



BOISSET *Collection*

INDEPENDENT AMBASSADOR

COMPENSATION PLAN THE COMPLETE GUIDE



UPDATED APRIL 2022

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 (Sales Commissions & Bonuses)

You can earn up to 35% commission* on every purchase made 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 (Team Building & 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 **Team Building Bonuses** and **Generation Bonuses** 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 by your customers, or by yourself.

Stay Active to maximize earnings.

INACTIVE AMBASSADOR - 15% SALES COMMISSION

Ambassadors are considered “Inactive” in any month where their qualifying **Personal Volume (PV)*** is **less than \$250**. Inactive Ambassadors earn **15% on the total Commissionable Volume (CV)*** of every order placed by their customers, or by themselves. They receive only this 15% sales commission and are not eligible for bonuses in that month.

ACTIVE AMBASSADOR - 25% SALES COMMISSION

Ambassadors are considered “Active” in any month where their qualifying **Personal Volume (PV)*** is **\$250 or more**. Active Ambassadors earn **25% on the total Commissionable Volume (CV)*** of every order placed by their customers, or by themselves.

BONUSES ON SALES VOLUME

“Active” Ambassadors are eligible for sales bonuses that can boost their commission rate up to 35% and bonuses on their team’s performance. The percentage is based on monthly **Personal Volume (PV)*** and is paid based on the total **Commissionable Volume (CV)*** of each sale.

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	-

* The commission percentage Ambassadors achieve each month is based on their Personal Volume (PV). The amount of income they earn each month is based on their Commissionable Volume (CV). 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 & bonuses based on the percentage of your Personal Volume (PV) that is "commissionable", or 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 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 Variable Rates Chart on page 8).

ULTIMATELY, THIS SYSTEM SERVICES 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.

* Orders of Enrollment Packages do not qualify toward Personal Volume (PV). See page 8.

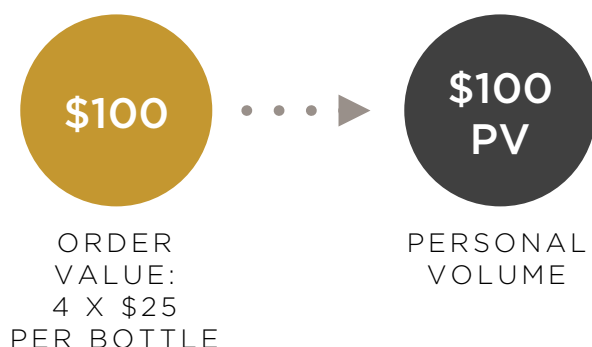
1 ORDERS

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 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 cases and multiple bottles sold.

FOR EXAMPLE, if a wine costs \$24.20 per bottle, and you sell a 12-bottle case for \$290.40, 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 $\$25 \times 12 = \300 PV, not by rounding the total sale up from \$290.40 to \$291 PV.



* Orders of Enrollment Packages do not qualify toward Personal Volume (PV). See page 8.

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.

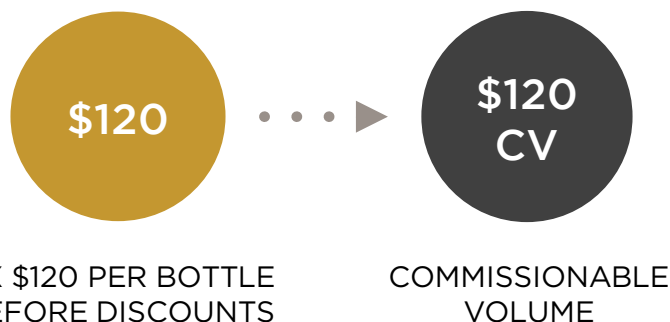
See the chart on the next page to view what percentage of total sales is “commissionable” for each different tier of price points on our wines, as well as for the other categories of products we offer. We use these rates to determine your “Commissionable Volume” (CV).

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

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 food gift items only 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 OVER \$100 PER BOTTLE RETAIL =
100% COMMISSIONABLE VOLUME (CV)
(see next page for complete details)



WINE \$40 TO \$100 PER BOTTLE RETAIL =
75% COMMISSIONABLE VOLUME (CV)
(see next page for complete details)



WINE UNDER \$40 PER BOTTLE RETAIL =
50% COMMISSIONABLE VOLUME (CV)
(see next page for complete details)



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%	75%
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	VARIES BY ITEM	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 that all wines purchased from your tastings were between \$40 and \$100, qualifying them for 75% CV (see chart on previous page), which counts as \$2,250 CV for the month.

