

ABC SUCCESS PLAN

TRAINING DOCUMENT

2023 / 2024

1 August 2023
31 July 2024



ANNIQUE
rooibos



Created for your success, the Annique (ABC) Success Plan was designed from the ground up to recognise and reward your efforts. Part-time or full-time, you can be successful as an Annique Consultant.

A GREAT BUSINESS



You get to decide how big your business will become. The greater your efforts, the greater your rewards.

Freedom is working the hours you choose to work and being rewarded for the efforts you make.

Building your Annique business is truly a great adventure; your personal business journey into the wonderful world of skin care, lifestyle products, body care, cosmetics and fine fragrances, all infused with the uniquely South African plant, Rooibos.

When you sell Annique products to groups of friends at home parties or individually to your customers, you will earn on your Personal Sales.

You're in control.
This is your dream.

The more you sell, the higher your rate of Personal Sales Additional Discount.
Sell more, earn more.

Like all adventures, there's more to experience. When you choose to lead by introducing and sharing the Annique business opportunity with others, you will be paid on their sales too.



Annique wants you to be able to get paid in more than one way, so our

ABC Success Plan includes:

13 ways to get paid



- | | |
|---|-------------------------------------|
| 1 Discounts on Personal Sales | 7 Manager Promotion Reward |
| 2 Personal Sales Additional Discount according to a sliding scale | 8 Manager Development Reward |
| 3 Fast Start Product Rewards | 9 Team Building Discount |
| 4 Fast Start Sponsor Reward | 10 Group Discount |
| 5 Bright Star Reward | 11 Generation Discount |
| 6 Bright Star Matching Reward | 12 Annique Shop Online Sales |
| | 13 Rewards & Recognition Programmes |

1 Personal SALES

As a new consultant, your discount begins at 20% on the Retail Selling Price (RSP). That is the advertised price as on the Annique Price List or any special price advertised. From time to time we will offer some products at a 5/8/10% variable discount.

Requirement	Personal Sales Discount
Become an Annique Consultant	20%



2 Personal Sales Additional Discount

PERSONAL SALES: ADDITIONAL DISCOUNT SLIDING SCALE

Personal Sales (RSP)	Off-Invoice Discount	Paid back monthly as Additional Discount	Income Potential
R50 000+	20% +	20%	R20 000+
R32 000 - R49 999	20% +	15%	R11 200 - R17 499
R15 000 - R31 999	20% +	12%	R 4 800 - R10 240
R 8 500 - R14 999	20% +	10%	R 2 550 - R 4 500
R 5 000 - R 8 499	20% +	8%	R 1 400 - R 2 380
R 3 500 - R 4 999	20% +	5%	R 875 - R 1 250
R 1 500 - R 3 499	20% +	2.5%	R 337 - R 787
R 0 - R 1 499	20%		R 0 - R 300

Personal Sales are your and your customers' sales made on your membership number including online shop sales.

To reach your next level in the Sliding Scale the following is included:
 * Discountable
 * Variable discountables
 * Online Shop Sales

Personal Sales (PS) are the basis upon which the ABC Success Plan pays Personal Sales Additional Discount, Team Building, Group and Generation Discount.

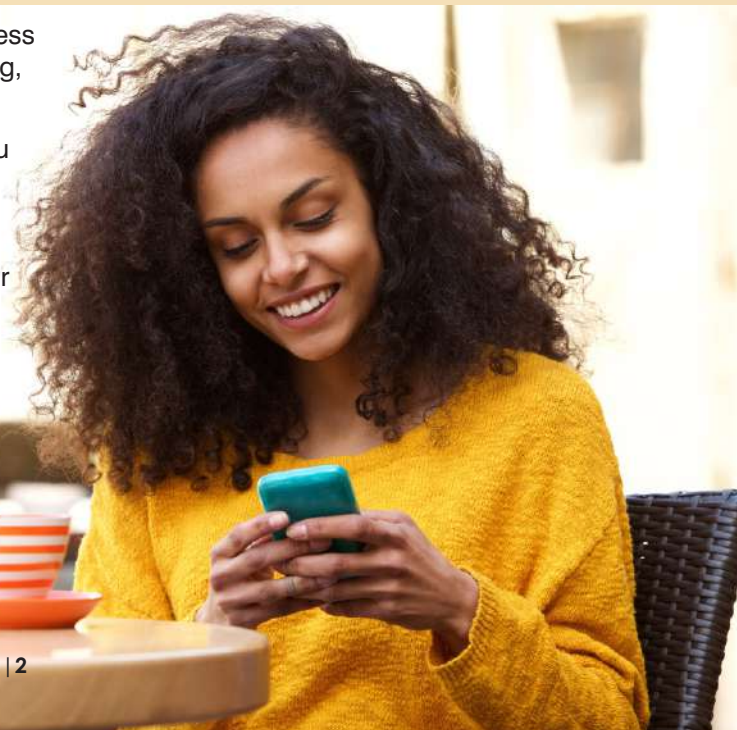
You will be on a 20% off-invoice discount from the first day you purchase Annique products. Therefore, you will be paid an Additional Discount on your Personal Sales depending on where you are on the sliding scale. Example: If your Personal Sales are R12 000 a month, you will earn an extra 10% on your Personal Sales.

Personal Sales Sliding Scale

*Includes Annique Online Shop Sales

* Shop sales will help you to reach a next level on the Sliding Scale. You will also earn additional discount according to the scale on the shop sales amount.

* For you to start earning on the Personal Sales Sliding Scale your own Personal Sales must be R 1 000 excluding Online Shop Sales. Thereafter you earn according to the Sliding Scale including your own sales and the Online Shop Sales.



3 Fast Start Reward



At Annique, we know the more products you have on hand to sample, the more you can sell. That is why we reward new consultants and their sponsors with FREE product rewards or cash.

The Fast Start Rewards Programme runs for a seven-month period for new consultants.

In month 1 we offer you the opportunity to purchase any or all of the five starter packs on offer at a HUGE discount. During this time, Annique will reward you with gifts to the value of between R65 and R2 300!



From months 1–4 you receive a gift with each order placed (excluding your first order if a starter pack is purchased on your first order) of a specific value on your membership number on the Annique Store. The wonder of these orders is that the order value is before your 20% off-invoice amount. The gifts range from between R65 and R559. In months 5-7 you will be rewarded on your accumulative personal sales with even bigger gifts – between R800 and R2 300! The new consultants' sponsors will be rewarded with cash.

FAST START Rewards Programme – JUST for YOU!

At Annique Rooibos, we know that the more products you have on hand to sample, the more you can sell. That is why we reward new consultants and their Sponsors with FREE product rewards or cash.

You can:

- Kickstart your journey with Annique Rooibos and get rewarded for each milestone achieved over your first seven months in the business!
- Start doing any Sales activity like a Pamper Party, Mini Pamper + Foot Party, Tea Tastings etc, to get immediate sales.
- Make product samples and offer them to friends, family and colleagues or at exhibitions and markets etc, to get potential customers to experience our products.
- Use the products yourself and create your own testimonial about the results. Testimonials sell!

We take your hand, mentor, train and walk the road with you to become a successful Annique Rooibos Consultant.

JOIN today and start earning an immediate 20% discount on Personal Sales plus additional discount on Personal Sales according to a sliding scale as well as your team sales AND get rewarded with lots of extra gifts!

