

# Thirty-One Gifts LLC - Income Disclosure Statement 2015

With the opportunity to work from home and be a business owner, you can chart your own unique course. A Thirty-One business is yours to dream, build and develop!

We understand each Consultant's experience is unique. However, as you build your own business at Thirty-One, the following information should help you better understand the average earnings at each Paid-at Title. The figures in the chart below are based on the previous year and are not reflective of changes or modifications that may be made to the Career Path or Compensation Plan in the current year. Consultants can find Thirty-One's income disclosure policy and guidance about how to use this Income Disclosure Statement in the Consultant Guidebook.

A Consultant is an independent sales contractor of Thirty-One Gifts LLC ("Thirty-One") products. A Consultant is "Working" if she received at least one check in 2015. In 2015, 14% of all Consultants received no income from Thirty-One.

Working Consultant Paid-at Title	Average hours worked per week	Number of Consultants at this Paid-at Title(a)	Percent of Working Consultants at this Paid-at Title(b)	Percent of all Consultants(c)	2015 Annual Income (U.S. Dollars)			Months Working in Thirty-One Gifts		
					High	Average	Low	High	Average	Low
Consultant	7	120,598	92.1%	79.4%	\$11,669	\$548	\$1	117	19	1
Sr. Consultant	9	7,481	5.7%	4.9%	\$46,262	\$,928	\$1	124	41	3
Director	16	1,809	1.4%	1.2%	\$29,888	\$8,717	\$102	115	47	4
Sr. Director	18	616	0.5%	0.4%	\$94,705	\$17,958	\$209	117	66	19
Executive Director	23	306	0.2%	0.2%	\$248,090	\$42,130	\$3,330	112	74	38
Sr. Executive Director	31	121	0.1%	0.1%	\$330,859	\$109,676	\$35,609	140	86	55
National Executive Director	35	24	0.02%	0.02%	\$743,932	\$311,399	\$169,093	146	100	71

(a) Includes consultants at this Paid-at Title 12/31/15 (or terminated if earlier). Consultants may have been paid at this Paid-at Title for one month or more.

(b) In 2015, 130,955 consultants received at least one check from Thirty-One.

(c) All consultants include the 130,955 consultants who received at least one check plus an additional 20,894 consultants who did not earn compensation in 2015, but were active for at least one month during 2015.

Note that these figures do not represent a Consultant's profit, as they do not consider expenses incurred by a Consultant in operation or promotion of her business. The figures above refer to gross income (total income before any expenses are deducted). The expenses a Consultant incurs in the operation of her Thirty-One Gifts business vary widely. Expenses for Consultants can be several thousand dollars annually. You should factor in estimated expenses when projecting potential profits. Such operating expenses could include advertising and promotional expenses, product samples, training, travel, telephone and Internet costs, and miscellaneous expenses. Thirty-One Gifts does not require Consultants to purchase or maintain inventory. As a matter of fact, our policies clearly prohibit this practice.

The earnings of the Consultants in this chart are not necessarily representative of the income, if any, that a Consultant can or will earn through her Thirty-One business. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any representation or guarantee of earnings would be misleading. Your success with Thirty-One results only from successful sales efforts, which require hard work, diligence and leadership. Your success will depend upon how effectively you exercise these qualities. We're committed to doing the right thing and following good business practices, as well as all laws regulating our industry.