

REBECCA ALLEN

2020 Compensation Plan Overview

Effective November 1, 2020

The Rebecca Allen Compensation Plan is designed to reward you for sharing Rebecca Allen with your network. When our business grows, your business grows - we're in this together! Below you'll find a summary of your earning opportunities, a few key definitions, and answers to your burning questions. Have a question that's not answered here? Hit us up at team@rebecca-allen.com or reach out to your Community & Sales manager - we're here to help.

YOUR REWARDS & COMPENSATION

All compensation is based on your sales, except in the case of Referral Bonuses (more on that below). More specifically, though, all compensation is based on your Commissionable Volume (CV). **CV is the retail value of the item, after any discounts have been applied, not including tax or shipping.** For example, if you sell a customer an item that costs \$100, but you offer a 10% discount, the subtotal is \$90, and that is therefore also the CV. The only exclusion is Personal Orders. You do not earn commission on your personal orders, but you DO get an everyday discount of 25%.

Commission You earn 25% commission on all CV, every month.

Personal Discount You receive 25% off of your own personal orders. While we will never require you, as a Curator, to purchase anything, we know you are a Rebecca Allen Curator in no small part due to your love for the product, so we offer you an everyday discount as a thank you for being our partner. Note, this discount is not to be shared - for your use only.

Level Up Bonuses Level Up Bonuses reward you for strong sales each month. They're based on total CV within the calendar month.

There are four bonuses available for a total of \$1,000 / month - collect them all as you grow your business!

Sell (CV)	Earn
\$500	\$50
\$1,500	\$150 (in addition to previous bonus(s))
\$3,000	\$300 (in addition to previous bonus(s))
\$5,000	\$500 (in addition to previous bonus(s))

Fast Start Bonuses Curators who launch their businesses in their first 30 days earn more and stay in the business longer. Start building the fundamentals of a rewarding business right away and get rewarded for doing so! These bonuses stack *on top* of your everyday commission and Level Up Bonuses, so don't sleep on this launch period - there's some serious \$\$\$ on the table.

Sell (CV)	Earn
\$250	\$100
For each add'l \$250	\$50

Note, these rewards stack. For example, if you sell \$1,000 in your first 30 days you'll earn \$250 in Fast Start Bonuses. :

- $\$1,000 / 250 = 4$
 - 1st \$250 = \$100
 - 3 more \$250 = \$150

But that's not all, you'd also earn:

- 25% commission = \$250
- At least \$50 for the first Level Up bonus (assuming at least \$500 came within 1 calendar month)

That's \$550 (+) in cash for selling \$1,000 in your first 30 days!

Referral Bonuses Sponsoring and mentoring is NOT a requirement or focus as a Rebecca Allen Curator. But... You're having fun. You're getting PAID. So we know people are going to ask how they can get in on this side stream, so we're rewarding you for making that referral.

When THEY Sell (CV)	You Earn
\$250 in their 1st 30 days	\$100
\$1,000 cumulatively	\$200

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Curator

2020 Compensation Plan

	You Sell (CV)	You Earn	The Nitty Gritty
Everyday Compensation			
Everyday Commission	> \$0	25% of all CV	All compensation is based on Commissionable Volume (CV).
Monthly LEVEL UP Bonuses	\$500	\$50	Level Up bonuses are based on total CV in the calendar month and stack.
	\$1,500	\$150	
	\$3,000	\$300	
	\$5,000	\$500	
Available within your First 30 Days Only			
FAST START First 30 Days Bonuses	\$250	\$100	Based only on sales made within your first 30 days, & in addition to ever day compensation.
	Each Add'l \$250	\$50	
	Plus recognition!		
Available for each Curator you Refer			
Referral Bonuses	When THEY sell \$250 in 1st 30 Days	\$100	The sale requirement are the sales of the person you referred, not yours.
	When THEY sell \$1,000 Cumulatively	\$200	

Commissionable Volume (CV) is the Retail Value of each item after discounts and promotions. The CV of an order is the retail subtotal after discounts/promos, and does not include tax or shipping fees.

GLOSSARY

Commissionable Volume (CV) CV is the amount of \$ you drive that is eligible for commissions. It is the retail price of an item, after any discounts or promotions have been applied, excluding tax & shipping fees. Personal orders do not carry CV.

Ex: A customer's order totals \$223.50 + \$11.20 in tax (shipping is FREE!). You are generous so you give her a 10% discount bringing her new subtotal to \$201.15+ \$10 in tax. Your CV for this order is \$201.15. That means you earn \$50.29 in commissions and are well on your way to a Level Up bonus!

Personal Order Our thank you to YOU for being a critical partner in business. This is for your use only - please don't share. Remember, there are NO personal purchase requirements at Rebecca Allen, so this is just a little something something for when you have your eyes on a little something something.

Referral A person you introduce to Rebecca Allen who enrolls as a Curator. This person will enter your name during the sign-up process to make the relationship RA Official.

Qualified Qualified means you've reached \$250 CV for a specific earnings purpose. In the future you may need to Qualify to be eligible for certain bonuses or incentives. In that case you'd need to reach \$250 CV in a calendar month. A Host is eligible to receive Host Rewards when her Show Qualifies, meaning it reaches \$250 in CV.