

BOISSET AMBASSADOR | SALES COMMISSION DETAILS

COMMISSIONS & BONUSES ON YOUR OWN SALES (to your customers or yourself – calculated at end of each month)	ACTIVE AMBASSADOR (any title with at least \$250 PV that month)	INACTIVE AMBASSADOR (any title with less than \$250 PV that month)
BASE RATE COMMISSION FOR SALES	25% OF TOTAL CV	15% OF TOTAL CV
+ 1% ADDITIONAL SALES BONUS IF \$1,500 TO \$2,999 PV IS ACHIEVED	26% OF TOTAL CV	-
+ 2% ADDITIONAL SALES BONUS IF \$3,000 TO \$4,999 PV IS ACHIEVED	28% OF TOTAL CV	-
+ 3% ADDITIONAL SALES BONUS IF \$5,000 TO \$9,999 PV IS ACHIEVED	31% OF TOTAL CV	-
+ 1% ADDITIONAL SALES BONUS IF \$10,000 TO \$14,999 PV IS ACHIEVED	32% OF TOTAL CV	-
+ 3% ADDITIONAL SALES BONUS IF \$15,000+ PV IS ACHIEVED	35% OF TOTAL CV	-

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).

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 - programs like these are costly but have been proven to be 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 each month to calculate how much compensation you earn.

PRODUCT CATEGORY	PERSONAL VOLUME (PV)	COMMISSIONABLE VOLUME (CV)
JCB JEWELRY	100%	100%
WINE OVER \$75 PER BOTTLE RETAIL	100%	100%
WINE \$35 TO \$75 PER BOTTLE RETAIL	100%	75%
WINE UNDER \$35 PER BOTTLE RETAIL	100%	50%
WINE GIFT SETS	100%	75%
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 required for Senior Director 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 sales and sponsoring new Ambassadors. You can 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
TITLE QUALIFICATIONS	\$250 PV	\$250 PV 1 ACTIVE LEG	\$250 PV 2 ACTIVE LEGS \$1,500 OV	\$400 PV 3 ACTIVE LEGS \$3,500 OV	\$600 PV 4 ACTIVE LEGS \$7,000 OV	\$600 PV 4 ACTIVE LEGS (1 SD OR HIGHER) \$15,000 OV	\$750 PV 4 ACTIVE LEGS (2 SD OR HIGHER) \$40,000 OV	\$750 PV 4 ACTIVE LEGS (2 SD + 1 ED OR HIGHER) \$100,000 OV	\$1,000 PV 6 ACTIVE LEGS (2 SD + 3 ED OR HIGHER) \$300,000 OV
ONBOARDING BONUS	Earn up to \$500 in bonuses on the total CV that each of your Level 1 team members sell during their JumpStart (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 total PV + the total PV of everyone on your team) **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 = group below you on your team led by a SD+, extends down to but not incl. next SD+ See Boisset Ambassador Compensation Plan for more complete details.