



BELLAME

Compensation Plan



Updated 07/2018

The Beauty of our Business

Your Tribe.

As a Partner, you join entrepreneurs committed to transforming the beauty industry from the inside out. The heart of our business is the beauty of our tribe. Together, we embrace your dreams, and support your growth every single step of the way

Your Brand.

Products that are the ultimate luxury experience, pampering in every way, and provide clinical results. Inspired by luxury and powered by Science. Acqua Lumiere is a stunning, skin-transforming mix of “water” and “light.” An ultra-luxurious line packed with powerhouse, clinical grade ingredients – minus harsh chemicals like parabens and phthalates – and it’s patented technology delivers exactly what your skin needs, precisely when it needs it.

Your Opportunity.

A compensation plan that rewards you richly for sharing amazing product and showing others to do the same. Just as fingerprints are unique, our Partners are drawn to BELLAME for their individual dreams and objectives. The art of entrepreneurship is at the base of our opportunity, allowing you to create your own path to success, with the support of your tribe.



Ways To Earn

In addition to earning up to **40% savings** on products you purchase for personal use, you have an opportunity to build your business in two simple ways:

Sell

Earn **up to 40%** Profit on Retail Customer Sales and up to **35%** profit on your Beauty Passport Customer Sales.

Share

Introduce the opportunity to others and earn bonuses and **team commissions** by mentoring your team to success.

And as you build your business and your earnings, you have the opportunity to earn incentives through our **BellaRewards** program and our annual **BellaDreams** Destination!

SELL



Personal SELLING falls into two categories of customers, Retail and Beauty Passport. The BELLAME Compensation Plan allows you to boost those profits up to 40% for Retail Sales and up to 35% for Beauty Passport Sales.

Retail Customers buy products from you at retail price. You earn a base retail profit of 25% of the price sold, this is paid every two weeks.

Beauty Passport Customers buy products from you at a discounted price and free shipping on orders of at least \$50. You earn a Passport profit of 20% of the price paid. This is paid every two weeks.

You can increase your profits for Personal Sales, by either selling more through our Elite Sales Bonus or by Mentoring your team through Sales Mentor Bonuses.

Retail Sales

Earn up to 40% on Retail Sales



Elite Sales Bonuses

- Increase your retail profit to 30%, with a 5% Elite Sales Bonus when your Personal Sales total \$1,000-\$1,999 for the month.
- Increase your retail profit to 35%, with a 10% Elite Sales Bonus when your Personal Sales total are +\$2,000 for the month.

*Starter kits, sales tools and Passport Membership fees do not count towards Personal Sales qualification totals.

Sales Mentor Bonuses

- Increase your retail profit to 30%, with a 5% Sales Mentor Bonus when you Qualify as a *Senior Partner*, meaning you have \$500 in Personal Sales for the month plus 1 active Partner that you personally recruited on your team.
- Increase your retail profit to 35%, with a 10% Sales Mentor Bonus when you Qualify as an *Executive Partner*, meaning you have \$1,000 in Personal Sales for the month plus 3 active Partners that you personally recruited on your team.
- Increase your retail profit to 40%, with a 15% Sales Mentor Bonus when you Qualify as a *Director* or higher, Directors have \$500 in Personal Sales for the month plus 4 active Partners that you personally recruited on your team with total team sales of \$3,000.

Beauty Passport Sales

Earn up to 35% on Beauty Passport Sales



Elite Sales Bonuses

- Increase your retail profit to 25%, with a 5% Elite Sales Bonus when your Personal Sales total \$1,000-\$1,999 for month.
- Increase your retail profit to 30%, with a 10% Elite Sales Bonus when your Personal Sales total are +\$2,000 for the month.

**Starter kits, sales tools and Passport Membership fees do not count towards Personal Sales qualification totals for Elite Sales Bonuses.*

Sales Mentor Bonuses

- Increase your retail profit to 25%, with a 5% Sales Mentor Bonus when you Qualify as a *Senior Partner*, meaning you have \$500 in Personal Sales for the month plus 1 active Partner that you personally recruited on your team.
- Increase your retail profit to 30%, with a 10% Sales Mentor Bonus when you Qualify as an *Executive Partner*, meaning you have \$1,000 in Personal Sales for the month plus 3 active Partners that you personally recruited on your team.
- Increase your retail profit to 35%, with a 15% Sales Mentor Bonus when you Qualify as a *Director* or higher, Directors have \$500 in Personal Sales for the month plus 4 active Partners that you personally recruited on your team with total team sales of \$3,000.

SHARE



When you share the opportunity, the momentum of your business multiplies. Though The Business Building Bonuses, you can earn 4% on the Personal Sales Volume of those that you personally sponsored onto your team. To earn this bonus, you must have at least \$100 Personal Sales for the month.

