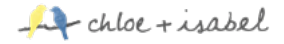


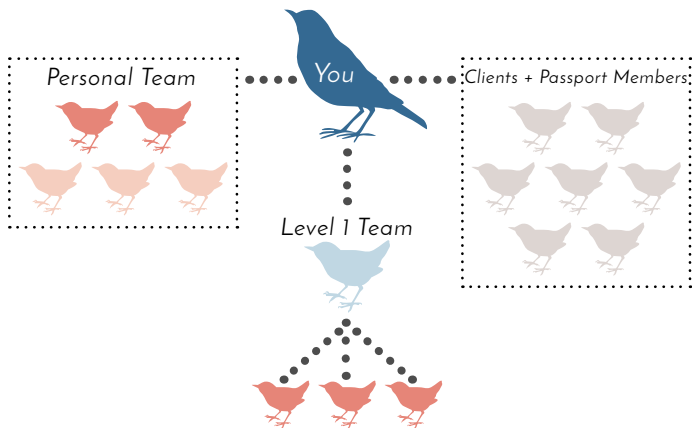
Chloe + Isabel Career Plan



There are four primary ways to earn as a c+i Merchandiser

1. Commissions on sales to customers + Passport Members
2. Fast Start credit + cash bonuses (earned by new Merchandisers + their Sponsors or Leaders)
3. Mentoring commissions for developing your Personal Team
4. Team Overrides for Coaching your Level 1-5 Leaders

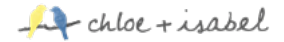
When a Merchandiser joins c+i, she immediately begins to earn retail commissions on sales to her customers and Passport Members. After a Merchandiser invites and qualifies her first team member, she becomes a Merchandise Associate and begins to form a Personal Team.



When a Merchandiser on a Leader's team becomes a Merchandise Associate, she moves out of the Leader's Personal Team. This new Leader, and the Merchandisers connected directly to her, are now on the original Leader's Level 1 Team.

Merchandiser	A person who enrolls as a Merchandiser and sells c+i product to customers and Passport Members.	Personal Team	The Merchandisers you sponsored or those associated to you by c+i who are directly downline from you, and who roll up to you. For Career Plan qualifications, Personal Team Volume is the sum of sales from your Personal Team with a Paid-as Title of Merchandiser.
Sponsor	Person who brings another Merchandiser into the community.	Downline or Team	All the Merchandisers on your Personal Team, Level 1 and all the levels below.
Sponsored Merchandiser	A Merchandiser who joined Chloe + Isabel through a Sponsor.	Commissionable Volume (CV)	The price paid (in USD) for the value of products in an order.
Associated Merchandiser	A Merchandiser you didn't sponsor who is on your Personal Team. For Career Plan qualifications, Associated Merchandisers count toward Personal Team Volume (unless their Paid-as Title is MA or above) and Level 1 Leaders. Associate Merchandisers do not count toward Qualified Sponsored Merchandisers.	Personal Volume (PV)	CV sold to your personal customers + Passport Members.
Qualified Sponsored Merchandisers	Defined as active Merchandisers and Level 1 Leaders you sponsored who have a minimum of \$250 in sales for the month. Associated Merchandisers do not count as Qualified Sponsored Merchandisers for Career Plan requirements.	Wholesale Volume (WV)	The remaining Commissionable Volume that can be paid to a Leader after commissions on Personal Volume have been paid to the Merchandiser who made the sale. WV is calculated as 70% of CV, as approximately 30% has been already paid to the Merchandiser. WV is used to calculate mentoring commissions + Team Overrides. This is also the basis for how the Mentor Commissions + all Level Commissions are calculated.
Upline	Immediate person above you in the tree. You are on this Merchandiser's Personal Team. Note that if your title is MA or above, your sales do not count toward your Upline's Personal Team Volume requirements for the Career Plan.	Personal Team Volume (PTV)	Sum of the PV of your Personal Team members with Paid-as Title of Merchandiser.
Paid-as Title	Title you'll be on in a given month, based on the qualifications in the Career Plan.	Level 1 Leaders	If you hold the Recognition Title of MA or above, then Merchandisers with a Paid-as Title of MA or above who are directly downline from you are your Level 1 Leaders and will contribute to your Title Qualifications. In addition to the Level 1 Leaders who contribute to your Title Qualifications, you may also earn Team Override commissions on Leaders in your Downline, should their Sponsor or Upline be a Personal Team member who has not qualified to be a Leader or who has lost their Recognition Title.
Recognition Title	Highest Paid-as Title achieved in the last three months. This is the title that you can call yourself to team members, however it does not influence your compensation. If you are not paid as your Recognition Title, a Grace Month will be used (if available) to maintain that Recognition Title.	Roll Up	When a Merchandiser leaves c+i, all Merchandisers on their Personal Team "roll up" to the Personal Team of their Upline.
Grace Months	The three months a Leader can miss meeting Recognition Title requirements before she loses her Recognition Title and it drops to a lower one. When you're paid at or higher than your Recognition Title from the prior month, Grace Months will reset back to three. If no Grace Months are available and your Paid-as Title is lower than last month's Recognition Title, the Paid-as Title becomes your Recognition Title.	Level X Team	When a Merchandiser on your Personal Team advances to MA or beyond, she becomes your Level 1 Leader and forms a team on which you earn commissions. Leaders from her Personal Team would be on your Level 2, and so on.
Leader	A Merchandiser with a Recognition Title of Merchandise Associate or above. Levels of leadership include Merchandise Manager (MM), Senior Merchandise Manager (SMM), Divisional Merchandise Manager (DMM) and Global Merchandise Manager (GMM).		