- Once off opportunity to buy any or all of the **STARTER PACKS** at a **HUGE** discount
- OR
- Buy any discountable products (excluding the Starter Packs) and activate your membership number

START
7
Opportunities to start your Annique journey

Calendar MONTH 1-4

Receive a gift with your order!

For EVERY ORDER placed above R500

Order value before discount on all products*

Order Value	Gift	Valued at
R500	• Rooibos & Ginger Tea 50g	R65
R1 000	• Rooibos Skin Moisturiser 50ml	R179
R1 500	• Miracle Tissue Oil Body Wash 400ml	R229
R2 000	• Essence Sensi Crème 50ml	R299
R2 500	• Resque Mist 100ml	R359
R 3 000	• Essence Miracle Tissue Oil 125ml	R559

Calendar MONTH 5

Total of R4 500 accumulative sales in Month 5

GIFT VALUE R800
Choose your own products

Sponsor CASH Reward R250

If your new Consultant achieves his/her target.

Calendar MONTH 6

Total of R4 500 accumulative sales

Total sales of Months 5 + 6 should be R9 000 to qualify for gift

GIFT VALUE R1 600
Choose your own products

Sponsor CASH Reward R500

If your new Consultant achieves his/her target.

Calendar MONTH 7

Total of R4 500 accumulative sales in Month 7

Total sales of Months 5, 6 + 7 should be R13 500 to qualify for gift

GIFT VALUE R2 300
Choose your own products

Sponsor CASH Reward R700

If your new Consultant achieves his/her target.

Easily achieve the targets above by doing a few or all of the following activities:

- Pamper Parties**
- Mini Pamper & Foot Spa Parties**
- Hand Facials**
- Choose your colour foundation party**
- Wellness Days**
- Host a Slimming Club for your clients**
- Tea Tastings**
- Marketing to a business**
- Perfume Sales**
- Exhibitions**
- Social Media Marketing**
- Personal sales to friends, family & colleagues**

* Values are in rand and subject to change. Ts & Cs – all sales above for the order value and months sales include all products (non-, variable and discountable products)

ANNIQUE rooibos Starter Packs

*For newly registered Consultants

1

Basic Rooibos Skin Care Starter Pack

- Rooibos Skin Night Cream 50ml
- Rooibos Skin Moisturiser 50ml
- Rooibos Skin Facial Cleansing Soap Bar 75g
- Green Rooibos Tea 50g

R239
SAVE R289
Value R528
SCFTK0004



2

Resque & Miracle Tissue Oil (Foot Party) Starter Pack

- Resque ZeroAche+ 75ml
- Resque Mist 100ml
- Miracle Tissue Oil Body Butter 250ml
- Miracle Tissue Oil Body Wash 400ml
- Green Rooibos Tea 50g

R499
SAVE R772
Value R1271
BCFTK0003



3

Essence Skin Care (Hand Party) Starter Pack

- Essence Miracle Rooibos Tissue Oil 125ml
- Essence Crème Exfoliator 50ml
- Essence Moisture Masque 50ml
- Essence Sensi Crème 50ml
- Green Rooibos Tea 50g

R599
SAVE R932
Value R1531
SCFTK0005



4

Skin Care (Pamper Party) Starter Pack

- Lucid Cleanser 150ml
- Lucid Freshener 100ml
- Essence Crème Exfoliator 50ml
- Essence Moisture Masque 50ml
- Essence Sensi Crème 50ml
- Essence Liquid Skin Nutrition 100ml
- Essence Miracle Rooibos Tissue Oil 125ml
- Green Rooibos Tea 50g

R999
SAVE R1549
Value R2548
SCFTK0006



5

Mega (Pamper Party) Starter Pack

- FY Revitalising Cream 50ml
- Lucid Cleanser 150ml
- Lucid Freshener 100ml
- Essence Crème Exfoliator 50ml
- Essence Moisture Masque 50ml
- Essence Sensi Crème 50ml
- Essence Liquid Skin Nutrition 100ml
- Essence Miracle Rooibos Tissue Oil 125ml
- Green Rooibos Tea 50g

R1299
SAVE R2108
Value R3407
SCFTK0007



* All Starter Packs are non-discountable.



Fast Start Sponsor Reward 4

Fast Start rewards sponsors for the extra efforts they make to recruit and train their new, personally enrolled consultants. When your personally enrolled consultants earn any of the three Fast Start rewards, you will earn a Fast Start cash reward for each one in months 5 to 7. The Sponsor must be Additional Discount Qualified in the monthly Additional Discount period in which the Fast Start Product Reward was earned. You're Additional Discount Qualified when you have R1 000 or more in Personal Sales in a month.

Earn R1 450+

Award	Requirement met by a personally enrolled consultant	Fast Start Sponsor Reward
1	PS of R4 500 in month 5	R250
2	PS of R9 000 in month 6*	R500
3	PS of R13 500 in month 7*	R700

You're Additional Discount Qualified when you have R1000 or more in Personal Sales (PS). (Excluding Online Shop Sales)

5 Bright Star Reward

When you promote to a Two-Star Consultant or Three-Star Consultant during the month you placed your first order or during any of the following three consecutive monthly Additional Discount periods, you will earn a Bright Star Reward in the month you promote.

When a consultant promotes to a Four-Star for the first time in his/her career, a Bright Star Reward will be earned. This will be paid in cash. The Bright Star Reward is a once-off reward in a consultant's career.

Title	Bright Star Reward
 Two-Star Consultant	R550
 Three-Star Consultant	R1 100
 Four-Star Consultant	R1 100





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Bright Star Matching Reward

If you are the enrolling sponsor of a consultant who earns a Bright Star Reward, and you are Additional Discount Qualified and paid at the same title or higher as the promoted personally enrolled consultant, you will earn a Bright Star Matching Reward. Bright Star Matching Reward is a once-off cash reward for the sponsor of your Level 1 consultant.


Title	Bright Star Matching Reward
 Two-Star Consultant	R275
 Three-Star Consultant	R550
 Four-Star Consultant	R550



Manager Promotion Reward

7

When you promote to Manager for the first time in your career as an Annique Consultant, you will earn a Manager Promotion Reward in the month you are promoted. The Manager promotion is a once-off cash reward in a consultant's career.

Title	Manager Promotion Reward
 Manager	R2 200

8

Manager Development Reward



When an Annique Consultant promotes to Manager for the first time in their career and you are the first upline consultant with a title of Manager or above, you will earn a Manager Development Reward.

The Manager Development Reward is a once-off cash reward for the first upline consultant with the title of Manager or above. The Manager Development Reward is a once-off cash reward per consultant.

Title	Paid-As Title	Manager Development Reward
 Manager +	Manager +	R1 100

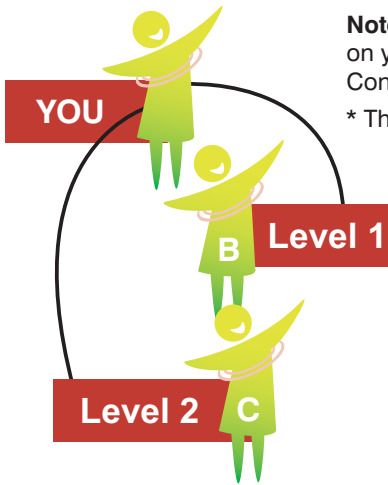
9

Team Building Discount

When you have R1 000 in Personal Sales (RSP - excluding Online Shop Sales) in a monthly Additional Discount period, you are Additional Discount Qualified, which means you are eligible to earn discount on your downline. As an Advanced Consultant or above, you can earn Team Building Discount on the **Personal Sales (PS)** of up to two levels of downline consultants (TB1, TB2) each (discountable items as well as on variable discountable items).

