direct Generation 1 Groups. No more than 2 can come from the same Leader. By the end of Mazda Qualification Program, you must have at least 3 new directly promoted DM1s or 1 new directly promoted DM1, and 1 new directly promoted DM2.

- 1 NEW Indirect Group – Generation 3*

The 1 Indirect Group from Generation 3 must come from one of the 3 New Groups from Generation 2.

Required Incremental New Groups for the quarter must be promoted by the first day of the quarter the participant is starting. Required incremental and performance of New Groups will be evaluated monthly. **A performing New Group must achieve: Leader’s personal order of \$400 or more, 7 Ordering Consultants in the Central Branch, each with \$400 or more, and Central Branch Paid Retail Sales of \$3,000 or more.*

Quarterly Goals

- Quarter 1 will be your first three Months in the My Mazda Car Program.
- Quarter 2 will be the next three months after finishing Quarter 1.
- Quarter 3 will be the next three months after finishing Quarter 2.
- Quarter 4 will be the next three months after finishing Quarter 3.
- If using an extra month, the Quarter will have 4 months instead of 3.
- If Quarter requirements are not met after using extra Month, participant **will not continue** in the My Mazda Car Program.
- If a third extra Month is needed, participant **will not continue** in the My Mazda Car Program.
- Participants are eligible to Start in the My Mazda Car Program up to three times. **After this, they no longer are eligible to participate in this program.**

Quarter 1 Goals

- Must Achieve \$3,000 in Personal Ordered and Paid Retail Sales.
- Must start the quarter with **1 incremental New Groups in Generation 1.**
- Incremental count of new groups to be evaluated at the beginning of each month.
- Every month, the Incremental New Group must perform: Manager Personal Order of \$400, 7 Ordering Consultants in Central Branch with \$400 each, and Central Branch Paid Retail Sales of \$3,000.

Quarter 2 Goals

- Must Achieve \$3,000 in Personal Ordered and Paid Retail Sales.
- Must start the quarter with **2 incremental New Groups in Generation 1.**
- Must start the quarter with **1 incremental New Group in Generation 2.**
- Incremental count of new groups to be evaluated at the beginning of each month.
- Every month, the Incremental New Group must perform: Manager Personal Order of \$400, 7 Ordering Consultants in Central Branch with \$400 each, and Central Branch Paid Retail Sales of \$3,000.

Quarter 3 Goals

- Must Achieve \$3,000 in Personal Ordered and Paid Retail Sales.
- Must start the quarter with **3 incremental New Groups in Generation 1.**
- Must start the quarter with **2 incremental New Groups in Generation 2.**
- Incremental count of new groups to be evaluated at the beginning of each month.
- Every month, the Incremental New Group must perform: Manager Personal Order of \$400, 7 Ordering Consultants in Central Branch with \$400 each, and Central Branch Paid Retail Sales of \$3,000.

Quarter 4 Goals

- Must Achieve \$3,000 in Personal Ordered and Paid Retail Sales.
- Must start the quarter with **5 incremental New Groups in Generation 1.**
- Must start the quarter with **3 incremental New Groups in Generation 2.**
- Must start the quarter with **1 incremental New Group in Generation 3.**
- Incremental count of new groups to be evaluated at the beginning of each month.
- Every month, the Incremental New Group must perform: Manager Personal Order of \$400, 7 Ordering Consultants in Central Branch with \$400 each, and Central Branch Paid Retail Sales of \$3,000.
- All New Groups must have generated \$162,000 in Incremental Paid Retail Sales during the Qualification Period.
- All sales from New Groups that demoted will not count towards the \$162,000 goal.
- New Groups must comply with Lineage Structure as stated in **New Groups (New Lineage Structure)** section.

If a New Direct or New Indirect Group demotes to Consultant, the Central Branch Paid Retail Sales of this Group during the qualification period will NOT count towards the \$162,000 goal. Therefore, any Sales previously generated by the demoted New Groups will be removed for the purpose of the qualification for this program.

