



BOISSET *Collection*

INDEPENDENT AMBASSADOR
COMPENSATION PLAN
THE COMPLETE GUIDE

UPDATED OCTOBER 1, 2023

WE WELCOME YOU AS A

BOISSET AMBASSADOR

As you write the next chapter of your life story as a Boisset Ambassador, only you can determine your level of commitment. The amount of time you wish to dedicate, the amount of knowledge you wish to acquire and the amount of income you require - these decisions are up to you.

We welcome you to discover and define your own earning opportunity.

INCOME OPPORTUNITIES

There are three basic ways you can earn income as a Boisset Ambassador:

1 ORDERS (Commissions & Bonuses)

You can earn **commissions of up to 35%*** on every purchase made through your Ambassador website, whether the order was placed by yourself or your personal customers.

2 SPONSORING (Onboarding & Level Bonuses)

As you sponsor new Ambassadors to join your team, you will earn **Onboarding Bonuses** and **Level Bonuses** on their orders as well as your own. The more Ambassadors you sponsor, the more you'll earn!

3 LEADERSHIP (Generation Bonuses)

As you mentor other Ambassadors on your team, they will grow their business and advance by developing teams of their own. When you advance into Boisset Leadership, you will become eligible for an additional revenue stream called **Generation Bonuses** which is based on their performance.

* Commissions are based on the Commissionable Volume (CV) of each sale. See pages 7-8 for more info on CV

1 ORDERS

SALES COMMISSIONS & BONUSES

As an Ambassador, you will earn a Sales Commission on every purchase made through your website, whether the orders are placed by your customers or for yourself.

You can also maximize your earnings by increasing your sales volume each month to qualify for bonuses that can more than double your total commission rate - up to 35%!

BASE COMMISSION RATE - 15% SALES COMMISSION

Ambassadors earn a base commission rate of **15% on the total Commissionable Volume (CV)*** on every order placed through their website in a given month, regardless of their total sales volume or whether the order was placed by a customer or for themselves.

BONUS COMMISSION RATE - BASED ON VOLUME

Ambassadors are also eligible for sales bonuses based on their personal sales volume. These come in the form of additional “bonus commission rates”, which can boost their total commission rate up to 35%, as shown below.

CALCULATING AMBASSADOR COMMISSION RATES			
PERSONAL SALES VOLUME (PV - calculated at end of each month)	BASE COMMISSION RATE	BONUS COMMISSION RATE	TOTAL COMMISSION PAID ON CV FOR 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%

* The commission percentage Ambassadors achieve each month is based on their Personal Volume (PV). The amount of income they earn each month is determined by applying that PV-based commission rate to their Commissionable Volume (CV) for that month. See pages 5-8 for more info on CV and PV.

1 ORDERS

MAKING SENSE OF COMMISSIONS

PERSONAL VOLUME (PV) vs. COMMISSIONABLE VOLUME (CV)

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

- Offer such generous Wine Society and JCB Collector discounts and promote periodic sales and offers, so you can sell wine and enroll new Members 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 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. That's why you will earn commissions and bonuses based on the percentage of your Personal Volume (PV) that is "commissionable", meaning that it qualifies for commissions. We call this your **Commissionable Volume (CV)**.

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



Personal Volume (PV) is your total sales volume of qualifying orders placed through your website in a given month. Your PV determines how high a bonus commission rate you earn each month. It is also a key criterion for title qualifications and is often a qualifying factor for other bonuses and incentives (most such rewards require a minimum \$250 PV or higher). 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 chart showing CV rates on page 8).

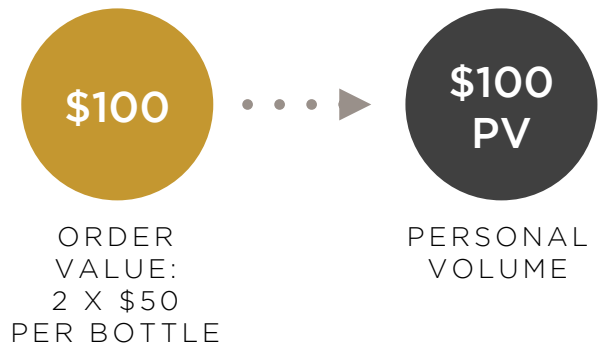
ULTIMATELY, THIS SYSTEM SERVES THE INTERESTS OF BOTH BOISSET AND OUR AMBASSADORS because it incentivizes sales of products that have a higher profit margin for the company and that have a higher earning potential for the Ambassadors, whose compensation is percentage-based – a win-win for everyone.

1 ORDERS

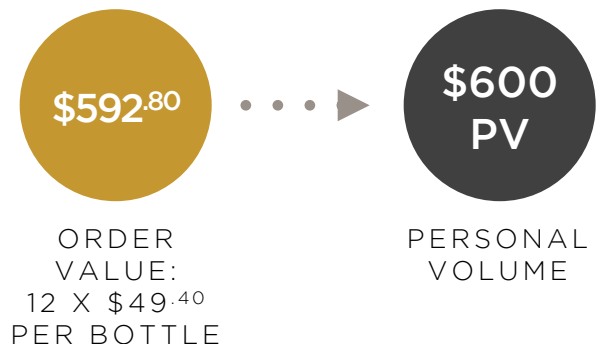
UNDERSTANDING PV: PERSONAL VOLUME

PERSONAL VOLUME (PV) is based on your total qualifying 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. PV is always calculated on the values of sales **after discounts** but **before tax and shipping**.

In our ecommerce system, PV is a **“point value” that does not support decimals or fractions**. PV will always be **ROUNDED UP** to the nearest dollar **FOR EACH INDIVIDUAL UNIT SOLD**, which means that you get the most possible credit on sales of multiple bottles or cases.



FOR EXAMPLE, if a wine costs \$49.40 per bottle, and you sell 12 bottles for \$592.80, 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 $25 \times 50 = \$600$ PV, not by rounding the total sale up from \$592.80 to \$593 PV.



1 ORDERS

UNDERSTANDING CV: COMMISSIONABLE VOLUME

COMMISSIONABLE VOLUME (CV) is the value on which your commissions and bonuses are paid each month. CV is a percentage of your Personal Volume (PV) that varies based on the type of products sold. Wines at different price points have different profit margins, so commissions can not be paid equally across all wines that we sell.

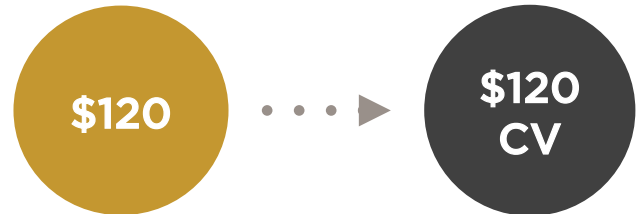
See the chart on the next page to view what percentage of total sales is “commissionable” for each different tier of price points on our wines, as well as for the other categories of products we offer. We use these rates to determine your “Commissionable Volume” (CV).

