

IGNITE YOUR BELIEF!

REDUCED SUCCESSPLAN QUALIFICATION PROGRAM

Effective immediately...

Arbonne is helping you “Ignite Your Belief” with Reduced Qualifications! Take advantage of this limited-time opportunity to promote to Manager or Vice President at reduced qualification levels.

Qualifications for District, Area, Region and Nation titles will be reduced by 20%

IGNITE	Regular Qualification Levels (RV)	Reduced Qualification Levels (RV)
District	\$2,500	\$2,000
Area	\$10,000	\$8,000
Region	\$40,000	\$32,000
Nation	\$160,000	\$128,000

DM: A minimum of \$800 Personal Retail Volume (PRV) or \$2,000 Retail Volume (RV), plus \$4,800 RV in one month, \$4,800 RV in two months or \$6,000 RV in three months.

AM: \$19,200 RV in two months or \$24,000 RV in three months

RVP: \$76,800 RV in two months or \$96,000 RV in three months

NVP: \$307,200 RV in two months or \$384,000 RV in three months

This reduction applies to one-, two- and three-month qualification requirements and related programs, such as Pick-up Credits, Promotion Credits and the maximum volume allowed from each 1st Generation in the qualification process.

The Reduced Qualifications do not apply to Bonus requirements such as Manager and VP Cash Bonuses or the Mercedes-Benz Cash Bonus Program.

If you are currently in qualification as of September 1, your activity will be measured as if the reduced qualification levels had been in place throughout your entire qualification period!

Please review the following pages for more detailed information and Frequently Asked Questions (FAQs).

QUALIFICATIONS

District Manager

One-, two- or three-month qualification options

- When you accumulate \$800 PRV—your personal sales—or \$2,000 RV in a month, you will automatically enter into qualification for District Manager.

and to complete qualification:

- \$4,800 RV in one month, \$4,800 RV over two consecutive months, or \$6,000 RV over three consecutive months.
- RV will be accumulated over the entire qualification period.
- Minimum \$2,000 RV in the last month of the qualification period.
- Minimum \$800 PRV accumulated in the qualification period.
- If applicable, Pick-up Credit of \$500 RV for one or more personally sponsored, promoted, paid-as District Manager or above, 1st Generation, each month.

Area Manager

Two- or three-month qualification options

- \$19,200 RV over two months or \$24,000 RV over three months.
- Minimum \$8,000 RV in the first and the last month of the qualification period, and
- Minimum \$2,000 RV in Central District each month of the qualification period.
- RV will be accumulated over the entire qualification period.
- If applicable, Pick-up Credit of \$2,000 RV for one or more personally sponsored, promoted, paid-as Area Manager or above, 1st Generation District, each month.
- Maximum \$8,000 RV from each 1st Generation paid-as District Manager's entire SuccessLine, excluding volume from 1st Generation Districts' promoted-out Area Managers, during the qualification period. If your 1st Generation District Manager promotes to Area Manager during your qualification period, the \$2,000 RV Pick-up Credit is included in the maximum \$8,000 RV that may be counted over the qualification period.

Regional Vice President

Two- or three-month qualification options

- \$76,800 RV over two months or \$96,000 RV over three months.
- Minimum \$32,000 RV in the first and the last month of the qualification period.
- RV will be accumulated over the entire qualification period.
- If applicable, Pick-up Credit of \$8,000 RV for one or more personally sponsored, promoted, paid-as Regional Vice President or above, 1st Generation Area, each month.
- Maximum \$32,000 RV from each 1st Generation, paid-as Area Manager's SuccessLine, excluding volume from 1st Generation Areas' promoted-out Regional Vice Presidents, during the qualification period. If your 1st Generation Area Manager promotes to Regional Vice President during your qualification period, the \$8,000 RV Pick-up Credit is included in the maximum \$32,000 RV that may be counted over the qualification period.

