COMPENSATION PLAN

BEAUTY SOCIETY

WELCOME TO BEAUTY SOCIETY

FROM OUR PRODUCTS TO OUR COMPENSATION STRUCTURE, WE BELIEVE IN BEING A COMPANY WITH A CONSCIENCE.

THANK YOU FOR TAKING THE FIRST STEP IN YOUR BRAND NEW BEAUTY BUSINESS. WE KNOW YOU WILL LOVE OUR EFFECTIVE PRODUCTS AND OUR "EVERYONE WINS" BUSINESS MODEL!

Jeannie Lorin

Jeannie Lorin | Founder, Beauty Society

COMPENSATION HIGHLIGHTS

UP TO 45% COMMISSION ON PERSONAL SALES

25% BASE COMMISSIONS **ON ALL CUSTOMER ORDERS**

VOLUME AND FIXED BONUSES FOR ALL BEAUTYBOXES

RANK ADVANCEMENTS **WITHOUT NEEDING TO BUILD A TEAM**

FAST START INCENTIVES FOR ADVISORS

FIXED LEADERSHIP BONUS **FOR EVERY MONTH QUALIFIED**

PERSONAL VOLUME BONUSES

WEEKLY PAYOUT **AND WITHDRAWAL VIA HYPERWALLET**

COMPANY TERMS

BUSINESS PORTAL: An online dashboard to help you run your business. In the Business portal, you can enter orders, run reports, track packages, view commissions, manage your customer base, and so much more!

BEAUTY SOCIETY UNIVERSITY (BSU): Interactive training for you to navigate your business portal, product knowledge, and tips and tricks for your business. BSU is completely free and you can find it in the announcement section of your Business Portal.

CONCIERGE PROGRAM: A personal Zoom call with Beauty Society's concierge staff to help you get your business up abd running in a hands-on training session. Concierge calls are completely free and there is no limit to how many calls you can book. You can even have your customers book a call for a personalized skincare consultation!

CART REWARDS: Special rewards and deals that both Advisors and customers can receive at checkout with a qualifying purchase.

PRODUCT OF THE MONTH: A special discount for a single product for the entire month. Elite customers and Advisors will receive 50% off, and retail customers will receive 20% off.

LEGACY KIT: A welcome kit that you receive when beginning your business here at Beauty Society. This kit will always include a 60% off coupon, an Advisor program guide and a selection of our favorite Beauty Society products.

ELITE CUSTOMER PROGRAM: If a customer has an item on subscription monthly, bimonthly, or quarterly they become an Elite Customer! Elite Customers receive free shipping on orders over $50, 15% off of every order, and more!

BUSINESS BANK: A digital wallet located in your Business Portal that your weekly and monthly pay are deposited into. You can also find your beauty cash (free product credit) amount in this section.

HYPERWALLET: The software system we use to weekly transfer your funds from your Business Bank into your Bank Account, PayPal, or Venmo

COMMISSION TERMS

QUALIFYING VOLUME (QV): The value assigned to products to help determine how much volume has been sold. This value is used to help calculate the qualification for your rank. Shipping and tax are not included in volume calculation. QV for Elite Customer orders will be 85% of the price paid excluding shipping and taxes.

PERSONAL VOLUME CAPPED (PV): The total Qualifying Volume (QV) from your own orders and personally sponsored customers. This volume is capped at having no more than 100 Qualifying Volume from your own personal orders. This volume is typically used for qualifying for certain ranks and the Personal Volume Bonus.

PERSONAL VOLUME UNCAPPED (PVU): The total Qualifying Volume (QV) from your own orders and personally sponsored customers without a cap. This value is always equal to the Qualifying Volume.

GROUP VOLUME (GV): The total Qualifying Volume (QV) from your own personal orders and your entire downline team. Group volume helps determine monthly Pay Rank and Rank Advancements.

COMMISSIONABLE VOLUME (CV): A value that is assigned to all products. Prestige Sterling Advisors and above are paid a commission percentage on their downline based on the commissionable volume of their sales. The Commissionable Volume (CV) is 70% of the Net Retail Value (NR) for Retail Customers and Advisors.

MAX VOLUME RULE (MVR): This rule will cap the amount of Volume contributing from a single Leg or from your own Personal Volume uncapped (PVu). This rule is used to meet the qualifications for certain leadership levels (Ultimate Sterling Advisor). This is to ensure that all Leadership Advisors have a balanced downline team.