Example: Your Personally Sponsored Partners had a total of \$1,000 in sales for the month. You met your \$100 qualification so you will receive 4% of \$1,000 = \$40 in Business Building Bonuses for the month.

As your team grows, you will show others to do what you do. And they will teach others, and so on and so on. Your BELLAME business rewards you with team bonuses when you achieve Director and mentor your team to do the same. So your first step in earning these is to promote to Director.

On the next pages, we will find the potential earnings at each of the 8 Titles offered through the BELLAME Compensation Plan.

Every new partner that you personally sponsor creates a new branch on your team. Each new branch has potential to grow and form a team of their own. The volume created each branch creates potential for bonuses and title promotions for yourself. Sales commissions and bonuses increase as your team's business volume increases.

SHOW



As your team grows, you will SHOW others to do what you do. And they will teach others, and so on and so on. Your BELLAME business rewards you with TEAM Bonuses when you achieve Director and mentor your team to do the same. So your first step in earning these is to promote to Director.

On the next pages, we will find the potential earnings at each of the 8 Titles offered through the BELLAME Compensation Plan.

Here we grow

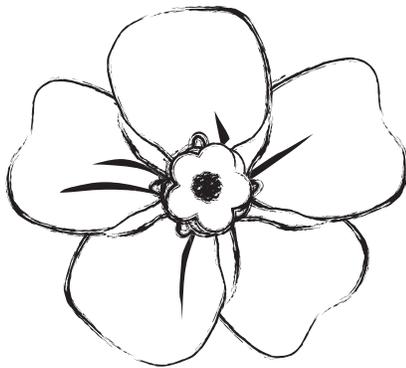
Every new partner that you personally sponsor creates a new branch on your team. Each new branch has potential to grow and form a team of their own. The volume created each branch creates potential for bonuses and title promotions for yourself. Sales commissions and bonuses increase as your team's business volume increases.

Partner

Partner Qualifications

An Independent Partner has signed an agreement, and purchased a Starter Kit. To remain active a Partner must place at least \$300 in retail value orders in every rolling three month period.

The BELLAME Compensation Plan title awarded to an individual that is enrolled as an independent contractor sales person with BELLAME BEAUTY INC. There are 8 Titles in the Compensation Plan that a Partner can achieve.



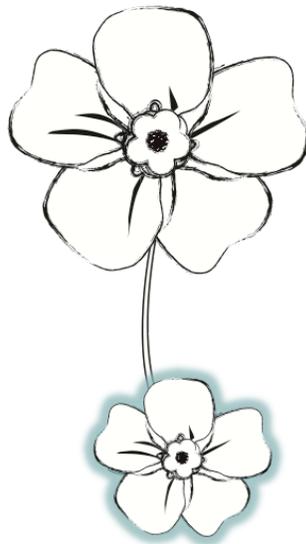
Partner Bonuses

- **4% Business Building Bonus** on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month
- **5% Elite Sales Bonus** when your Personal Sales total \$1,000-\$1,999 for month. Applies to all Personal Sales which includes Retail Customers, Beauty Passport Customers, and personal purchases. **Increase the 5% to 10%** when your Personal Sales total are +\$2,000 for the month.

Senior Partner

Senior Partner Qualifications

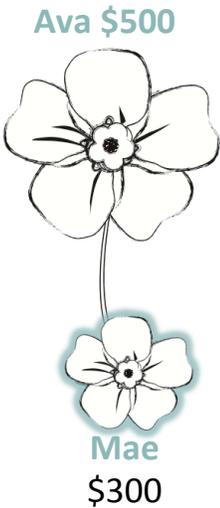
An Independent Partner has at least \$500 in Personal Sales Volume and has **one Active Partner** who they have personally sponsored onto their team.



Senior Partner Bonuses

- **4% Business Building Bonus** on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **5% Sales Mentor Bonus** on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases. That 5% increases to a total of 10% if the Partner has Personal Sales that total +\$2,000 for the month. **Increase the 5% to 10%** through the Elite Sales Bonus when your Personal Sales total are +\$2,000 for the month.

Let's think of your team as a beautiful flowering vine. Each new Partner that you personally sponsor creates a new branch of your team, and therefore creates a new branch on your vine. This new branch has the potential to add blooms to it by adding Partners. Let's go look at Ava. Let's take a look at her earnings as she added 1 member to her team who sold \$300. Ava had \$500 in Personal Sales Volume (PSV), which \$200 were Beauty Passport Sales and \$300 were Retail Sales. Her total Downline Team Sales (DTS) is \$800 and her Personal Generation Sales (PGS) is also \$800 because there are not Directors in her group yet so all sales count towards her PGS. For the sake of this example we are using all Commissionable sales (meaning none of the numbers reflect starter kits or sales tools).



