



Five year average compensation 2003-2007

Consultant*	\$31.10/month
District Manager	\$201.79/month
Area Manager	\$1,082.96/month
Regional Vice President	\$4,511.22/month
National Vice President	\$21,604.65/month

The average compensation figures stated in the above chart are not a representation of the income you will, or can expect, to earn as an Arbonne Independent Consultant. Some Independent Consultants will earn more, while others will earn less. In 2007 only 4.26% of Independent Consultants were eligible for commissions. Your success will depend on your own effort and skill. Further details of Independent Consultants' average bonuses and overrides are contained in Arbonne's 2007 Independent Consultant Compensation Summary. The stated compensation averages are reflective of the Arbonne SuccessPlan implemented prior to February 1, 2009 and do not represent additional commissions implemented with the current SuccessPlan.

*These are the individuals who are at the Consultant rank and received an override or bonus check.

All currency is represented in U.S. dollars.