

My L'OCCITANE

**Compensation Plan
Guide & Glossary**

MyL'Occitane Compensation Plan

MyL'Occitane is an inclusive community of purpose driven entrepreneurs and eco-conscious cultivators of change. Our L'Occi Consultants are at the heart of this business focused on beauty with respect for people and nature.

L'Occi Consultants are compensated for the work that they do through the MyL'Occitane Compensation Plan outlined throughout this document. This plan allows L'Occi Consultants the opportunity to create their own path towards their goals, helping others succeed along the way.

There are three main ways to earn with MyL'Occitane"



1

Selling



2

Helping Others



3

*Staying Consistent and
Continuing to Grow*

Within each of these ways to earn you'll have multiple earning opportunities:

1 Selling

- Frontline Sales Volume Commissions
- Frontline Sales Volume Bonuses
- Impact Bonuses (Impact 90 Bonuses)

2 Helping Others (Team Building)

- Downline Bonuses
- Mentorship Bonuses

3 Stay Consistent & Continue to Grow

- Consistency Bonuses
- Advancement Bonuses
- Accelerated Advancement Bonuses

The MyL'Occitane Compensation Plan supports you and your team and reward the behaviors needed to create stable and productive business.

Selling

Frontline Sales Volume

FLV Requirement	Consultant	Leadership Impact Level 1	Leadership Impact Level 2	Leadership Impact Level 3	Leadership Impact Level 4
Frontline Sales Volume Bonus 1 \$1 - \$999 (paid weekly)	20%	20%	20%	20%	20%
Frontline Sales Volume Bonus 2 \$1,000 - \$1,999 (paid monthly)	23%	23%	23%	23%	23%
Frontline Sales Volume Bonus 3 \$2,000 - \$3,999 (paid monthly)	26%	26%	26%	26%	26%
Frontline Sales Volume Bonus 4 \$4,000 - \$5,999 (paid monthly)	29%	29%	29%	29%	29%
Frontline Sales Volume Bonus 5 \$6,000+ (paid monthly)	35%	35%	35%	35%	35%

Note: Frontline Volume Bonus is paid both weekly and monthly. Weekly payment is 20% of Qualifying Volume and Monthly payments (when they are earned) are the difference between the percentage earned for the month and the 20% that has been paid weekly. Example: A Consultant has a Frontline Volume, at the end of the month, of \$2,500, which qualifies for a 26% total FLV commission payout. Since 20% is paid as a weekly amount, the remaining 6% is paid in the monthly commissions.

FRONTLINE VOLUME BONUS

Frontline Volume Bonus is available to all Consultants, irrespective of their title.

FLV Bonus is paid weekly at the rate of 20% on all orders completed on the system Monday through Sunday by 23:59:59 EST and paid on Friday

Consultants may qualify for additional FLV Bonus payments based on their Frontline Sales Volume each month. These additional bonuses are paid monthly.

FLSV Requirement	FLV Bonus
FLVB 1 \$1 - \$999 (paid weekly)	20%
FLVB 2 \$1,000 - \$1,999 (paid monthly)	+3%
FLVB 3 \$2,000 - \$3,999 (paid monthly)	+6%
FLVB 4 \$4,000 - \$5,999 (paid monthly)	+9%

IMPACT & IMPACT 90 BONUS

Impact Bonus is available to all Consultants, irrespective of their Title.

A cash bonus will be paid to the Consultant in each Month when they personally enroll/obtain at least five NEW Retail Customers who each spend a minimum of \$200 purchasing products in that Month.

The Bonus is doubled for new Consultants who are in their first 90 days from date of registration.

Consultants may only earn this bonus one time each Month irrespective of how many new Customers they enroll. The bonus is calculated as follows:

Qualified New Customers	Impact Bonus Paid	Impact 90 Bonus Paid
5	\$75	\$150

This Bonus is paid monthly in Commissions payment.

Helping Others (Team Building)

DOWNLINE BONUS

Downline Bonus is paid to qualified Impact Level Leaders based on their Paid As title each Month. Leaders are eligible to receive Downline Bonus on both their Downline Customers and Consultants beginning with those on level 2.

