

The Dashing Diva Compensation Plan offers 3 ways to earn:

1. **RETAIL PROFIT** from selling product to Retail Customers and to VIP Customers.
2. **TEAM COMMISSIONS** from sales to the DIVAs and VIPs you personally sponsor.
3. **GENERATION COMMISSIONS** on sales made by the extended organization your Personal Team creates.

DEFINITIONS:

RETAIL CUSTOMER: A Customer who purchases the Dashing Diva Products from or through (DIVA's personal website) a DIVA at suggested Retail Price.

VIP DIVA: A Customer who agrees to receive regular shipments by enrolling in a monthly subscription Diva Box and be part of the VIP Diva Program.

DIVA: A DIVA is an Independent Contractor who has signed an Independent DIVA Application which has been accepted by Dashing Diva and is operating in compliance with Dashing Diva's Policies and Procedures.

DIVA 2: The first advancement in title an Active DIVA may achieve. Requires a monthly minimum of \$300 in Sales Volume (SV) and a minimum of \$600 in Personally Sponsored Sales Volume (PSSV).

LEVEL 1 – LEVEL 10 DIVA: Leadership Titles within the Compensation Plan.

DIVA 2 GROUP: Personal Team of a DIVA 2. DIVA 2 Groups make up the generational volume. A Personal Team is a DIVA 2 Group that is Generation 0.

- 1. RETAIL PROFIT** – As as DIVA, regardless of Title, you can earn retail profit on all purchases made your Retail customers and VIP DIVA customers. Retail Profit is based on the difference between DIVA price and the Retail or VIP DIVA price.

PRICE SHEET SAMPLE		
DIVA Price	VIP DIVA Price	Retail Price
\$15.00	\$17.00	\$20.00
25%	15%	0%
Retail Profit	\$3	\$6

2. ACTIVE DIVA REQUIREMENT

To maintain active DIVA benefits, achieve a minimum of \$100 in Personal Sales Volume during each commission period and DIVA is in compliance with the requirements of the DIVA Agreement; and DIVA Agreement is renewed in accordance with the Policies and Procedures.

Commission Period: A Calendar Month

Non-Active Consultant

A Non-Active DIVA or DIVA 2 and above Title has a terminated account status in the Dashing Diva Program. She or he is automatically relegated to the status of VIP DIVA with those benefits.

Commissions Ineligible DIVA (D*)

A DIVA who does not qualify to earn Commissions as a result of not achieving a minimum Personal Sales Volume (PSV) of \$100 for the Commission Period. Commissions Ineligible DIVAs are still able to earn Retail Profit.

Commissionable purchases may include those made by:

- DIVA's VIP DIVAs;
- DIVA's Downline DIVAs; and
- Downline DIVA's VIP DIVAs and Retail Customers.

Earnings

Earnings is the amount attributable to Commissions, Retail Profit, Achievement Rewards and Incentive Program Rewards, less any return adjustments related to Product returns.

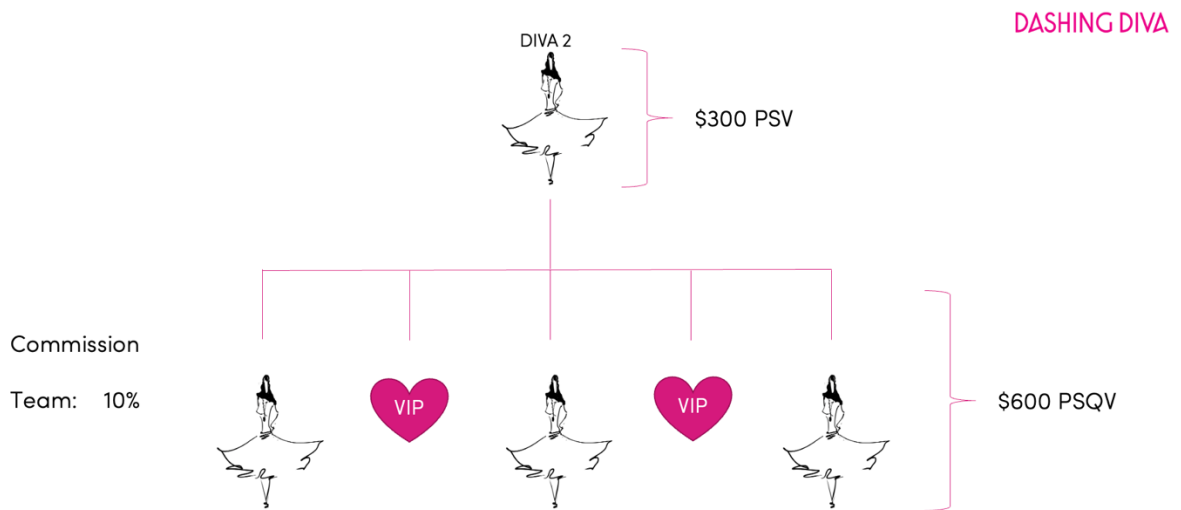
3. Personal Team Commissions

As an Active DIVA, the next step to earn additional commissions is to develop a team. This is achieved by reaching a minimum of:

- \$300 in Personal Sales Volume during each commission period
- AND
- \$600 in Personally Sponsored Sales Volume in a commission period. This volume is generated by VIP DIVAs who you personally enroll in the VP DIVA program

Personal Sales Volume is defined as product purchases made directly by your retail customers AND/OR Personal purchases that you, the DIVA make at the DIVA price.

Personally Sponsored Qualifying Volume is defined as cumulative volume during a commission period achieved with the qualifying sales volume generated from DIVAs you personally sponsored and VIP DIVAs you personally enroll in the VIP DIVA program.



4. GENERATION COMMISSIONS

To earn Generation Commissions, develop 1 or more DIVA 2s in your organization. Earn 5% commission of the sales volume from DIVA 2's personally sponsored DIVA's and their VIP DIVA's

As you develop more DIVA 2s, you will be able to access 5% commission of more generations of your organization. Reference the Chart below:

	Diva	Diva 2	Diva 3	Diva 4	Diva 5	Diva 6	Diva 7	Diva 8	Diva 9	Diva 10
REQUIREMENTS										
Starter Kit										
Personal Sales Volume	\$100	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300
Personally Sponsored Sales Volume		\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600
# of Qualified Diva 2			1	2	4	6	8	11	13	15
Qualified Divas 6							1	3	5	8
EARNING POTENTIAL										
Retail Profit										
Personal Team Commission		10%	10%	10%	10%	10%	10%	10%	10%	10%
Generation 1 Commission			5%	5%	5%	5%	5%	5%	5%	5%
Generation 2 Commission				5%	5%	5%	5%	5%	5%	5%
Generation 3 Commission					5%	5%	5%	5%	5%	5%
Generation 4 Commission						5%	5%	5%	5%	5%
Generation 5 Commission								5%	5%	5%

Compression (Roll Up)

The changes to the Performance Lineage due to termination (whether the result of non-renewal or Voluntary or Involuntary Termination of a DIVA Agreement or 12 consecutive months of not achieving the minimum requirements per the active definition) or due to a performance Roll Around. In a Compression, when a DIVA's Sponsor is no longer Active and is relegated to the status of VIP DIVA or terminated, their Performance Sponsor becomes their next Active Upline.

A DIVA is automatically relegated to the status of VIP DIVA after a period of twelve (12) consecutive months of not achieving the minimum requirements per the active definition.

Grace Period

Each DIVA 2 or above is entitled to receive one Grace Period:

- - during the twelve (12) month period that follows the DIVA's advancement to the Recognition Title of DIVA 2 or above; and
- - during any twelve (12) month period that follows the anniversary date of the DIVA 2's first advancement to the Recognition Title of DIVA 2 provided that the DIVA retains a Recognition Title of DIVA 2 or above.

A DIVA 2 or above may never have more than one Grace Period in any twelve (12) month period. Accordingly, a Grace Period that is not used by an DIVA 2 or above will not be carried over into the following twelve (12) month period in which she or he is entitled to receive one new Grace Period, which may be used for the purpose of maintaining a Title as described herein, but may not be used to allow a DIVA to advance to a new Title. An DIVA 2 can use a Grace Period to:

- - Satisfy the requirement of a minimum of \$600 in PSV during a Commission Period. If an DIVA 2 or above uses a Grace Period, she or he will continue to be paid at her or his Qualification Title only if she or he continues to satisfy the requirement that she or he must achieve a minimum of \$100 SV in each Commission Period and otherwise maintains the required number of Qualified DIVA 2 Legs in her or his Personal Team for that Title; and
- - Satisfy the requirement of a minimum of \$300 in SV during a Commission Period. If an DIVA 2 or above uses a Grace Period, she or he will be paid as a Commissions Ineligible DIVA but will retain her or his Recognition Title and will not lose her or his organization. If a Grace Period is used to satisfy the \$300 SV, the DIVA 2 will not count as a Qualified DIVA 2 Leg for the Upline in that Commission Period.