The Mazda Car Program is a 12 month program. On average, 0.03% of the Consultant Base chose to participate in this program from December 2019 to November 2020 completing the program in 2021; 7.7% of the participants completed the program successfully and earned their Mazda.

Quarterly Breakdown

Quarterly Program Goals Overview

	PERSONAL ORDERED & PAID RETAIL SALES	NEW DIRECT GROUPS GEN 1 PERFORMING*	NEW DIRECT GROUPS GEN 2 PERFORMING*	NEW DIRECT GROUPS GEN 3 PERFORMING*	# OF TOTAL DIRECT GROUPS GEN 1	# OF TOTAL INDIRECT GROUPS GEN 2	# OF TOTAL INDIRECT GROUPS GEN 3
Q1 Goals	\$3,000	1			# of Gen 1 Groups during month Prior to Program Start +1		
Q2 Goals	\$3,000	2	1		# of Gen 1 Groups during month Prior to Program Start +2	# of Gen 2 Groups during month Prior to Program Start +1	
Q3 Goals	\$3,000	3	2		# of Gen 1 Groups during month Prior to Program Start +3	# of Gen 2 Groups during month Prior to Program Start +2	
Q4 Goals	\$3,000	5	3	1	# of Gen 1 Groups during month Prior to Program Start +5	# of Gen 2 Groups during month Prior to Program Start +3	# of Gen 3 Groups during month Prior to Program Start +1

Program Goals

Performance Goals of Newly Promoted Groups to be measured monthly. Required Incremental New Groups must perform to continue qualifying in the program. Program goals will be measured at the end of Quarter 4 for the duration of the program (12 + 2 months):

	PAID RETAIL SALES FROM NEW GROUP	CDPRS 12 MONTHS	# OF DIRECT GROUPS GEN 1	# OF INDIRECT GROUPS GEN 2	# OF INDIRECT GROUPS GEN 3
Before Start of Program		CDPRS during the 12 months before Starting in the Program	# of Gen 1 Groups during month Prior to Program Start	# of Gen 2 Groups during month Prior to Program Start	# of Gen 3 Groups during month Prior to Program Start
At End of Program	\$162,000	CDPRS during the 12 months before Starting in the Program + \$162,000	# of Gen 1 Groups during month Prior to Program Start + 5	# of Gen 2 Groups during month Prior to Program Start + 3	# of Gen 3 Groups during month Prior to Program Start + 1

The chart pictured above is for visual representation only. You will receive your Personalized Goal Chart via email.

Ensure you Maintain or Grow the Number of Groups (Generation 1, 2 and 3) you had before starting in the My Mazda Car Program. Groups may be the same or different (Managers) from those existing before starting the My Mazda Car Program. The Lineage Structure you had before starting the My Mazda Car Program must maintain the same Sales volume or more of the prior 12 months during the qualification period. In the case that the sales are lower your New Groups must compensate for the difference.

The Mazda Car Program is a 12 month program that was launched on March 2018 and is a once in a lifetime achievement. JAFRA reserves the right to modify programs and substitute rewards with ones of greater or equal value. All car achievers are responsible for State and Federal income taxes in regard to receiving their car.

Leaders who are registered in the Program and promote to Ambassador during the program: *If the Leader, in her first month as Ambassador, is in the **First or Second Quarter** of the Mazda Car Program: The Ambassador will start to qualify for the Mercedes Benz/\$600 Bonus Program. The Ambassador will not be able to continue her qualification for the Mazda Car Program. If the Leader, in her first month as Ambassador, is in the **Third or Fourth Quarter** of the Mazda Car Program: The Ambassador, in her first month as Ambassador, should choose between the following two options: Continue qualifying for the Mazda Car Program, or Cancel the Mazda Program qualification process and begin the qualification process for the Mercedes Benz/\$600 Bonus.*

Ambassadors that continue qualifying for the Mazda Car Program: *During the period the Leader is qualifying for the Mazda Car Program, the Leader will not be eligible to qualify for the Mercedes Benz/\$600 Bonus Program. If the Ambassador earns the Mazda, he/she will be eligible for the \$600 bonus and can start qualifying for the Mercedes Benz 24 months after being promoted to Ambassador. If the Ambassador doesn’t earn the Mazda, he/she will be eligible for the \$600 bonus and can start qualifying for the Mercedes Benz the month following the end of the Mazda qualification period.*

CAR ALLOWANCE PROGRAM

District Directors

District Directors will receive a Car Allowance Bonus every month they achieve all Central District and Central Branch Requirements for their corresponding title. When a District Director receives a grace period the Car Allowance Bonus will be forfeited for that month. District Director must maintain the highest paid title achieved since February 1, 2012 to be eligible for this Bonus.