Note: The R1 000 Personal Sales throughout this training manual to earn Additional Discount on your team is valid until 31 July 2024. This is applicable to all title promotions from Advanced Consultant to Double Diamond Director.

* The R1 000 Personal Sales exclude Online Shop sales for you to earn, on your team



Team Building Additional Discount is for consultants building teams.

A minimum of R1 000 (PS) will allow you to earn Team Building Additional Discount.

Paid-As Title		Active Legs		Team Building (TB)	
				TB1	TB2
	Diamond Director	10	DD	6%	5%
	Emerald Director	9	ED	6%	5%
	Ruby Director	7	RD	6%	5%
	Director	6	D	6%	5%
	Manager	5	M	6%	5%
	Four-Star	4	S4	6%	5%
	Three-Star	3	S3	5.5%	4.5%
	Two-Star	2	S2	5%	4%
	One-Star	1	S1	5%	3%
	Advanced Consultant	-	AC	3%	2%
	Consultant	-	C	-	-

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Group Discount

Paid-As Title	Active Legs		Group Sales (GS)	Group Discount
	10	DD	60 000*	2%
	9	ED	60 000*	2%
	7	RD	60 000*	2%
	6	D	60 000*	2%
	5	M	60 000*	2%
	4	S4	48 000*	-
	3	S3	32 000*	-
	2	S2	15 000*	-
	1	S1	8 000*	-
	-	AC	-	-
	-	C	-	-



As an Additional Discount Qualified Consultant who is paid at the Title of Manager or above, you will earn Group Discount on the Personal Sales.

This includes the PS of each of the consultants in your downline, excluding a consultant with a title of Manager or above and their downline.

* A minimum of R1 000 (RSP) Personal Sales will allow you to earn Group Discount - **Excluding Online Shop sales**

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Generation Discount



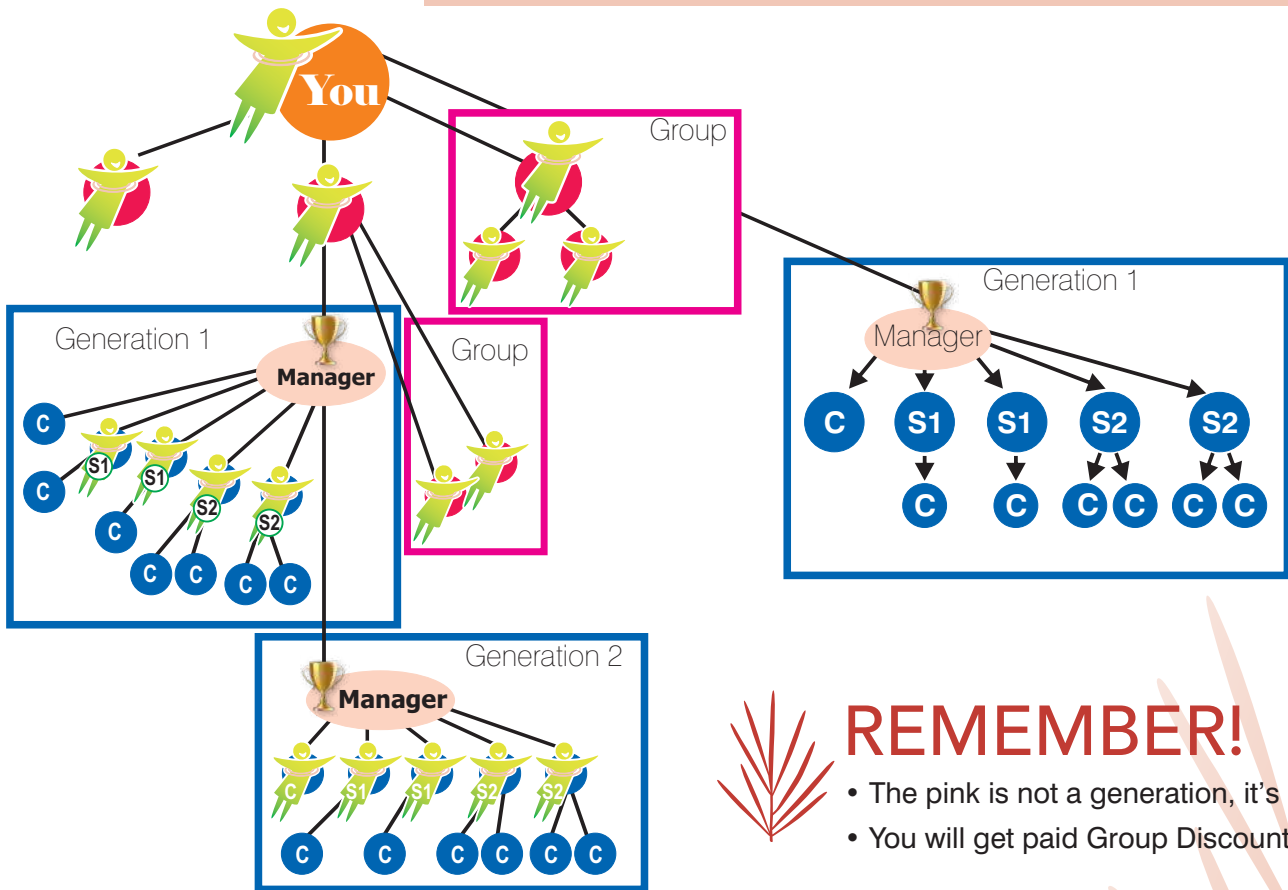
When you are Additional Discount Qualified and paid at the title of Manager or above, you will earn Generation Discount on the Personal Sales (PS) of generations of consultants.

Generation 1:

When a consultant in your team qualifies as a Manager or above in the ABC Success Plan, they with their team will count as a Generation for you.

Generation 2:

The second Manager or above in your downline will be your Generation 2.



REMEMBER!

- The pink is not a generation, it's a Group
- You will get paid Group Discount on them

The depth of Generation compensation earned varies based upon your Paid-As Title each month.



If your PIN-Title is Manager or above and your Paid-As Title in a specific month is below Manager, the Generation Discount will be paid to your upline Paid-As Manager or above

* You can not earn Group & Generation. It is the one or the other

Paid-As Title	Generation Compensation	
	G1	G2
Manager	2%	-
Director	3%	1%
Ruby Director	3%	1.5%
Emerald Director	3%	2%
Diamond Director	3%	2.5%

12 Annique Online Shop Sales

You, as an Annique Consultant, have a huge opportunity to generate new sales and consultants, and expand your business.

You have a personalised link that is connected to your membership number available under your profile on the Annique Store. The link is generated after your first order is placed and invoiced. Share your link with everybody and then existing customers can decide for themselves whether they want to shop directly from you, or online.

When a customer clicks on your link, it will take them to the Annique Online Shop where they can do the following:

- Browse through Annique's product range
- Register their details – name and surname, telephone number, email address, delivery address
- Order products and pay – including delivery fee

The parcel then gets shipped directly to your customer by Home Office.

