

TRUE LOVE

SKIN CARE

MAVEN

COMPENSATION PLAN

MANUAL

Revised: June, 2020



True Love & Business - It's a Beautiful Thing

Congratulations on taking a positive step towards your future success by becoming a valued **Independent Maven** with **True Love Skin Care**.

Maven /māvən/ *noun* – an expert or connoisseur

As a skin care Maven you are now an independent business owner! We encourage you to take a serious approach to your new business — treat it as the life-changing experience it very well could be for you, your family, and even your children and grandchildren.

We really do want every Maven who joins our team to achieve the level of success they want from their True Love Skin Care business. To this end, our goal is to provide you the tools, skills, and motivation you need to grow your True Love Skin Care business.

Just a few of the keys to being successful in your True Love Skin Care business include: **tenacity**, hard work, thinking big, **sharing the products** and **business opportunity** with others **every** chance you get. Success doesn't happen overnight, but takes time and effort. But as you consistently grow your business others will take notice and want to become Mavens as well. Then **teach, train, and motivate others** to follow your lead and you will see the success you desire.



As you are an Independent Maven, you will determine your own hours, methods, goals, and the level of success you desire. Most True Love Skin Care Mavens work their business on a part-time basis, while a few highly motivated people choose to reap the income and rewards that are available by working True Love Skin Care as a serious and very lucrative full-time business.

Once your sales grow, and active Mavens join your team, you will be eligible to be paid higher commissions and other bonuses on your's and their True Love Skin Care product sales. (These bonuses are based on the Rank you have achieved according to the Compensation Plan.) As your Team of Mavens grows and expands, your success will increase dramatically. True Love is built on helping others succeed, and in helping others to reach the heights you've already attained. And the more you support and train other Mavens, the more your own success grows. It's a win-win!

The purpose of this document is to fully and completely detail what the qualifications are to earn commissions and bonuses from your sales organization (also known as your "downline").

For purposes of understanding the information outlined in this document, your Frontline Mavens are considered to be on your “level-one,” “first level,” or “frontline” in your Downline. These terms are often used interchangeably.

NOTE: Qualifications will be fully outlined later in this document.

The exciting part is that you have the opportunity to **earn down through a maximum of eight (8) levels of Mavens on your Team**, and through **six (6) generations of Leaders in your Group**. (We will explain the difference between your “Team” and your “Group” a in just a little bit).

To maximize your chances of long-term and lasting success with your True Love Skin Care business, you will want to set a good example for your team by doing the basics to grow your business including:

- Booking and holding regular in-home parties or other sales events.
- Maintaining and building your own customer base who are on Auto-Ship each month.
- Consistently enrolling new Mavens.
- Offering your Downline the help they need to **get started right** and stay on track.
- Being well versed in the True Love Skin Care product line and effective sales techniques.
- And, last but certainly not least — be committed and consistent in both the time and the energy you invest in growing your True Love Skin Care business. A successful business doesn’t happen overnight. **Hang in there!**





Understanding your Unique Link

The True Love Compensation Plan is entirely contingent on sales you are *credited*. If you do not receive credit for a sale, you can't receive compensation. So, we have created a robust system to track sales through trueloveskincare.com and credit them to our Mavens. However, your understanding of this system, how it works, and how to maximize it, is imperative to having a successful business.

And as a Leader, it is crucial to help your downline understand this system. Not only to maximize their sales, but to ensure the integrity of your own Team & Group sales.

When your Maven account is created, you are assigned a unique ID number. This ID number serves many uses – such as helping identify you when speaking with Maven Support, acting as your User ID when logging into your Back Office; but most importantly, this ID number is part of your unique Link to track customer sales. (*For example – if you are Maven 251, then your Link would be “trueloveskincare.com/251”*)

(*Exception – Mavens below #251 may elect to have a text Link, rather than a numerical Link. Contact the Company's offices if you have any questions.*)

You will only receive commissions on sales where the customer used your Link. We can not control the customers, or force them to use your Link. So, as a Maven, it is imperative that you not only communicate the importance of this Link, but you also take steps to ensure your customers use it for each and every sale.

In order to ensure you are properly credited for your sales, we suggest the following:

- **Never *tell* someone your Link.** Always give it to them in written form; such as a text message, email, direct message, or similar communication. Make sure it's a clickable Link, not something they have to retype, or cut & paste.
- Let them know they need to use the link EVERY time they visit the website, not just the first time. Encourage them to bookmark the page! After all, they'll be coming back time and time again!

- Explicitly tell them *why* they should use this Link. (ie – so you can get credit for the sale / to help support your small business).
- Work hard to develop a personal relationship with your customers and especially your potential customers. The best way to share your link is from one-on-one interactions. It is much less effective to “post & pray” in random places. If you have open communication with your customers, you’ll be in a much better position to figure out if a sale was made without your Link, which can be fixed.

Please note that in certain circumstances, we can identify a sale (via email address) even if no Link was used. When a sale comes in without a Maven, we look at the following factors:

- Was the customer a Maven?
- Was a Party Code used?
- Has the customer ordered from a Maven previously?

If a sale meets any of these criteria, we can assign it properly. However, unless one of these criteria is met, there is **no** way to match a sale to a Maven from our end. So again, it is imperative you take the proper measures to ensure your customers use your Link.

If you discover a sale was made without your Link, please contact the Home Office and we will try to help, if possible. You will need to provide the following information:

- Customer Name
- Sale Amount / Items Purchased
- Approximate Date of Sale (a sale will only be credited if it fell within the current calendar month, or within the 4 business days of Earnings Processing. See Section 23.)

Please note that sometimes, customers will tell you they ordered, but there’s no record of that sale. This can happen for a variety of reasons (such as they didn’t complete the sale, or they used a different name on the billing account), but in any case, we can not credit you a sale that there’s no record of.