Title	Bonus
District Director 1	\$300
District Director 2	\$350
District Director 3	\$400

On average, during 2021, 2.68% of The Consultant Base has achieved a title of leadership; 3.5% of the Leaders have achieved the title of District Director 1; 1.9% the District Director 2; 0.7% the District Director 3.

On average, during 2021, 0.33% of the Leaders have earned the DD3 Bonus; 0.66% the DD2 Bonus and 1.15% the DD1 Bonus.

Ambassadors

Ambassador will receive their vehicle lease once they perform as an Ambassador for six consecutive months. Leader needs to maintain a paid title of Ambassador at lease one month out of a rolling six month period in order to keep her car. Car benefit choice is for a minimum 3 year period. Ambassador Lease will be renewed every 3 years as long as they perform as an Ambassador the last six consecutive months of the current lease.

Ambassador may opt to forego the Car Benefit and receive \$600 per month Car Allowance Bonus Benefit provided that each month, Ambassador maintains the Ambassador paid title with no Central Branch and Central District Grace Periods.

LUXURY DESERVED -
THE AMBASSADOR
MERCEDES-BENZ®
CAR PROGRAM

A Mercedes-Benz® signifies status, class and style and is the perfect reflection of your achievement. As an Ambassador, you will have the opportunity to drive a Mercedes-Benz® based on your performance.



On average, in 2021, 2.68% of The Consultant Base has achieved a title of leadership; 1% of the Leaders have achieved the title of Ambassador.

IMAGINE THE
POSSIBILITIES
AT THE TOP
Ambassadors have even more reasons to celebrate.

LEGACY PROGRAM



A Legacy that lives on.

There's even more waiting for you when you reach the title of Ambassador. When you do, you will be provided with information on the JAFRA Legacy Program, a program that recognizes JAFRA's top Leaders. As an Ambassador, you're offered the unique opportunity to transfer your JAFRA legacy to a direct family member. This program is offered to Ambassadors only.

LIFE INSURANCE

As an Ambassador you are eligible for a life insurance policy with a benefit of \$225,000. Insurance eligibility limitations may apply.

GRACE PERIODS

Leaders are given opportunities to maintain their titles when, in a given month, Maintenance Requirements in the Central Branch and/or Central District are not met. These opportunities are referred to as Grace Periods. Grace Periods are assigned as follows:

Central Branch (CB) Grace Periods: Managers-Ambassadors

- A Central Branch Grace Period is assigned when the following monthly Central Branch Maintenance requirements are not met:
- Personal cumulative Retail Sales of \$300 (Mgrs-DM3s). District Director and Ambassador titles are exempt from this requirement.
 - Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
 - Central Branch Paid Retail Sales of \$2400 or more.

Leaders who do not meet the Central Branch Maintenance Requirements will be assigned a grace period and will forfeit commission overrides and bonuses for that month.

Leaders are given three Central Branch Grace Period opportunities in a rolling 12-month period. If a fourth Grace Period is assigned in the same rolling 12-month period, the Leader is demoted to Consultant title and loses all her direct and indirect Branches.

Central District (CD) Grace Periods: DM3-Ambassador

Central District Grace Periods are assigned when the following Central District Maintenance requirements are not met on each of the following titles:

	Direct Branches	CDPRS in the evaluated month
DM3	3	\$ 15,000
DD1	5	\$ 20,000
DD2	7	\$ 30,000
DD3	10	\$ 50,000
AMBASSADOR	15	\$ 75,000

If a District Manager 3, District Director or Ambassador misses either or both of her Central District requirements, i.e., number of Direct Branches or Central District Paid Retail Sales in the evaluated month, she will be assigned a Central District Grace Period, and will receive her Commission Override and according to her Title.