Senior Partner Commissions Breakdown	
Profit Earned on Beauty Passport Sales 20%	\$40
Profit Earned on Retail Sales 25%	\$75
Sales Mentor Bonus 5%	\$25
Business Building Bonus 4%	\$12
Total Compensation	\$152

Ava has qualified as a Senior Partner because she has at least 1 partner & monthly personal sales of \$500 (PSV), so she earns the following:

- ♥ \$40 in Profit earned on Beauty Passport Sales 20% of her \$200 PSV.
- ♥ \$75 in Profit earned on Retail Sales 25% of her \$300 PSV.
- ♥ \$25 in Sales Mentor Bonus. Senior Partners qualifies for 5% of her \$500 PSV
- ♥ \$12 in Business Building Bonus. She earns a 4% bonus the sales of her Personally Sponsored Partner, Mae.

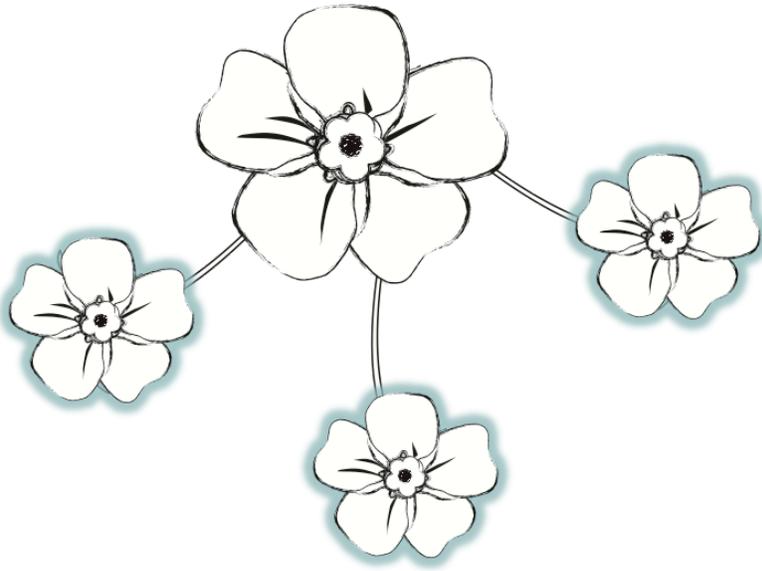
Her total compensation is \$152

This is purely a hypothetical example. This example illustrates calculations of hypothetical profits. It is not representation of results you will get. BELLAME makes no guarantee that you will earn an income or promote. The success of each Partner, like any other business, depends on individual skills and personal effort. This example is intended only to illustrate how our compensation plan could potentially reward Partners.

Executive Partner

Executive Partner Qualifications

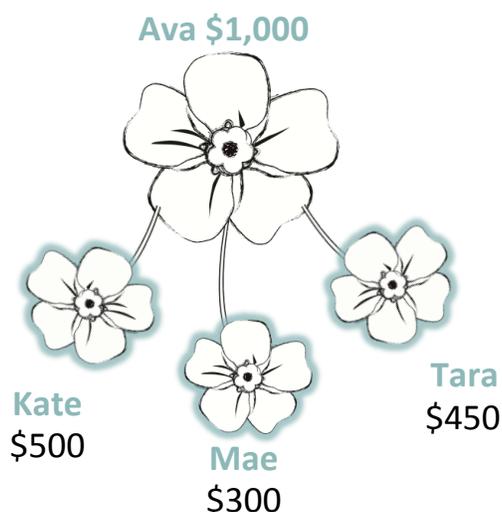
An Independent Partner has at least \$1,000 in Personal Sales Volume and has **three Active Partners** who they have personally sponsored onto their team.



Executive Partner Bonuses

- **4% Business Building Bonus** on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15% Sales Mentor Bonus** on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.

Ava's business is growing. Let's take a look as she continues to grow. She now has 3 Personally Sponsored Partners, with Commissionable Sales of \$1,250. Ava has \$1,000 in Personal Sales Volume (PSV) which \$500 was Beauty Passport Sales and \$500 were Retail Sales. Her total Downline Team Sales (DTS) is \$2,250 and her Personal Generation Sales (PGS) is also \$2,250 because there are not Directors in her group yet so all sales count towards her PGS.



Executive Partner Commissions Breakdown	
Profit Earned on Beauty Passport Sales 20%	\$100
Profit Earned on Retail Sales 25%	\$125
Sales Mentor Bonus 10%	\$100
Business Building Bonus 4%	\$50
Total Compensation	\$375

Ava has qualified as a Executive Partner needs because she has at least 3 personally sponsored Partners & monthly personal sales of \$1,000 (PSV), so she earns the following:

- ♥ \$100 in Profit earned on Beauty Passport Sales 20% of her \$500 PSV.
- ♥ \$125 in Profit earned on Retail Sales 25% of her \$500 PSV.
- ♥ \$100 in Sales Mentor Bonus. Senior Partners qualifies for 10% of her \$1,000 PSV
- ♥ \$50 in Business Building Bonus. She earns a 4% bonus the sales of her Personally Sponsored Partners. Kate, Mae and Tara. Their combined personal sales were \$1,250,