Please note that **CV rate categories are ALWAYS determined based on each product’s pre-tax RETAIL PRICE BEFORE any membership discounts or sale pricing is applied** to give you maximum credit!

There are a few exceptions for non-standard categories to bear in mind:

- Tasting Experiences, Boxed Wine Gift Sets, and our Custom Label Wines by the case always qualify for 75% CV. This applies regardless of the per bottle or per bundle price.
- Wine accessories and gift items that include food or accessories qualify for 50% CV regardless of their retail price.
- Deeply Discounted Clearance Items, Ambassador Enrollment Packages and Ambassador Business Supplies are all 0% CV, so they count only towards your PV each month, not your CV.

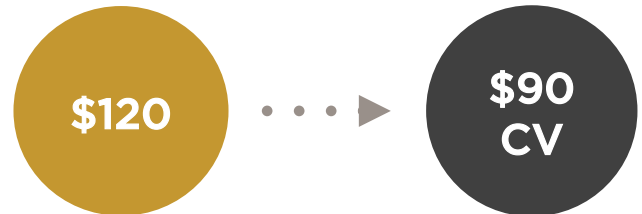
WINES \$100 OR OVER PER BOTTLE RETAIL
= **100% COMMISSIONABLE VOLUME (CV)**
(see next page for complete details)



1 X \$120 PER BOTTLE
BEFORE DISCOUNTS

COMMISSIONABLE
VOLUME

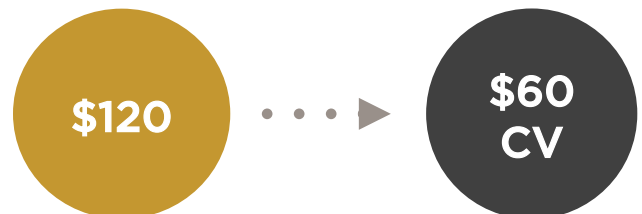
WINES AT \$40 TO \$99.99 PER BOTTLE RETAIL
= **75% COMMISSIONABLE VOLUME (CV)**
(see next page for complete details)



2 X \$60 PER BOTTLE
BEFORE DISCOUNTS

COMMISSIONABLE
VOLUME

WINE \$39.99 OR BELOW PER BOTTLE RETAIL =
50% COMMISSIONABLE VOLUME (CV)
(see next page for complete details)



4 X \$30 PER BOTTLE
BEFORE DISCOUNTS

COMMISSIONABLE
VOLUME

1 ORDERS

VARIABLE COMMISSION RATES: BOISSET CV CHART BY PRODUCT CATEGORY

PRODUCT CATEGORY	PERSONAL VOLUME (PV)	COMMISSIONABLE VOLUME (CV)
JCB JEWELRY	100%	100%
WINES OVER \$100 PER BOTTLE RETAIL	100%	100%
WINE \$40 TO \$100 PER BOTTLE RETAIL	100%	75%
WINE UNDER \$40 PER BOTTLE RETAIL	100%	50%
BOXED WINE GIFT SETS	100%	50%-100%
CUSTOM-LABEL WINES BY THE CASE	100%	75%
TASTING EXPERIENCES (DISCOUNTED FLIGHTS)	100%	75%
WINE ACCESSORIES & FOOD ITEMS	100%	50%
HALF-OFF ORDERS (CLEARANCE & PROMO ITEMS)	100%	0%
SPECIAL ORDER FEES: EG. ETCHING, HANDLING, SET UP	100%	0%
AMBASSADOR ENROLLMENT PACKAGES	100% ON ALL BUT DIGITAL PACKAGE	0%
AMBASSADOR BUSINESS SUPPLIES	100%	0%

* Like PV, CV is a Point Value that will never have decimals or fractions. It will always be ROUNDED UP to the nearest dollar for each INDIVIDUAL UNIT sold.

1 ORDERS

EXAMPLE:

CALCULATING EARNINGS FROM PV & CV*

\$3,000
PV

Let's say your average wine tasting event results in \$750 PV and you have 4 tastings in a given month. ($\$750 \times 4 = \$3,000$ PV)

\$2,250
CV

Let's further assume for simplicity's sake that all wines purchased from your tastings were between \$40 and \$99.99, qualifying them for 75% CV (see chart on previous page), which counts as \$2,250 CV for the month.

28%

With \$3,000 in PV for the month you qualify for the 15% base commission rate plus an additional 13% bonus commission rate for a total commission rate of 28%. (See bonus chart on page 4)

\$630

The 28% commission rate you qualified for based on your \$3,000 PV is then applied to your \$2,250 CV for the month to calculate how much **compensation** you earn. In this example, you would earn a total of \$630.

15% Base Sales Commission on \$2,250 CV	13% Bonus Commission on \$2,250 CV	Total Commission Rate %	Total Monthly Earnings
\$337.50	\$292.50	28%	\$630

* This page provides an example of potential earnings and should not be construed as a promise of income.

1 ORDERS

JUMP START REWARDS FOR NEW AMBASSADORS

We know from experience that newcomers who jump right in and start strong in the Boisset Ambassador Program are the most successful. That's why we offer such tempting rewards for achievements in the first 90 days.


The Jump Start program offers cash rewards for achievements in these key categories:

1 PERSONAL VOLUME
Earn \$250 on every \$2,500 PV you sell in your first 90 days, up to \$10,000 PV. (Possible earnings of \$1,000!)

2 ENROLLING WINE SOCIETY MEMBERS
Earn \$20 for every active Wine Society member you enroll in your first 90 days. (No limit! Net total Wine Society enrollments after cancellations.)





3 SPONSORING NEW AMBASSADORS
Earn \$50 for each new Ambassador you sponsor who then achieves \$250 PV in any month that ends before the end of YOUR first 90 days. (No limit! Each qualifying new Ambassador sponsored must be direct, or Level 1.)

BOISSET JUMP START TRACKER FOR NEW AMBASSADORS

 **There are 3 easy ways to earn extra cash bonuses in your first 90 days.**
Use this worksheet to track your progress and to visualize success. Mark off those 90 days on your calendar, beginning with your date of enrollment (which counts as day zero for tracking purposes).

My Enrollment Date / Day Zero: _____ **My Jump Start End Date / Day 90:** _____

1 - PERSONAL VOLUME BONUS:
EARN \$250 FOR EACH INCREMENT OF SALES OF \$2,500 OR MORE IN PERSONAL VOLUME (PV) IN YOUR FIRST 90 DAYS, UP TO \$10,000 PV.

-  \$2,500 PV OR HIGHER REACHED IN FIRST 90 DAYS
-  \$5,000 PV OR HIGHER REACHED IN FIRST 90 DAYS
-  \$7,500 PV OR HIGHER REACHED IN FIRST 90 DAYS
-  \$10,000 PV OR HIGHER REACHED IN FIRST 90 DAYS


___ # OF X \$250 = \$ _____

2 - WINE SOCIETY MEMBERS:
EARN \$20 FOR EVERY ACTIVE MEMBER ENROLLED IN YOUR FIRST 90 DAYS. (NO LIMIT! NET TOTAL AFTER CANCELLATIONS.)