An DIVA 2 or above who has used up her or his Grace Period (having none remaining) and then fails to achieve a minimum of either (i) \$300 SV or (ii) \$600 in PSV during a subsequent Commission Period is downgraded to the Recognition Title of DIVA.

Terms and Definitions:

Organization Volume (Org Vol)

Organization Volume is the sum of all Commissionable Volume in the Personal Team and in Generation 1 thru Generation 5.

Paid-As Title

The highest title for which a DIVA or DIVA 2 satisfies the qualification requirements for the Commission Period.

Performance Lineage

The lineage based on performance within the Program. The lineage can change as a result of Compressions, which may be the result of either a Roll Around or Termination.

Performance Sponsor

Performance Sponsor is a Sponsor to whom a Downline DIVA has been assigned through a Compression or Roll Around. A Performance Sponsor may be different from the Enrollment Sponsor.

Recognition Title

The highest Paid-As Title that a DIVA has achieved during the prior three (3) Commission Periods under the Compensation Plan, provided that an DIVA 2 or above has not been downgraded to DIVA or VIP DIVA.

Roll Around

Roll Around for Non-Advancement ("Timer")

When a Downline DIVA advances to a DIVA 2 or above, the Upline Consultant (direct or indirect Sponsor) has four Commission Periods to advance to a DIVA 2 or above (sometimes referred to as a "Timer"). If the Upline Consultant fails to advance to a DIVA 2 or above in the four Commission Periods, the Downline DIVA 2 Leg rolls around the Upline Consultant to the next Upline DIVA 2 in the Performance Lineage and is recognized as a DIVA 2 Leg for that Upline DIVA 2. This effectively removes this DIVA 2 Leg permanently from the Performance Lineage of the Consultant from which the DIVA 2 Leg is rolling around. Any Personally Sponsored Consultant will always count toward the PSV of the Enrollment Sponsor regardless of the Performance Lineage.

Roll Around for Downgrade

When a DIVA 2 or above fails to meet DIVA 2 Qualification of either (i) \$300 SV or (ii) \$600 PSV with no eligible Grace Period, the DIVA 2 will be downgraded to Recognition Title of DIVA effective upon the close of that Commission Period. A Downline DIVA 2 Leg recognized in the prior Commission Period that maintains DIVA 2 status in the Commission Period in which the Upline DIVA is downgraded rolls around the Upline DIVA to the next Upline DIVA 2 in the Performance Lineage and is recognized as a DIVA 2 Leg for that Upline DIVA 2. This effectively removes this DIVA 2 Leg permanently from the Performance Lineage of the DIVA from which the DIVA 2 Leg is rolling around. Any Personally Sponsored DIVA will always count toward the Qualifying PSV of the Enrollment Sponsor, regardless of the Performance Lineage.

In the scenario where a potential Roll Around for non-advancement is in direct conflict with an immediate Roll Around for downgrade, the immediate Roll Around of the Downline DIVA 2 Leg for downgrade will take precedence.

Upon failure to meet DIVA 2 Qualification of (i) \$300 SV and/or (ii) \$600 PSV in sales with no eligible Grace Period, the DIVA will be downgraded to Recognition Title of DIVA effective upon the close of that Commission Period.

TITLE ADVANCEMENT AND MAINTENANCE

Advancement to each higher Recognition Title requires the achievement and maintenance of minimum requirements for each previous Recognition Title. Advancements become effective on the close of the Commission Period for the month in which they were achieved.

Note: A Diva's personal purchases can count for up to 50% of the Personal Sales requirement when for achieving Title Diva 2 and above. The other 50% must be attributed to customer sales. The Diva 2 requirement of Personal Sales is \$300 therefore, up to \$150 from the Diva can count toward that total.

To achieve the \$600 in Personal Team Sales from the Title Diva 5 and above, a maximum of \$200 per Sponsored Diva 2 leg can count toward the qualifying volume requirement.

COMMISSION ADJUSTMENTS FOR RETURNED PRODUCT

When a Product is returned for credit or refund, the Commission Period of the original purchase is used to determine the qualifications on that sale and to determine the amount of qualification and Commission adjustment for the returned Product. The adjustment to Commissions will be made for the Commission Period in which the Product was returned for the DIVA who received qualifications, GEN 1 Commission and all Upline DIVAs who received Commission on that sale. Retail Profit paid to Consultant by Dashing Diva will also be deducted in the Commission Period during which the Product was returned. Any foreign exchange rate that needs to be applied to determine the amount of the adjustment will be the foreign exchange rate at the time the original purchase was made.