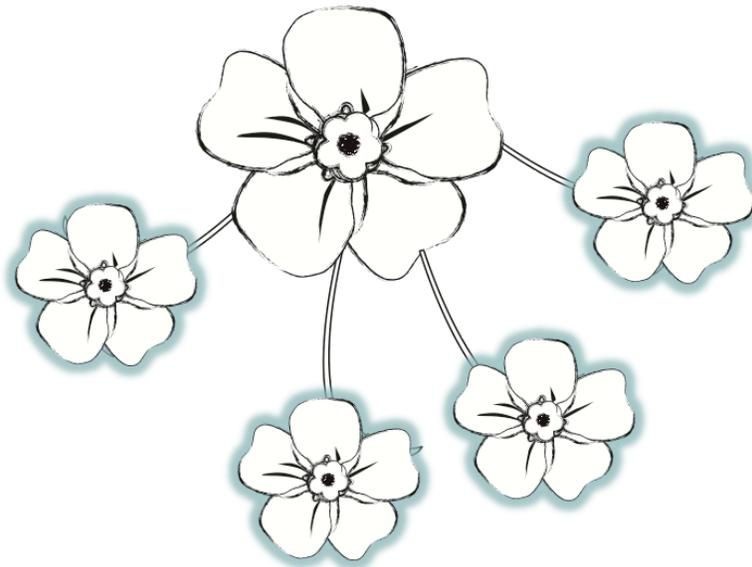
Her total compensation is \$325

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Director

Director Qualifications

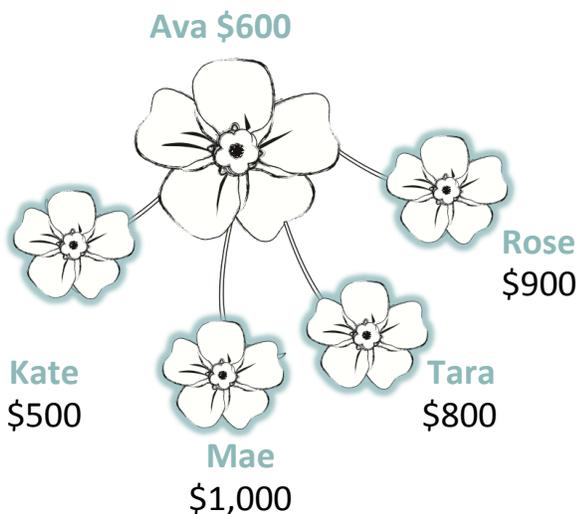
Personal sales volume of \$500 and Personal Generation Team Sales of \$3,000 for the month. Must have **four Active Partners** who they have personally sponsored onto their team.



Director Team Bonuses

- **4%** Business Building Bonus on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15%** Sales Mentor Bonus on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.
- **5%** Personal Generation Bonus on the commissionable sales volume of all of the Partners in your Personal Generation, up until your first Director on that leg. You will earn on the Director if you personally Sponsored them.

Ava has become a Director. She now has 4 Personally Sponsored Partners, with Commissionable Sales of \$3,200. Ava has \$600 in Personal Sales Volume (PSV) which \$300 was Beauty Passport Sales and \$300 were Retail Sales. Her total Downline Team Sales (DTS) is \$3,800 and her Personal Generation Sales (PGS) is also \$3,800 because there are not Directors in her group yet so all sales count towards her PGS.



Director Commissions Breakdown	
Profit Earned on Beauty Passport Sales (20%)	\$60
Profit Earned on Retail Sales (25%)	\$75
Sales Mentor Bonus (15%)	\$90
Business Building Bonus 4%	\$128
Personal Generation Bonus (5%)	\$160
Total Compensation	\$513

Ava has qualified as a Director because she has at least 4 personally sponsored Partners & monthly personal sales volume (PSV) of \$500, and Personal Generation Sales (PGS) of \$3,000, so she earns the following:

- ♥ \$60 in Profit earned on Beauty Passport Sales 20% of her \$300 PSV.
- ♥ \$75 in Profit earned on Retail Sales 25% of her total \$300 PSV.
- ♥ \$90 in Sales Mentor Bonus. Director qualifies for 15% of her total \$600 PSV.
- ♥ \$128 in Business Building Bonus. She earns a 4% bonus the sales of her Personally Sponsored Partners. Kate, Mae, Tara, and Rose. Their combined personal sales were \$2,450.
- ♥ \$160 in Personal Generation Bonuses, 5% of \$2,450

