



Independent Consultant **Cash Bonus**

All Independent Consultants at the Consultant Level have the opportunity to be rewarded **each month** for personal sales and team building activity with overrides on personally sponsored Consultants and a new IC Cash Bonus!

We know you've set your goals for becoming a District Manager, and these activities will start you on the road to realising those dreams. Plus, you'll earn a little more along the way!



| Each Month As A Consultant | |
|--|--|
| Achieve | Receive |
| 500 Personal Qualifying Volume (PQV) in one month | 6% Override on all personally sponsored Independent Consultants |
| 2,500 QV in SuccessLine Volume AND Sponsor 2 Preferred Clients and/or Independent Consultants, who each do 150 PQV in the month | \$125 |



PROMOTION AND BONUS BOOSTERS

When you promote and grow through Arbonne's SuccessPlan, on top of your commissions and overrides, you'll also have the opportunity to earn exclusive perks and bonuses at each level. Our Promotion and Bonus Boosters incentive rewards you for building a solid foundation of consistent and growing sales volume at each stage of the SuccessPlan*. Talk to your upline and plan your path to success today!



New District Manager Opportunities

| | ACHIEVE | EARN |
|--------------------|--|--|
| SuccessPlan | District Manager Promotion | All Commissions and Overrides for District Managers* |
| BOOST IT! | <p>In your first 2 months as a District Manager:</p> <p>Achieve 2,500 Qualifying Volume in your Central District both months</p> <p>OR</p> <p>Promote a new District Manager from your Central District</p> | <p>DM Promotion and Bonus Booster Pack:</p> <p>RE9 Advanced. Set + Arbonne Intelligence. Genius Nightly Resurfacing Pads & Solution + an exclusive Arbonne-branded water bottle</p> |
| SuccessPlan | DM Cash Bonus Qualifications* | \$250 DM Cash Bonus |
| BOOST IT! | DM Cash Bonus Qualifications during any of the first 6 months as a District Manager | <p>NEW Bonus Booster**</p> <p>\$125 Bonus Booster added to your \$250 DM Cash Bonus = \$375</p> |

*Please review the Arbonne SuccessPlan for full Qualification and Maintenance details and Benefits.

**These incentives are only available for Independent Consultants promoting to these ranks for the first time. Independent Consultants re-promoting to these ranks or who have been reassigned to a rank from a higher rank are not eligible for these incentives.

PROMOTION AND BONUS BOOSTERS



New Area Manager Opportunities

| | ACHIEVE | EARN |
|--------------------|---|---|
| SuccessPlan | Area Manager Promotion | All Commissions and Overrides for Area Managers* |
| BOOST IT! | <p>In your first 2 months as an Area Manager: Achieve 10,000 Qualifying Volume in your Central Area both months</p> <p>OR</p> <p>Promote a new Area Manager from your Central Area</p> | <p>AM Promotion and Bonus Booster Pack:</p> <p>Arbonne Intelligence® Genius Ultra + RE9 Advanced® Intensive Renewal Serum + Lifting and Contouring Eye Cream + Nourishing Facial Oil + an exclusive Arbonne-branded tote bag set</p> |
| SuccessPlan | AM Cash Bonus Qualifications* | \$500 AM Cash Bonus |
| BOOST IT! | AM Cash Bonus Qualifications during any of the first 6 months as an Area Manager | <p>NEW Bonus Booster**</p> <p>\$250 Bonus Booster added to your \$500 AM Cash Bonus = \$750</p> |

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PROMOTION AND BONUS BOOSTERS

Cash Bonus

New Regional Vice President Opportunities

| | ACHIEVE | EARN |
|--------------------|---|---|
| SuccessPlan | Promote to Regional Vice President | All Commissions and Overrides for Regional Vice Presidents* |
| BOOST IT! | <p>In your first 2 months as a Regional Vice President:</p> <p>Achieve 40,000 Qualifying Volume in your Central Region both months</p> <p>OR</p> <p>Promote a new Regional Vice President from your Central Region</p> | <p>NEW Promotion Booster**</p> <p>\$625 Cash Bonus</p> |
| SuccessPlan | VP Cash Bonus Qualifications* | \$750 VP Cash Bonus |
| BOOST IT! | VP Cash Bonus Qualifications during any of the first 6 months as a Regional Vice President | <p>NEW Bonus Booster**</p> <p>\$375 Bonus Booster added to your \$750 VP Cash Bonus = \$1,125</p> |

New National Vice President Opportunities

| | ACHIEVE | EARN |
|--------------------|--|--|
| SuccessPlan | Promote to National Vice President | All Commissions and Overrides for National Vice Presidents* |
| BOOST IT! | <p>In your first 2 months as a National Vice President:</p> <p>Achieve 160,000 Qualifying Volume in your Central Nation both months</p> <p>OR</p> <p>Promote a new National Vice President from your Central Nation</p> | <p>NEW Promotion Booster**</p> <p>\$1,250 Cash Bonus</p> |
| SuccessPlan | VP Cash Bonus Qualifications* | \$750 VP Cash Bonus |



Regional Vice Presidents and National Vice Presidents also have the opportunity to participate in the Mercedes-Benz Cash Bonus program as a benefit in the Arbonne SuccessPlan. For complete details on the Arbonne Compensation Plan, visit iccs.arbonne.com.