National Vice President

Two- or three-month qualification options

- \$307,200 RV over two months or \$384,000 RV over three months.
- Minimum \$128,000 RV in the first and the last month of the qualification period.
- RV will be accumulated over the entire qualification period.
- If applicable, Pick-up Credit of \$32,000 RV for one or more personally sponsored, promoted, paid-as National Vice President, 1st Generation Region, each month.
- Maximum \$128,000 RV from each 1st Generation, paid-as Regional Vice President's SuccessLine, excluding volume from 1st Generation Regions' promoted-out National Vice Presidents, during the qualification period. If your 1st Generation Regional Vice President promotes to National Vice President during your qualification period, the \$32,000 RV Pick-up Credit is included in the maximum \$128,000 RV that may be counted over the qualification period.

Promotion Credits

Available to Regional and National Vice Presidents who have promoted-out Regions and Nations from their Central Regions and Nations, respectively. These Promotion Credits are automatically added to Central Region and Nation volume on a monthly basis.

- For each RVP promoted-out from your Central Region, \$8,000 RV counts toward monthly RV maintenance requirement and Mercedes-Benz Cash Bonus Program.
- For each NVP promoted-out from your Central Nation, \$32,000 RV counts toward monthly Nation RV maintenance requirement and Mercedes-Benz Cash Bonus Program.

FREQUENTLY ASKED QUESTIONS

Q: If my first month of qualification was July or August, can I finish my qualification using the new program?

A: Yes. If you are currently in qualification as of September 1, your activity will be measured as if the reduced qualification levels had been in place throughout your entire qualification period.

Q: Are the Reduced Qualifications applied to both maintenance and qualification for Managers and VPs?

A: Yes. The Reduced Qualifications are applied to both maintenance and qualification for Managers and VPs.

Q: If I am an Area Manager who hit \$32,000 in my Central Area in August, will I be placed into RVP qualification retroactively?

A: No. The Reduced Qualifications are effective September 1. The only exception is for those who were already in qualification as of September 1.

Q: Does qualification for the Mercedes-Benz Cash Bonus Program temporarily change with the Reduced Qualifications?

A: No. The Reduced Qualifications do not apply to Bonus requirements such as the Mercedes-Benz Cash Bonus Program. Managers and Vice Presidents are eligible for the Mercedes-Benz Cash Bonus Program per the performance levels outlined in the current SuccessPlan and Policies & Procedures Manual.

Q: Does qualification to receive my Manager and/or VP Cash Bonus temporarily change with the Reduced Qualifications?

A: No. The Reduced Qualifications do not apply to Bonus requirements such as Manager and VP Cash Bonuses. Managers and Vice Presidents are eligible for Cash Bonuses per the performance levels outlined in the current SuccessPlan and Policies & Procedures Manual.

Q: Will I still receive recognition gifts for promoting?

A: Yes. If you qualify under the Reduced Qualifications, you will receive the same recognition gifts as those who qualified with the current SuccessPlan.

Q: When does this new qualification program end?

A: We have not set an end date at this time; however, we will be revisiting this program in January 2010 and will determine the continuation strategy at that point. Please note this program is for a limited time only. When the program ends, the normal maintenance and qualification requirements will return, so we encourage you to promote under this new program and continue your focus and activity to build your organization to the original maintenance levels.

Q: Is the new qualification program available in all countries?

A: Yes. This limited-time qualification program is available in all countries.

Q: Is the monthly PRV requirement still \$100?

A: Yes. You must still maintain \$100 PRV in order to receive your bonuses and overrides.

Q: Are the NVP and RVP Promotion Credits also reduced by 20%?

A: Yes. All elements of qualification and maintenance are coordinated, so Promotion Credits must be reduced proportionately to maintain alignment with the reduced goal levels. Promotion Credits will be updated to \$8,000 RV for Region and \$32,000 RV for Nation.

Q: Have Pick-up Credits been reduced by 20% as well?

A: Yes. All elements of qualification and maintenance are coordinated, so Pick-up Credits must be reduced proportionately to maintain alignment with the reduced goal levels.