

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
ADDITIONAL SALES BONUS IF \$3,000 TO \$4,999 PV IS ACHIEVED	+3% OF TOTAL CV	-
ADDITIONAL SALES BONUS IF \$5,000 TO \$7,499 PV IS ACHIEVED	+2% OF TOTAL CV	-
ADDITIONAL SALES BONUS IF \$7,500 TO \$9,999 PV IS ACHIEVED	+2% OF TOTAL CV	-
ADDITIONAL SALES BONUS IF OVER \$10,000 PV IS ACHIEVED	+3% OF TOTAL CV	-
TOTAL PAID OUT INCL. COMMISSION + BONUSES IF OVER \$10,000 PV IS ACHIEVED	35% OF TOTAL CV	-

INTRO TO COMMISSIONS: UNDERSTANDING PV vs. CV

Boisset is invested in your success. That's why we offer such deep discounts on Tasting Experiences, so you can book tastings more easily, and why we underwrite a significant portion of shipping costs. Programs like these are costly, but have been proven to be effective.

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 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 total sales is "commissionable" for each category. 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 is for Percentage, C is for Cash". Your PV determines how high a percentage you earn in any given month, but your CV is the number to which that percentage is applied each month to calculate how much cash you earn.

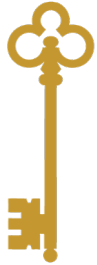
The last thing to remember is that, in our ecommerce system, PV is a "point value" that will always be rounded up to the nearest dollar FOR EACH UNIT SOLD. For example, this means that if a wine costs \$78.20 per bottle, and you sell a 12 bottle case for \$938.40, you would calculate your PV on that sale by ROUNDING EACH OF THE 12 BOTTLES UP TO THE NEAREST DOLLAR to determine its PV value, which would be \$79 x 12 = \$948 PV, not by rounding the total sale up from \$938.40 to \$939 PV.

PERSONAL VOLUME (PV) is your total sales volume each month from any order placed with Boisset by your customers (or by you). It is used to determine title qualifications and bonus levels.

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

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%
CUSTOM-LABEL WINES & WINE GIFT SETS	100%	75%
TASTING EXPERIENCES (DISCOUNTED FLIGHTS)	100%	75%
WINE ACCESSORIES & OGC FOOD ITEMS	100%	50%
ONGOING JOIE DE VIE WINE CLUB SHIPMENTS	100%	50%
INITIAL JOIE DE VIE WINE CLUB SHIPMENTS	100%	0%
SPECIAL ORDER FEES: ETCHING, HANDLING, SETUP	100%	0%
HALF-OFF ORDERS (CLEARANCE ITEMS)	100%	0%
AMBASSADOR ENROLLMENT KITS	0%	0%
BUSINESS SUPPLIES	0%	0%

BOISSET AMBASSADOR | PROMOTIONS & TEAM INCENTIVES



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

In addition to your sales, team building and leadership are your pathway to success as a Boisset Ambassador. They can get you promoted to new titles with great benefits! Once you are promoted 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 on sponsoring new Ambassadors. Building a team allows you to earn additional commissions on their sales volume and even get cash bonuses for their promotions. The more active Ambassadors you have on your team, the more your own commissions will increase. 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 they 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	this additional bonus for sponsoring new ambassadors is equivalent to 5% of that month's CV of any new team members on your Level 1 who are still in their first 90 days (note - this is <u>in addition</u> to any other bonuses you may receive on those same sales)								
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 (your entire team's sales volume) Level 1 = all Ambs. you' have sponsored Level 2 = all Ambs. your Level 1 have sponsored
 Active Leg = entire team of any Amb on your Level 1 where at least one is “active” with \$250 PV Generation = group formed when an Amb below you promotes to SD+, extends down to but not incl. next SD+
 See Boisset Ambassador Compensation Plan for more complete details, FAQs and definitions of terms