The depth a Leader is paid is determined by their Paid As title.

If a Consultant is not eligible to receive payment because they are ineligible for a specific level, it will Roll Up to the next upline Consultant that is eligible to receive it.

The percentage and number of levels paid out increases as the Leader progresses through the plan based on the table below:

	Leadership Impact Level 1	Leadership Impact Level 2	Leadership Impact Level 3	Leadership Impact Level 4
Downline Bonus Level 2	5%	5%	5%	5%
Downline Bonus Level 3		5%	5%	5%
Downline Bonus Level 4			3%	3%

Downline Bonus
Level 5

3%

MENTOR RANK ADVANCEMENT BONUS

In some cases, a Mentor Bonus is also paid to a Leader who is Upline and who has the same or higher title as the newly promoted Leader's achieved title. The Upline Consultant must be in the first five (5) levels above the promoted Leader.

Mentor Bonus is paid each Month for the same number of months as Rank Advancement Bonus. The Consultant who receives the Mentor Bonus payment is always the first Consultant Upline in the current period who is paid at the achieved title or higher and who is within the first five levels above the newly promoted Leader.

For the Upline to receive the additional Mentor Bonus payments both they and the promoting Consultant must be paid as the achieved title or higher in the subsequent periods.

Accelerated Mentor Title Advancement Bonus is also available to Uplines where this is qualified for by newly qualified leaders.

Title	Mentor Bonus	Accelerated Mentor Bonus	Paid Over
Leadership Impact Level 1	\$100	\$500	1 Month
Leadership Impact Level 2	\$600	\$2,500	6 Months
Leadership Impact Level 3	\$1,200	\$5,000	12 Months

Stay Consistent & Continue to Grow

CONSISTENCY BONUS

This bonus is designed to encourage regular and consistent maintenance of Paid As at title. A Leader will be eligible to earn Consistency Bonus a maximum of four times in a calendar year.

Whatever title they hold at the start of a period is the maximum level they may earn Consistency Bonus in the set period. If they are Paid As that title for three consecutive months, they will earn the bonus.

If they are promoted to a higher title during the period, they may continue to qualify for the bonus applicable to their period starting title. In the next period they will be eligible to earn the higher-level Consistency Bonus provided they enter that period at the new higher title.

If a Leader is Paid As a lower title than their start Month title during the three-month period, they will not earn Consistency Bonus for that period and the clock will start again in the next consecutive Month.

Title	Consistency Bonus
Leadership Impact Level 1	\$100
Leadership Impact Level 2	\$500
Leadership Impact Level 3	\$2,000
Leadership Impact Level 4	\$3,000

TITLE ADVANCEMENT BONUS

This bonus is paid to Consultants who progress through the Social Selling Plan, reach new title(s) and achieve Paid As status at that new title for the payment period as shown in the table below.

Title	Bonus	Paid Over
Leadership Impact Level 1	\$100	1 Month
Leadership Impact Level 2	\$1,200	6 Months
Leadership Impact Level 3	\$5,000	12 Months
Leadership Impact Level 4	\$20,000	12 Months

This bonus can only be earned once, on the first occasion that a Consultant reaches a NEW Leadership Impact Title. There is no time limit within which these bonuses can be earned.

If for example, a Consultant bypasses Leadership Impact Level 1 and qualifies as Leadership Impact Level 2 **both** the \$100 and \$1,200 Title Advancement Bonuses would be paid.

This bonus will be paid in monthly installments, as shown in the table below, provided the Consultant is Paid As the title for which the bonus applies or a higher level each month.

The first installment is paid in the Month in which the Consultant first qualifies at the new title.

Title	Bonus	Monthly Installments	Paid Over
Leadership Impact Level 1	\$100	\$100	1 Month
Leadership Impact Level 2	\$1,200	\$200	6 Months
Leadership Impact Level 3	\$5,000	\$416.67	12 Months
Leadership Impact Level 4	\$20,000	\$1,666.67	12 Months

If a Leader does not maintain their Paid As Title they will forfeit their bonus for that Month. If they perform at their Paid As Title again, bonus payments will resume, however they cannot regain the payment that was lost.