Consultant Benefits:

- Less administration
- Faster service to your customers
- No more order consolidation
- No repacking and reshipping to individual customers

Customer Benefits:

- No administration fee
- No sign-up fee
- No minimum order
- Access to ALL products
- Quick service and delivery

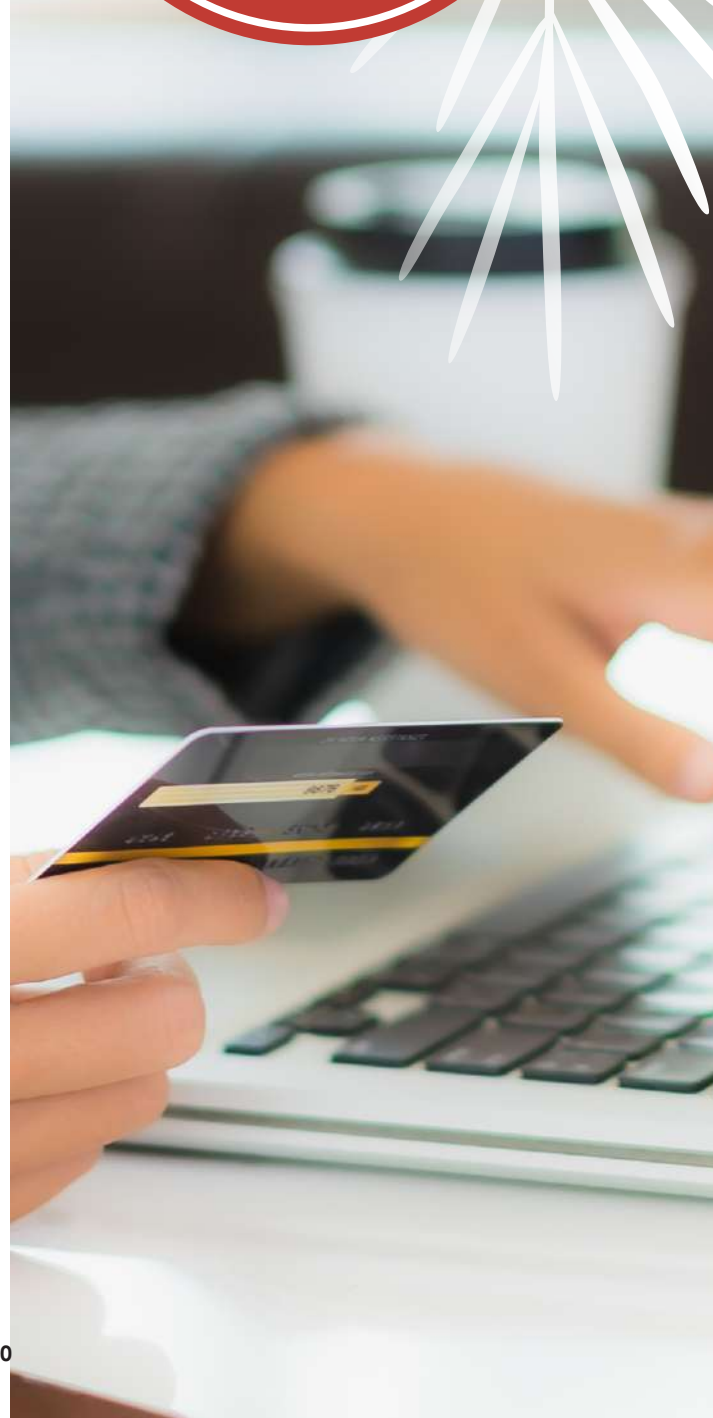
INCOME on ALL ONLINE SHOPPING!

Consultants receive income in two separate ways:

- Online Shop sales count towards your Personal Sales Sliding Scale level.
- Additional Discount for Team/Group and Generation from online shopping.
- Fast Start sales target in months 5-7 including Online Shop sales.

- Online Shop sales count toward your ABC Plan title requirements (Personal Sales/Group Sales and Downline Sales)

- As long as you are Additional Discount Qualified, you will still generate an income on your team building, as well as your Group and Generation. It is therefore important to motivate your teams to share their links as well.



Example of Calculations on a R 5 500 total of Personal Sales & Online Shop Sales

Total Sales	
Total Sales for Sliding Scale	
Off-invoice	
* On what amount	
Sliding Scale	
* What Sliding Scale amount	
* On what amount	
Total Personal Sales Discount	
Sponsor Additional Discount	
* TB 1	
* TB 2	
* Group	
* Generation	
* On what amount	
Count towards :	
* Downline Sales	

Discountable Products	
R3,000	
20%	
R3,000	
YES	
R 5 000 - R 8 499 (8%)	
R3,000	
YES	
YES	
YES	
YES	
R3,000	
YES	

Shop Sales	
R2,500	
NO	
YES	
R 5 000 - R 8 499 (8%)	
R2,500	
YES	
YES	
YES	
YES	
R2,500	
YES	

R-amount	
R5,500	
R5,500	
R600	
R240	
R200	
R1,040	

Because total is R 5 500
 8% on R 3 000
 8% on R 2 500

13

Rewards & Recognition Programmes

We have the following programmes that all consultants participate in:



- Quarterly Rewards & Recognition programme as advertised in the monthly newsletter, the Annique Replique.



- Extensive 12-month Rewards & Recognition Programme



- Competitions like the Local is Lekker competition, where the winner can win a local holiday to the value of R23 000 / 2nd place R15 000 / 3rd place R12 000 / 4th place R7 000 / 5th place Annique products to the value of R2 000.