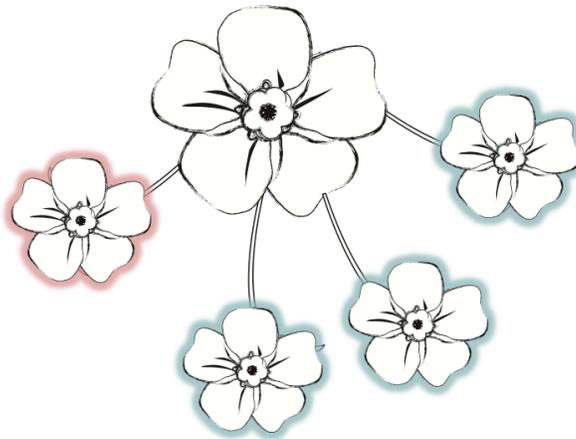
Her total compensation is \$513

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Senior Director

Senior Director Qualifications

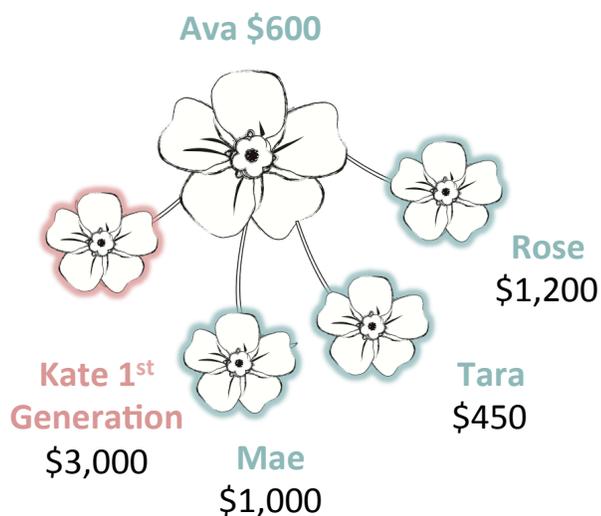
Personal sales volume of \$500 and Personal Generation Team Sales of \$3,000 for the month. Must have **four Active Partners** who they have personally sponsored onto their team and at least one **1st Generation Director** on your team.



Senior Director Team Bonuses

- **4%** Business Building Bonus on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15%** Sales Mentor Bonus on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.
- **5%** Personal Generation Bonus on the commissionable sales volume of all of the Partners in your Personal Generation, up until your first Director on that leg. You will earn on the Director if you personally Sponsored them.
- **6%** Team Bonus on your 1st Generation total commissionable sales volume, this starts with your promoted Directors and their entire Personal Generation, up until their next Director.

Ava's is now a Senior Director. She now has 4 Personally Sponsored Partners,, and a Director has promoted out. Ava has \$600 in Personal Sales Volume (PSV) which \$300 was Beauty Passport Sales and \$300 were Retail Sales. Her total Downline Team Sales (DTS) is \$5,650 and her Personal Generation Sales (PGS) is also \$3,550, which is all sales minus her new Director vine, Kate.



Senior Director Commissions Breakdown	
Profit Earned on Beauty Passport Sales 20%	\$60
Profit Earned on Retail Sales 25%	\$75
Sales Mentor Bonus 15%	\$90
Business Building Bonus 4%	\$126
Personal Generation Bonus 5%	\$133
1st Generation Bonus 6%	\$150
Total Compensation	\$634

To qualify as a Senior Director you must have 4 personally sponsored Partners, one of which is a Director, & monthly Personal Generation Sales of \$3,000. She has met those qualifications and now earns:

- ♥ \$60 in Profit earned on Beauty Passport Sales 20% of her \$300 PSV.
- ♥ \$75 in Profit earned on Retail Sales 25% of her total \$300 PSV.
- ♥ \$90 in Sales Mentor Bonus. Director qualifies for 15% of her total \$600 PSV.
- ♥ \$98 in Business Building Bonus. She earns a 4% bonus the sales of her Personally Sponsored Partners. Kate, Mae, Tara, and Rose. Their combined Personal Sales were \$3,150. Kate had \$500 in Personal Sales the rest was her team.
- ♥ \$160 in Personal Generation Bonuses, 5% of \$2,450
- ♥ \$150 in 1st Generation Bonuses, 5% of \$3,000 for Kate's Team.

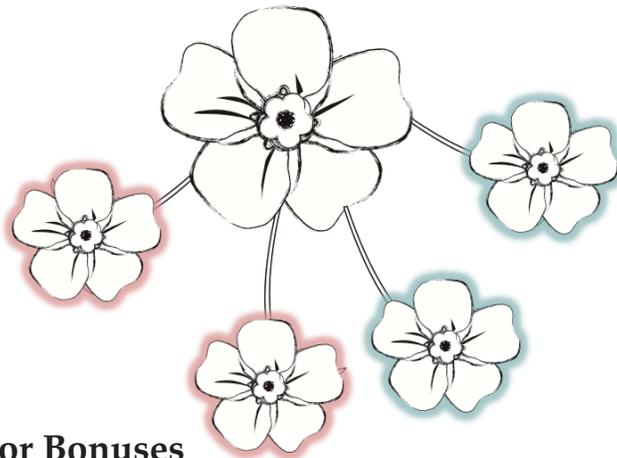
Her total compensation is \$634

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Executive Director

Executive Director Qualifications

Personal sales volume of \$500 and Personal Generation Team Sales of \$3,000 for the month. Must have **four Active Partners** who they have personally sponsored onto their team and at least **two 1st Generation Directors** on your team.