-  
-  
-  

___ # OF X \$20 = \$ _____

3 - NEW AMBASSADORS:
EARN \$50 FOR EACH NEW AMBASSADOR ENROLLED WHO THEN QUALIFIES AT \$250 DURING YOUR FIRST 90 DAYS.

-  
-  
-  

___ # OF X \$50 = \$ _____

 \$ _____	+	 \$ _____	+	 \$ _____	=	 \$ _____
WRITE IN TOTAL OF: NUMBER OF PV BONUSES EARNED X \$250		WRITE IN TOTAL OF: NUMBER OF ACTIVE WINE SOCIETY MEMBERS X \$20		WRITE IN TOTAL OF: NUMBER OF QUALIFYING NEW AMBASSADORS X \$50		YOUR JUMP START CASH BONUS!

CAREER ADVANCEMENT

You can increase your earning potential through Career Advancement, or promotions to new “Titles”.

Promotions for Boisset Ambassadors to new titles* are earned by meeting monthly performance goals, or “qualifications” for:

- Your Personal Volume (PV)
- Sponsoring new Ambassadors to join your team
- Your team’s total ordering volume or Organization Volume (OV)

CAREER TITLES

RECOGNITION FOR YOUR SUCCESS

Your “Career Title” recognizes your career rank in the Ambassador Program because it is based on the highest promotion you have earned to date.

Your Career Title remains stable and can be added to your business card. It will be automatically reflected on your Boisset website and in Boisset’s monthly “Recognition” announcements. You will keep the highest title you have earned until your next promotion for recognition purposes. (Some titles require annual re-qualification.)*

PAID-AS TITLES

GETTING PAID FOR YOUR PERFORMANCE

Your “Paid-As Title” determines what title level you’ve qualified for in a given month in terms of the commissions and bonuses you’ve earned based on performance.

Your Paid-As Title can change each month based on how your performance measures up to the title qualifications shown on the next two pages. Paid-As Titles may be the same or lower than your Career Title but will never be higher. By definition, meeting the qualifications for a higher Paid-As Title earns you a promotion to that Career Title.



Earning a new Career Title is an achievement to be proud of, but maintaining it monthly as your Paid-As Title is the best way to maximize your income.

* Career Titles and Paid-As Titles are based on Personal Volume (PV) and other monthly qualifications. See page 5 for more information on PV and page 12 for more information on title qualifications.

**To maintain Career Titles of Senior Director and above, you must re-qualify at that level at least once per year. If you do not re-qualify, your Career Title will be updated to match the Paid-As Title you earn in the 12th month after your initial promotion.

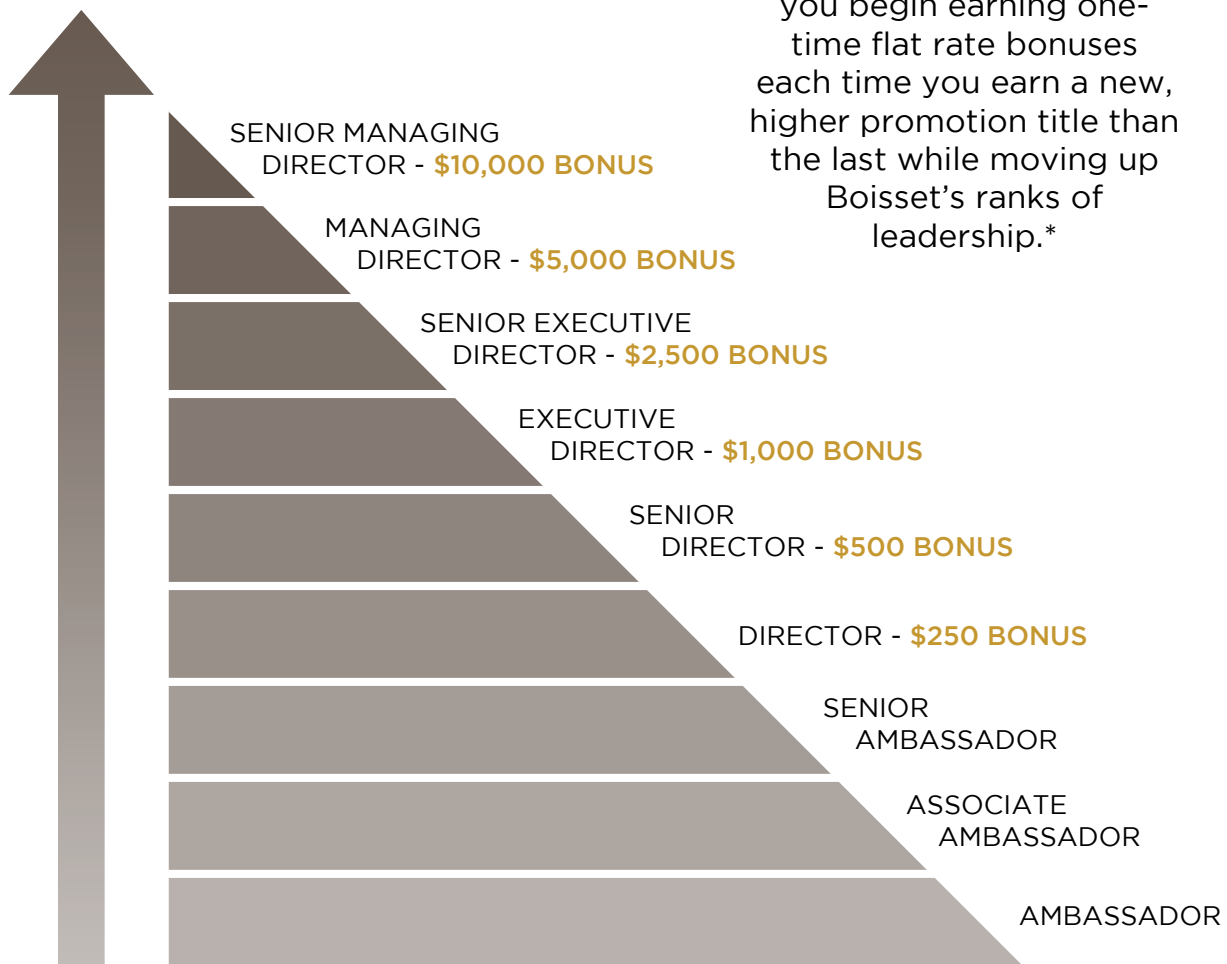
AMBASSADOR TITLES

Improving your performance in Selling and Sponsoring can get you promoted to new titles with great benefits!

Once you become a “Leader” by becoming a Director, your earnings potential is unlimited, and you can also begin earning one-time Title Promotion Bonuses.