28%

With over \$250 PV for the month, you have qualified as "Active" and are eligible for 25% in sales commission. With \$3,000 in PV for the month you qualify for an additional 3% bonus for a total of 28% commission. (See bonus chart on page 4)

\$630

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

25% Sales Commission on \$2,250 CV	3% Bonus Commission on \$2,250 CV	Total Commission %	Total Monthly Earnings
\$562.50	\$67.50	28%	\$630

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

1 ORDERS

JUMPSTART 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 JumpStart 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 enrollments after cancellations)

3 SPONSORING NEW AMBASSADORS

Earn \$50 for each new Ambassador you sponsor who then qualifies as "Active" with \$250 PV before the end of your first 90 days. (No limit! Each 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.

	<input type="checkbox"/>	\$2,500 PV OR HIGHER REACHED IN FIRST 90 DAYS
	<input type="checkbox"/>	\$5,000 PV OR HIGHER REACHED IN FIRST 90 DAYS
	<input type="checkbox"/>	\$7,500 PV OR HIGHER REACHED IN FIRST 90 DAYS
	<input type="checkbox"/>	\$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.)

WS \$20	<input type="checkbox"/>	WS \$20	<input type="checkbox"/>
WS \$20	<input type="checkbox"/>	WS \$20	<input type="checkbox"/>
WS \$20	<input type="checkbox"/>	WS \$20	<input type="checkbox"/>

___ # OF ☒ X \$20 = \$ _____

3 - NEW AMBASSADORS:

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

	<input type="checkbox"/>		<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>

___ # 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 can be added to your business card, it will automatically be 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 you will be paid commissions and bonuses on based on your performance each month.

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 essential for maximizing 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.

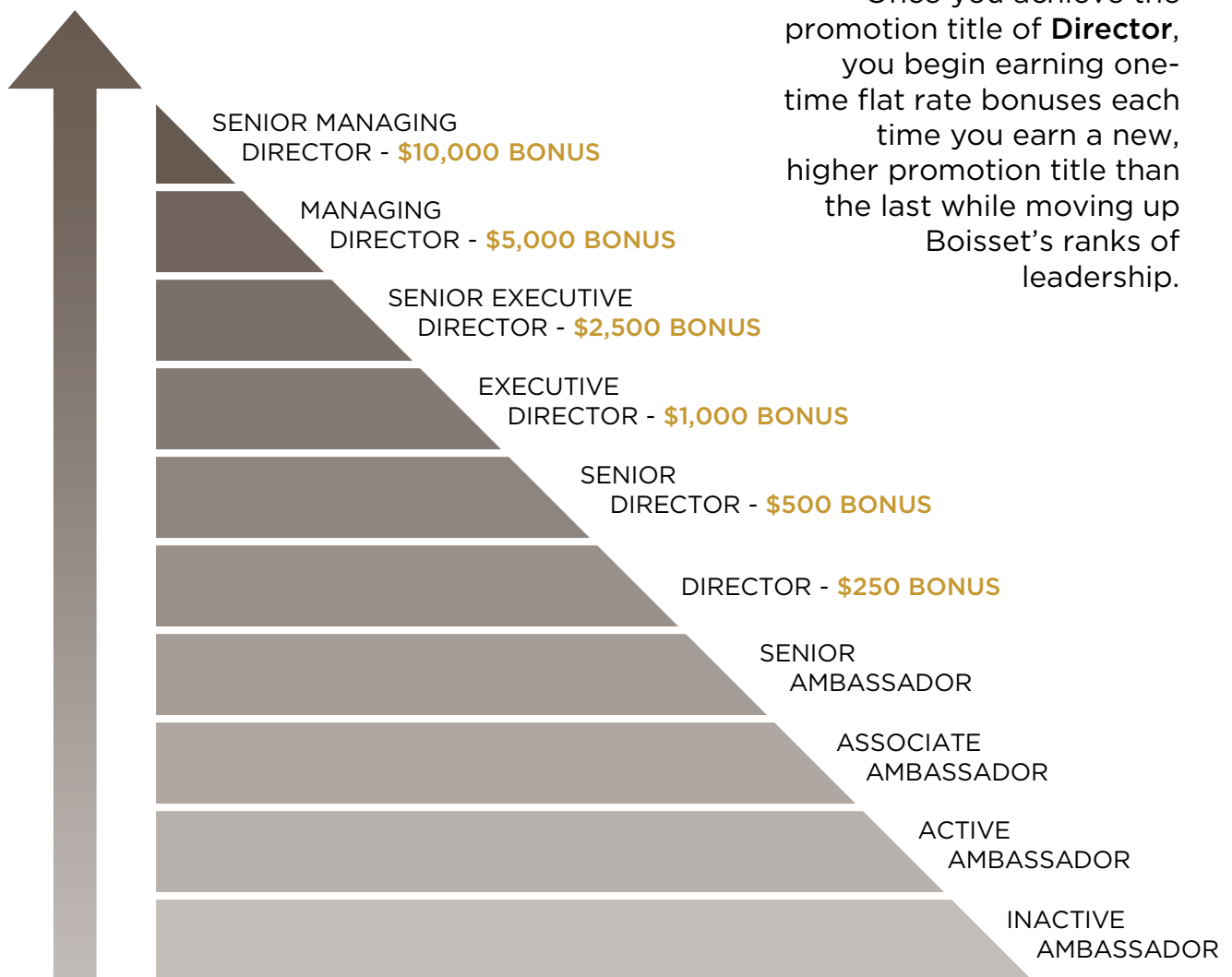
**To maintain Career Titles of Senior Director and above, you must re-qualify at that level at least once per year. If you do not re-qualify, your Career Title will be updated to match the Paid-As Title you earn in the 12th month after your initial promotion.