Executive Director Bonuses

- **4%** Business Building Bonus on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15%** Sales Mentor Bonus on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.
- **5%** Personal Generation Bonus on the commissionable sales volume of all of the Partners in your Personal Generation, up until your first Director on that leg. You will earn on the Director if you personally Sponsored them.
- **6%** Team Bonus on your 1st Generation total commissionable sales volume, this starts with your promoted Directors and their entire Personal Generation, up until their next Director

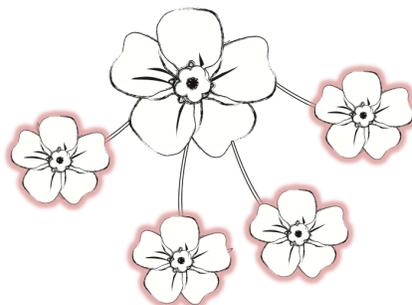
Diamond Director

Diamond Director Qualifications

Personal sales volume of \$500 and Personal Generation Team Sales of \$3,000 for the month. Must have **four Active Partners** who they personally sponsored. Plus **four 1st Generation Directors** on their team.

Diamond Director Bonuses

- **4%** Business Building Bonus on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15%** Sales Mentor Bonus on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.
- **5%** Personal Generation Bonus on the commissionable sales volume of all of the Partners in your Personal Generation, up until your first Director on that leg. You will earn on the Director if you personally Sponsored them.
- **6%** Team Bonus on your 1st Generation total commissionable sales volume, this starts with your promoted Directors and their entire Personal Generation, up until their next Director.
- **3%** Team Bonus on your 2nd Generation total commissionable sales volume, this starts with your 2nd Generation promoted Directors and their entire Personal Generation up until their next Director.
- **2%** Team Bonus on your 3rd Generation total commissionable sales volume, this starts with your 3rd Generation promoted Directors and their entire Personal Generation up until their next Director.



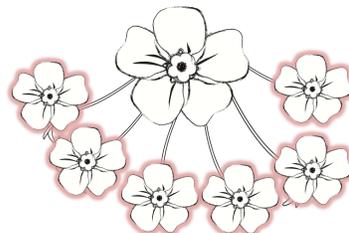
Platinum Executive Director

Platinum Executive Director Qualifications

Personal sales volume of \$500 and Personal Generation Team Sales of \$3,000 for the month. Must have **four Active Partners** who they have personally sponsored onto their team and at least **six 1st Generation Directors** on your team and \$125K or more in total downline sales volume for the month.

Platinum Executive Director Bonuses

- **4%** Business Building Bonus on the sales from those Partners that you personally sponsored into BELLAME. To earn this bonus, you must have at least \$100 Personal Sales for the month.
- **15%** Sales Mentor Bonus on all Personal Sales, this includes Retail Customers, Beauty Passport Customers, and personal purchases.
- **5%** Personal Generation Bonus on the commissionable sales volume of all of the Partners in your Personal Generation, up until your first Director on that leg. You will earn on the Director if you personally Sponsored them.
- **6%** Team Bonus on your 1st Generation total commissionable sales volume, this starts with your promoted Directors and their entire Personal Generation, up until their next Director.
- **3%** Team Bonus on your 2nd Generation total commissionable sales volume, this starts with your 2nd Generation promoted Directors and their entire Personal Generation up until their next Director.
- **2%** Team Bonus on your 3rd Generation total commissionable sales volume, this starts with your 3rd Generation promoted Directors and their entire Personal Generation up until their next Director.
- **.25%** Infinity Bonus on your total downline commissionable sales volume, up to the next Platinum Executive Director on your team.
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Definitions

Active Partner: One who has signed an Enrollment Agreement, purchased a Starter Kit and places at least \$300 in Retail Value Orders in every rolling 3 month period.

Bonus: Payments made to a Partner based upon that person achieving of exceeding certain sales and/or sponsoring levels on a monthly basis. The various bonus opportunities are set out in the BELLAME Compensation Plan. Unless otherwise specified in writing by the Company in advance, bonus periods coincide with calendar months.

Compression: A calculation rule designed to insure that a qualified Director or higher title receives the highest possible amount of bonus income each month that her/his performance warrants. Compression happens when the plan's computer system automatically and temporarily moves and lower level Director up into a higher generation position for Compensation Plan payment purposes for that month.

