



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



Low start-up costs for your new business



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 your product sales to your Preferred Clients & Clients

2

Overrides

Your earnings from your team's product sales to their Preferred Clients & Clients

3

Awards

Additional awards based on team sales performance

WHAT'S TYPICAL?

IN 2021, A TYPICAL ARBONNE INDEPENDENT CONSULTANT IN THE UNITED STATES EARNED \$250 IN COMMISSIONS AND OVERRIDES. This is based on the average earnings of all US ICs across all levels. For earnings by level, please refer to the chart below.

During this time, Arbonne paid \$202 million in Preferred Client commissions, overrides and awards to its Independent Consultants in the United States.

ANNUAL EARNINGS OF ARBONNE INDEPENDENT CONSULTANTS IN 2021

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	\$187,791	\$137,969	\$529,583	\$56,568	1%	62 Months
Regional Vice Presidents	\$44,656	\$42,163	\$105,259	\$4,140	3%	38 Months
Area Managers	\$10,452	\$8,951	\$40,313	\$264	8%	21 Months
District Managers	\$1,836	\$1,293	\$15,194	\$8	27%	8 Months
Independent Consultants	\$194	\$97	\$2,419	\$1	61%	n/a

Note: These figures do not include Arbonne Independent Consultants' profits, as they do not include business expenses like 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 many factors, including your own skills and personal effort. You should not rely on the results of other Arbonne Independent Consultants to indicate what you can expect to earn.

WHAT IF I CHANGE MY MIND?

You can cancel your Agreement at any time. Contact Customer Care at **1.800.ARBONNE** to cancel your Agreement and receive a full refund on unopened product. The U.S. Independent Consultant Earnings Statement 2021 is available at earnings.arbonne.com.

TYPICAL EXPENSES OF AN ARBONNE INDEPENDENT CONSULTANT

Arbonne encourages Independent Consultants to participate in the following event(s) as they offer training and resources that may not be available elsewhere. The typical cost of each event is set forth below, which varies based on each individual's circumstances. Be sure to ask your Independent Consultant for their unique costs incurred at these events to support their Arbonne business.

- Arbonne Global Training Conference – Empower Live! at Las Vegas, NV. Our last in-person event was in 2019 and the registration fee for the 3-day conference was \$330. Independent Consultants were responsible for their own flight, hotel, and meals. In 2020 and 2021, the event was virtual due to the pandemic restrictions and the registration fee was \$99.
- Pure Impact Training, a series of one-day training events held in multiple cities in the United States. The last in-person series was in 2019. Registration for the one-day event was \$45. Independent Consultants were responsible for transportation to and from the event and their own meals. The event did not take place in 2020 and 2021 due to the pandemic.
- Arbonne Incentive Trip. Location varies. Attendance is reserved for those achieving specific growth targets in their Arbonne business, which can vary from year to year. The 2021 incentive trip location was in Cancun, Mexico. Achievers were responsible for their own flight to Cancun. Arbonne provided round-trip ground transportation to and from the hotel, 5-night resort accommodations, and all meals.
- NVP Leadership Meeting in Hawaii. A six-day event available for Arbonne Independent Consultants who have achieved the highest level (NVP) in the Arbonne SuccessPlan and maintained certain growth targets in their Arbonne business. Arbonne provided roundtrip airfare for one person from anywhere in the continental United States, hotel ground transfers, five nights resort accommodations, breakfast before each Meeting Day, a Welcome Reception with light appetizers and drinks, one celebration Luau & dinner, and five \$30 meal vouchers.

AWARDS & INCENTIVE TRIPS

In addition to the earnings opportunities in its SuccessPlan, Arbonne may offer awards, incentives and recognition programs for its Arbonne Independent Consultants. In 2021:

- Arbonne Independent Consultants at the Vice President level were eligible to achieve 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 3% of Arbonne Independent Consultants earned the VP Success Award.
- 582 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Leadership Meeting incentive trip to Ka'anapali, HI, of which 567 earned the trip.
- 545 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Challenge trip to St. Lucia in the Eastern Caribbean, of which 30 earned the trip.
- 9,335 Independent Consultants registered to participate in the Arbonne Incentive Trip to Cancun, Mexico, of which 1,954 earned the trip.
- In 2019, 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 Global Training Conference in Las Vegas, NV, of which 357 earned the trip. Due to pandemic restrictions this event was conducted virtually in 2020 and 2021.

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.