AMBASSADOR TITLES

Improving your performance in Selling and Sponsoring can get you promoted to new titles with great benefits! Once you become a Leader, your earnings potential is unlimited, and you can earn 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.



TITLE QUALIFICATIONS

AMBASSADOR (AMB) \$250 PV *CONSIDERED “INACTIVE” IF LESS THAN \$250 PV	ASSOCIATE AMBASSADOR (AA) \$250 PV 1 ACTIVE LEG	SENIOR AMBASSADOR (SA) \$250 PV 2 ACTIVE LEGS \$1,500 OV
DIRECTOR (DIR) \$400 PV 3 ACTIVE LEGS \$3,500 OV	SENIOR DIRECTOR (SD) \$600 PV 4 ACTIVE LEGS \$7,000 OV	EXECUTIVE DIRECTOR (ED) \$600 PV 4 ACTIVE LEGS (INCL. 1 SD+) \$15,000 OV
SENIOR EXECUTIVE DIRECTOR (SED) \$750 PV 4 ACTIVE LEGS (INCL. 2 SD+) \$40,000 OV	MANAGING DIRECTOR (MD) \$750 PV 4 ACTIVE LEGS (INCL. 2 SD+ & 1 ED+) \$100,000 OV	SENIOR MANAGING DIRECTOR (SMD) \$1,000 PV 6 ACTIVE LEGS (INCL. 2 SD+ & 3 ED+) \$300,000 OV

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 person at any level is “active” that month with \$250 PV

See Appendix for complete definitions of Compensation Plan terms.