Commissionable Sales: This is the volume that your commission earnings are calculated from, this is the Retail Sales price minus Beauty Passport Savings, taxes, shipping, and any other discounts applied. Starter Kits and Sales Tools have zero Commissionable Sales Volume. Examples of Sales Tools are product samples and \$25 Beauty Passport Annual Fees.

Director: A title awarded to an Independent Partner who has qualified based on month personal and downline performances as outlined on the BELLAME Compensation Plan.

Downline: A Partner's downline starts with themselves and consists of all the team members that Partner has personally sponsored and the Partners they have sponsored and so on.

Elite Sales Bonus: The additional 5% or 10% that can be earned on Personal Sales Volume of \$1,000-\$1,999 or \$2000+, respectively. This bonus cannot be combined with Sales Mentor Bonuses.

Grace Period: A period of reduced qualifications that allows Directors and higher titles to qualify to be paid at a Director title for the two consecutive months immediately following the month that a new Director promoted out of the promoting Director's Personal Generation.

Paid as Title: In any given month to be Paid at a certain title, you must satisfy all qualifications of that title. Regardless of your previous month's title, you will be paid at the highest level that you have met all qualifications for in any given month.

Terms & Definitions

Partner: The BELLAME Compensation Plan title awarded to an individual that is enrolled as an independent contractor sales person with BELLAME Beauty, Inc. There are 8 titles in the Compensation Plan that a Partner can achieve.

Personal Generation: You and everyone on your team, up to but not including the first Director that promotes on your team. When your first Director on your team promotes out, they and their entire Personal Generation becomes your 1st Generation.

Pay Title: This is the rank that you are paid at, based off the qualifications of that title.

Personal Sales Volume (PSV): This is the retail value of items sold to your customers as well as your personal purchases, minus tax and shipping. Starter Kits of those you personally sponsor as well as sales tools count towards your Personal Sales for your qualifications. However, commissions and bonuses are never earned on Starter Kits and/or sales tools.

Promote-out: A term used to describe a Partner who has qualified to a Director. That person is said to promote-out from the Personal Generation of their upline Director. This process can also be referred to as breaking away; i.e.: the new Director is a break away.

Sales Mentor Bonuses: The additional 5%-15% that can be earned on Personal Sales Volume by building a team. This bonus cannot be combined with the Elite Sales Bonus.

Sponsor: The term used to describe the process whereby a Partner introduces a new person into the BELLAME business. That Partner is referred to as the "sponsor" of the new Partner. The process is referred to as "sponsoring" a new Partner into the business and as a member of the Sponsor's downline. The individual that the new Partner lists on their enrollment application is the official sponsor of that Partner.

Team Sales Volume: This is the retail value of items sold by your entire team, including personal purchases, minus tax and shipping. Starter Kits and sales tools count towards your Team Sales Volume for qualifications. However, commissions and bonuses are never earned on Starter Kits and Sales Tools.

Upline: A Partner's upline is the person that sponsored that Partner and the person who sponsored her/him and so on up.

Rules

♥ **The Business Building Bonus of 4%:** A compensation plan bonus paid to the person who personally sponsors another person as a Partner in the business and a member of the sponsor's first line downline. To qualify for the BB Bonus paid on the retail sales of the personally sponsored downline Partner's retail sales for the month, the sponsor must have placed \$100 or more personal retail sales volume for the month. When the personally enrolled sponsor leaves the business for whatever reason, the BB Bonus is no longer paid to anyone on the sales of the Partners and higher titles sponsored by the person who has left the business. A Partner or higher title is said to be "Bonus Qualified" when their personal sales volume is \$100 or more for the month.

♥ **Promoting Directors Grace Period:** This plan rule comes into play when a Director or any higher title breaks-away a new Director from her Personal Generation. For the next two months immediately following the break-away month of the newly promoted Director, the promoting Director has reduced monthly requirements to qualify to be paid as a Director or higher title. The Grace Period Reduced Requirements are:

- The promoting Director or higher title must meet the normal personal sales volume requirements for the month.
- The promoting Director must have three or more personally sponsored Partners and Senior Partners on her/his Personal Generation.
- Must have Personal Generation sales volume for the month of \$1,500 or more for the month.

These reduced grace period qualifications are in effect for only the first two months immediately following the month of promotion. For the third month following the promotion month the promoting Director must meet the usual monthly Director qualifications to be paid as a Director.

Note: If a Director promotes out in the same month that their Mentor does, they are not penalized. But in order for the Mentor to advance any higher than Director Level they must meet at least he \$1,500 in Personal Generation Sales.

♥ **Director Title Maintenance Rule:** When a Partner qualifies for any higher Career Plan title they will maintain that title for a period of two consecutive months when they have not qualified to be paid at that title. After the 2nd consecutive month of failing to qualify to be paid at that title, the Partner's title will revert to a lower title of their actual performance in the prior month.

Rules

- ♥ **Compression rule for Partners and Downlines:** Compression applies when an individual upline member leaves the business for whatever reason. The downline members attached to the person who has left compresses up to the next immediate active upline member in that leg.