ACCELERATED TITLE ADVANCEMENT BONUS

Up to \$55,500 can be earned by reaching each NEW title within specific time frames from the first day of the Month following registration date.

Title	Bonus Amount	Cumulative Earned	When Title Reached in...	Paid Over
Leadership Impact Level 1	\$500	\$500	2 Months	1 Month
Leadership Impact Level 2	\$5,000	\$5,500	4 Months	6 Months
Leadership Impact Level 3	\$10,000	\$15,500	6 Months	12 Months
Leadership Impact Level 4	\$40,000	\$55,500	12 Months	12 Months

ACCELERATED TITLE ADVANCEMENT BONUS CALCULATION

Accelerated Title Advancement Bonus is not in addition to the Title Advancement Bonus. This is a **replacement** bonus paid when a Consultant achieves promotion within the specific times shown. Higher payments are rewarded for building a business quickly.

It is possible to earn both TAB and ATAB simultaneously where one or more titles are achieved in the normal time frames and one or more is achieved in the accelerated time frames. Each bonus installment must be qualified for based on the rules specific to that bonus.

Payment of this bonus is phased and, like the Title Advancement Bonus, is dependent on maintaining Paid As Title or above.

If a Leader does not maintain their Paid As Title they will forfeit their bonus for that month. If they perform at their Paid As Title again, bonus payments will resume, however they cannot regain the payment that was lost.

SUMMARY OF BONUSES

FLV Requirement	Consultant	Leadership Impact Level 1	Leadership Impact Level 2	Leadership Impact Level 3	Leadership Impact Level 4
Frontline Sales Volume Bonus 1 \$1 - \$999 (paid weekly)	20%	20%	20%	20%	20%
Frontline Sales Volume Bonus 2 \$1,000 - \$1,999 (paid monthly)	23%	23%	23%	23%	23%
Frontline Sales Volume Bonus 3	26%	26%	26%	26%	26%

\$2,000 - \$3,999 (paid monthly)					
Frontline Sales Volume Bonus 4 \$4,000 - \$5,999 (paid monthly)	29%	29%	29%	29%	29%
Frontline Sales Volume Bonus 5 \$6,000+ (paid monthly)	35%	35%	35%	35%	35%
Impact Bonus	\$75	\$75	\$75	\$75	\$75
Impact 90 Bonus (first 90 days)	\$150				
Downline Bonus Level 2		5%	5%	5%	5%
Downline Bonus Level 3			5%	5%	5%
Downline Bonus Level 4				3%	3%
Downline Bonus Level 5					3%
Consistency Bonus		\$100	\$500	\$2,000	3,000
Title Advancement Bonus (TAB)		\$100	\$1,200	\$5,000	\$20,000
Accelerated Title Advancement Bonus (ATAB)		\$500	\$5,000	\$10,000	\$40,000
Mentor Title Advancement Bonus (MTAB)		\$100	\$600	\$2,500	-
Accelerated Mentor Title Advancement Bonus (AMTAB)		\$500	\$2,500	\$5,000	-

SUMMARY OF TITLE & BONUS QUALIFICATION CRITERIA

The Criteria below relates to a calendar month. A Monthly Commission period is also a calendar month

Title	Title Qualification Criteria (To Promote to Title)	Title Maintenance (To be Paid As Title)
Consultant	Remain Active	Remain Active
Leadership Impact Level 1 (Volume Only)	\$10,000 Total Organizational Sales Volume (TOSV)	\$10,000 Total Organizational Sales Volume
Leadership Impact Level 1	\$1,000 Frontline Sales Volume	\$1,000 Frontline Sales Volume
	\$5,000 Total Organizational Sales Volume	\$5,000 Total Organizational Sales Volume