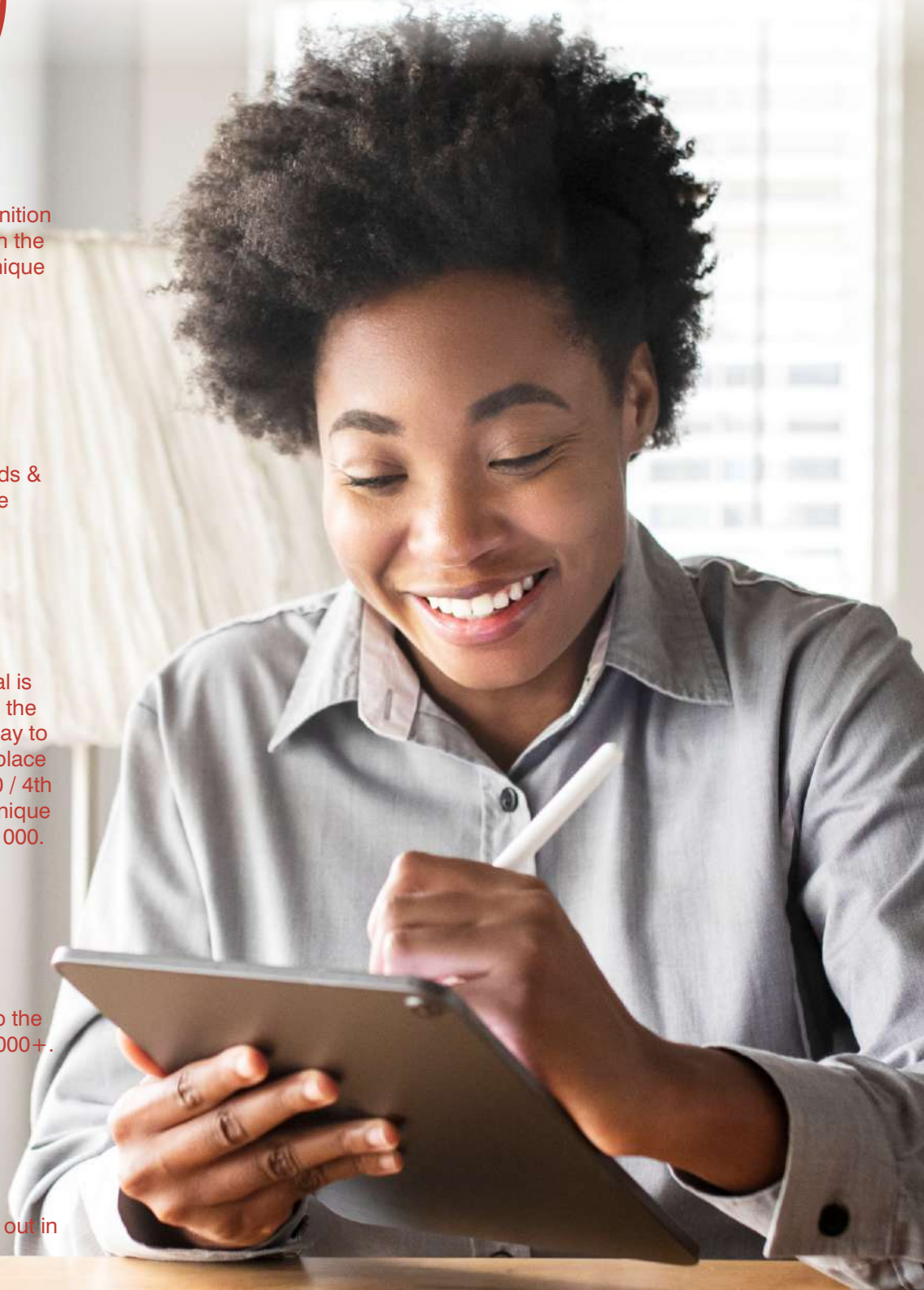


- Yearly overseas incentive to the value of approximately R50 000+.



- Fast Start Programme as set out in this document.

Rewards, recognition and incentives are one of Annique's Key Drivers. We have many ways of rewarding our consultants in the business for the hard work and dedication in achieving specific targets for different rewards and incentives.





TITLES & TITLE Abbreviations

ABC SUCCESS PLAN TITLES

Annique recognises your achievements in building your business by promoting you to higher titles, which determine your compensation schedule.



Fast Start Programme for new Consultants and Sponsors

ANNIQUE ABC Success Plan

rooibos

PERSONAL SALES: DISCOUNT SLIDING SCALE

Personal Sales (RSP)	Off-Invoice Discount	Paid back monthly as Additional Discount	Income Potential
R50 000+	20%	20%	R20 000+
R32 000 - R49 999	20%	15%	R11 200 - R17 499
R15 000 - R31 999	20%	12%	R 4 800 - R10 240
R 8 500 - R14 999	20%	10%	R 2 550 - R 4 500
R 5 000 - R 8 499	20%	8%	R 1 400 - R 2 380
R 3 500 - R 4 999	20%	5%	R 875 - R 1 250
R 1 500 - R 3 499	20%	2.5%	R 337 - R 787
R 0 - R 1 499	20%		R 0 - R 300



The amazing ABC Success Plan helps you make your goals and dreams come true and offers you 13 different ways

to earn money!



Personal Sales (RSP) Requirement for monthly Additional Discount to earn on Personal Sales of team (Exclude Online Shop Sales)	<R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000	R 1 000
Active Legs		1	2	3	4	5	6	7	9	10			
Paid-As Title Leg Requirements		1 x C	2 x C	2 x C 1 x S1	2 x C 1 x S1 1 x S2	1 x C 2 x S1 2 x S2	3 x AC 2 x S2 1 x M	5 x AC 1 x S4 1 x M	4 x C 4 x M 1 x D	5 x C 3 x M 2 x D			
Group Sales (RSP)		R 8 000	R 15 000	R 32 000	R 48 000	R 60 000*	R 60 000*	R 60 000*	R 60 000*	R 60 000*	R 60 000*	R 60 000*	R 60 000*
Team Building Discount: Level 1 (TB1)		3.0%	5.0%	5.5%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%
Team Building Discount: Level 2 (TB2)		2.0%	4.0%	4.5%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
Group Discount (Manager or above)						2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Generation 1 Discount						2.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Generation 2 Discount							1.0%	1.5%	2.0%	2.5%			
Bright Star Reward (S2, S3, S4 - For the Consultant who personally qualify*)			R 550	R 1 100	R 1 100	R 1 100							
Bright Star Matching Reward (For the Sponsor of the Consultant who personally qualify*)			R 275	R 550	R 550								
Manager Promotion Reward (For the Consultant who personally qualify for Manager*)						R 2 200							
Manager Development Reward (For the Sponsor of the Manager who qualify*)											R 1 100		
Downline Qualification Sales **													R 320 000** R 975 000**

* Refer to the ABC Plan Training Manual for the rules
 ** Title requirement is limited to a maximum of 50% per leg.
 Version 2: Effective 1 August 2023 to 31 July 2024

R = RSP = Retail Sales Price = Selling price of an item.
 Active leg = R 1 000 over a 3 month period. (Incl. discountable, non & variables and Online Shop Sales).

*** To earn additional discount on the Personal Sales Sliding Scale and your team your Personal Sales must be R 1 000 (excluding Online Shop Sales).

ABC Success Plan Guidelines – for monthly income

(1 August 2023)