2 SPONSORING

BUILDING YOUR TEAM

THERE IS STRENGTH IN NUMBERS

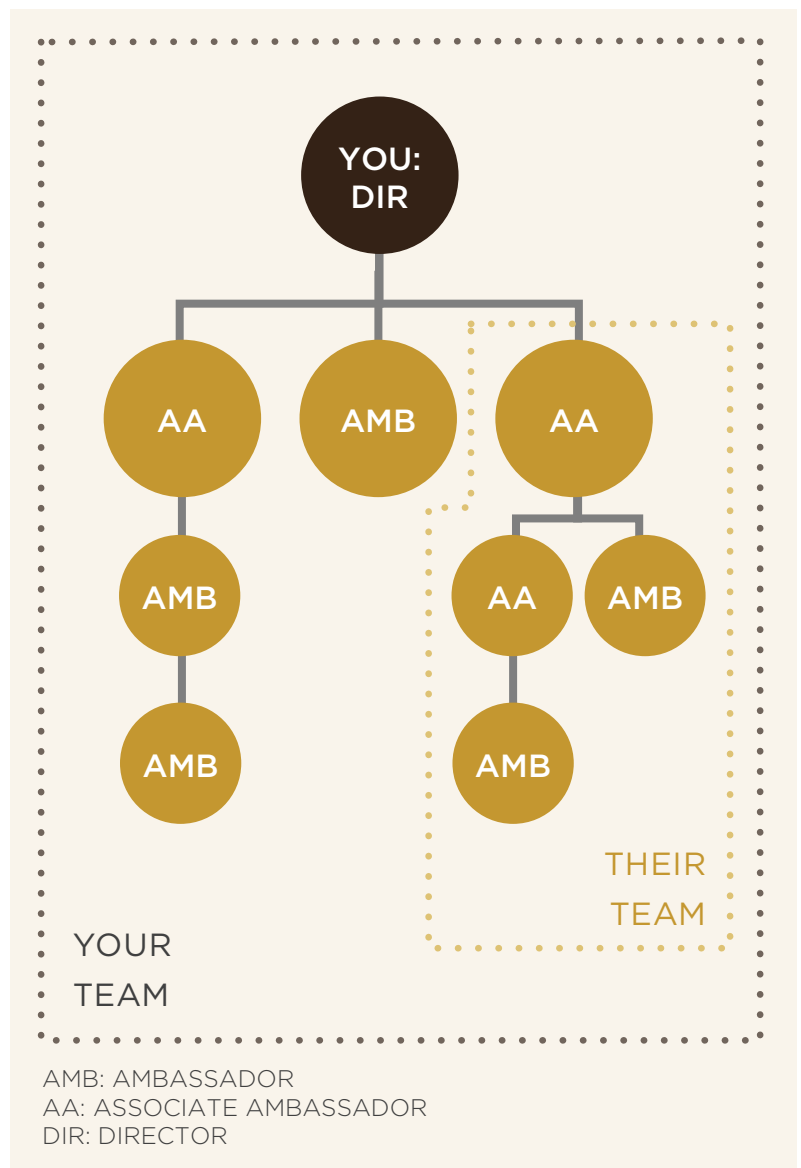
As you sponsor other Ambassadors, you will be rewarded and provided with both the tools and incentives you need to build a strong team.

A **Team** is a hierarchical structure that each Ambassador below you has a place in. You're at the top of your structure and every Ambassador personally sponsored by you or by anyone below you is considered 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 “Legs” and “Levels” you develop as you build your team, the more you will earn.

WHAT IS A LEVEL?