Leadership Impact Level 2	\$2,000 Frontline Sales Volume	\$2,000 Frontline Sales Volume
	\$25,000 Total Organizational Sales Volume	\$25,000 Total Organizational Sales Volume
	1 x Paid As Leadership Impact Level 1	1 x Paid As Leadership Impact Level 1
	Maximum 50% of TOSV from any one Leg	Maximum 50% of TOSV from any one Leg
Leadership Impact Level 3	\$4,000 Frontline Sales Volume	\$4,000 Frontline Sales Volume
	\$100,000 Total Organizational Sales Volume	\$100,000 Total Organizational Sales Volume
	1 x Paid As Leadership Impact Level 2	1 x Paid As Leadership Impact Level 2
	Maximum 50% of TOSV from any one Leg	Maximum 50% of TOSV from any one Leg
Leadership Impact Level 4	\$6,000 Frontline Sales Volume	\$6,000 Frontline Sales Volume
	\$250,000 Total Organizational Sales Volume	\$250,000 Total Organizational Sales Volume
	1 x Paid As Leadership Impact Level 3	1 x Paid As Leadership Impact Level 3
	Maximum 50% of TOSV from any one Leg	Maximum 50% of TOSV from any one Leg

TAX CALCULATION

Sales Tax is applied on all product sales at prevailing local, state and federal rates. Tax does not form part of the qualifications.

GLOSSARY

Accelerated Title Advancement Bonus	A Leader bonus payment that is qualified for the first time a NEW Leadership Impact Level title is achieved, if the title is achieved within a set period of time from a Consultant's registration date. These bonus payments are only paid once per Social Selling Plan title and will not be paid if the Leader has ever previously held the title. The value of these bonus payments is different at each level, specific terms and conditions apply. Accelerated Title Advancement Bonus will replace Title Advancement Bonus
Active	A Consultant who receives commissions and/or bonuses on a weekly and/or monthly basis.

Adopted	A Consultant, who becomes Deactivated, and who has a Downline, will have that Downline "Adopted" by the first Active Consultant immediately above them
Annual Renewal	Consultants must pay a renewal fee annually to remain Active in the plan.
Commissionable Volume (CV)	Each inventory item has Commissionable Volume (CV) assigned to it. Commissionable Volume (CV) is the volume on which Downline Bonuses are paid.
Consistency Bonus	Consultants paid as a title of Leadership Impact Level 1 or higher, for 3 consecutive Months, are eligible to receive a Consistency Bonus. The amount they receive is based on their Paid As title in the 1st of the 3 consecutive Months. They must be paid as this title or higher for all 3 consecutive periods. There are different bonus amounts payable depending on the Leadership Impact Level
Consultant	Generic Term for anyone who has signed a L'Occitane Consultant Agreement and fulfilled all requirements to participate within the L'Occitane Social Selling Plan. Also the first title in the Social Selling Plan
Customer	A Customer is an individual who purchases products for personal use and has not signed an agreement with the company. Customers cannot sponsor other Customers or Consultants. See Retail Customer & Preferred Customer
Deactivate	When a Consultant/Leader does not pay their Annual Renewal fee by the end of the 3rd Month following their renewal Month (based on join date) their account will automatically deactivate and they will no longer be able to place orders with L'Occitane. Any Consultants in their Downline will Roll Up to the Consultant immediately above them
Downline	Everyone a Consultant enrolls, their Customers and Consultants and so on all the way down each Leg
Downline Bonus	Consultants paid at a title of Leadership Impact Level 1 or above are eligible to receive a bonus on both their Downline Customers and Consultants beginning with those on level 2. The depth a Leader is paid is determined by their Paid As title. If a Consultant is not eligible to receive payment because they are ineligible for a specific level, it will be paid to the next Upline Consultant who is eligible to receive it
First Level	Every Consultant who is directly below another Consultant or Leader

