

**b Compensated:** *learn how to earn with bcharmed*



### Compensation Plan Overview

	Stylist	Certified Stylist	Lead Stylist	Senior Stylist	Dream Stylist	Director	Executive Director	Dream Director
<b>PERSONAL COMMISSION</b>								
Personal Retail Commission	25%	26%	27%	28%	30%	32%	32%	32%
Personal Premium Commission (\$2000+PV/mo)		+5%	+5%	+5%	+5%	+5%	+5%	+5%
<b>Total Potential Sales Commission</b>		<b>31%</b>	<b>32%</b>	<b>33%</b>	<b>35%</b>	<b>37%</b>	<b>37%</b>	<b>37%</b>
<b>VOLUME REQUIREMENTS</b>								
Personal Volume	Enroll & Purchase Starter Kit	\$1000 Lifetime	\$500 / mo	\$500 / mo	\$500 / mo	\$500 / mo	\$500 / mo	\$500 / mo
Team Volume						\$5,000 / mo	\$8,000 / mo	\$12,000 / mo
Group Volume			\$1500 / mo	\$3000 / mo	\$6000 / mo	\$10,000 / mo	\$30,000 / mo	\$80,000 / mo
<b>DOWNLINE COMPENSATION</b>								
Qualified Frontline Stylists			1	2	3	4	4 (2) 1st Generation Directors	4 (4) 1st Generation Directors
Team Bonus			2%	2 - 4%	3 - 7%	2 - 9%	2 - 9%	2 - 9%
1st Generation						3%	3%	3%
2nd Generation							4%	4%
3rd Generation								5%

Our lucrative plan lets you earn in a variety of ways. You'll earn commissions on the products you sell, you'll earn as your team grows, plus you can also earn FREE Jewelry Bonuses with our Brilliant Beginnings Program. Whether you're looking to build a business that will support you and your family full-time, or just looking for a little extra cash each month, bcharmed has a generous compensation plan that will let you set and achieve your financial goals.

# compensation plan

## quick reference

**Active:** A Stylist is considered active, contractually with bcharmed, if they have personally sold \$150 (PV) Personal Volume in a rolling 3-month period. If a Stylist is not active their bcharmed agreement will be cancelled.

**Bonus:** The amount paid to a Stylist based on a percentage of downline Stylist's (PWV) Personal Wholesale Volume depending on what title or generation each person is at.

**Bonus Qualified:** A Stylist must be "Paid as Rank" as a Lead Stylist or higher title to be qualified to receive any downline bonuses.

**Cancelled:** The termination of a Stylist's agreement. Cancellation may be either voluntary or through inactivity.

**Commission:** The compensation paid to a Stylist for the sale of commissionable bcharmed products represented as a percentage of retail price, as provided in the bcharmed compensation plan.

**Commissionable Volume (CV):** The retail price of products personally sold by or purchased by a Stylist are equal to the commissionable volume. In other words PV is commissionable volume. (See definitions of commission vs. bonus).

**Director Demotion:** A Director or higher title will be demoted to a lower title if they do not meet the minimum Director qualifications in one out of the last three months. They will be demoted to the highest title that they qualify for on the third month of qualification.

**Downline:** The Stylists below a particular Stylist in the genealogy tree.

**Downline Organization:** See Group.

**Frontline:** Those Stylists in your first level through sponsorship or by the rollout process.

**Generations:** A Director or higher rank and all Stylists in their downline, down to but not including the next Director or higher. The arrangement of all Directors, and their respective teams, in a downline by position. Example: 1st, 2nd or 3rd generation.

**Generation Bonus:** A percentage of a downline Director's Team Volume (TV) is paid to an upline Director or higher rank for the number of generations for which they are qualified to be paid on.

**Group:** A Stylist and her entire downline including all generations.

### **Group vs. Team**

**Group:** You and your entire downline including other Directors (or higher) and their teams.

**Team:** You and your entire downline excluding any Directors (or higher) and their teams.

**Group Volume (GV):** All wholesale volume in a commission period in the entire downline of a Stylist. See Wholesale Volume.

**Leg:** Each frontline Stylist and their respective group represents one leg in your downline organization.

**Level:** The layers of Stylists in a particular Stylist's downline. This term refers to the relationship of a Stylist relative to a particular upline Stylist, determined by the number of individuals between Stylists who are related by sponsorship. For example, if A sponsors B; who sponsors C; who sponsors D; who sponsors E; the E is A's fourth level.

**Personal Retail Commission:** See Commission

**Personal Volume (PV):** The value of all retail products purchased by a Stylist or sold to a retail customer by a Stylist.

**Personal Premium Commission:** In any commission period when a Stylist's retail sales exceed \$2000.00 she will receive an extra 5% commission on all PV for the commission period.

**Personal Wholesale Volume (PWV):** 75% of a Stylist's (PV) Personal Volume in a commission period.

**Qualified Frontline Stylist:** All frontline Stylists who have \$150 (PV) Personal Volume in the commission period.

**Rank:** The qualification level at which a Stylist's compensation will be determined from month to month.

**Retail Customer:** An individual who purchases bcharmed products through a Stylist and is not a Stylist.

**Roll-Up:** The method by which a vacancy in a downline organization left by a Stylist whose Stylist agreement has been cancelled is filled.

**Sponsor:** A Stylist who enrolls another Stylist into bcharmed, and is listed as the sponsor on the Stylist's agreement.

**Starter Kit:** A selection of bcharmed training materials, product samples, and business support literature that each new Stylist is required to purchase.

**Stylist:** An Independent contractor who represents and sells the bcharmed product line.

**Team:** A Stylist and her downline, excluding any Director in her group and that Director's downline.

**Team Bonus:** Bonus paid on the team's wholesale volume. A percentage paid on the PWV of each downline Stylist in the team of a Lead Stylist or higher. The frontline bonus is only paid if the frontline Stylist is at a lower title than the Stylist receiving the bonus. Once a Stylist becomes a Paid As Qualified Director they always receive the frontline bonus on downline team members who are not Directors or higher.

**Title:** The highest rank achieved by a Stylist.

**Team Volume (TV):** The total wholesale volume in the team of a Director during a commission period. See Wholesale Volume.

**Upline:** A Stylist or Stylists above a particular Stylist in a sponsorship line up to the company. The line of sponsors that link any particular Stylist to the company.

**Wholesale Volume:** 75% of retail sales during a commission period.