



What You Need to Know About Joining Independent Consultant Earnings Statement

WHAT IS THE ARBONNE BUSINESS OPPORTUNITY?

Arbonne Independent Consultants do not earn compensation for recruiting or sponsoring other Arbonne Independent Consultants. They only earn compensation when products are sold.



Be your own boss with low start-up costs



Earn commissions from products you sell



Run a business from your smartphone



Build a team of Independent Consultants who do the same

HOW CAN I EARN AN INCOME?

1

Commissions

Your profit from personal product sales to Preferred Clients & Clients

2

Overrides

Your earnings from product sales by your team

3

Awards

Additional awards offered at every level based on team sales performance

WHAT'S TYPICAL?

During 2020, Arbonne paid in excess of \$385 million in Preferred Client commissions, overrides and awards (together "Earnings") to Independent Consultants globally and \$288 million in Earnings in the United States and its territories.

ANNUAL EARNINGS OF ARBONNE INDEPENDENT CONSULTANTS IN 2020

LEVEL	AVERAGE ANNUAL EARNINGS	MEDIAN ANNUAL EARNINGS	TOP 50 AVERAGE	BOTTOM 50 AVERAGE	% OF INDEPENDENT CONSULTANTS AT LEVEL	AVERAGE TIME TO POSITION
National Vice Presidents	\$253,607	\$173,677	\$706,859	\$94,936	1%	60 Months
Regional Vice Presidents	\$62,711	\$58,719	\$134,269	\$22,291	2%	35 Months
Area Managers	\$13,785	\$12,037	\$46,780	\$1,713	8%	20 Months
District Managers	\$2,299	\$1,769	\$16,166	\$21	33%	7 Months
Independent Consultants	\$206	\$108	\$2,622	\$1	56%	n/a

Note: These figures do not represent Arbonne Independent Consultants' profits, as they do not include expenses such as renewal fees, event registration, travel, office supplies, insurance premiums, etc. incurred by Arbonne Independent Consultants in the promotion of their businesses. There are no guarantees regarding earnings, and the success or failure of each Arbonne Independent Consultant, like any other business, depends on your own skills and personal effort. You should not rely on the results of other Arbonne Independent Consultants to indicate what you could expect to earn.

WHAT IF I CHANGE MY MIND?

You can cancel your Agreement at any time. Contact Customer Service at **1.800.ARBONNE** to cancel your Agreement and receive a full refund on unopened product. The U.S. Independent Consultant Earnings Statement 2020 is available at earnings.arbonne.com.

For further details about the Arbonne SuccessPlan, speak to your Arbonne Independent Consultant, or visit arbonne.com.

AWARDS & INCENTIVE TRIPS

In addition to the earnings opportunities in the SuccessPlan, Arbonne may offer awards, incentives and recognition programs for its Arbonne Independent Consultants. In 2020:

- Arbonne Independent Consultants at the Vice President level were eligible for the VP Success Award (an allowance starting at \$200/month to be applied to the purchase or lease of a white Mercedes-Benz) based on team sales volume. Less than 2% of Arbonne Independent Consultants earned the VP Success Award.
- 577 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Leadership Meeting incentive trip to Wailea, HI, of which 565 earned the trip.
- 549 Arbonne Independent Consultants at the National Vice President level were eligible to participate and earn the NVP Challenge trip 40th Anniversary Adriatic Cruise, of which 28 earned the trip.
- 13,331 Independent Consultants registered to participate in the Arbonne Incentive Trip to Atlantis, Bahamas, of which 1,161 earned the trip.
- 549 Arbonne Independent Consultants at the National Vice President level were eligible to earn paid round-trip travel and a hotel suite at Arbonne's annual meeting (GTC) in Las Vegas, NV, of which 357 earned the trip in 2019. Due to pandemic restrictions this event was not held in 2020.

Note: These figures do not include or represent expenses such as event registration fees, travel for family members, etc. incurred by Arbonne Independent Consultants.



Arbonne is a proud member of the Direct Selling Association.