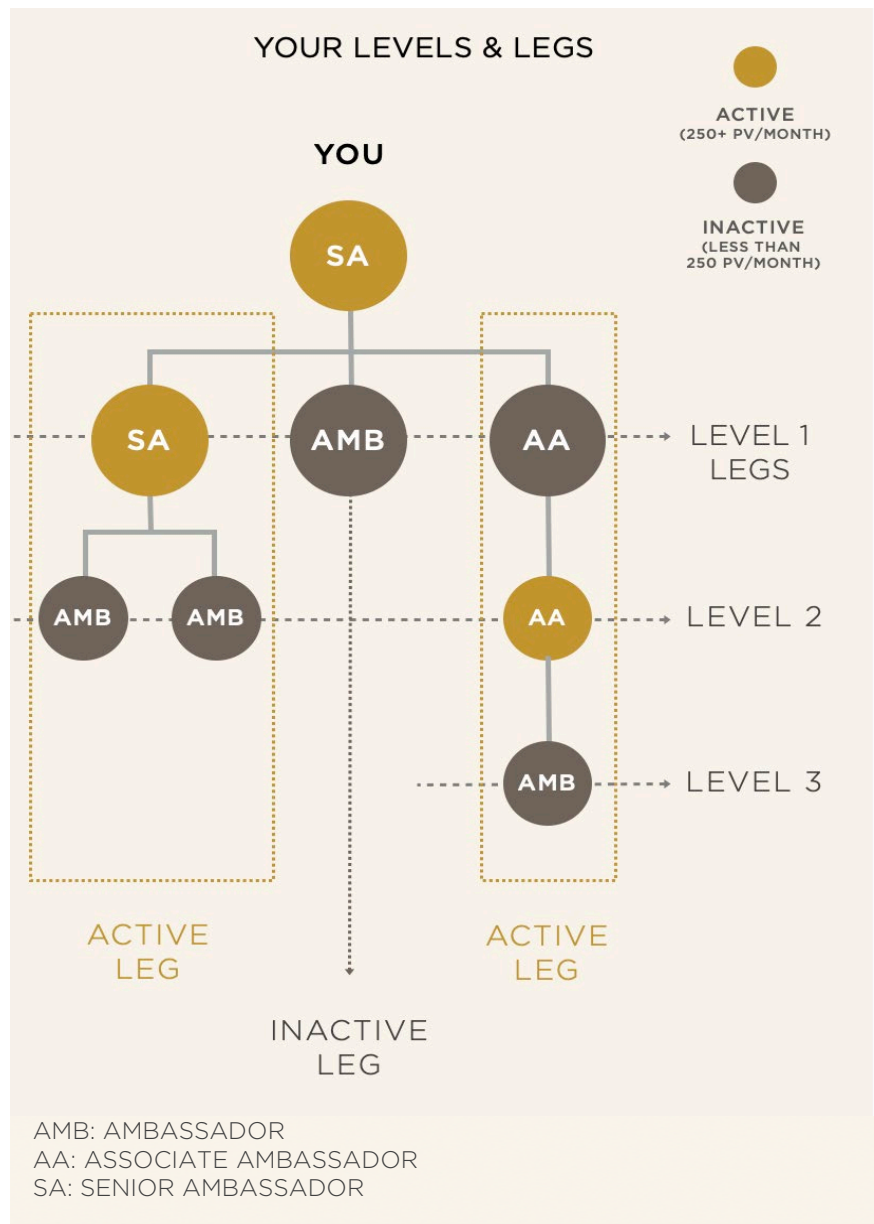
A Level is simply the location of other Ambassadors in your team hierarchy in relation to you. The Ambassadors you personally sponsor are considered your Level 1. The people they personally sponsor are considered your Level 2, and so on, as shown in the diagram below. Levels are important because you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

An **Active Leg** is a Leg that has at least one active Ambassador (with at least \$250 PV for the month). The active Ambassador can be anywhere in your Level 1 Ambassador’s Team hierarchy.

Active Legs are important because they are one of the main qualifications to achieve Leader Career Titles and Paid-As Titles. If a Leg has nobody that achieved \$250 PV or more in a given month, that Leg is considered to be “Inactive” for that month.



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 in that month) 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 the 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 you an Onboarding Bonus during their JumpStart (first 90 days).

THEIR JUMPSTART: 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 **JumpStart (first 90 days)**.

To receive any sponsoring bonuses, including this one, you must be “Active” for the month with \$250 PV or higher.

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

LEVEL 1 AMBASSADOR JUMPSTART 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!