PERSONAL VOLUME BONUS: A bonus that can be earned by hitting a certain Personal Volume Capped (PV) amount in a calendar month. This bonus is paid out monthly and you can earn up to an extra 20% in bonus commission.

CALENDAR MONTH: The 1st day of the month until the last day of the month. All volume and commissions are based on the current calendar month.

QUALIFIED: You must have at least 100 Personal Volume (PV) to be considered Qualified. An
Advisor that is not qualified may receive Customer Commissions (weekly payout), but is not eligible to receive any other bonuses (monthly payout).

LEVEL: An Advisor's spot in a team's downline in relation to other Advisors above or below you.

LEG: Every first level Advisor and their respective team in your downline. These are the Advisors that have been personally sponsored by you.

QUALIFIED LEG: A Leg is considered Qualified when the leg has at least 100 in Personal Volume (PV) within a calendar month. Qualified Legs determine monthly Pay Rank and Rank Advancements.

GENERATION: A team that starts with an Ultimate Platinum Advisor or higher and includes everyone below them until the next Ultimate Platinum Advisor or higher level. They are still considered a Generation even if they are not paid as (it goes according to Career Title).

NET RETAIL PRICE (NR): The price of our products if they were purchased at full retail price. This value is the same for Retail customers, Elite customers, and Advisors. In cases of special promotions or discounts, the Net Retail may be reduced from the normal full retail price.

COMMISSION TERMS

RANK ADVANCEMENTS: Promoting to a higher Advisor title in a calendar month.

CAREER TITLE: The highest title you have achieved and abides by all of the requirements for the Requalification Policy. A Career Title is unchanging unless an Advisor is not paid as that Rank for 6 months.

PAY RANK/PAID AS TITLE: You are paid at the Advisor title for which you qualify for during the calendar month. The requirements to be "Paid-as" a Title is the same as the requirements to promote to that Title.
If in any period you do not achieve your Career Title level, you will be paid at the title you qualified for during the calendar month. You will retain your Career Title, but will be paid as the title you have qualified for!

CLAWBACK: When products or items are returned within the returns policy, the Commissions issued from the transaction are reversed.

LEADERSHIP LEVEL: Leadership level is the rank Ultimate Advisor and above. At leadership level you will have access to the Leadership Advisor Forum, receive extra bonuses and other special perks!

CAREER PATH
RANK REQUIREMENT

RANKING	PERSONAL VOLUME (CAPPED) (PV)	GROUP VOLUME (GV)	LEG REQUIREMENTS	MAX VOLUME RULE	LIFESTYLE BONUS
PRESTIGE ADVISOR	Qualified = 100 QV				
PRESTIGE STERLING ADVISOR	100 QV	500 QV			
PRESTIGE PLATINUM ADVISOR	200 QV	1,000 QV			
SELECT ADVISOR	300 QV	1,750 QV	1 Leg w/ 500 QV		
SELECT STERLING ADVISOR	500 QV	3,000 QV	2 Legs w/ 700 QV		
SELECT PLATINUM ADVISOR	700 QV	5,500 QV	3 Legs w/ 1,000 QV		
ULTIMATE ADVISOR	1,000 QV	10,000 QV	3 Legs w/ 1,750 QV		$300
ULTIMATE STERLING ADVISOR	1,000 QV	18,000 QV	3 Select Sterling + Advisor Legs	9,000 QV	$700
ULTIMATE PLATINUM ADVISOR	1,000 QV	35,000 QV	3 Select Platinum + Advisor Legs	17,500 QV	$1,500
ULTIMATE DIAMOND ADVISOR	1,000 QV	70,000 QV	3 Ultimate+ Advisor Legs	35,000 QV	$3,500
LEGACY ADVISOR	1,000 QV	150,000 QV	3 Ultimate Sterling + Advisor Legs	75,000 QV	$7,000
LEGACY STERLING ADVISOR	1,000 QV	325,000 QV	3 Ultimate Platinum + Advisor Legs	162,500 QV	$7,000
LEGACY PLATINUM ADVISOR	1,000 QV	750,000 QV	3 Ultimate Diamond + Advisor Legs	375,000 QV	$7,000
LEGACY DIAMOND ADVISOR	1,000 QV	1,500,000	3 Legacy Advisor Legs	750,000 QV	$7,000