	Rand amount	Discount Off-Invoice	Additional Discount paid into Consultant Bank Account	Discountables included	Non- Discountables included	Shop Online Sales	Variable Discountables (Other discount than 20%) count towards level but no additional discount is received
Personal Sales Sliding Scale * From 1st of month until published cut-off dates for sales figures. (Including Annique Online Shop Sales & Variable discountables)	R 50 000+	20%	20%	✓	x	✓	✓
	R 32 000 - R 49 999	20%	15%	✓	x	✓	✓
	R 15 000 - R 31 999	20%	12%	✓	x	✓	✓
	R 8 500 - R 14 999	20%	10%	✓	x	✓	✓
	R 5 000 - R 8 499	20%	8%	✓	x	✓	✓
	R 3 500 - R 4 999	20%	5%	✓	x	✓	✓
	R 1 500 - R 3 499	20%	2.5%	✓	x	✓	✓
	R 0 - R 1 499	20%		✓	x	✓	✓
Fast Start Programme Month 1 - 4 (FREE gift per order value) * Calendar months * Opportunity to buy any / all of the Starter Packs (one of each)	Order value * R 500 = Rooibos & Ginger * R 1 000 = Rooibos Skin Moisturiser * R 1 500 = Miracle Tissue Oil Body Wash * R 2 000 = Essense Sensi Crème * R 2 500 = Resque Mist * R 3 000 = Miracle Tissue Oil	20%	Receive gift with every order placed (except on 1st order if 1st order included a Starter Pack)	✓	✓	x	✓
Fast Start Programme Months 5 - 7 * Calendar months (ends on the last day of the month according to cut-off times for monthly sales figures). * Personal Sales (Online Shop Sales, discountable, non & variable discountable products included) * Accumulative orders throughout the month	R 4 500 Month 5 = R 800 gift	20%	According to Personal Sales Sliding Scale	✓	✓	✓	✓
	R 4 500 Month 6 = R 1 600 gift Total sales of months 5 & 6 should be R 9 000 to qualify for gift	20%	According to Personal Sales Sliding Scale	✓	✓	✓	✓
	R 4 500 Month 7 = R 2 300 gift Total sales of months 5, 6 and 7 should be R 13 500 to qualify for gift	20%	According to Personal Sales Sliding Scale	✓	✓	✓	✓
Title Qualification Personal Sales according to the sliding scale and Online Shop Sales counts towards your Title Qualification	Personal Sales R 1 000+		Personal Sales Total	✓	✓	✓	✓
Additional Discount Qualified (ADQ) Personal Sales EXCLUDING Online Shop Sales, counts towards being ADQ to earn Team Building / Group / Generation Discount	Personal Sales R 1 000+		Personal Sales Total	✓	✓		✓
Minimum Order	No minimum	20%					
<u>DELIVERY : SA</u>							
FREE Delivery	Order of R6000 plus			✓	✓	✓	✓
Delivery to Main & Regional Centres	R 72 = orders less than R 6 000			✓	✓	✓	✓
Delivery to PEP/PostNet	R 60 = Any Order Amount			✓	✓	✓	✓
<u>DELIVERY : Namibia</u>							
FREE Delivery	Order of R 6000 plus			✓	✓	✓	✓
Delivery in Windhoek	R 53 = orders less than R 6 000			✓	✓	✓	✓
Delivery to Namibia (outside Windhoek)	R 115 = orders less than R 6 000			✓	✓	✓	✓
Active Leg	R 1 000 over 3 months Rolling			✓	✓	✓	✓

Your career path with ANNIQUE rooibos



In today's economy, it's good to have choices. That's why we offer you the choice of what you would like to purchase

You can start your own business as an Annique Consultant by just placing your first order of any amount or invest in your success further

Personal Sales (PS)

When you place your first order, you will earn 20% off-invoice Personal Sales (PS)

- PS is the basis upon which the ABC Success Plan pays Personal Sales discount, Team Building, Group and Generation Discount.
- Non-discountable items like business tools, some product kits on offer do not generate Off-Invoice Discount or Additional Discount.

Variable discountable items: Some items may from time to time generate an off-invoice discount of between 5/8/10%. These items will count towards your Personal Sales Sliding Scale but will not generate additional discount.

- The sum of the PS of all your orders in a month will reflect on your daily Volume Discount Statement available on the Annique Store.
- The RSP will reflect on the price list or will be advertised in the Replique, Beauté or any special offers throughout the month.



Personal Sales (PS) are used for Determining your Personal Sales Additional Discount Level

The sum of your PS in a month is used to determine your Personal Sales Additional Discount Level, as per the ABC Plan.



All consultants start with a 20% off-invoice discount on the RSP (Recommended Selling Price) on the Annique invoice when you personally purchase products from Annique Home Office. The 20% off-invoice is only applicable for discountable products.

The Online Shop Sales qualify for Additional Discount on the Personal Sales Sliding Scale and to reach a next level on the Sliding Scale if you are additional discount qualified (Personal Sales of R 1000 excluding Online Shop Sales).



About Personal Sales (RSP) Requirement for monthly Additional Discount



Each discountable + variable discountable product will count towards your Personal Sales sliding scale
You will earn Team Building, Group Discount and Generation discount on these products

We use Personal Sales for you to:

- Advance in title – calculated title requirements
- Maintain your Paid-As Title
- Personal Sales Sliding scale
- Downline Sales
- Group Sales

Products and special offers

Personal Sales will be based on the Retail Selling Price (RSP) advertised on the price list, Replique, Beautè or any special offers throughout the month.

Active Leg Status



There are two ways to be active.

New Consultants

Purchase any amount and you will count as active in the month you joined plus the following two monthly Additional Discount periods.

OR

Have R1 000 in Personal Sales (PS) discountable, non & variables and Online Shop Sales within a rolling consecutive three calendar month period (the current month plus the two previous calendar months).



Active leg status





ADDITIONAL Discount Qualified CONSULTANTS are eligible to earn

- Fast Start Sponsor Rewards of R250*, R500*, and R700* when your Level 1 Consultants qualify for their Fast Start rewards
- Team Building Discount on your Level 1 & 2 downline consultants' Personal Sales (PS)
- Bright Star Matching Rewards (from S2 and above)
- Manager Development Rewards
- Group Discount where applicable
- Generation Discount where applicable

**You can only earn the abovementioned if
your PS are R1 000**

- * Prices are subject to change
- * The R1 000 Personal Sales include discountable & non & variable discountable products
- * Excludes Annique Online Shop sales

Leadership Opportunity

If you choose to enroll new consultants, you'll be on your way towards building a team and becoming a Leader. Leadership is fun and rewarding. You'll build your business faster while helping others do the same.





Did you know that leadership is the first step towards generating full-time income as an Annique Consultant?

Title Requirements



Consultant (C)

To begin, join us as an Annique Consultant. To join, all you need to do is:

-  Accept your agreement on the Annique Store after your sponsor has registered you
-  Agree to the Independent Consultant Agreement and Policies and Procedures
-  Purchase all 5 starter packs with your 1st order or 1 of the 5 or 2/3/4 (not compulsory) or just place a normal order and start qualifying for extra gifts in the Fast Start Programme
-  Purchase for any amount



You will earn

- 20% off-invoice discount on your Personal Sales
- 2-5% to 20% Personal Sales Additional Discount when your monthly PS are R1 500 or more (refer to the Personal Sales Sliding Scale)
- Special gifts with each order of R500 - R3 000
- Fast Start Rewards of R800, R1 600 and R2 300 when you personally sell products in months 5-7 in your career



Advanced Consultant (AC)

When in a calendar month you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)

you will be promoted to Advanced Consultant during the monthly period.

Your promotion to Advanced Consultant (and to subsequent titles as well) is effective as of the first day of the Additional Discount period in which your title requirements were met. This means that you don't need to wait until next month to be rewarded for your accomplishments! You'll be paid as an Advanced Consultant for the month you met the requirements to promote to Advanced Consultant.

Once promoted to Advanced Consultant, when you are Additional Discount Qualified in any monthly Additional Discount period, the minimum requirement is:

- Personal sales (RSP) = R1 000

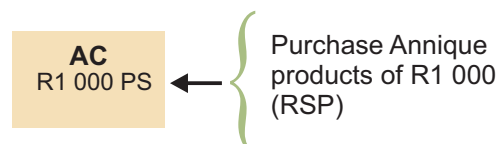
You will earn

- 20% off-invoice discount on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS are R1500 or more (refer to the Personal Sales Sliding Scale)
- Team Building Discount
 - Level 1: 3% on the PS of the consultant in your Level 1
 - Level 2: 2% on the PS of the consultant in your Level 2
- Team Building will be paid on the RSP value excluding VAT
- Fast Start Sponsor Rewards of R250, R500, and R700 when your personally sponsored consultants earn their Fast Start Product Reward.



Advanced Consultant

Example 1





One-Star Consultant (S1)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R8 000 or more plus have one active leg

You will be promoted to One-Star Consultant during the Additional Discount period.