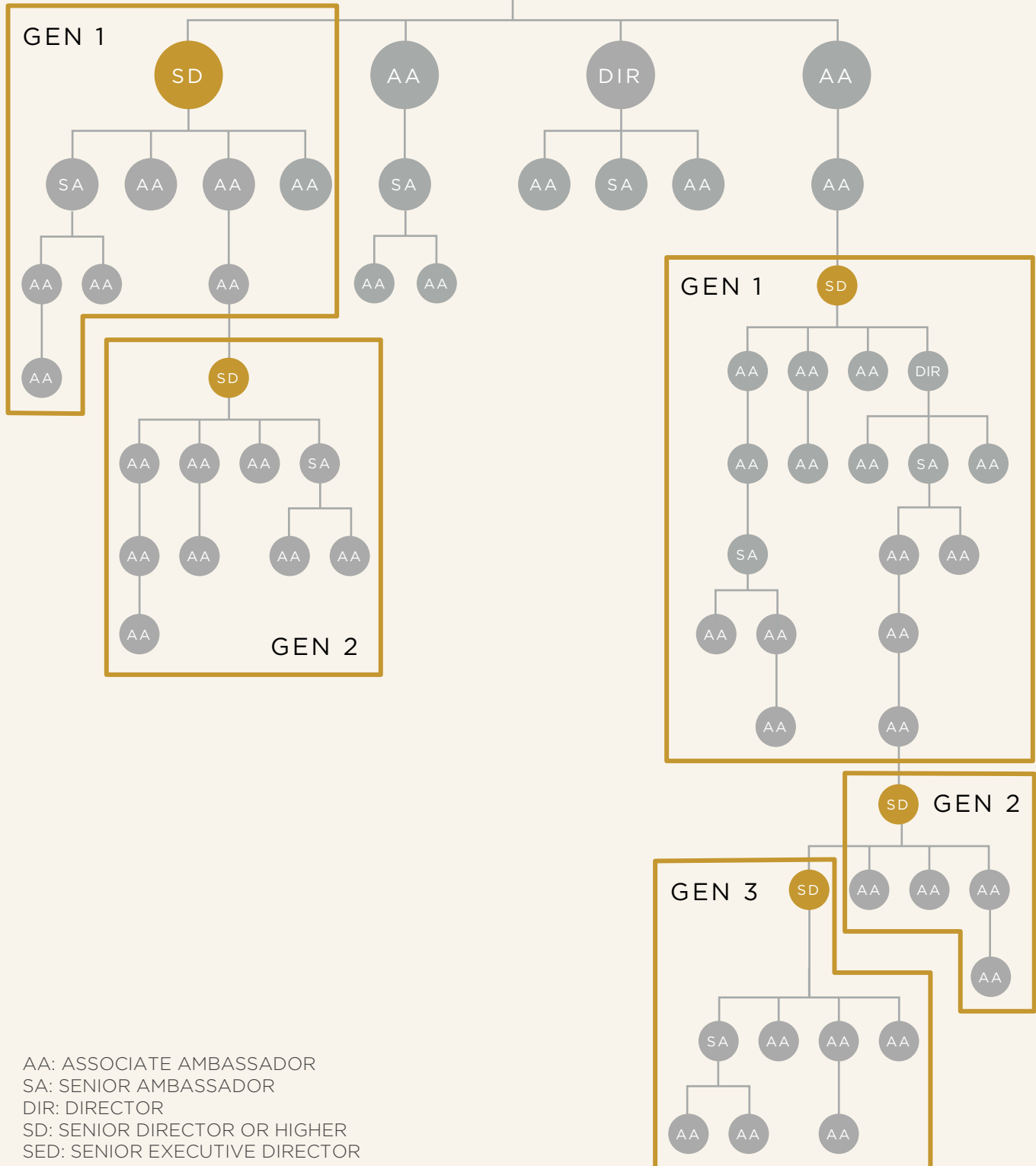
CAREER TITLE	EXEC. DIRECTOR	SENIOR EXEC. DIRECTOR	MANAGING DIRECTOR	SENIOR MANAGING DIRECTOR
GENERATION 1	2%	3%	3%	3%
GENERATION 2		2%	3%	3%
GENERATION 3			2%	2%
GENERATION 4				1%

- 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



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.