CAREER PATH
COMMISSION

RANKING	CUSTOMER PROFIT	FAST START BONUSES	PERSONAL VOLUME BONUS	LEVEL 1 BONUS	LEVEL 2 BONUS	LEVEL 3 BONUS	LEVEL 4 BONUS	LEADERSHIP BONUS	GENERATION BONUS 1	GENERATION BONUS 2	GENERATION BONUS 3	GENERATION BONUS 4
PRESTIGE ADVISOR	25% of QV	Yes	Up to 20%									
PRESTIGE STERLING ADVISOR	25% of QV	Yes	Up to 20%	5% on CV /$4 per BeautyBox								
PRESTIGE PLATINUM ADVISOR	25% of QV	Yes	Up to 20%	7% on CV / $4 per BeautyBox								
SELECT ADVISOR	25% of QV	Yes	Up to 20%	9% on CV/ $4 per BeautyBox	3% on CV / $2 per BeautyBox							
SELECT STERLING ADVISOR	25% of QV	Yes	Up to 20%	10% on CV/ $4 per BeautyBox	5% on CV / $2 per BeautyBox							
SELECT PLATINUM ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	6% on CV / $2 per BeautyBox	3% on CV / $1 per BeautyBox						
ULTIMATE ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	5% on CV / $1 per BeautyBox		$300				
ULTIMATE STERLING ADVISOR	25% of QV	Yes	Up to 20%	10% on CV /$4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$700				
ULTIMATE PLATINUM ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$1,500				
ULTIMATE DIAMOND ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$3,500				
LEGACY ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$7,000	1% on CV / $1 per BeautyBox			
LEGACY STERLING ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$7,000	2% on CV / $1 per BeautyBox	1% on CV / $1 per BeautyBox		
LEGACY PLATINUM ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$7,000	2% on CV / $1 per BeautyBox	2% on CV / $1 per BeautyBox	2% on CV / $1 per BeautyBox	
LEGACY DIAMOND ADVISOR	25% of QV	Yes	Up to 20%	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox	$7,000	2% on CV / $1 per BeautyBox	2.5% on CV / $1 per BeautyBox	2.5% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox

BONUS STRUCTURES

LEVEL BONUS

A commission percentage is paid on an Advisor's downline based on their Pay Rank they have achieved each calendar month. The greater the Pay Rank, the higher the commissions an Advisor will earn on their downline levels.

- Depending on an Advisor's pay-rank, they can receive a percent of their downline's Commissionable Volume (CV) and the fixed bonus amounts on the BeautyBoxes purchased/sold within their downline.
- (For example, a Select Advisor is paid 9% of their Level 1 Advisors (personally sponsored legs) and 3% of their Level 2 Advisors.)
- BeautyBoxes will also contribute to Level Commissions! An advisor can earn a Level Bonus commissions on their downline's Elite customer BeautyBoxes AND Advisor BeautyBoxes. They can earn a fixed amount per BeautyBox up to 4 levels under them!

	LEVEL 1 BONUS	LEVEL 2 BONUS	LEVEL 3 BONUS	LEVEL 4 BONUS
PRESTIGE ADVISOR				
PRESTIGE STERLING ADVISOR	5% on CV /$4 per BeautyBox			
PRESTIGE PLATINUM ADVISOR	7% on CV / $4 per BeautyBox			
SELECT ADVISOR	9% on CV/ $4 per BeautyBox	3% on CV / $2 per BeautyBox		
SELECT STERLING ADVISOR	10% on CV/ $4 per BeautyBox	5% on CV / $2 per BeautyBox		
SELECT PLATINUM ADVISOR	10% on CV / $4 per BeautyBox	6% on CV / $2 per BeautyBox	3% on CV / $1 per BeautyBox	
ULTIMATE ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	5% on CV / $1 per BeautyBox	
ULTIMATE STERLING ADVISOR	10% on CV /$4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
ULTIMATE PLATINUM ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
ULTIMATE DIAMOND ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
LEGACY ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
LEGACY STERLING ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
LEGACY PLATINUM ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox
LEGACY DIAMOND ADVISOR	10% on CV / $4 per BeautyBox	7% on CV / $2 per BeautyBox	6% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox

BONUS STRUCTURES

PERSONAL VOLUME BONUS

In addition to an Advisor's weekly base commissions, an Advisor can also strive for a certain amount of Personal Volume capped (PV) that is paid as an extra percentage on their personal orders and their customer orders. BeautyBoxes will count towards the threshold.