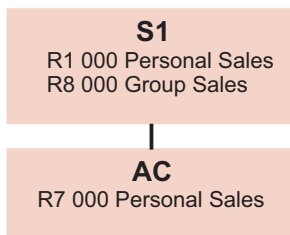
A leg includes a personally enrolled consultant and all of her downline consultants. An active leg is a leg of your downline that contains at least one consultant who is active (see page 12)

Below are three examples

of what a One-Star Consultant's downline may look like.

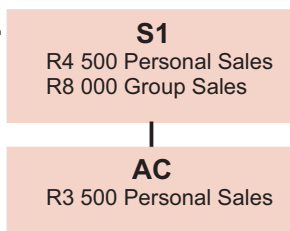
Consultant

Example 1

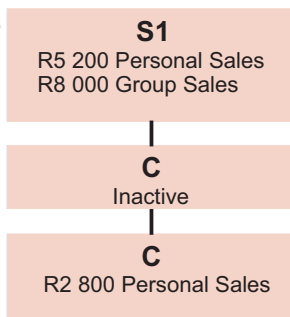


* Your Personal Sales are included in the Groups Sales total

Example 2



Example 3



* PS - Personal Sales to qualify for Additional Discount include discountable + non & variable discountable products



Group Sales (GS) include your Personal Sales (PS) plus the PS of all consultants in your downline, down to but excluding consultants with a title of Manager or above.

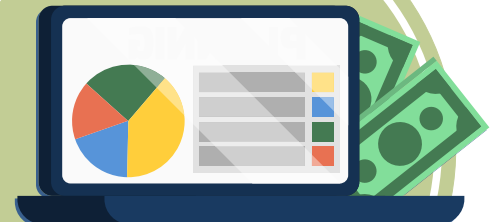
Your promotion to One-Star Consultant (and to subsequent titles) is effective as of the first day of the calendar month period in which your promotion requirements are met. This means that you don't need to wait until next month to be rewarded for your accomplishments! You'll be paid as a One-Star Consultant for the month you met the requirements to promote to One-Star Consultant.

When your Paid-As Title is One-Star Consultant for any monthly Additional Discount period, your minimum requirement is:

- Personal Sales = R1 000
- Group Sales = R8 000 +
- Active leg = 1
- 1 x Consultant in your team

You will earn

- 20% off-invoice discount on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- Team Building Discount
 - Level 1: 5% on the PS of the consultant in your Level 1
 - Level 2: 3% on the PS of the consultant in your Level 2
- Fast Start Sponsor Rewards of R250, R500, and R700 when your personally sponsored consultants earn their Fast Start Product Reward.





Two-Star Consultant (S2)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R15 000 or more
- c. have two active legs

You will be promoted to Two-Star Consultant during the calendar month period.

Your promotion to Two-Star Consultant (and to subsequent titles) is effective as of the first day of the commission period in which your promotion requirements were met. This means that you don't need to wait until next month to be rewarded for your accomplishments! You'll be paid as a Two-Star Consultant for the month you met the requirements to be promoted to Two-Star Consultant.

If you are promoted to Two-Star Consultant during your month of enrollment or during any of the following three consecutive calendar monthly period, you will earn a Bright Star Promotion Bonus of R550 in the month you promote.

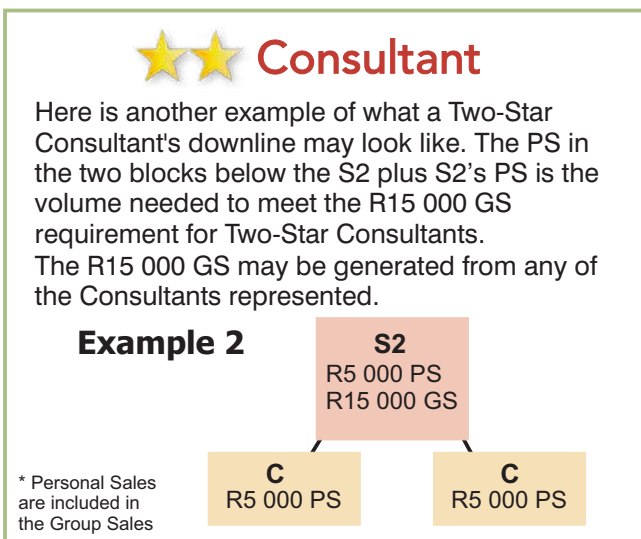
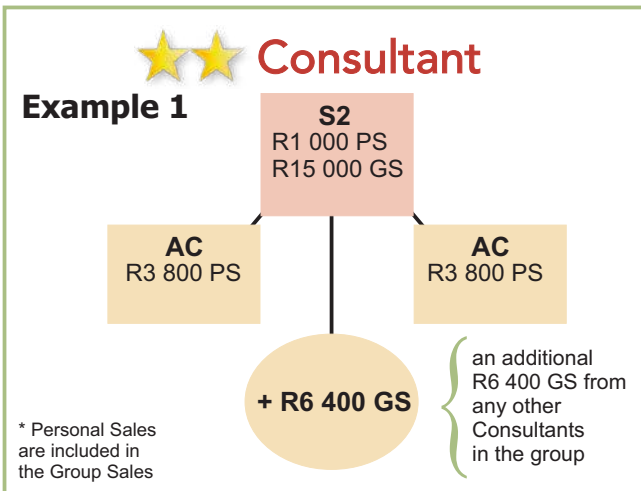
When your Paid-As Title is Two-Star Consultant for any calendar month period, the minimum requirement is:

- Personal Sales = R1 000 +
- Group Sales = R15 000 +
- Active legs = 2
- 2 x consultant legs in your team

You will earn

- 20% off-invoice discount on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS are R1 500 or more (refer to Personal Sales Sliding Scale)
- Team Building Discount
 - Level 1: 5% on the PS of the consultant in your Level 1
 - Level 2: 4% on the PS of the consultant in your Level 2
- Fast Start Sponsor Rewards of R250, R500, and R700 when your personally sponsored consultants earn their Fast Start Product Reward.
- A R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes from a One-Star to a Two-Star Consultant **within their month of the first order or within the following three monthly Additional Discount periods.**
- A R1 100 Bright Star Reward when you promote from a Two-Star to Three-Star within your month of your first order placed or within the following three monthly Additional Discount periods.

* Prizes are subject to change





Three-Star Consultant (S3)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R32 000 or more
- c. have three active legs, one of which is a Paid-As One-Star Consultant or higher leg

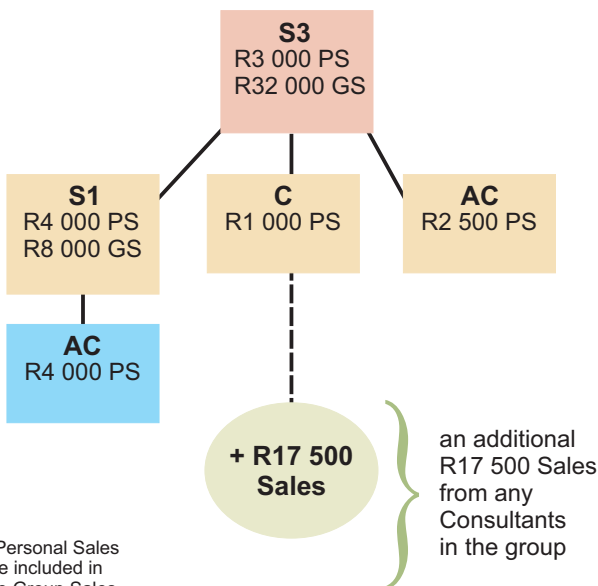
You will be promoted to Three-Star Consultant during the calendar month period.