Frontline	Every Customer and Consultant who is directly below another Consultant or Leader
Frontline Sales Volume	The total Qualifying Volume (QV) for a single Consultant originating from orders placed by their First Level Consultants and Customers within the Commission Period
Frontline Sales Volume Bonus	Consultants of all titles are eligible to receive a percentage of the Qualifying Volume generated by their First Level Customers and Consultants. The percentage they receive is based on their Frontline Sales Volume. The bonus is paid out partially in the Monthly and partially in the Weekly Commission Periods. The weekly plan pays out the initial 20%. All Consultants qualify for the weekly portion of the commission. The monthly plan pays out any additional percentage the Consultant qualifies for at the end of the current Month.
Impact Bonus	Consultants of all titles will earn a \$75 bonus when they enroll 5 new Customers in a Month. Each new Customer must have \$200 or more in Personal Sales Volume (PSV) and the total volume from all new Customers in the period must total \$1,000 or more. This bonus only pays once in a single Month even if a Consultant meets the requirement multiple times
Impact 90 Bonus	During the first 90 days starting with a Consultant's join date a Consultant receives a \$150 bonus instead of a \$75 bonus. If the 90 days ends in the middle of the period, the Consultant must have met all the requirements within the 90-day window portion of the period in order to receive the higher Impact 90 amount.
Leader	A Consultant who holds the title of Leadership Impact Level 1 or above
Leadership Impact Level	Denotes the level a Consultant has qualified to be Paid As above the title of Consultant. There are four (4) Leadership Impact Levels
Leg	This is a single unique line of business coming directly from a Consultant/Leader. A Consultant has as many legs as they have first level Consultants
Level	The position a Consultant has in a Downline relative to another Upline or Downline Consultant. Consultants personally sponsored (i.e. First Level) are Level One. Those Consultants sponsored by Level One Consultants are Level Two, relative to the original Consultant etc.
Maximum Volume per Leg	Maximum Volume per leg on Total Organizational Volume is set at 50% for any one Leg

Monthly Commission Period	A calendar month. Also referred to as 'Month'
New Recognized As Title	The title a Consultant/Manager will have from the 1st of the following Month following a Promotion
Paid As	A Consultant is paid the bonuses for the title for which they complete the qualification in any given Month, which is dependent on their Frontline Sales Volume, Team Structure and Total Organizational Sales. This may change from Month to Month
Paid As Title	The title a Consultant/Leader has qualified to be Paid As in the current Month
Payline	The levels a Consultant/Leader may be paid Downline Bonus on based on their Paid As title
Personal Enrollment	Any Consultant who has been personally enrolled by their Consultant
Personal Sales Volume	The total Qualifying Volume (QV) for a Consultant from orders placed personally within the Month
Preferred Customer	A Preferred Customer is a Customer who is enrolled in Auto Ship
Promote/Promotion	When a Consultant or Leader achieves all the criteria required to be promoted to a higher title. Leader titles are all confirmed retroactively to the 1 st of the Month of qualification
Qualifying Volume (QV)	Each inventory item has a Qualifying Volume (QV) assigned to it. QV is used for various volume requirements in the plan and is used to determine if the Consultant is qualified based on the terms of their respective title
Reassignment	When a Consultant or Leader who has enrolled other Consultants Deactivates, any Consultants in their Downline will be reassigned to the Consultant immediately above the Deactivated Consultant
Recognized As Title	The title a Consultant/Leader holds in the current Month
Enrollee	A Consultant who has completed a Consultant Agreement to join L'Occitane
Retail Customer	A Retail Customer is a Customer who is not enrolled in Auto Ship
Roll Up	Roll Up refers to the "rolling up" of payments due to a Error! Use the Home tab to apply Consultant to the text that you want to appear here. being inactive, unqualified, or

	ineligible and giving it to a Error! Use the Home tab to apply Consultant to the text that you want to appear here. that is active, eligible and qualified. This applies to Downline Bonus
Separate Qualified Leg	One of the qualifications for Leadership Impact Level 2 and above. A Leg with a Paid As Leadership Impact Level Consultant in it. Each Leadership Impact Level has a different requirement
Title Advancement Bonus	A Leader bonus payment that is qualified for the first time a NEW Leadership Impact Level title is achieved. These bonus payments are only paid once per title and will not be paid if the Leader has ever previously held the title. The value of these bonus payments is different at each level, specific terms and conditions apply
Title Qualification (To Promote to)	To Promote to a NEW Leadership Impact Level title all criteria must be met by the end of the qualification Month
Total Organizational Sales Volume	The total Qualifying Volume (QV) originating from the sales made by all of the Consultants and Customers in a Consultant's Downline. This does not include the Consultant's Personal Sales Volume
Upline	Your sponsor and their sponsors above them in each Leg
Weekly Commission Period	Weekly Commission Periods start on a Monday and end on Sunday at 23:59:59 EST. Weekly commission payments occur on Fridays.