*Please review the Arbonne SuccessPlan for full Qualification and Maintenance details and Benefits.

**These incentives are only available for Independent Consultants promoting to these ranks for the first time. Independent Consultants re-promoting to these ranks or who have been reassigned to a rank from a higher rank are not eligible for these incentives.

Terms and Conditions apply. Log in to The Source and search T&Cs.

FAQ

Q. Who can receive the Promotion and Bonus Booster incentive rewards?

A. This is a global incentive for all countries. All Independent Consultants are eligible to receive these rewards when they promote to these ranks for the first time and meet the qualification requirements. Independent Consultants will only be eligible to participate for new ranks that they have not achieved in the past. This incentive is for first-time promotions only. Note that Independent Consultants must achieve a minimum of 150 PQV during each month of qualification in order to receive these rewards.

Q. If I re-promote to a rank I previously held in the past, can I earn the Promotion and Bonus Booster incentive rewards?

A. No, this program is for first-time promotions only. For example, if a District Manager is reassigned to Independent Consultant rank, he or she cannot earn this incentive for the District Manager Promotion Booster or Bonus Booster. However, he or she will be eligible for the incentive upon promotion to Area Manager and above because he or she has not previously held this rank.

Q. How will I receive my Promotion Booster gifts?

A. After the reshuffle for Month 3, when you place a product order, you'll have the opportunity to add your gift to the order under the section, "Discounts and Special Offers."

Q. When I meet the qualifications for my rank Cash Bonus during my first 6 months at that rank, when will I receive the Bonus Booster amount?

A. You will receive this bonus for each month that you achieve the rank Cash Bonus during your first 6 months at that rank — that's up to 6 Bonus Booster cash payments! Bonus Booster amounts will be included in the commission/override payment for each month you qualified for the rank Cash Bonus. For example, if you promote to District Manager as of 1st February 2017, and then you qualify for the DM Cash bonus in March, you will receive your Bonus Booster in April, which is your payment for your March business.

Q. What happens to the Bonus Booster when I promote to another rank during my first 6 months as a District Manager, Area Manager or Regional Vice President?

A. When you promote to a new rank, you become eligible only for the Bonus Booster applicable to your NEW rank. Your previous rank Bonus Booster is no longer applicable, granting you 6 new months to earn the Bonus Booster at your new rank. For example: You promote to District Manager, and during your first 6 months as DM, you promote to Area Manager. You are now eligible to receive the \$250 Bonus Booster each month you qualify for the first 6 months after your AM promotion, in lieu of your previous DM reward.

Q. If I finish qualification to promote to another rank during my second month as a District Manager, Area Manager or Regional Vice President, will I still get the Promotion Booster and/or Bonus Booster reward(s) for my current level if I achieve them that month?

A. Yes. Your rewards are based on your title for the month you achieve the rewards, even if you promote as of the first of the following month. For example, if a District Manager promotes to Area Manager within their first two months of being District Manager, and they meet the qualifications for the Promotion Booster and Bonus Booster at the DM level, they will receive those rewards.

Q. Where are the details for achieving Qualification and Maintenance for the SuccessPlan ranks and rank Cash Bonuses?

A. All these details are provided in the SuccessPlan, located on The Source.

Q. Do the products that are awarded for earning the incentive have Qualifying Volume (QV)?

A. No.

Q. How can I track my progress for this incentive?

A. Log in to arbonne.com, go to My Office, and view your Qualifying Volume for promotion and rank Cash Bonuses on your dashboard. There is no separate tracker.

Q. How does this incentive work with the Strong Start and GrowStrong Programs?

A. The Strong Start and GrowStrong Programs ended as of 31st December 2016. The transition from those programs to the new incentive benefits will be as follows:

Strong Start Transition Program

Anyone with a Start Date in December 2016 may still opt in to the existing Strong Start Program by achieving 1,500 QV either in December 2016 or in January 2017 and they will finish out their Strong Start Program in 2017. They will automatically participate in this new program and can earn benefits under BOTH programs.

GrowStrong Transition Program

Anyone who is participating in GrowStrong as of the end of December will continue to finish their program. For example, if December is Month 1, then January is Month 2 and February is Month 3. No new participants will start GrowStrong beginning January 2017.

District Manager Promotions as of 1st January 2017

Those who promote to District Manager as of 1st January 2017 will be participating in GrowStrong. January will be Month 1, February will be Month 2, and March will be Month 3. They will automatically participate in the new program with their first goal being the Area Manager promotion.