When Mavens contact us about “missing” sales, oftentimes the issue is that the Customer used another Maven’s Link. The official policy of True Love Skin Care is that “the customer is always right”. Which means that if a sale was made using another Maven’s Link, that is the customer’s decision, and it is final. If this is the case, we will inform you of this fact, but please understand that the identity of the other Maven is strictly confidential.



7 Ways to Grow Your Income

As an Independent Maven with True Love Skin Care, you have the opportunity to earn seven (7) unique and distinct commission and bonus categories as follows:

- **Prizes and Awards announced during the “Maven Minute”**
- **First 100 Days Fast Start Bonus**
- **Personal Sales Commission**
- **Epic Sales Commission**
- **Rank Achievement Bonus**
- **Team Volume Bonus**
- **Leader Retention Bonus**
- **Group Volume Bonus**

Your actual bonus or commissions earned from each category is based on your current **“Paid-As Rank”** with True Love Skin Care . Everyone begins as a “Red Gem”, but as you increase personal sales, recruit new Mavens, and help your team and group increase their sales, you will quickly become a Yellow, Green, or even Blue Gem. With each new rank comes increased percentages and access to even more bonuses.

If you really want your business to take off, learn the rank requirements, and make them happen! **You can do it!**

The designated Ranks to be achieved are broken down into 3 different groups:

Team Building Ranks:

- Red Gem Maven
- Yellow Gem Maven
- Green Gem Maven
- Blue Gem Maven

Leadership Ranks:

- Rose Quartz Leader
- Amethyst Leader

Executive Ranks:

- Obsidian Executive
- Opalite Executive



Personal Sales Commission

Personal Sales Commission is calculated by multiplying your **Commissionable Volume** by your **Retail Commission %**. And your **Retail Commission %** is determined by your *current* Paid-As rank.

Commissionable Volume (CV) is the equivalent of **90% of the retail price** of any commissionable product. Thus, if a product is sold at \$10 to the end consumer, it's CV is \$9, and your **Personal Sales Commission** is based off this amount. *Please note that some items, such as business supplies, do not count towards your CV.*

Your **Personal Sales Commission %** ranges from 22%–32% as shown to the right.

Personal Sales Commissions

Team Ranks:	% Earned
– Red Gem Maven	22%
– Yellow Gem Maven	24%
– Green Gem Maven	25%
– Blue Gem Maven	25%
Leadership Ranks:	
– Rose Quartz Leader	26%
– Amethyst Leader	28%
Executive Ranks:	
– Obsidian Executive	30%
– Opalite Executive	32%

Epic Sales Commission

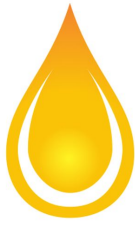
Team Ranks	% Earned
<i>\$1,500 Minimum PSV to Qualify</i>	
– Red Gem Maven	—
– Yellow Gem Maven	4%
– Green Gem Maven	4%
– Blue Gem Maven	4%
Leadership Ranks:	
<i>\$1,800 Minimum PSV to Qualify</i>	
– Rose Quartz Leader	5%
– Amethyst Leader	6%
Executive Ranks:	
<i>\$2,000 Minimum PSV to Qualify</i>	
– Obsidian Executive	7%
– Opalite Executive	8%



Epic Sales Commission

Mavens (Yellow Gem, or higher) who excel in their **PSV** each month have an opportunity to earn an **Epic Sales Commission**, which is an additional percentage on top of your normal **Personal Sales Commission %**. This extra % starts at 4%, but can go as high as an extra **8%**!

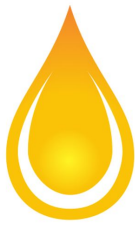
The minimum **PSV** for each rank and the corresponding **Epic Sales Commission %** is shown in the chart to the left.



Rank Achievement Bonus

Our philosophy is to provide appropriate **incentives** and corresponding **rewards** for those are the most motivated to continue to achieve at the highest levels of our compensation plan. With this in mind, and beginning with the Rank of **Yellow Gem Maven**, we will pay a once-in-a-lifetime bonus when a Maven **first** meets the qualifications for each Rank as follows:

Rank Achieved	Reward Earned	Months to Qualify
Yellow Gem Maven	\$100 Product Credit	Paid First Month Qualified
Green Gem Maven	\$100 Prod Cred & \$100 Cash	Paid First Month Qualified
Blue Gem Maven	\$400 Cash	Paid First Month Qualified
Rose Quartz Leader	\$1,000 Cash	Paid after 2 Consecutive Mo's Qualified
Amethyst Leader	\$2,000 Cash	Paid after 2 Consecutive Mo's Qualified
Obsidian Executive	\$5,000 Cash	Paid after 4 Consecutive Mo's Qualified
Opalite Executive	\$10,000 Cash	Paid after 4 Consecutive Mo's Qualified



Team Volume Bonus

A significant part of your overall success with **True Love Skin Care** is the opportunity to build a **Team** of other **Mavens**, and be able to earn bonuses based on their Business Volume (BV) as well as your own **PSV**.

Your **Team** is the basic building block of the True Love Skin Care Compensation Plan, and is primarily how you are rewarded for enrolling, training and motivating Mavens in your sales organization.

The definition of your Team is as follows:

- *You and your entire Downline of Mavens, regardless of depth in your sales organization, whether you receive commissions or bonuses on them or not; down to, but NOT including, anyone ranked as a Rose Quartz Leader, or higher.*

All of the next 3 bonuses are dependent on creating, nurturing, and leading a Team of active Mavens. As you do so, you'll begin climbing the ranks, and earning more bonuses, deeper levels, and bigger percentages. Your first step is to meet the qualifications to advance to the rank of **Yellow Gem Maven**. (We'll detail all of the qualifications necessary to advance to each Rank later in this document.)

