

# BOISSET AMBASSADOR | SALES COMMISSION DETAILS

## CALCULATING COMPENSATION: AMBASSADOR COMMISSION RATES

PERSONAL SALES VOLUME (PV) (calculated at end of each month)	BASE COMMISSION RATE	BONUS COMMISSION RATE	TOTAL COMMISSION PAID ON CV THAT MONTH
UP TO \$499 PV	15%	-	15%
\$500 TO \$749 PV	15%	+ 5%	20%
\$750 TO \$2,499 PV	15%	+ 10%	25%
\$2,500 TO \$5,999 PV	15%	+ 13%	28%
\$6,000 TO \$9,999 PV	15%	+ 16%	31%
\$10,000 TO \$14,999 PV	15%	+ 17%	32%
\$15,000+ PV	15%	+ 20%	35%

## INTRO TO COMMISSIONS: UNDERSTANDING PV vs. CV

### BOISSET IS INVESTED IN YOUR SUCCESS AND THAT'S WHY WE...

- Offer deep discounts on Tasting Experience Flights, so you can book tastings more easily.
- Underwrite a significant portion of shipping costs, which is costly but has proven effective.
- Provide so much training and marketing support to our Ambassadors.

We want you to benefit from our promotional programs, so we give you the most possible credit for all sales regardless of their cost to Boisset. That's why we measure and reward performance monthly based on your total sales volume, known as "Personal Volume" (PV), which determines the percentage of your sales bonus and your "Paid As" Career Title.

However, the hidden costs of such promotional programs and the narrower margins on some products mean we cannot pay out commissions equally across all goods we sell. The chart at right shows what percentage of your Personal Volume (PV) is "commissionable" for each category of products. This is how we determine your "Commissionable Volume" (CV), which is the value on which all of your commissions and bonuses are paid.

**A GREAT WAY TO REMEMBER IT IS: "P for Percentage, C for Compensation".**

Your PV determines how high a commission percentage you earn each month, but your CV is the number to which that percentage is applied to calculate the compensation you earn.

**PERSONAL VOLUME (PV)** is your total sales volume of qualifying orders placed in a month by your customers or by you. PV determines how high a commission percentage you earn each month, and it is used to determine title qualifications and bonus levels. PV is always calculated after discounts and before taxes and shipping.

**COMMISSIONABLE VOLUME (CV)** is the value on which all of your commissions are paid each month. CV is a percentage of your PV that varies based on the type of products sold (see table below).

**ACTIVE** Ambassadors are considered "active" when they reach \$250 PV/month for the purposes of offers, incentives and promotions.

PRODUCT CATEGORY	PERSONAL VOLUME (PV)	COMMISSIONABLE VOLUME (CV)
JCB JEWELRY	100%	100%
WINE OVER \$100 PER BOTTLE RETAIL	100%	100%
WINE \$40 TO \$100 PER BOTTLE RETAIL	100%	75%
WINE UNDER \$40 PER BOTTLE RETAIL	100%	50%
WINE GIFT SETS	100%	50%-100%
CUSTOM-LABEL WINES	100%	75%
TASTING EXPERIENCES (DISCOUNTED FLIGHTS)	100%	75%
WINE ACCESSORIES & OGC FOOD ITEMS	100%	50%
HALF-OFF ORDERS (CLEARANCE ITEMS)	100%	0%
SPECIAL ORDER FEES ETCHING, HANDLING, SETUP	100%	0%
AMBASSADOR ENROLLMENT PACKAGES	VARIABLES	0%
BUSINESS SUPPLIES	100%	0%

# BOISSET AMBASSADOR | PROMOTIONS & TEAM INCENTIVES



## TITLES, LEADERSHIP & TEAM SALES: THE KEY TO GROWING YOUR BUSINESS

In addition to your sales, building a team can get you promoted to new titles! Once you promote to a new title, you keep that “Career Title” until your next promotion for recognition purposes (requalifying once per year is required for Senior Directors and above). However, your “Paid-As Title” can change each month depending on your qualifications (see below) and may be the same or lower than your Career Title. It’s called your “Paid As” title because it determines the rates at which you are paid each month.

Promotions are based on your own personal sales as well as your team’s sales and the depth and strength of that team. You can also earn additional commissions and cash bonuses on the sales volume of your team members. This is why Boisset provides the training, tools and incentives you need to become a strong leader and help the other Ambassadors on your team learn from your success. As your team members advance their businesses and develop teams of their own, you will also earn rewards based on their success.

PAID AS TITLE	ACTIVE AMBASSADOR	ASSOCIATE AMBASSADOR	SENIOR AMBASSADOR	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR	MANAGING DIRECTOR	SENIOR MANAGING DIRECTOR
ABBREVIATIONS	AMB	AA	SA	DIR	SD	ED	SED	MD	SMD
PV REQUIREMENTS	\$250 PV	\$250 PV	\$500 PV	\$500 PV	\$1,000 PV	\$1,500 PV	\$2,000 PV	\$3,000 PV	\$4,000 PV
OV REQUIREMENTS			\$1,500 OV	\$3,500 OV	\$7,000 OV	\$15,000 OV	\$40,000 OV	\$100,000 OV	\$300,000 OV
ACTIVE LEG REQUIREMENTS		1 ACTIVE LEG	2 ACTIVE LEGS	3 ACTIVE LEGS	4 ACTIVE LEGS	4 ACTIVE LEGS (MIN. 1 SD LEVEL OR HIGHER)	4 ACTIVE LEGS (MIN. 2 SD LEVEL OR HIGHER)	4 ACTIVE LEGS (MIN. 2 SD & 1 ED LEVEL OR HIGHER)	4 ACTIVE LEGS (MIN. 2 SD & 3 ED LEVEL OR HIGHER)
ONBOARDING BONUS	Earn up to \$500 in bonuses on the total CV that each of your Level 1 team members sell during their Jump Start period (first 90 days). (Note – this is <u>in addition</u> to any other bonuses you may receive on those same sales.)								
TITLE PROMOTION BONUS	-	-	-	\$250	\$500	\$1,000	\$2,500	\$5,000	\$10,000
LEVEL 1 BONUS	-	3%	5%	7%	8%	8%	8%	8%	8%
LEVEL 2 BONUS	-	-	3%	4%	5%	5%	5%	5%	5%
GENERATION 1 BONUS	-	-	-	-	-	2%	3%	3%	4%
GENERATION 2 BONUS	-	-	-	-	-	-	2%	3%	3%
GENERATION 3 BONUS	-	-	-	-	-	-	-	2%	2%
GENERATION 4 BONUS	-	-	-	-	-	-	-	-	1%

PV = personal volume CV = commissionable volume OV = organization volume (the sum of your PV + the PV of everyone on your team) PLEASE NOTE: For Paid-As Title qualification purposes ONLY, no more than 50% of your OV can come from yourself or any one Leg on your Team. Should your own PV OR any single Leg’s OV be higher than 50% of the relevant title qualification threshold, then that amount will be “capped” at 50% of your OV for title qualification purposes.

Level 1 = all Ambassadors you have personally sponsored Level 2 = all Ambassadors your Level 1 have sponsored Active Leg = entire team of any Ambassador on your Level 1 where at least one is “active” with \$250 PV for the month

Generation = a group below you on your team led by a SD+, which extends down to but not including the next SD+

Questions or concerns? Please see the Boisset Ambassador Compensation Plan for complete details.