



WHAT YOU NEED TO KNOW ABOUT JOINING

Independent Consultant Earnings Statement

WHAT IS ARBONNE?

We are healthy living enthusiasts who believe everyone can flourish, by being good to themselves, their community and the planet. We empower people to flourish with sustainable healthy living. We currently operate in the United States, Canada, Australia, the United Kingdom, Poland and New Zealand with a network of approximately 321,600 Independent Consultants and 750,000 Preferred Clients, as of the end of 2019.

WHAT IS THE ARBONNE BUSINESS OPPORTUNITY?

Independent Consultants believe in the Arbonne products and vision, and enjoy the flexibility of a business tailored around their lives. They share our movement and earn commissions by selling products to Clients and building a team of other like-minded Independent Consultants to do the same.



Help others transform their lives



Be your own boss with low start-up costs



Run a business from your smartphone



Earn commissions from products you sell



Live a pure, healthy lifestyle

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?

A typical Arbonne participant in the United States earned between \$120–\$502 in 2019 in earnings and commissions.

During 2019, Arbonne paid in excess of \$301 million in Preferred Client commissions, overrides and awards (together "Earnings") to Independent Consultants globally and \$225 million in Earnings in the United States and its territories.

AVERAGE ANNUAL EARNINGS OF ARBONNE INDEPENDENT CONSULTANTS WHO HAD EARNINGS IN 2019

LEVEL	AVERAGE ANNUAL EARNINGS	TOP 50 AVERAGE	BOTTOM 50 AVERAGE	AVERAGE % AT LEVEL	AVERAGE TIME TO POSITION
National Vice Presidents	\$271,311	\$678,890	\$97,235	1%	58 Months
Regional Vice Presidents	\$72,434	\$155,364	\$26,638	2%	38 Months
Area Managers	\$17,848	\$60,744	\$2,465	6%	21 Months
District Managers	\$3,724	\$23,045	\$85	25%	8 Months
Independent Consultants	\$830	\$9,509	\$15	66%	n/a

VP Success Award starting at \$200/month to be applied to a white Mercedes-Benz. Less than 2% of Independent Consultants achieve this award.

Note: These figures do not represent Arbonne Independent Consultants' profits, as they do not include expenses such as renewal fees, event registration, etc. incurred by Arbonne Independent Consultants in the promotion of their businesses.

INCENTIVE TRIPS

In addition to the earnings opportunities in the SuccessPlan, Arbonne may offer incentives and reward and recognition programs for its Arbonne Independent Consultants. In 2019:

- 344 Arbonne Independent Consultants at the National Vice President level were eligible to earn the NVP Leadership Meeting incentive trip to Wailea, HI, of which 262 earned the trip.
- 339 Arbonne Independent Consultants at the Area Manager level registered to participate in the RVP2Be incentive trip, of which 191 earned the trip to Irvine, CA.
- 400 Arbonne Independent Consultants at the National Vice President level were eligible to participate and earn the NVP Challenge trip to Southern Africa, of which 25 earned the trip.
- 11,218 Independent Consultants registered to participate in the Arbonne Incentive Trip to Riviera Maya, MX, of which 811 earned the trip.
- 408 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.

Note: These figures do not represent Arbonne Independent Consultants' profits, as they do not include expenses such as event registration fees, travel for family members, etc. incurred by Arbonne Independent Consultants in the promotion of their businesses.

WHAT IF I CHANGE MY MIND?

Call us! Contact Customer Service to cancel your contract and for a full refund on unopened product.

The U.S. Independent Consultant Compensation Summary 2019 is available at earnings.arbonne.com. For further details about the Arbonne SuccessPlan, speak to your Arbonne Independent Consultant, visit arbonne.com, or call Customer Service at **1.800.ARBONNE**. 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 to indicate what you should expect to earn.



Arbonne is a proud member of the Direct Selling Association.



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