TITLE PROMOTION BONUSES

Once you achieve the promotion title of **Director**, you begin earning one-time flat rate bonuses each time you earn a new, higher promotion title than the last while moving up Boisset’s ranks of leadership.*



* Ambassadors may only earn each Title Promotion Bonus once. Any subsequent requalification for a Career Title will not qualify.

TITLE QUALIFICATIONS

<p>AMBASSADOR (AMB)</p> <p>NO MINIMUM REQUIREMENTS</p>	<p>ASSOCIATE AMBASSADOR (AA)</p> <p>\$250 PV</p> <p>1 ACTIVE LEG</p>	<p>SENIOR AMBASSADOR (SA)</p> <p>\$500 PV</p> <p>2 ACTIVE LEGS</p> <p>\$1,500 OV</p>
<p>DIRECTOR (DIR)</p> <p>\$500 PV</p> <p>3 ACTIVE LEGS</p> <p>\$3,500 OV</p>	<p>SENIOR DIRECTOR (SD)</p> <p>\$1,000 PV</p> <p>4 ACTIVE LEGS</p> <p>\$7,000 OV</p>	<p>EXECUTIVE DIRECTOR (ED)</p> <p>\$1,500 PV</p> <p>4 ACTIVE LEGS (INCL. 1 SD+)</p> <p>\$15,000 OV</p>
<p>SENIOR EXECUTIVE DIRECTOR (SED)</p> <p>\$2,000 PV</p> <p>4 ACTIVE LEGS (INCL. 2 SD+)</p> <p>\$40,000 OV</p>	<p>MANAGING DIRECTOR (MD)</p> <p>\$3,000 PV</p> <p>4 ACTIVE LEGS (INCL. 2 SD+ & 1 ED+)</p> <p>\$100,000 OV</p>	<p>SENIOR MANAGING DIRECTOR (SMD)</p> <p>\$4,000 PV</p> <p>6 ACTIVE LEGS (INCL. 2 SD+ & 3 ED+)</p> <p>\$300,000 OV</p>

PV = Personal Volume CV = Commissionable Volume See pages 5-8 for explanation of PV & CV

OV = Organization Volume (your entire team's combined PV)

Leg = Entire team of any Ambassador you have personally sponsored in your Level 1

Active Leg = Leg where at least one Ambassador at any level achieves \$250 PV that month

See Appendix for complete definitions of Compensation Plan terms.

2 SPONSORING

BUILDING YOUR TEAM

THERE IS STRENGTH IN NUMBERS

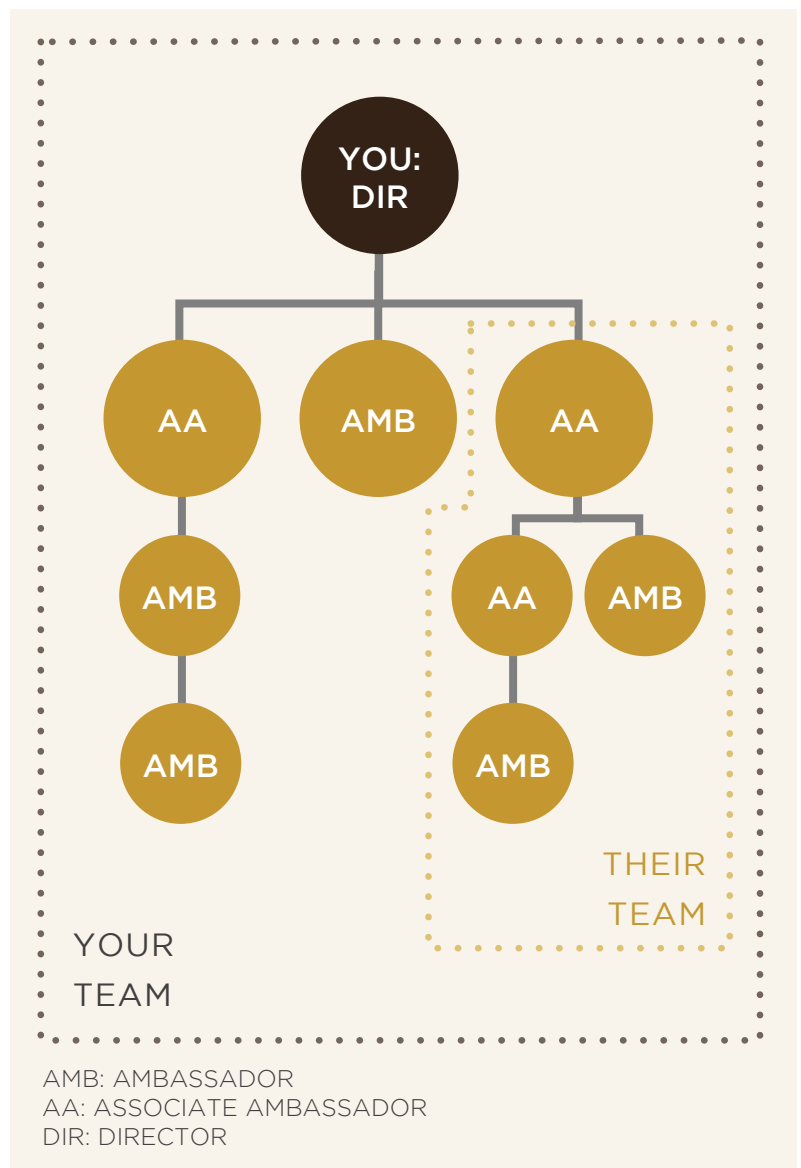
As you sponsor other Ambassadors, you will be rewarded and provided with both the tools and incentives you need to build a strong team.

A **Team** is a hierarchical structure. You're at the top of your team structure and every Ambassador personally sponsored by you or by anyone below you is considered to be part of your Team.

Every Ambassador on your Team who personally sponsors their own Ambassadors is building their own Team that will extend to include all Ambassadors below them.

Helping the Ambassadors you sponsor to succeed and advance will allow you to earn additional commissions on the entire group's sales volume.

Not only is sponsoring essential for promoting to new **Career Titles** and **Paid-As Titles**, but there are specific bonuses you can earn that are designed to reward you for sponsoring: **Level Bonuses** and **Onboarding Bonuses**.



2 SPONSORING

YOUR LEGS & LEVELS

The more “Active Legs” and ”Levels” you develop as you build your team, the more you will earn.

WHAT IS A LEVEL?