The chart immediately below shows the Levels and Percentages paid for each Rank achieved:

Team Volume Bonus: Levels Paid on Any Rank	Yellow Gem Maven	Green Gem Maven	Blue Gem Maven	Rose Quartz LeaderL	Amethyst Leader	Obsidian Executive	Opalite Executive
- Level 1 Mavens	5%	5%	5%	6%	6%	7%	7%
- Level 2 Mavens		4%	4%	5%	5%	6%	6%
- Level 3 Mavens			3%	4%	4%	5%	5%
- Level 4 Mavens				3%	3%	4%	4%
- Level 5 Mavens					4%	5%	5%
- Level 6 Mavens						6%	6%
- Level 7 Mavens							7%
- Level 8 Mavens							8%

As you can see from the chart, as you advance up the ranks, not only do your percentages increase, but the levels that determine your **Team Volume Bonus** also increases. As a **Yellow Gem Maven**, you earn a 5% bonus from Mavens frontline to you. But as an **Opalite Executive**, you earn bonuses from your team **down eight (8) levels at up to 8%**!

A note about “Active Mavens” – the \$200 / month requirement for frontline Mavens is only used to determine your rank advancement, not bonuses. Any and all commissionable sales within a given level will be included in determining your total **Team Volume Bonus**.

Your **Team Volume Bonus** is calculated in the following manner.

1. Determine the total **Commissionable Volume** of each qualifying level of your team. (Please note this includes *all* sales, not just sales from “**Active**” Mavens.)
2. Next, multiply the **CV** by the “**Business Volume**” (**BV**), which is of **70% of CV**.
3. Next, multiply the **BV** by the % determined by your current Paid-As Rank and the Level within your Team.
4. Continue this process for each level. The total amount is the total of your monthly **Team Volume Bonus**.





Leader Retention Bonus

The power of “duplication” throughout your sales organization is one of the most significant keys for a Maven’s long-term success. Thus, when you do the right thing by properly training and motivating those Mavens you enroll, your first and second level Mavens will be more inclined to follow your lead and train and motivate their first and second level Mavens, and so on, and so on.

When this happens over an extended period of time, the success you desire for your True Love Skin Care business is just a matter of time! And to encourage this, the **Leader Retention Bonus** allows you to earn a percentage of the entire **Team Volume Bonus** earned by both the first and second level Mavens (Yellow Gem and higher) in your sales organization.

Special Note: You earn this bonus once you have met the qualifications to advance to the rank of **Green Gem Maven**. And so long as you maintain “active” status (\$200+ PSV / month), you will this earn bonus based on your **Career Rank**, even if your current “Paid-As” Rank is lower.

For Example: Let’s assume that a Maven on your frontline earned a **TVB** of \$600.00 for a given month. If you are a *Career Green Gem Maven*, and are **Active** for the month, you would qualify for **3%** of this frontline Maven’s **TVB**.

So, for the example outlined here, the math would look like this: $\$600 \times 3\% = \20 . Now this amount may not seem like a lot initially, but the bonus percentage can **double to 6%**, and once you have 5, 10, 20, or *more* Mavens in your first and second levels, this bonus will add up faster than you may think!

Leader Retention Bonus

Team Ranks:

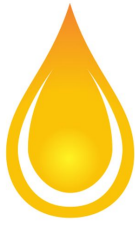
	Level 1	Level 2
– Red Gem Maven	—	—
– Yellow Gem Maven	—	—
– Green Gem Maven	3%	—
– Blue Gem Maven	3%	2%

Leadership Ranks:

– Rose Quartz Leader	4%	3%
– Amethyst Leader	4%	3%

Executive Ranks:

– Obsidian Executive	6%	4%
– Opalite Executive	6%	4%

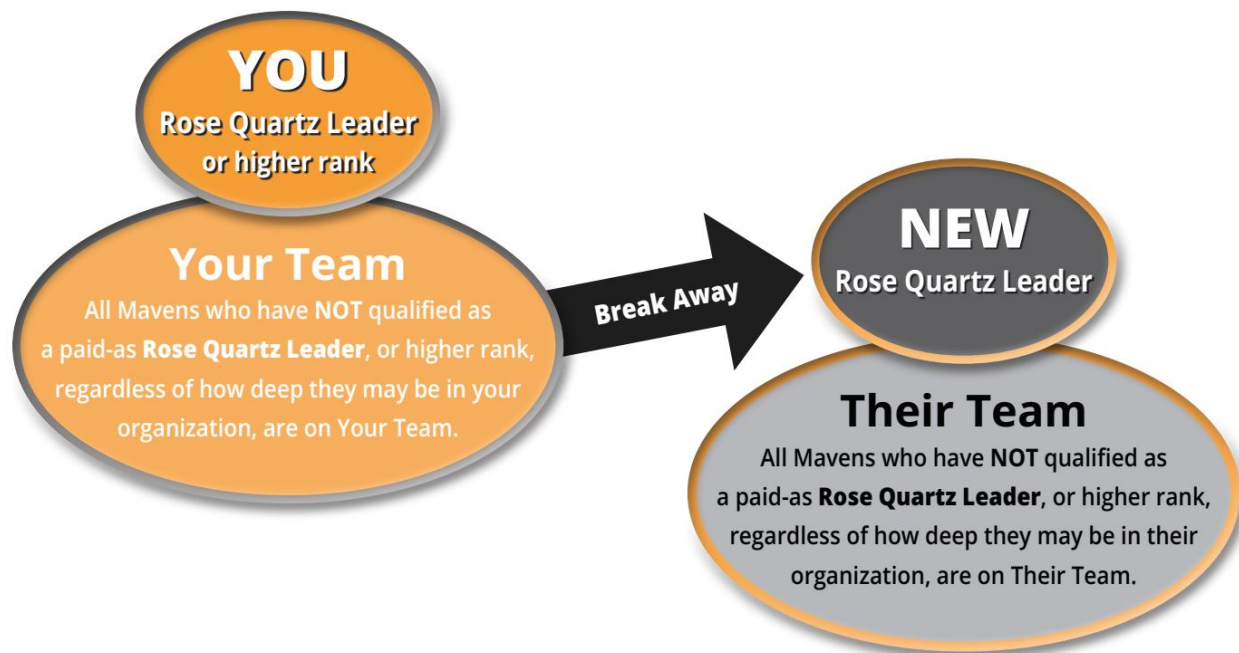


Group Volume Bonuses

If your end goal is to run a truly successful True Love business, then the keystone is to qualify to earn **Group Volume Bonuses**. Once you've achieved the rank of **Rose Quartz Leader**, you've proven you've got what it takes have a truly successful True Love Skin Care business!