Example: A recruits B and B recruits C and C recruits D E & F.

If C leaves the business for whatever reason, D- E & F will compress up to become first line to B as the immediate active upline in the same leg. However, even though D E & F become first line to B, because they were not personally sponsored by B, B will not receive the 4% BB Bonus on their personal retail sales.

- ♥ **Director Roll up Rule:** Applies when a downline generation Director fails to qualify to be paid as a Director for a given month. In that situation, if the upline Director has qualified to be paid as a Director, then the downline non-qualified Director's Personal Generation sales volume for the month rolls up into the Personal Generation Volume of the immediate qualified upline Director or higher title.
- ♥ **Director Compression Rule:** Director Compression is a career plan calculation rule intended to insure that qualified and performing upline Directors and higher titles are not overly negatively impacted when a downline Director of higher title fails to qualify to be paid as a Director or higher title for that month.

Example: A is an Executive Director. B & C are A's first generation Directors. D is a first generation Director under C . E is a first gen Director under D.

In April, D fails to qualify to be paid as a Director. D's Personal Generation sales volume will roll up into C's Personal Generation volume for that month and C will be paid as if D were part of her Personal Generation. Director E will "compress" temporarily into D's spot as a second generation Director or higher title. By this process A's income is protected when D failed to qualify. First A receives the first generation bonus of 6% on C's Personal Generation which has been enlarged by the addition of D's volume. Second, A, who as an Executive Director is qualified to be paid a 3% Bonus on all second generation qualified Directors is paid on E who has temporarily compressed up into A's second generation. In addition, E compress up into the first generation position for C and C is paid the 6% first gen bonus on E. In the next month, if D requalifies to be paid as a Director, then D again is A's second generation Director and C's first generation Director.

FAQ's

1. If I leave the business and then rejoin at a later date, do I get the people I sponsored and their sponsors back in my downline structure?

Yes, if you rejoin the business within 90 days of leaving or losing active status due to inactivity. No, if you remain out of the business and inactive for more than 90 days.

2. If the person who sponsored me into the business leaves the business who will receive the 4% Business Building Bonus on my personal retail sales?

No one. The 4% Business Building Bonus is only paid to the person who personally sponsored you into the business. When that person leaves the business for any reason, no one is paid the 4% BB Bonus on your retail sales.

3. How does the Promoting Director's Grace Period work?

Here's an example: Mary is a Director who has a high performing Senior Partner named Sally in her Personal Generation. In January Sally meets all of the qualifications to be a Director and promotes out as of January 31st. The Promoting Director Grace Period now applies to Mary for the next two months immediately following January. So in February and March Mary is under the grace period of reduced monthly requirements to qualify to be paid as a Director.

4. What is the difference between my Career Plan title and my "paid as" title?

A Career Plan title indicates that in some prior month a Partner has achieved a certain career plan title qualification and qualified for a title at that time. The "paid as" title refers to the career plan title for which they qualify to be paid for the current month.

5. As a qualified Senior Director with one promote out downline first generation Director. What happens if my first generation Director fails to qualify for a month?

The Career Plan rule called Roll Up applies in this situation to help the qualified upline Senior Director from being too negatively impacted when one of their first generation Directors fails to qualify for the month. When this occurs, the sales volume of the unqualified first generation Director and her Personal Generation "rolls up" into the Personal Generation of the qualified upline Senior Director and that Senior Director receives the Personal Generation bonus on that volume plus and any Business Building Bonus that may apply. If there is a qualified Director or higher title lower down the same leg as the unqualified Director, then that lower generation Director would "compress" up into the first generation slot so that the qualified upline Senior Director can receive a first generation leadership bonus on that Director's Personal Generation.

FAQ's

6. I am a Partner. What happens if the person I sponsor achieves a higher rank in the business than I do? Will I still receive the Business Building Bonus?

Yes. It does not matter that you remain an active part time Partner and your personally sponsored recruit becomes a Platinum Executive Director, so long as you are bonus qualified for the month you will receive the 4% BB Bonus on that person's personal sales volume.

7. I am a Senior Director. I promoted out a Director who climbs through the Career Plan ranks to a higher title than I hold. Do I lose my qualification to be paid on my promote out Director if they achieve a higher title than I hold? No.

The Bellame Career Plan does not include any "passing penalties". So long as you qualify to be paid at the title you hold you will receive all of the bonus payments that attach to that title.

8. I am an Executive Director. What happens if I fail to qualify at that title for several months and I demote back to Senior Partner status? Do I permanently lose my opportunity to be paid on the downline I developed?

No. The Bellame Career Plan provides that a former Director can requalify at her/his former title at any time and all of the bonuses on downline performance that are benefits of that titles will be paid to you once again. So long as you remain an active Partner you never lose the opportunity to benefit from the downline you have sponsored.