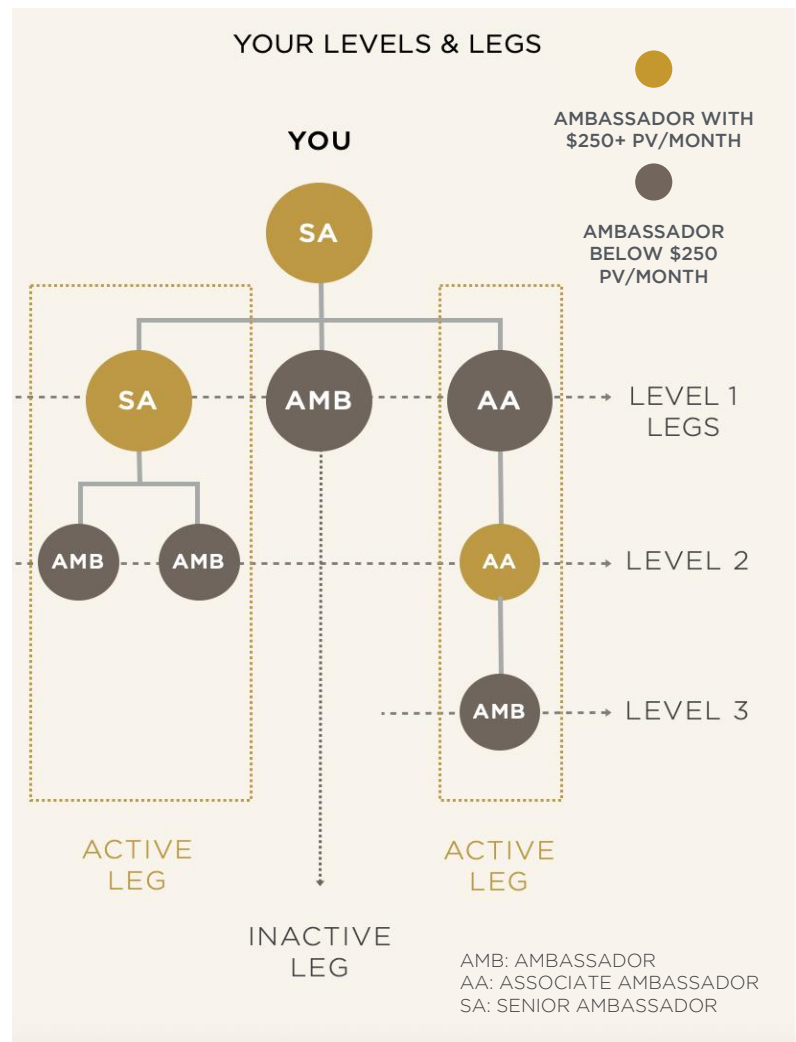
A Level is simply the location of other Ambassadors in your team hierarchy in relation to you. The Ambassadors you personally sponsor are considered your Level 1. The people they personally sponsor are considered your Level 2, and so on, as shown in the diagram below. Levels are important because you can earn **Level Bonuses** based on the performance of Ambassadors in your Level 1 and Level 2 on your Team.

WHAT IS A LEG?

Every Level 1 Ambassador on your Team is at the top of an individual **Leg**, so you have as many Legs as you have Level 1 Ambassadors. Each of your Legs includes all of the Ambassadors below them at every level on their Team.

An **Active Leg** is one of your Legs that contains at least one Ambassador who has achieved \$250+ PV for that month. This Ambassador does not need to be on your Level 1. They can be anywhere in the Team hierarchy of any of your Level 1 Ambassadors, as shown at right.

Active Legs are important to cultivate because they are one of the main qualifications for achieving Career Titles and Paid-As Titles. If no one in one of your Legs has reached \$250+ PV in a given month, that Leg is considered to be “Inactive” for that month and its sales volume will not count towards your Paid-As title.



2 SPONSORING

LEVEL BONUSES

Helping the Ambassadors you sponsor to succeed and advance will increase your commissions.

WHAT ARE LEVEL BONUSES?

In months where you are a Paid-As Associate Ambassador or higher, you are eligible to be paid a “Level Bonus”, which is a percentage of the combined total Commissionable Volume (CV) of the sales from all **Level 1 Ambassadors** on your Team (those you personally sponsored) and the combined total CV of all **Level 2 Ambassadors** on your Team (those sponsored by your Level 1) in that month.

YOUR PAID-AS TITLE	LEVEL 1 BONUS	LEVEL 2 BONUS
AMBASSADOR	N/A	N/A
ASSOCIATE AMBASSADOR	3%	N/A
SENIOR AMBASSADOR	5%	3%
DIRECTOR	7%	4%
SENIOR DIRECTOR	8%	5%
EXECUTIVE DIRECTOR	8%	5%
SENIOR EXECUTIVE DIRECTOR	8%	5%
MANAGING DIRECTOR	8%	5%
SENIOR MANAGING DIRECTOR	8%	5%

Level Bonuses are paid in addition to any other bonuses. The percentages you earn are based on your Paid-As Title, regardless of the titles of Ambassadors below you.

* Commissions are based on the Commissionable Volume (CV) of each sale. See pages 7-8 for more info.
**This page provides examples of potential earnings and should not be construed as a promise of income.

2 SPONSORING

ONBOARDING BONUS

We know it takes time and effort to sponsor a new Ambassador and get them off on the right foot, so we offer an Onboarding Bonus to you during their Jump Start period (first 90 days).

THEIR JUMP START: YOUR FIRST TEST AS A LEADER

Earn up to \$500 in bonuses on the total Commissionable Volume (CV) that each of your Level 1 team members sell during their **Jump Start period (first 90 days)**.

To receive any sponsoring bonuses, including this one, you must achieve a minimum of \$250 PV or higher on your personal sales in that month.

The Onboarding Bonus is always paid **in addition to any other bonuses you may receive on those same Ambassador's sales**.

LEVEL 1 AMBASSADOR JUMP START SALES (FIRST 90 DAYS)	SPONSOR ONBOARDING BONUS
\$2,500 CV	\$100
\$5,000 CV	\$200
\$10,000 CV	\$500

Note: Onboarding Bonuses are not cumulative



3 LEADERSHIP

GENERATION BONUSES

We reward you for your excellence in leadership when you are able to guide your team members toward reaching leadership titles of their own.

WHAT ARE GENERATIONS?

Generations are hierarchical groups below you on your Team, each led by an emerging "leader" who has earned the Career Title of Senior Director or higher. Generation bonuses are designed to reward you for mentoring and developing people who lead their own successful teams beneath you.

In months when you are a **Paid-As Executive Director or higher**, you become eligible to earn Generation Bonuses on the performance of your team members who have earned Career Titles of Senior Director or higher, as well as that of their entire team, no matter how many levels below you they fall in your team structure.

Generation Bonuses are paid in addition to the Level 1 & Level 2 Bonuses you may already receive, which means you can earn multiple bonuses on the same orders!