District Manager 3, District Directors and Ambassadors are given three Central District Grace Period opportunities in a rolling 12-month period. If a fourth Grace Period is assigned in the same rolling 12-month period, they are reevaluated and are reassigned to the title that corresponds with their Central District activity; this activity is determined by the number of Direct Branches and the amount of Central District Paid Retail Sales achieved in the month they receive their fourth Grace Period.

AT-A-GLANCE COMPENSATION PLAN

	Consultant	Manager	DM1	DM2	DM3	DD1	DD2	DD3	Ambassador
# of ordering Consultants with \$50+ cumulative Retail Sales		4	4	4	4	4	4	4	4
Required Branch(es) Central District Paid Retail Sales in the evaluated month		Central Branch	1 Direct	2 Directs	3 Directs \$15,000	5 Directs \$20,000	7 Directs \$30,000	10 Directs \$50,000	15 Directs \$75,000
Generation 0: Central Branch Overrides		11%	11%	11%	11%	17%	17%	17%	18%
Generation 1: Directly Promoted Branches/Overrides			11%	11%	11%	11%	11%	11%	12%
Generation 2: First Line Indirect Branches/Overrides				3%	3%	3%	3%	3%	3.5%
Generation 3: 2nd Line Indirect Branches - Overrides					1%	1%	1%	1%	1%
Generation 4: 3rd Line Indirect Branches - Overrides						1%	1%	1%	1%
Generation 5: 4th Line Indirect Branches - Overrides						1%	1%	1%	1%
Generation 6+: 5th Line and Beyond Indirect Branches - Overrides									1%
Mazda Car Program		➤	➤	➤	➤	➤	➤	➤	➤
Car Allowance (District Directors)						\$300	\$350	\$400	
Life Insurance						\$112,500	\$150,000	\$187,500	\$225,000
Car Program (Ambassadors)									Mercedes-Benz®
Legacy Program									➤
Trips/Conference	➤	➤	➤	➤	➤	➤	➤	➤	➤
Training	➤	➤	➤	➤	➤	➤	➤	➤	➤
Recognition	➤	➤	➤	➤	➤	➤	➤	➤	➤
New Manager Bonus		➤							
New Direct Group Bonus		➤	➤	➤	➤	➤	➤	➤	➤
Quarterly Bonus		➤	➤	➤	➤	➤	➤	➤	➤
Moving Up Bonus		➤	➤	➤	➤	➤	➤	➤	➤
Bonus for Helping Others						➤	➤	➤	➤

Monthly Central Branch Maintenance Requirements for all Leader Titles:

- Personal cumulative Retail Sales of \$300 or more. District Directors and Ambassador titles are exempt from this requirement.
- Four (4) ordering Consultants in the Central Branch each with \$50 or more in cumulative retail sales*
- Central Branch Paid Retail Sales of \$2,400 or more. Managers and Above titles that do not meet applicable Central Branch Maintenance Requirements in the evaluation month forfeit override payment and bonuses.
- Commission Override is calculated on 50% of the Total Paid Retail Sales in the evaluation month.

Monthly Title Maintenance Requirements for DM3, DD1, DD2, DD3, and Ambassador:

- Maintain the number of directly promoted Branches and Central District Paid Retail Sales applicable to each lineage title.

Managers and District Managers 1 to 3 need to accumulate \$300 in Monthly Personal Retail Sales.

On average, during 2021, 2.68% of The Consultant Base were Leaders: of the Leaders, 71% have achieved the Manager Title, 13.5% the District Manager 1, 5.4% the District Manager 2, 3% the District Manager 3, 3.5% the District Director 1, 1.9% the District Director 2, 0.7% the District Director 3 and 1% the Ambassador title.

*TAKE YOUR
BUSINESS
TO NEW
HEIGHTS*



JAFRA
freedom to be you