But, this is only the first step in leadership development. To further your success, you also want to commit to bringing other successful Leaders along, by helping them achieve – at a minimum – the Rank of **Rose Quartz Leader** as well.

As you develop **Rose Quartz Leaders** in your downline, they “break away” from your Team to lead Teams of their own. But they remain part of your **Group**. As shown in the graphic below, when a Downline “breaks away” from your Team, they become your “**First Generation**” Rose Quartz Leader.



The definition of your Group is as follows:

You and your entire Downline of Mavens, regardless of depth or rank in your sales organization, whether you receive commissions or bonuses on them or not.

Things actually begin to get very exciting once an **Rose Quartz Leader** has broken away with their new Team, as now you may qualify to earn a **Group Volume Bonus** from this new Team.

To fully grasp the awesomeness of the **GVB**, you get a bonus based on the **BV** on this *entire* Team (regardless of Levels), down to the next Rose Quartz Leader in your group (if any)! So, while you do lose some from your **TVB** when they break away, you gain *so much more!*

What's more, **Generations** are defined differently than **Levels**. A **Generation** consists of an entire **Downline Team**, *regardless of Level(s) away from you*. **For example** – if you have a Downline Leader with no Leaders in between, they are a “1st Generation Leader” to you. And any Leaders under that Leader would be “2nd Generation Leaders”, and so on, and so on...

If you haven't grasped it already, this means that not only are you still earning bonuses from these breakaway **Leaders** & their **Teams**, you have the potential to earn much, much deeper into your **Downline** than the maximum eight (8) levels of the **TVB**. The **GVB** has the potential to go down a total of six (6) **generations!** *Which could potentially include dozens of generations!*

This graphic shows for details on generations and percentages available to earn:

Group Generation Bonus Paid: <small>Paid on <i>Rose Quartz Leader</i> or higher Rank</small>	Rose Quartz Leader	Amethyst Leader	Obsidian Executive	Opalite Executive
– 1st Generation Leader	5%	5%	6%	6%
– 2nd Generation Leader		4%	5%	5%
– 3rd Generation Leader			4%	4%
– 4th Generation Leader			3%	3%
– 5th Generation Leader				4%
– 6th Generation Leader				5%

NOTE: The percentage you earn is based on the **Business Volume (BV)**, or 70% of CV.



Rank Qualifications and Earning Opportunities

On the following pages we will detail the available **Ranks** within the Compensation Plan structure, the qualifications for each Rank, and the earning opportunities for each Rank.



Red Gem Maven

Congratulations on taking the first step toward a rewarding and potentially lucrative business career with True Love Skin Care!

Rank Qualifications:

1. Pay the designated Enrollment Fee –or– Annual Renewal Fee, complete the Independent Maven Application, and consent to all Legal Agreements.

Commissions Eligible to Earn:

You are eligible to earn weekly and monthly commissions and bonuses as follows:

1. **Personal Sales Commission**
– 22% of Commissionable Volume (CV)

As a new Maven it's time to move up and begin earning successively higher Ranks within the Compensation Plan. By doing so, you will begin higher personal retail commission percentages, as well as bonuses based on your sales Team and overall Group.

NOTE: These first two steps are intended to allow a new Maven to get started quickly, and learn the ropes from their upline Sponsor and Leader. Once you've qualified as a Yellow Gem Maven, you're on your way to achieving your goals of a successful business!



Yellow Gem Maven

Rank Qualifications:

1. Achieve & maintain at least \$300 **PSV** each calendar month.
2. Achieve/maintain a minimum of one (1) “active” (\$200+ **PSV**) Frontline Maven each calendar month.

Commissions Eligible to Earn:

You are eligible to earn weekly and monthly commissions and bonuses as follows:

1. **Personal Sales Commission**
– 23% of Commissionable Volume (CV)
2. **Epic Sales Commission**
– Minimum Req. = \$1,500 PSV / month
– 4% of Commissionable Volume (CV)
3. **Team Volume Bonus**
– 5% of all Level 1 Maven's **Business Volume (BV)** (any Rank)
4. **Rank Achievement Bonus**
– \$100 Product Credit
– Paid the first month achieved.
– “Once-in-a-Lifetime” Bonus



Green Gem Maven

Rank Qualifications:

1. Achieve/maintain \$500 in **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of two (2) “Active” Frontline Mavens each calendar month.
3. Achieve/maintain a minimum of \$3,500 in **Team Sales Volume** each calendar month.

Commissions & Bonuses Eligible to Earn:

1. **Personal Sales Commission**
 - 24% paid on **Commissionable Volume**
2. **Epic Sales Commission**
 - 4% paid on **Commissionable Volume**
 - Minimum Req. = \$1,500 PSV / month
3. **Rank Achievement Bonus**
 - \$100 Cash Bonus
 - \$100 Product Credit
 - “Once-in-a-Lifetime” bonus
 - Paid the first month achieved
4. **Team Volume Bonus**
 - 5% paid on all Level 1 Maven’s **Business Volume (BV)** (any Rank)
 - 4% paid on all Level 2 Maven’s **Business Volume (BV)** (any Rank)

NOTE: “Level 1” is the same as “Frontline”.
5. **Leader Retention Bonus** (Based on Career Rank)
 - 3% paid on all Level 1 Maven’s **Team Volume Bonus** (Yellow Gem or Higher)





Blue Gem Maven

Rank Qualifications:

1. Achieve/maintain \$750 in **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of four (4) “active” Frontline Mavens each calendar month.
3. Achieve/maintain a minimum of \$7,000 in **Team Sales Volume** each calendar month.