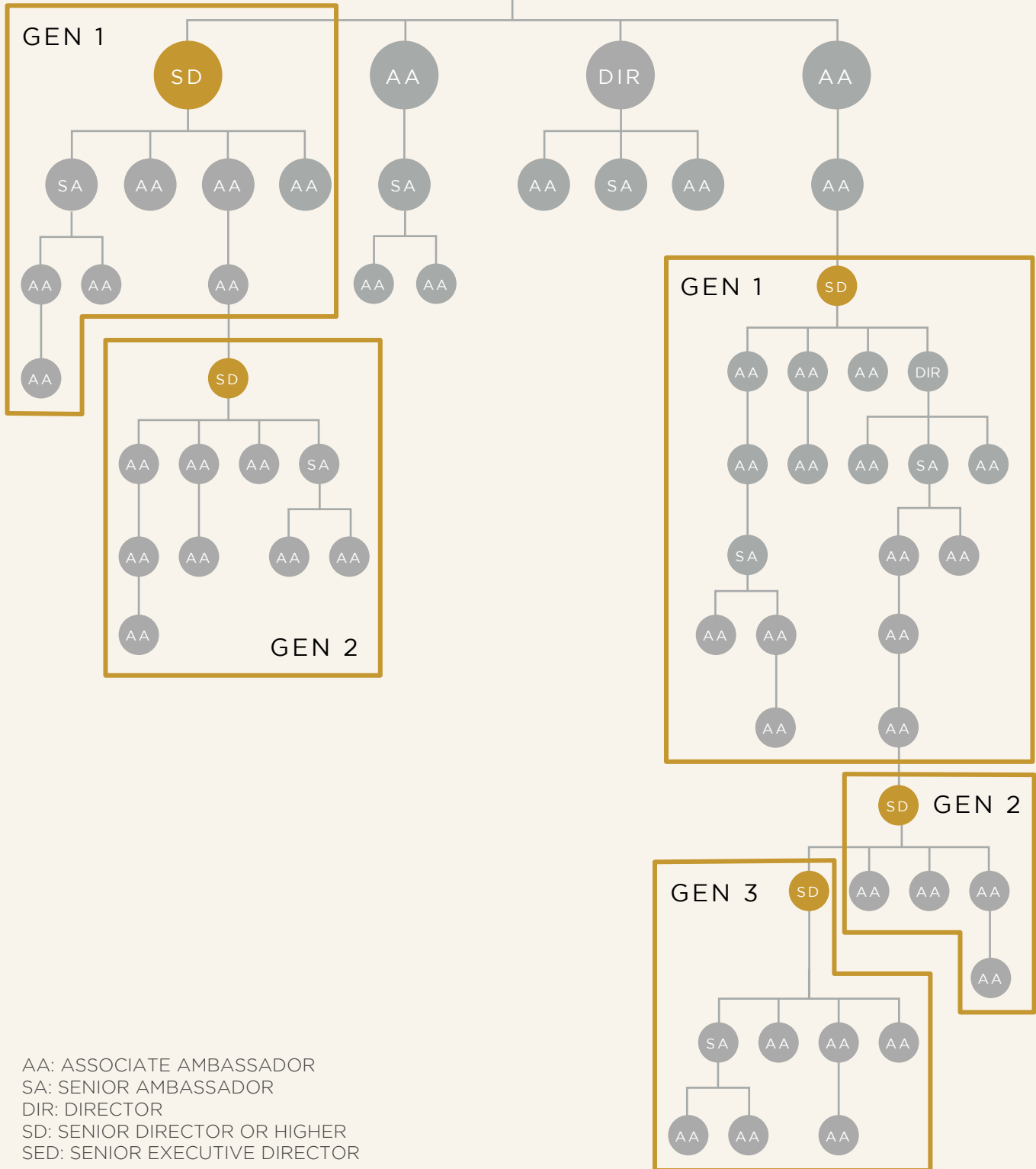
CAREER TITLE	EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR	MANAGING DIRECTOR	SENIOR MANAGING DIRECTOR
GENERATION 1	2%	3%	3%	3%
GENERATION 2		2%	3%	3%
GENERATION 3			2%	2%
GENERATION 4				1%

- Generations are classified and numbered by their tier or rank, which is determined by a Generation's location on your team in relation to you and to your other Generations.
- Traveling down each of your Legs, your first tier of Generations, known as your "Generation 1" begins with the first Senior Director down and includes everyone below them. Those Generations end with the next Senior Director or higher Career Title, regardless of how many levels down. (In theory, you could have as many first-tier Generations as you have Active Legs.)
- Your second tier of Generations are those that form below your Generation 1 level and are considered your Generation 2, the third tier of Generations that form below your Generation 2 are considered your Generation 3 and so on.

YOUR GENERATIONS

YOU

SED



AA: ASSOCIATE AMBASSADOR
 SA: SENIOR AMBASSADOR
 DIR: DIRECTOR
 SD: SENIOR DIRECTOR OR HIGHER
 SED: SENIOR EXECUTIVE DIRECTOR

3 LEADERSHIP

ORGANIZATION VOLUME

Once you are in Leadership, team performance becomes much more important and Organization Volume becomes a key measurement on your path to success.

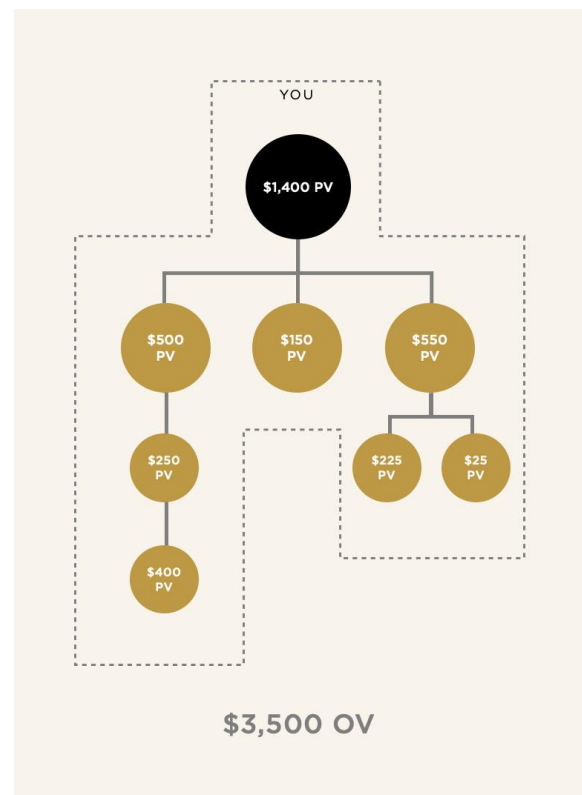
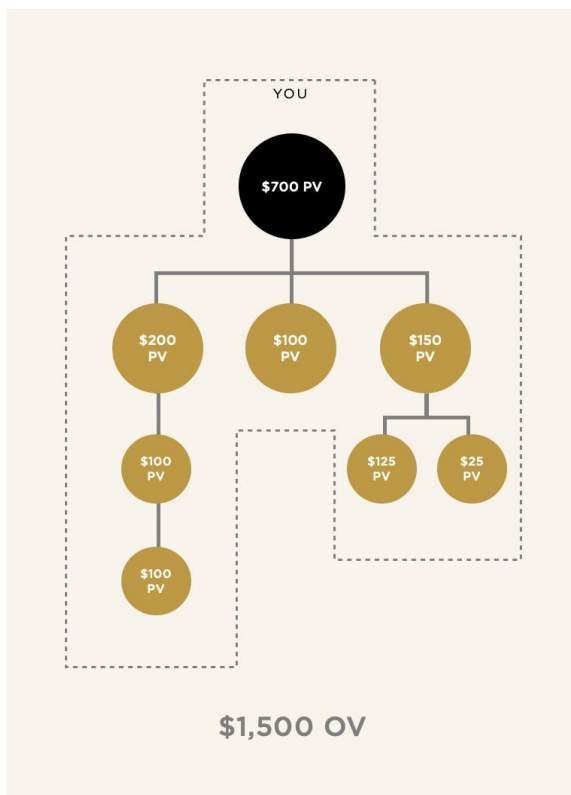
WHAT IS ORGANIZATION VOLUME?