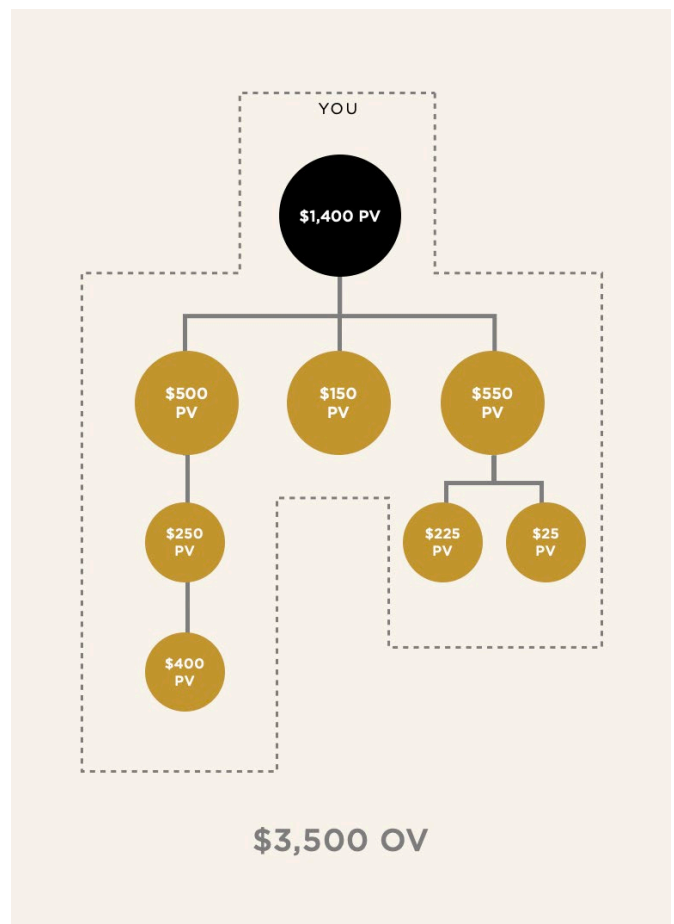
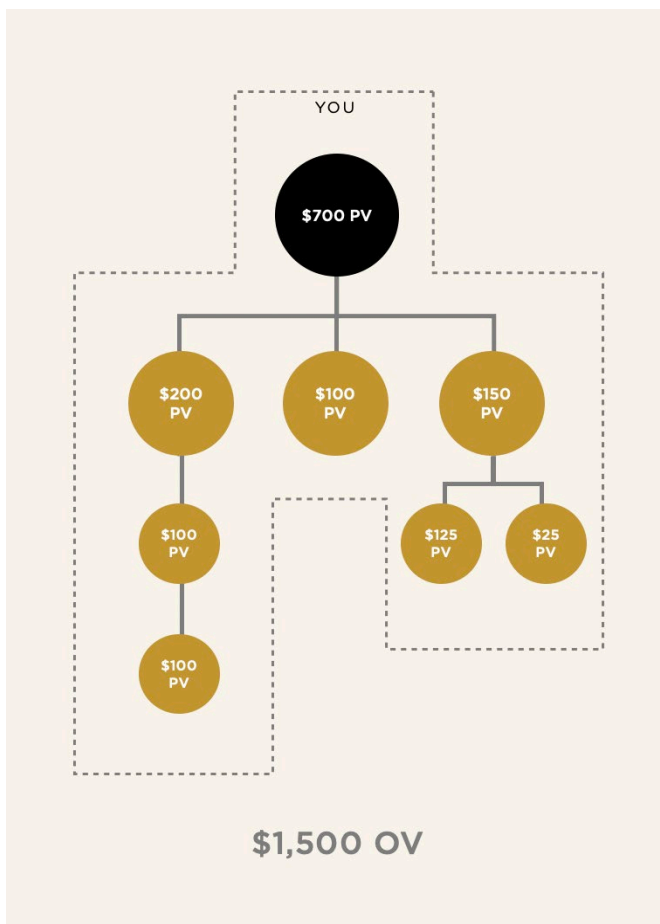
WHAT IS ORGANIZATION VOLUME?

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 entire Team. This includes all Ambassadors on your Team regardless of their Level or their Generation, and regardless of whether their status is Active or Inactive.

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, with sample charts shown below for those levels. You can 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.