Commissions and Bonuses Eligible to Earn:

1. **Personal Sales Commission**
 - 25% paid on **Commissionable Volume**
2. **Epic Sales Commission**
 - 4% paid on **Commissionable Volume**
 - Minimum Req. = \$1,500 PSV / month
3. **Rank Achievement Bonus**
 - \$400 Cash Bonus
 - “Once-in-a-Lifetime” bonus
 - Paid the first month achieved
4. **Team Volume Bonus**
 - 5% paid on all Level 1 Maven’s **Business Volume** (any Rank)
 - 4% paid on all Level 2 Maven’s **Business Volume** (any Rank)
 - 3% paid on all Level 3 Maven’s **Business Volume** (any Rank)
5. **Leader Retention Bonus** (Based on Career Rank)
 - 3% paid on all Level 1 Maven’s **Team Volume Bonus** (Yellow Gem or Higher)
 - 2% paid on all Level 2 Maven’s **Team Volume Bonus** (Yellow Gem or Higher)





Rose Quartz Leader

Rank Qualifications:

1. Achieve/maintain \$1,000 in **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of six (6) “active” Frontline Mavens each calendar month.
3. Achieve/maintain a minimum of \$12,000 in **Team Sales Volume** each calendar month.

Commissions and Bonuses

Eligible to Earn:

1. **Personal Sales Commission**
 - 26% paid on **Commissionable Volume**
2. **Epic Sales Commission**
 - 5% paid on **Commissionable Volume**
 - Minimum Req. = \$1,800 PSV / month
3. **Rank Achievement Bonus**
 - \$1,000 Cash Bonus
 - “Once-in-a-Lifetime” bonus
 - Paid after Rank is achieved two (2) consecutive months
4. **Team Volume Bonus**
 - 6% paid on all Level 1 Maven’s **Business Volume** (any Rank)

- 5% paid on all Level 2 Maven’s **Business Volume** (any Rank)
- 4% paid on all Level 3 Maven’s **Business Volume** (any Rank)
- 3% paid on all Level 4 Maven’s **Business Volume** (any Rank)

5. **Leader Retention Bonus** (Based on Career Rank)
 - 4% paid on all Level 1 Maven’s **Team Volume Bonus** (Yellow Gem or Higher)
 - 3% paid on all Level 2 Maven’s **Team Volume Bonus** (Yellow Gem or Higher)

6. **Group Volume Bonus**
 - 5% paid on the **Business Volume** of all First Generation Rose Quartz Leader’s (or higher) Teams in your Group.





Amethyst Leader

Rank Qualifications:

1. Achieve/maintain \$1,000 **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of eight (8) “active” Frontline Mavens each calendar month.
3. Achieve/maintain one (1) Rose Quartz Leader, or higher Rank, in your Group each calendar month.
4. Achieve/maintain a minimum of \$15,000 **Team Sales Volume** each calendar month.
5. Achieve/maintain a minimum of \$45,000 **Group Retail Volume** each calendar month.

NOTE: See definition of “Group” vs “Team” on page 22.

Commissions and “Bonuses Eligible to Earn:

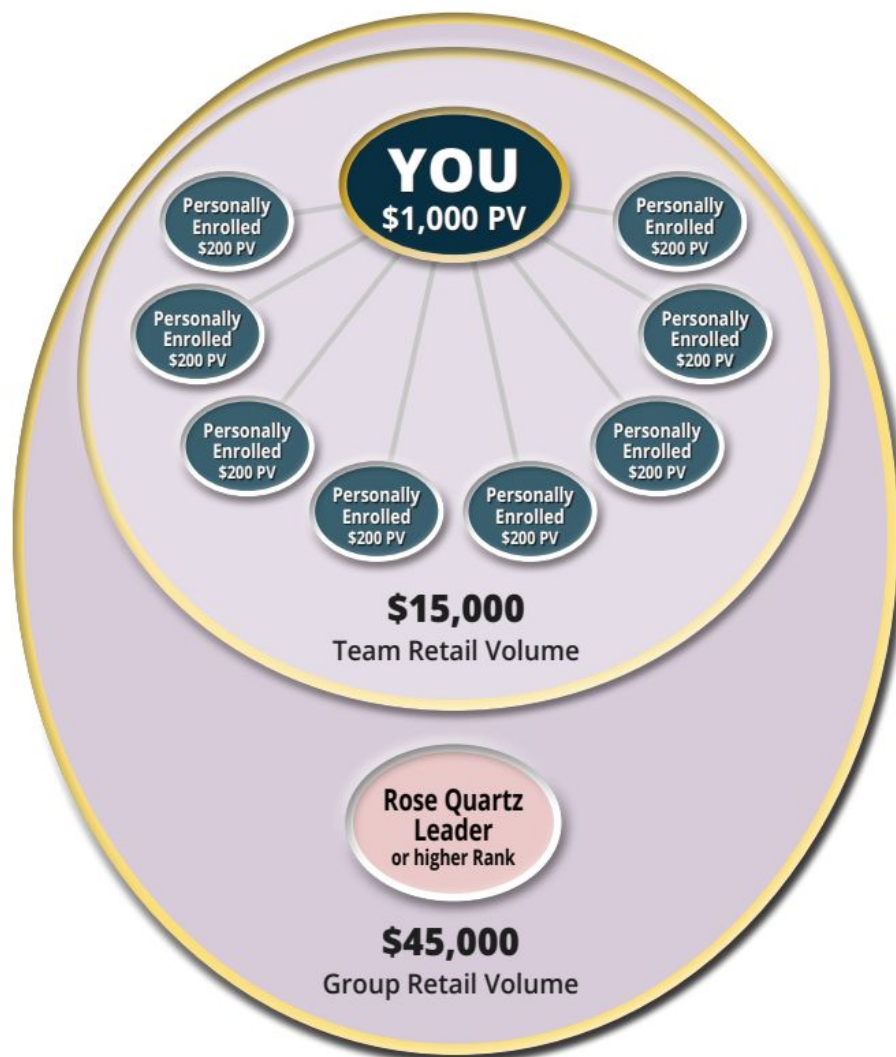
1. **Personal Sales Commission**
 - 28% paid on **Commissionable Volume**
2. **Epic Sales Commission**
 - 6% paid on **Commissionable Volume**
 - Minimum Req. = \$1,800 PSV / month
3. **Rank Achievement Bonus**
 - \$2,000 Cash Bonus
 - “Once-in-a-lifetime” bonus
 - Paid after Rank is achieved two (2) consecutive months
4. **Team Volume Bonus**
 - 6% paid on all Level 1 Maven’s **Business Volume** (any Rank)
 - 5% paid on all Level 2 Maven’s **Business Volume** (any Rank)
 - 4% paid on all Level 3 Maven’s **Business Volume** (any Rank)
 - 3% paid on all Level 4 Maven’s **Business Volume** (any Rank)
 - 4% paid on all Level 5 Maven’s **Business Volume** (any Rank)

