

Intimate Expressions™ Leadership Rank and Compensation Schedule (effective September 1, 2008)

Sales amounts are retail dollars. Commissions are paid on retail sales, not wholesale!

Advisor Levels	Personal Buying Level (PBL)	Personal Monthly Volume Required (PMV)	First Level Monthly Volume	Combined Monthly Volume	Level 1 commission you earn	Level 2 commission you earn	Level 3 commission you earn	Level 4 commission you earn	Eligible for Product Bonus	Eligible for Recruiting Bonus	Rank Maintenance Bonus
Active Advisor	40%	\$250 <i>(notes 1 &2)</i>	N/A	N/A	N/A	N/A	N/A	N/A	YES	YES	N/A
Team Leader	40%	\$250	\$500.00	\$750.00	1.50%	0.75%	N/A	N/A	YES	YES	N/A
Bronze Leader	40%	\$500	\$1,500	\$3,000	3%	2%	1%	N/A	YES	YES	N/A
Silver Leader	40%	\$1,000	\$2,000	\$4,500	4%	3%	2%	N/A	YES	YES	N/A
Gold Leader	45%	\$1,500	\$2,500	\$6,000	5%	4%	3%	N/A	YES	YES	N/A
Regional Manager	45%	\$2,000	\$3,000	\$7,500	6%	5%	4%	N/A	YES	YES	N/A
National Manager	50%	\$1,500	\$9,000	\$21,000	9%	6%	5%	1%	YES	YES	N/A
National Director	50%	\$1,000	\$12,000	\$27,000	12%	7%	6%	2%	YES	YES	NEW CAR or \$10,000 CASH (see note 3 &4)

Personal Sales Bonus	
Personal Monthly Volume Required (PMV)	Retail Product Bonus
\$7000 and up	10.00%
\$6000 to \$6999.99	9.00%
\$5000 to \$5999.99	8.00%
\$4000 to \$4999.99	7.00%
\$3000 to \$3999.99	6.00%
\$2000 to \$2999.99	5.00%

Note 1: minimum monthly amount for **Personal Monthly Volume** (PMV) to count towards group over-rides.

Note 2: **Personal Monthly Volume** (PMV) may not be included in Combined Monthly Volume (CMV) requirements.

Note 3: An IRA reaching the rank of National Director and maintaining National Director status for a period of 12 consecutive months will receive either the NEW CAR or \$10,000 Cash. IRA choice!

Note 4: A National Director that has been awarded the NEW CAR or CASH Bonus option may continue to select either option for every consecutive 12 month period (24, 36, 48 months) in which the rank of which the rank of National Director is maintained with a 20% increase in **Overall Combined Yearly Sales** for the qualifying 12 month period.