THE TOTAL MONTHLY ORDERS OF YOUR ENTIRE TEAM

Organization Volume (OV) is the sum of your total Personal Volume (PV) each month plus the total PV of everyone on your Team. This includes all Ambassadors on your Team regardless of their Level, their Generation, their Title or any other status.

Organization Volume is a key qualification for titles and advancement and becomes more central to earning promotions as you progress.

For example, the OV requirement for the Paid-As Title of Senior Ambassador is \$1,500, while the OV requirement for the Paid-As Title of Director is \$3,500. See sample charts below for those levels, and you'll find the OV requirements for all titles listed on page 12.



3 LEADERSHIP

OV QUALIFICATION RULE

Be aware that for title qualification purposes only, neither you nor any one leg can make up more than 50% of your OV.

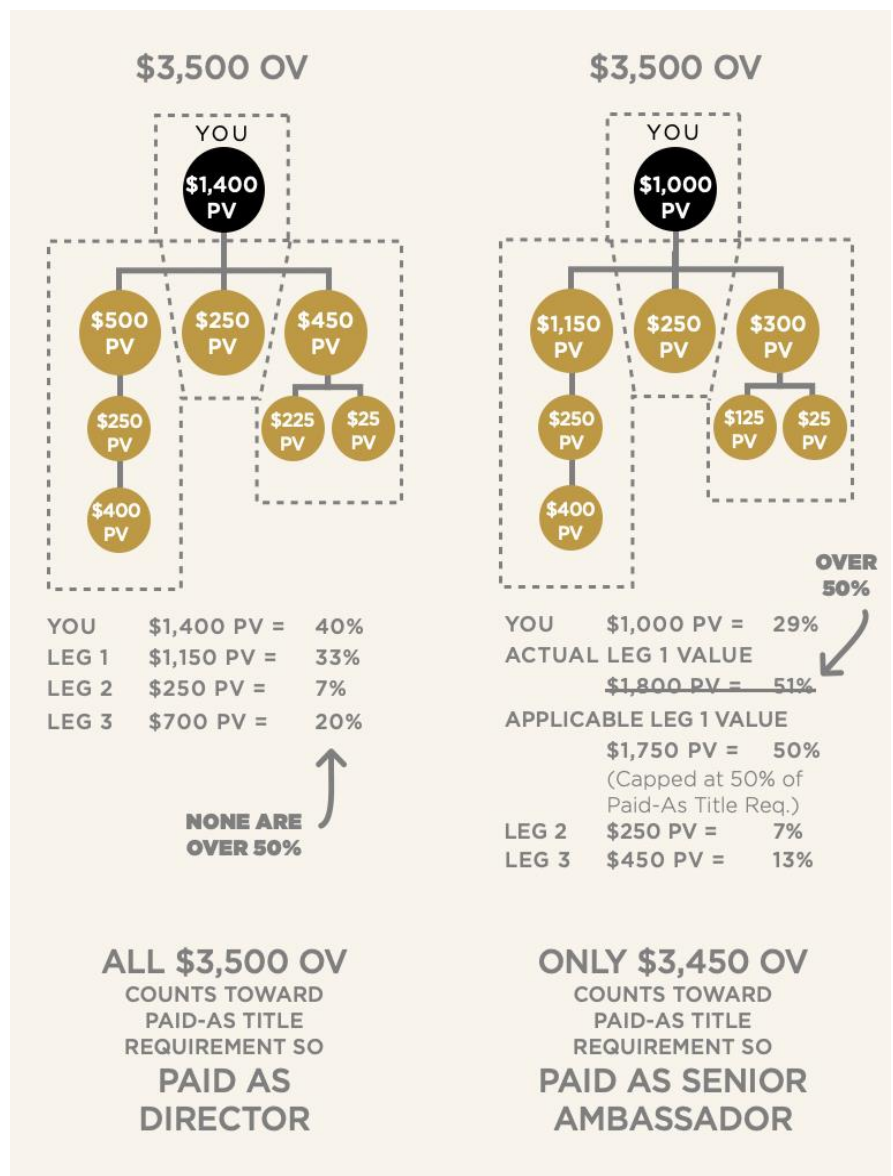
WHAT IS OV QUALIFICATION RULE?

No more than 50% of your Organization Volume (OV) for your Paid-As Title qualification requirement can come from yourself or any one Leg on your Team. This is ONLY relevant to Paid-As Title qualification. Commissions and any applicable bonuses for which you qualify are always paid on the entire volume.

Why do we apply this “50% Rule”? It is designed to encourage Leaders to spread the wealth of their knowledge evenly - to share equal support across their entire team - rather than focusing solely on one top performing Leg.

For example, to qualify as a Paid-As Director in any given month, no more than half of the required \$3,500 OV (which would be \$1,750 OV), can come from your own Personal Volume (PV) or from the Organization Volume (OV) of any one of the Legs on your team.

Most Ambassador teams do not trigger this “50% Rule”. However, if they do it might result in an Ambassador not getting full credit for their entire OV for paid-as title qualification under this rule. If either your own PV or any single Leg’s OV is higher than 50% of the relevant title qualification threshold then it will be “capped” at that level.



BOISSET *Collection*

Boisset Collection reserves the right to implement changes to this Compensation Plan as needed for the benefit of the field and the Home Office.

Every effort will be made to give 30 days advance notice of changes to the Compensation Plan.

No statement or diagram in this Compensation Plan is intended to convey guarantees regarding income.

As with any other business, the success or failure of each Ambassador depends upon their own skills and degree of personal effort.



COMPENSATION PLAN GLOSSARY OF TERMS

ACTIVE LEG

Is a Leg that has at least one Ambassador with at least \$250 PV for the month). This Ambassador can be anywhere in the hierarchy of any Level 1 Ambassador on your team.

~

AMBASSADOR

An individual enrolled in Boisset Collection's Ambassador Program.

~

BASE COMMISSION RATE

See COMMISSION RATE.

~

BONUS

An amount of money offered as a reward for meeting qualifications for specific performance goals.

~

BONUS COMMISSION RATE

See COMMISSION RATE.