5. Leader Retention Bonus (Based on Career Rank)

- 4% paid on all Level 1 Maven's **Team Volume Bonus** (Yellow Gem, or Higher)
- 3% paid on all Level 2 Maven's **Team Volume Bonus** (Yellow Gem, or Higher)

6. Group Volume Bonus

- 5% paid on the **Business Volume** of all First Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 4% paid on the **Business Volume** of all Second Generation Rose Quartz Leader's (or higher rank) Teams in your Group.





Obsidian Executive

Rank Qualifications:

1. Achieve/maintain \$1,000 **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of ten (10) “active” Frontline Mavens each calendar month.
3. Achieve/maintain three (3) Rose Quartz Leaders, or higher Rank, in your Group each calendar month.
4. Achieve/maintain a minimum of \$18,000 **Team Sales Volume** each calendar month.
5. Achieve/maintain a minimum of \$90,000 **Group Retail Volume** each calendar month.

NOTE: See definition of “Group” vs “Team” on page 22.

Commissions and Bonuses Eligible to Earn:

1. **Personal Sales Commissions**
 - 30% paid on all **Commissionable Volume**
2. **Epic Sales Commission**
 - 7% paid on all **Commissionable Volume**
 - Minimum Req. = \$2,000 PSV per month
3. **Rank Achievement Bonus**
 - \$5,000 Cash Bonus
 - “Once-in-a-lifetime” bonus
 - Paid after Rank is achieved 4 consecutive months
4. **Team Volume Bonus**
 - 7% paid on all Level 1 Maven’s **Business Volume** (any Rank)
 - 6% paid on all Level 2 Maven’s **Business Volume** (any Rank)
 - 5% paid on all Level 3 Maven’s **Business Volume** (any Rank)
 - 4% paid on all Level 4 Maven’s **Business Volume** (any Rank)
 - 5% paid on all Level 5 Maven’s **Business Volume** (any Rank)
 - 6% paid on all Level 6 Maven’s **Business Volume** (any Rank)
5. **Leader Retention Bonus** (Based on Career Rank)
 - 6% paid on all Level 1 Maven’s **Team Volume Bonus** (Yellow Gem, or Higher)
 - 4% paid on all Level 2 Maven’s **Team Volume Bonus** (Yellow Gem, or Higher)

6. Group Volume Bonus

- 6% paid on the **Business Volume** of all First Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 5% paid on the **Business Volume** of all Second Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 4% paid on the **Business Volume** of all Third Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 3% paid on the **Business Volume** of all Fourth Generation Rose Quartz Leader's (or higher rank) Teams in your Group.





Opalite Executive

Rank Qualifications:

1. Achieve/maintain \$1,000 **Personal Sales Volume** each calendar month.
2. Achieve/maintain a minimum of twelve (12) “active” Frontline Mavens each calendar month.
3. Achieve/maintain five (5) Rose Quartz Leaders, or higher Rank, in your Group each calendar month.
4. Achieve/maintain a minimum of \$22,000 **Team Sales Volume** each calendar month.
5. Achieve/maintain a minimum of \$180,000 **Group Retail Volume** each calendar month.

NOTE: See definition of “Group” vs “Team” on page 22.

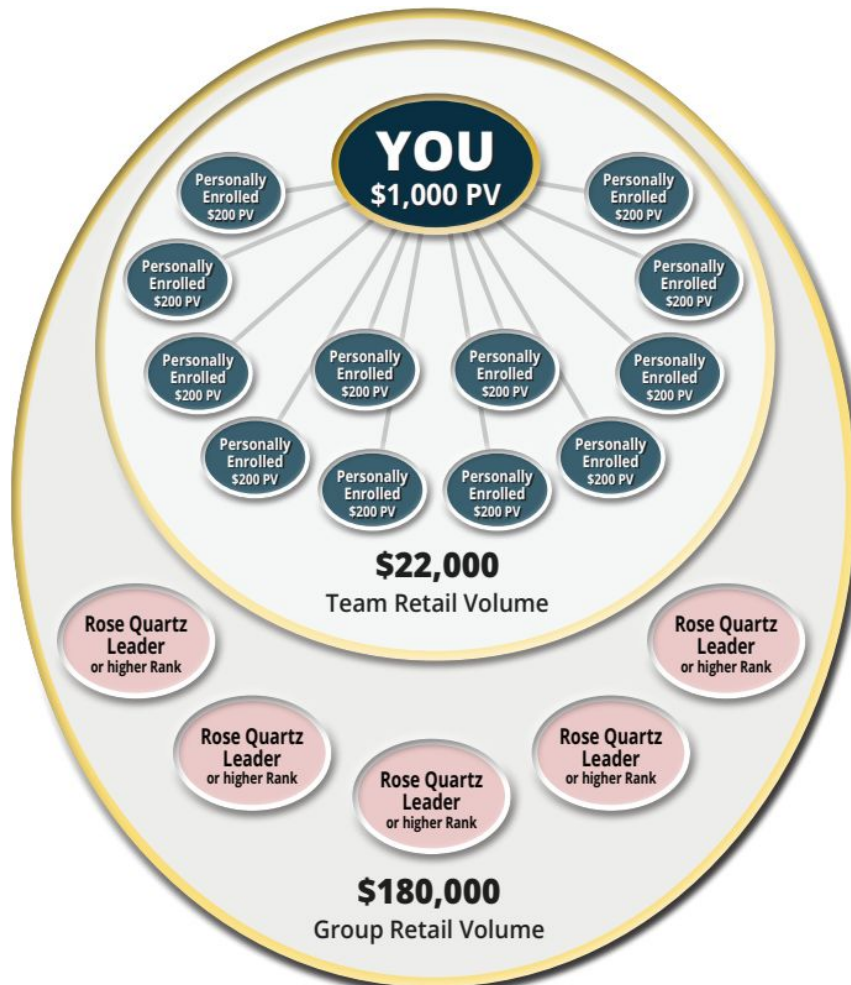
Commissions and Bonuses Eligible to Earn:

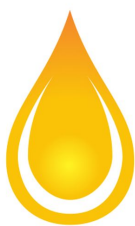
1. **Personal Sales Commission**
 - 32% paid on all Commissionable Volume
2. **Epic Sales Commission**
 - 8% paid on all Commissionable Volume
 - Minimum Req. = \$2,000 PSV per month
3. **Rank Achievement Bonus**
 - \$10,000 Cash Bonus
 - “Once-in-a-lifetime” bonus
 - Paid after Rank is achieved for four (4) consecutive months
4. **Team Volume Bonus**
 - 7% paid on all Level 1 Maven’s **Business Volume** (any Rank)
 - 6% paid on all Level 2 Maven’s **Business Volume** (any Rank)
 - 5% paid on all Level 3 Maven’s **Business Volume** (any Rank)
 - 4% paid on all Level 4 Maven’s **Business Volume** (any Rank)
 - 5% paid on all Level 5 Maven’s **Business Volume** (any Rank)
 - 6% paid on all Level 6 Maven’s **Business Volume** (any Rank)
 - 7% paid on all Level 7 Maven’s **Business Volume** (any Rank)
 - 8% paid on all Level 8 Maven’s **Business Volume** (any Rank)
5. **Leader Retention Bonus** (Based on Career Rank)

- 6% paid on all Level 1 Maven's **Team Volume Bonus** (Yellow Gem, or higher Rank)
- 4% paid on all Level 2 Maven's **Team Volume Bonus** (Yellow Gem, or higher Rank)

6. Group Volume Bonus

- 6% paid on the **Business Volume** of all First Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 5% paid on the **Business Volume** of all Second Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 4% paid on the **Business Volume** of all Third Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 3% paid on the **Business Volume** of all Fourth Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 4% paid on the **Business Volume** of all Fifth Generation Rose Quartz Leader's (or higher rank) Teams in your Group.
- 3% paid on the **Business Volume** of all Sixth Generation Rose Quartz Leader's (or higher rank) Teams in your Group.





Compensation Plan Definitions

The following definitions of words and phrases will be used to determine the terms and rules of the True Love Skin Care Compensation Plan outlined in this document.

True Love Skin Care is also known as the “Company” for purposes of this document.

Active

A Maven is considered *active* if they have at least \$200 in **Personal Sales Volume (PSV)** each calendar month, and have paid their **Annual License Fee** within the last 12 months.

Annual License Fee

This \$99 fee must be paid annually to maintain “Independent Maven” status. This fee covers phone & email support, Company-only information (such as “The Maven Minute”), and access to the online Back Office & Media Library. A Maven’s first year’s \$99 fee is included in the cost of the Business Starter Kit.

Breakaway

When Mavens are promoted to the Rank of Rose Quartz Leader they “breakaway” from their Upline Leader’s Team. With this event their Team Sales Volume is no longer included in their sponsor’s or upline Leader’s team volume.

Business Volume (BV)

For this compensation plan, “Business Volume” equals 70% of **Commissionable Volume**.

Career Rank

The highest Rank a Maven has achieved within the last six (6) months, or three (3) months in certain cases. (See *Career Rank Demotions*, below.) Career Rank is the rank used for public recognition and would appear on the Maven’s website and used by the Company to identify a Maven. All Mavens begin at Red Gem Maven rank. (See also “Paid-As Rank”)

Career Rank Demotions

Mavens who fall below their Career Rank for six (6) calendar months will be demoted to their highest achieved Rank within the last six (6) calendar months.

However, Mavens of Rank *Rose Quartz Leader*, and higher, who are Paid-As Rank Demoted *below* the rank of *Rose Quartz Leader* for three consecutive calendar months will be demoted to the

rank of *Blue Gem Maven* effective the beginning of the fourth month.

A Maven may re-qualify to any **Career Rank**, at any time, by meeting the requirements of the Rank again and will regain any 1st Generation Breakaway there might be in a downline leg.

Once “Demotion” occurs, the Maven who had previously counted for their upline as a “First Generation Leader” for their upline’s leader requirement qualification, will NO longer count as such.

EXAMPLE: Leader A has Leader B as a First Generation, Leader C as a 2nd Generation and Leader D as a 3rd Generation. Leader B demotes to a Maven 4. Leader C becomes Leader A’s 1st Generation Breakaway and Leader D becomes Leader A’s 2nd Generation. Three months later Maven B requalifies as a Leader. Leader B then becomes Leader A’s 1st Generation, Leader C becomes Leader A’s 2nd Generation and Leader B’s 1st Generation and Leader D then becomes Leader A’s 3rd Generation and Leader B’s 2nd Generation.

Career Volume

The total **Personal Sales Volume** credited to a Maven since their inception in the business.

Commissionable

A Maven may collect Commission and Bonuses *only* from retail items that have been deemed commissionable by the Company. This includes primarily includes retail products, whether

purchased by customers or the Maven personally.

However, this does NOT include Business Supplies, Maven Swag, or items purchased using Product Credit or Hostess Benefits.