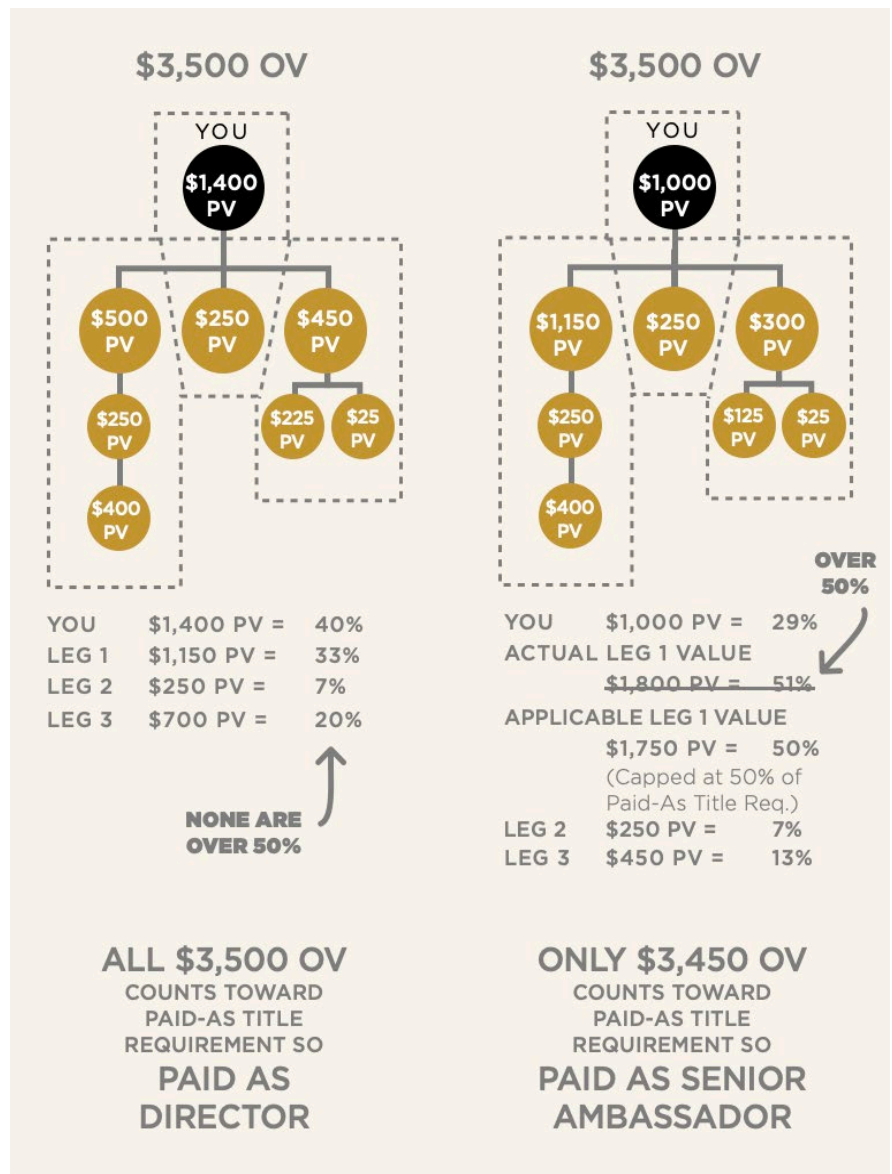
WHAT IS OV QUALIFICATION RULE?

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

An Ambassador is considered to be “Active” in any month where their qualifying Personal Volume (PV) is \$250 or more.

Active Ambassadors earn 25% Sales Commission on the total Commissionable Volume (CV) of every order placed by their customers, or by themselves each month and they are eligible to receive monthly bonuses they qualify for.

~

ACTIVE LEG

Is a Leg that has at least one “Active” Ambassador (with at least \$250 PV for the month). The “Active” Ambassador can be anywhere in your Level 1 Ambassador’s Team hierarchy.

~

AMBASSADOR

An individual enrolled in Boisset Collection’s Ambassador Program.

~

BONUS

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

~

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.

~

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”.

~

FIFTY PERCENT RULE

See OV Qualification Rule.

~

COMPENSATION PLAN

GLOSSARY OF TERMS

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 you have at least \$1,500 PV in a given month, you become eligible to earn a Sales Bonus in addition to your Sales Commission.

The bonus percentage you earn is determined by your monthly PV and is paid out on the total CV of each order.

~

SALES COMMISSION

A commission you receive on qualifying orders placed with Boisset Collection by your customers or by yourself. An Active Ambassador (achieved at least \$250 PV in that month) receives a 25% Sales Commission on their CV in that same month. An Inactive Ambassador (who has earned less than \$250 PV in that month) receives a 15% Sales Commission on their CV in that same month.

~

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.

~

COMPENSATION PLAN GLOSSARY OF TERMS

TEAM BUILDING BONUS

In months where you are a Paid-As Senior Director or higher, you can receive a monthly flat-rate bonus based on the highest qualifying paid-as title in each of your Legs, excluding your strongest leg (the leg with the most OV). The highest qualifying paid-as titles in question may not equal or exceed your own title.

~

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.





BOISSET *Collection*

Boisset Collection
849 Zinfandel Lane
St. Helena, CA 94574

1-855-233-5155 ext. 2
customercare@boisset.com