~

CAREER TITLE

All Ambassadors begin with the "Ambassador" Career Title. Your Career Title recognizes your career rank in the Ambassador Program because it is based on the highest promotion you have earned to date. Your Career Title does not change until you are promoted to a new title. (Note: Senior Directors and higher must "requalify" at least once every 12 months to maintain their Career Title - see Requalification).

~

COMMISSION

A percentage of sales paid to an Ambassador.

~

COMMISSION RATE

The percentage which is applied to the monthly personal sales volume (PV) of an Ambassador to calculate their earnings. Ambassadors always qualify for the 15% base commission rate, but may also qualify for an additional "bonus commission rate" by meeting sales targets. As a result, their total commission rate will vary from month to month.

~

COMMISSIONABLE VOLUME (CV)

The value on which all of your commissions are paid each month. Commissionable Volume (CV) is a percentage of your Personal Volume (PV) that varies based on the type of products sold for the month (see Variable Rate Chart on page 8).

~

CUSTOMER

A person who purchases Boisset products for their personal use and does not earn commissions.

~

ENROLLMENT & ENROLLER

The process by which individuals register to become a Boisset Ambassador.

When you sponsor a new Ambassador who enrolls directly below you on your Team, you are considered to be their "Enroller".

~

COMPENSATION PLAN GLOSSARY OF TERMS

FIFTY PERCENT RULE

See OV Qualification Rule.

~

GENERATION

A hierarchical group below you on your Team, led by an emerging “leader” who has earned the Career Title of Senior Director or higher and includes everyone on their Team down to but not including the next Career Title Senior Director (or higher title).

A Generation is classified and numbered by its tier or rank, which is determined by a Generation’s location on your team, in relation to you and to your other Generations.

Your first tier of Generations, known as your “Generation 1” begins with your first Senior Director down. Generations that form below your Generation 1 are considered your Generation 2, those that form below your Generation 2 are considered your Generation 3, and so on.

~

GENERATION BONUS

In months when you are a Paid-As Executive Director or higher, you are eligible to earn Generation Bonuses on the performance of your team members who have earned Career Titles of Senior Director or higher, as well as that of their entire team, no matter how many levels below you they fall in your team structure.

~

LEG

Every Level 1 Ambassador (anyone you personally sponsored) on your Team is an individual Leg and each of those Legs includes all of the Ambassadors below them at every level on their Team. You have as many Legs as you have Level 1 Ambassadors on your Team.

~

LEVEL

The location of other Ambassadors in your team hierarchy in relation to you. The Ambassadors you personally sponsor are considered your Level 1. The people they personally sponsor are considered your Level 2, and so on.

~

LEVEL BONUSES

In months where you are a Paid-As Associate Ambassador or higher, you are eligible to be paid a “Level Bonus”, which is a percentage of the combined total Commissionable Volume (CV) of the sales from all Level 1 Ambassadors on your Team (those you personally sponsored in that month) and the combined total CV of all Level 2 Ambassadors on your team (those personally sponsored by your Level 1 in that month).

~

MINIMUM COMMISSION PAYMENT

When you earn at least \$10 in a particular month, your earnings for that commission run will be paid according to the standard schedule.

If you earn less than \$10 in a particular month from orders placed within that commission run, then the amount you earn will be carried forward until you reach the \$10 minimum.

~

COMPENSATION PLAN GLOSSARY OF TERMS

ONBOARDING BONUS

In months where you are paid as an Active Ambassador, you are eligible to receive an Onboarding Bonus of up to \$500 on the total Commissionable Volume (CV) that each of your Level 1 team members sell during their JumpStart (first 90 days). This bonus is paid in addition to any other bonuses you may receive on those same Ambassador's sales.

~

ORDERS / ORDER VALUE / ORDERING VOLUME

Orders are commercial transactions between Boisset Collection and either a customer or an Ambassador, where the goods being purchased are for their own personal use and not for re-sale. Ambassadors facilitate orders but are not themselves processing sales or fulfilling orders.

Order values are the dollar amounts of such transactions. Ordering volume is tally of total order values placed in a given period of time.

~

ORGANIZATION VOLUME (OV)

The sum of your total Personal Volume (PV) each month plus the total PV of everyone on your entire Team.

OV is a key qualification for Titles & Advancement.

~

OV QUALIFICATION RULE

Also known as the 50% Rule - No more than 50% of your Organization Volume (OV) can come from yourself or any one Leg on your Team. This is only relevant to Paid-As Title qualification.

~

PAID AS / PAID AS TITLE

Your Paid-As Title determines what title you will be paid commissions and bonuses on based on your performance each month.

Your Paid-As title may be the same or lower than your Career Title but will never be higher.

~

PERSONAL SPONSOR

See Sponsor.

~

PERSONAL VOLUME (PV)

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.

PV is a point value that will never appear as a decimal or fraction. It is always calculated on each individual unit and non-round numbers are rounded up to the nearest dollar.

~

PROMOTE / PROMOTION

When you meet the qualifications to be paid as a title higher than your current Career Title, you will "promote" to that higher title. You will have earned that higher title as your Paid-As Title for that month and your Career Title will be updated to reflect that new achievement.

~

COMPENSATION PLAN GLOSSARY OF TERMS

QUALIFICATION / QUALIFY

A qualification is a specific requirement to achieve a specific title, privilege, recognition or payout.

~

QUALIFIED LEG

A Qualified Leg is a Leg which has at least one Ambassador that meets a qualification requirement for a specific Paid-As Title in that month.

For example, to be paid as a Senior Executive Director, you must have four “Active Legs”, two of which must be “Qualified Senior Director Legs”. This means that at least two of your Legs must include an Ambassador that is paid-as a Senior Director or higher in that month.

~

REQUALIFICATION POLICY

When you reach a Career Title of Senior Director or higher, you must meet the original promotion qualifications for your Career Title at least once every 12 months. If you do not qualify to keep your Career Title, then it will be changed to your Paid-As Title in the 12th month.

~

SALES BONUS

When an Ambassador reaches at least \$500 PV in a given month, they become eligible to earn a Sales Bonus as part of their commission.

The bonus percentage you earn is determined by your monthly PV and is paid out on the total CV of each order. See COMMISSION RATES for further details.

~

SALES COMMISSION

A commission you receive on qualifying orders placed with Boisset Collection through your Ambassador website. These orders may be placed by your customers or by yourself. See COMMISSION RATES for further details.

~

SPONSOR/ SPONSORING

Sponsoring is the process by which Ambassadors introduce individuals to Boisset Collection, who then enroll as Ambassadors beneath them on their Team.

When you sponsor a new Ambassador who enrolls directly below you on your Team, you are considered to be their “sponsor”. The Ambassador directly above you is considered to be your sponsor.

~

TITLE PROMOTION BONUS

Once you achieve the promotion title of Director, you begin earning one-time flat rate bonuses each time you earn a new, higher promotion title than the last while moving up the Boisset’s ranks of leadership.



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