For a full breakdown of items that are commissionable, see the Official Price Sheet in the True Love Media Library.

Commissionable Volume

For this compensation plan, “Commissionable Volume” equals 90% of commissionable **PSV**.

Downline

See Group

Earnings

All of the cumulative Commissions and Bonuses a Maven receives in a given calendar month. This is considered business income, and all appropriate taxes and fees are the sole responsibility of the Maven.

Enroller

The **Sponsor** at the time of a Maven’s original inception. The **Sponsor** can change for various reasons, but the enroller never changes.

Executive

Any Maven that currently holds the **Career Rank** of Obsidian or Opalite Executive.

First Generation Leader

A First Generation Maven with a **Career Rank** of *Rose Quartz Leader*, or higher, within the current commission period,

even if they are **Paid-As Rank** below this Rank.

Frontline

Another term for “1st Level”, or in other words, any Maven that you currently **Sponsor**.

Frontline Active Maven (FAM)

A Maven is considered a “Frontline Active Maven” when they have at least \$200 in **Personal Sales Volume** within the current monthly commission period, and they are **Frontline** to a Maven regardless of rank.

Generation

The relationship between an upline breakaway and a downline breakaway, not including non-breakaways. The first breakaway in any leg is a first-generation breakaway.

For leadership qualification purposes, Generations are based on Career Rank.

EXAMPLE: A First Generation **Career Rank** *Rose Quartz Leader* who is a **Paid-As Rank** Blue Gem Maven, still counts as First Generation Leader for their Upline’s qualification purposes.

However, with a **Career Rank** of *Rose Quartz Leader*, or higher, but with a **Paid-As Rank** lower than *Rose Quartz Leader*, the Team Sales Volume (TSV) WILL roll up to count as TSV for any upline paid-as *Rose Quartz Leader*’s, or higher, TSV for that given month.

Grace Period

When an existing *Rose Quartz Leader*, or higher, has a new *Rose Quartz Leader*

breakaway from their Team, the existing Leader shall have a “Grace Period” of up to three (3) calendar months to rebuild their **Team Sales Volume (TSV)** to the minimum qualifications of their **Paid-As Rank**.

The Grace Period only applies to the Leader’s Team Sales Volume, and not any other qualifications. In addition, the the Leader must maintain *at least 50%* of their required **Team Sales Volume**.

Assuming the existing Leader meets this standard during the Grace Period, the existing Leader, will be paid at their current Career Rank.

Otherwise, they will be paid at the rank for which all other qualifications have been met, assuming they have met the 50% TSV standard as well

Group

Begins at any given a Maven and includes every Maven (regardless of depth or rank) that can trace their **Sponsorship** back to that Maven.

Group Retail Volume (GRV)

The “Group Retail Volume” is the cumulative total of the **Personal Sales Volume (PSV)** of *all* Mavens in your **Group** for a given calendar month, regardless of rank or depth, including the Maven’s own **PSV**.

Leader

Any Maven that currently holds the **Career Rank** of *Rose Quartz Leader*, or higher.

Leg

Each **Frontline** Maven and their respective **Groups**.

EXAMPLE: If you have 4 Frontline Mavens, your Group is considered to have 4 “Legs”.

Level

The position a Maven holds in a downline relative to the first upline Maven.

EXAMPLE: *Anyone you directly Sponsor is 1st Level to you, anyone they Sponsor is 1st Level to them, but 2nd Level to you, and so on.*

Maven

An Independent Sales Consultant for True Love Skincare, LLC. “Mavens” are not employees, officers, or principals of True Love Skincare, LLC, but are instead independent Business Owners and Operators. The only requirement to maintain the “Maven” title & status is to pay the **Annual License Fee**.

Paid-As Rank

The Rank at which a Maven qualifies to be paid each calendar month. The Paid-As Rank can be the same as, or lower, than the Maven’s **Career Rank** during any given period, but **Career Rank** will always increase to match Paid-As Rank.

Paid-As Rank Demotion

Career Rank *Yellow Gem Mavens*, or higher, must maintain the requirements listed under Monthly Rank Qualifications during each calendar

month. If they do not, they will be Paid-As Demoted to the highest Rank for which currently meet the requirements.

Anyone *Rose Quartz Leader*, or higher, that is Paid-As Rank Demoted to a non-breakaway Rank will still be counted as a “First Generation Leader” for upline leader qualifications requirements, for the current commission period.

Personal Sales Commission (PSC)

A Commission earned by all Mavens, based on the total **Commissionable Volume (CV)** sold in a given calendar month. The actual percentage of this commission varies dependent upon the **Paid-As Rank** of the Maven on a month-to-month basis.

Personal Sales Volume (PSV)

The total of all retail sales volume credited to a Maven in a commission period. PSV includes all Volume from reasonable purchase of products for personal use, and any Retail Customer sales..

Sponsor

The Maven’s immediate upline.

Rank Promotion & Maintenance Requirements

ALL requirements must be met for promotion to the specified Rank as outlined in this Compensation Plan document, as well as to *maintain* that Paid-As Rank each calendar month.

Promotions take effect the day earnings are paid, which is generally the 10th of each month.

A Maven may be promoted multiple Ranks in a given month, as long as the qualifications for the given Rank are met.

Upline Leader

The first Maven of Career Rank *Rose Quartz Leader*, or higher, in a Maven's upline.

Sales Volume

The total price paid by the buyer, including discount or sale price. Does NOT include shipping costs or taxes.

Team

Any Maven, plus all Mavens enrolled under that Maven down to the first *Rose Quartz Leader* in any **Leg**. The first breakaway leader in each **Leg** and their downline Mavens are NOT considered part of a Maven's Team.

Team Sales Volume (TSV)

The "Team Sales Volume" is the cumulative total of the **Personal Sales Volume (PSV)** of *all* Mavens in your **Team** for a given calendar month, regardless of rank or depth, including the Maven's own **PSV**.

Upline

A Maven's Sponsor, and their Sponsor, and their Sponsor, and so on... all the way back to the Company.