



## INDEPENDENT CONSULTANT COMPENSATION SUMMARY | U.S.

### COMPANY OVERVIEW

Arbonne International, LLC (“Arbonne”) is a direct selling company that operates in the United States and its territories,<sup>1</sup> and through its subsidiaries, also does business in Australia, Canada and United Kingdom. Arbonne markets an exclusive line of premium quality skin care, cosmetics, health and wellness products based on botanical principles.

### OUR ARBONNE INDEPENDENT CONSULTANTS

Arbonne markets its products exclusively through a network of Arbonne Independent Consultants. During the four quarters in 2009, Arbonne had an average of 752,052 Active Arbonne Independent Consultants worldwide and 680,449 in the United States and its territories. An “Active Arbonne Independent Consultant” is: (a) one whose Arbonne Independent Consultant Application or Renewal has been accepted by Arbonne within the preceding 12 calendar months; or (b) one who has an Arbonne Independent Consultant Application on file and has (i) placed an order with Arbonne within the preceding 12 calendar months or (ii) has sponsored another Arbonne Independent Consultant with Arbonne within the preceding 12 calendar months. Please see the Arbonne SuccessPlan Policies & Procedures Manual for more information. Arbonne Independent Consultants include the ranks of Preferred Clients, Consultants, Managers and Vice Presidents, each of which are different ranks within the Arbonne Compensation Plan.

### THE ARBONNE COMPENSATION PLAN

There are two basic ways in which Arbonne Independent Consultants can earn compensation:

1. Through retail profit on sales of products purchased at discounted prices from Arbonne.
2. Through commissions, overrides and bonuses paid on an Arbonne Independent Consultant’s product sales volume and the sales volume of other Arbonne Independent Consultants on their team ... also known as their downline. Please refer to the SuccessPlan Policies & Procedures Manual for more information.

As with any other sales opportunity, the compensation earned by Arbonne Independent Consultants varies significantly. The cost to become an Arbonne Independent Consultant is very low and people become Arbonne Independent Consultants for various reasons.

Generating meaningful compensation as an Arbonne Independent Consultant requires considerable time, effort and commitment. This is not a get-rich-quick program and there are no guarantees of financial success. It is an opportunity that is shared by thousands who have chosen to embrace the Arbonne products and/or business. The success or failure of each Arbonne Independent Consultant, like any other independent business, depends on each Arbonne Independent Consultant’s own skills and personal effort. Arbonne is a product-driven company that strongly encourages people to try our products as customers/clients before building a business.

### PREFERRED CLIENT AND CONSULTANT DISCOUNT

Arbonne Independent Consultants can buy products from Arbonne at discounted prices for resale to Clients or for personal use. Arbonne Preferred Clients receive a 20% discount on all Arbonne products and Consultants, Managers and Vice Presidents receive a 35% discount on all Arbonne products. Most Arbonne Independent Consultants personally use the products in addition to retailing them. As a result of these different scenarios, Arbonne does not provide an estimate of average or actual Arbonne Independent Consultant income from retail sales in this compensation summary.



## EARNING OVERRIDES AND BONUSES

Preferred Clients<sup>2</sup>, Consultants, Managers and Vice Presidents also can earn commissions, overrides and bonuses, based on their own sales of products and the sales of their downline of sponsored Arbonne Independent Consultants in the United States and its territories,<sup>1</sup> Australia, Canada and the United Kingdom. Arbonne also sells promotional materials — known as Business Aids — that do not generate overrides and bonuses to Arbonne Independent Consultants because these are sales support tools, not products for resale.

During 2009, Arbonne paid in excess of \$135 million in overrides and bonuses to Active Arbonne Independent Consultants in the United States and its territories. These payments are reflected in the table below (all amounts are represented in U.S. Dollars):

RANK	TOTAL AVERAGE QUARTERLY OVERRIDES & BONUS	AVERAGE QUARTERLY OVERRIDES & BONUS <sup>3</sup>	AVERAGE % OF TOTAL ACTIVE ARBONNE INDEPENDENT CONSULTANTS <sup>4</sup> RECEIVING AN OVERRIDE/BONUS	AVERAGE NUMBER OF MONTHS TO PROMOTE TO DESIGNATED RANK <sup>5</sup>
Preferred Clients and Consultants	\$541,798	\$151.17	0.53%	N/A
District Managers	\$4,010,375	\$653.26	0.91%	11.63
Area Managers	\$5,824,933	\$2,976.46	0.29%	24.90
Regional Vice Presidents	\$8,059,867	\$10,619.06	0.11%	39.03
National Vice Presidents	\$11,633,031	\$44,232.06	0.04%	42.94

The average override and bonus paid to all Active Arbonne Independent Consultants in the United States and its territories<sup>1</sup> was \$44.36 per quarter and \$177.44 on an annualized basis.<sup>6</sup> During the four quarters in 2009, an average of 22,773 Active Arbonne Independent Consultants (3.36% of all Active Arbonne Independent Consultants) in the United States and its territories received an override or bonus check from Arbonne. The average quarterly override and bonus paid to Active Arbonne Independent Consultants in the United States and its territories that qualified for an override and bonus check was \$1,320.42, or \$5,281.69 on an annualized basis.

**Note:** These figures do not represent Arbonne Independent Consultants' profits, as they do not consider expenses incurred by Arbonne Independent Consultants in the promotion of their business and do not include retail profit.

**THERE ARE NO GUARANTEES REGARDING INCOME, AND THE SUCCESS OR FAILURE OF EACH ARBONNE INDEPENDENT CONSULTANT, LIKE ANY OTHER BUSINESS, DEPENDS ON EACH ARBONNE INDEPENDENT CONSULTANT'S OWN SKILLS AND PERSONAL EFFORT. YOU SHOULD NOT RELY ON THE RESULTS OF OTHER ARBONNE INDEPENDENT CONSULTANTS AS AN INDICATION OF WHAT YOU SHOULD EXPECT TO EARN. ARBONNE IS A PRODUCT-DRIVEN COMPANY THAT STRONGLY ENCOURAGES CONSUMERS TO USE ITS PRODUCTS BEFORE ATTEMPTING TO BUILD A BUSINESS.**

<sup>1</sup>United States and its territories includes the United States, Puerto Rico and the U.S. Virgin Islands.

<sup>2</sup>Preferred Clients are eligible for overrides and bonuses, but are not eligible for commissions.

<sup>3</sup>Because not all Active Arbonne Independent Consultants earn overrides and bonuses, these numbers represent the average quarterly overrides and bonuses paid to the individuals who did.

<sup>4</sup>These percentages are calculated by taking the average number of people qualified for each rank during an entire quarter, adding all four quarters up and dividing by four.

<sup>5</sup>Average number of months to promote to designated ranks is based on all promotions that occurred in the United States and its territories for 2009.

<sup>6</sup>These numbers were attained by dividing the Total Average Quarterly Overrides and Bonuses paid by the quarterly number of average Active Arbonne Independent Consultants.

For further details about the Arbonne Compensation Plan speak to your Arbonne Independent Consultant or view the Arbonne SuccessPlan Policies & Procedures Manual.