Chloe + Isabel Career Plan



PERSONAL SALES COMMISSION STRUCTURE			
Monthly Personal Volume	\$0 - \$799	\$800 - \$2,999	\$3,000+
Commission Earned	25%	30%	35%

Fast Start Perks

Any new Chloe + Isabel Merchandiser (whether or not she is sponsored) can earn credit and cash bonuses during her first four months by reaching sales milestones and sponsoring Merchandisers. A Sponsor can ALSO earn credit and cash when their Sponsored Merchandiser or team member reaches sales milestones and they in turn sponsor new Merchandisers in their first four months. To learn more, see this [ACADEMY LESSON](#).

How to Reach Each Career Title + What You Earn			CAREER TITLE						
			Merchandiser	MA	MM	SMM	DMM	GMM	
REQUIREMENTS	Personal Volume	Your total monthly sales (CV) to your customers and Passport Members	\$500 in six months	\$1,000	\$750	\$500	\$500	\$500	
	Personal Team Volume	The total monthly sales (CV) achieved by your Personal Team		\$1,000	\$1,500	\$2,000	\$2,000	\$2,000	
	Qualified Sponsored Merchandisers	The number of Qualified Sponsored Merchandisers (\$250 minimum monthly CV) who you sponsored who are on your Personal Team or are Level 1 Leaders		1	2	3	3	3	
	Leaders on Your First Level	The minimum number of active, paid-as Leaders promoted from your Personal Team who are at a title of MA or higher			3 MA	3 MM	3 SMM	3 DMM	
CORE COMMISSIONS	Retail Commissions	Earn 25-40% of the sales (CV) to your customers and Passport Members	Yes	Yes	Yes	Yes	Yes	Yes	
	Earn the % shown of the sales of the Merchandisers in your team structure, based on Wholesale Volume (70% of CV)	Mentoring Commissions	Personal Team (excludes you)		6%	6%	6%	6%	6%
		Team Overrides Paid on the sum of the Wholesale Volume of the Team Leader and their Personal Team	Level 1 Teams		4%	6%	6%	6%	6%
			Level 2 Teams			4%	6%	6%	6%
			Level 3 Teams				4%	6%	6%
			Level 4 Teams					4%	6%
Level 5 Teams							4%		
MERCHANDISER REWARD CREDIT	Every Merchandiser earns \$50 in reward credit for every \$500 in sales during a month.								