- While the Personal Volume Capped (PV) is used for qualifications, the bonus will pay on Personal Volume uncapped (PV), excluding BeautyBoxes.
- Personal Volume Bonus Qualifications:

500 - 1,999 PV = 5% Bonus Commission
2,000 - 3,499 PV = 10% Bonus Commission
3,499 - 5,000 PV = 15% Bonus Commission
5,000 PV and Above = 20% Bonus Commission

PERSONAL VOLUME (CAPPED) (PV) REQUIREMENT	PCT OF PERSONAL VOLUME CAPPED
500 – 1,999.99	5%
2,000 – 3,499.99	10%
3,500 – 4,999.99	15%
5,000+	20%

GENERATION BONUS

If an Advisor is paid-as a Legacy Advisor or higher, they will receive a Generation Bonus based on their Downline's generation and their own Personal Team.

- Non-BeautyBox Sales: A percentage of their Generations Commissionable Volume (CV)

BeautyBox Sales: $1 per Elite AND Advisor BeautyBoxes

	GENERATION BONUS 1	GENERATION BONUS 2	GENERATION BONUS 3	GENERATION BONUS 4
LEGACY ADVISOR	1% on CV / $1 per BeautyBox			
LEGACY STERLING ADVISOR	2% on CV / $1 per BeautyBox	1% on CV / $1 per BeautyBox		
LEGACY PLATINUM ADVISOR	2% on CV / $1 per BeautyBox	2% on CV / $1 per BeautyBox	2% on CV / $1 per BeautyBox	
LEGACY DIAMOND ADVISOR	2% on CV / $1 per BeautyBox	2.5% on CV / $1 per BeautyBox	2.5% on CV / $1 per BeautyBox	3% on CV / $1 per BeautyBox

BONUS STRUCTURES

MONTHLY FIXED LIFESTYLE BONUS

This is an extra bonus that is automatically given to Advisor's who qualify for Ultimate Advisor and above. Advisors have to qualify for a level listed below in order to receive the entire bonus! This bonus is even paid monthly based on the Pay Rank of the calendar month.

	LEADERSHIP BONUS
ULTIMATE ADVISOR	$300 per qualified month
ULTIMATE STERLING ADVISOR	$700 per qualified month
ULTIMATE PLATINUM ADVISOR	$1,500 per qualified month
ULTIMATE DIAMOND ADVISOR	$3,500 per qualified month
LEGACY ADVISOR	$7,000 per qualified month
LEGACY STERLING ADVISOR	$7,000 per qualified month
LEGACY PLATINUM ADVISOR	$7,000 per qualified month
LEGACY DIAMOND ADVISOR	$7,000 per qualified month

COMMISSION POLICY

COMPRESSION POLICY

When an Advisor is canceled or leaves Beauty Society, all of their downline and customers will be moved up to their upline sponsor.

REINSTATEMENT POLICY

If an Advisor cancels or resigns they can request to come back. If the Advisor wants to be under the same upline they can come back at any time, but will not get their downline or Career Title back. If the Advisor wants to come back under a different Advisor they will have to wait six months after the day they resigned and will still not receive their original downline or Career Title. If an Advisor returns under a different sponsor they must re-purchase the Legacy Kit and start their account over.

REQUALIFICATION POLICY

If an Advisor is Ultimate Platinum Advisor level or higher they must be paid as that rank within the last six-months. If not, their Career Title will be demoted to their Paid-As title in that sixth month.

NEWGENQ RULE

If an Advisor wants to qualify as a Legacy Sterling Advisor and above they must follow all the qualifications for that rank advancement, including this new rule. This rule just ensures that a high ranked leader (such as Legacy Sterling and above) acquires a new first generation (Ultimate Platinum Advisor) every rolling 18-month period.

- Until an Advisor acquire a new first generation (Ultimate Platinum Advisor) or higher within an 18-month period they can only qualify to be a Legacy Sterling Advisor.
- This new first generation has to have hit Ultimate Platinum Advisor for the first time within 18-months, or their Career title will be demoted and then they will have to re-qualify at Ultimate Platinum Advisor.