Your promotion to Three-Star Consultant (and to subsequent titles) is effective as of the first day of the calendar month period in which your promotion requirements are met. This means that you don't need to wait until next month to be rewarded for your accomplishments! You'll be paid as a Three-Star Consultant for the month you met the requirements to promote to Three-Star Consultant.

If you promote to Three-Star Consultant during your month of enrollment or during any of the following three consecutive calendar monthly period, you will earn a Bright Star Reward of R1 100 in the month you promote.

Here is an example of what a Three-Star Consultant's downline may look like. The GS volume needed is R32 000 for a Three-Star Consultant. The R32 000 GS may be generated from any of the consultants.

★★★★ Consultant



When your Paid-As Title is Three-Star Consultant for any calendar month period, the minimum requirement is:

- Personal Sales = R1 000 +
- Group Sales = R32 000 +
- Active legs = 3
- 1 x One-Star Consultant leg
- 2 x Consultant legs in your team

You will earn

- 20% off-invoice on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- Team Building Discount
 - Level 1: 5.5% on the PS of the consultant in your Level 1
 - Level 2: 4.5% on the PS of the consultant in your Level 2
- Fast Start Sponsor Reward of R250*, R500*, and R 700* when your personally sponsored consultants earn their Fast Start Product Reward.
- A R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes from a One-Star to a Two-Star Consultant **within the month they placed their first order or within the following three monthly Additional Discount periods.**
- A R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes from a Two-Star to Three-Star Consultant within the month they placed their first order or within the following three monthly **Additional Discount periods.**

* Prizes are subject to change





Four-Star Consultant (S4)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R48 000 or more
- c. have four active legs, one of which is a Paid-As Two Star and one of which is a Paid-As One-Star Consultant or higher leg

You will be promoted to Four-Star Consultant during the monthly commission period.

Your promotion to Four-Star Consultant (and to subsequent titles) is effective as of the first day of the commission period in which your promotion requirements are met. This means that you don't need to wait until the next month to be rewarded for your accomplishments! You'll be paid as a Four-Star Consultant for the month you met the requirements to promote to Four-Star Consultant.

If you promote to Four-Star Consultant anytime in your career, you will earn a Bright Star Reward of R1 100 in the month you promote.

When your Paid-As Title is Four-Star Consultant for any calendar month period, your minimum requirement is:

- Personal Sales = R1 000 +
- Group Sales = R48 000 +
- Active legs = 4
- 1 x One-Star Consultant leg
- 1 x Two-Star Consultant leg
- 2 x Consultant legs in your team

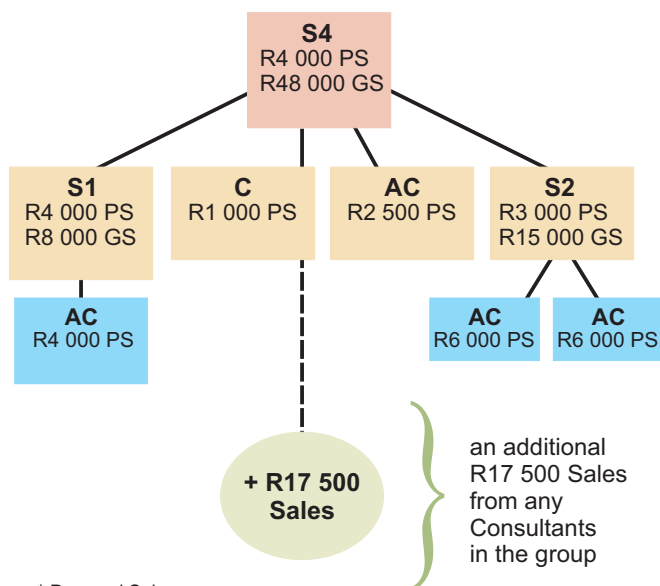
You will earn

- 20% off-invoice discount on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- Team-Building Discount
 - Level 1: 6% on the PS of the consultant in your Level 1
 - Level 2: 5% on the PS of the consultant in your Level 2
- Fast Start Sponsor Reward of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start Product Reward.
- A R275* or R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two or Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- A R1 100* Bright Star Reward when you promote to Four-Star Consultant anytime in your career.

* Prizes are subject to change

Here is an example of what a Four-Star Consultant's downline may look like. The GS volume needed is R48 000 for a Four-Star Consultant. The R48 000 GS may be generated from any of the Consultants.

★★★★ Consultant



* Personal Sales are included in the Group Sales





Manager (M)

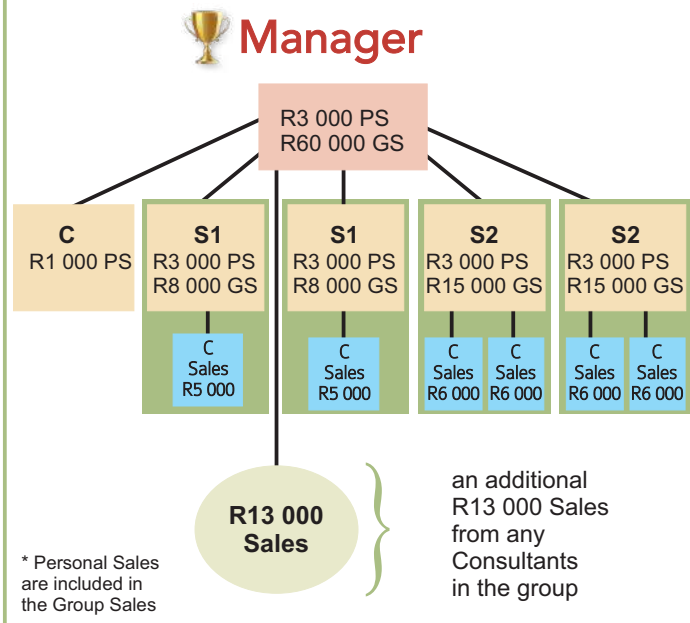


When in a calendar month period you

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R60 000 or more
- c. have five active legs, two of which are a Paid-As One-Star Consultant or higher leg, two of which are a Paid-As Two-Star Consultant or higher leg and one consultant leg

You will be paid as a Manager during the monthly commission period. Like all other titles, your promotion is effective retroactively back to the first day of the month.

Here is an example of what a Manager's organisation may look like for a given month. When for the first time you promote to Manager at any time in your career as an Annique Consultant, you will earn a Manager Promotion Bonus of R2 200 in the month you promote. This is a once-off Reward.



About: Group Qualification Volume

One of the measurements for title promotion is Group Sales (GS). GS includes the Personal Sales (PS) of a consultant plus the PS of all downline consultants, down to but excluding consultants with a title of Manager or above.

This means when a consultant first promotes to a title of Manager or above, one or more of her upline consultants may not be able to count the GS from this person.

To minimise the effects of this loss of volume, in the month when a consultant promotes to Manager and for the following three months, her GS will still be counted in the GS of her upline consultants up to and including the first consultant with a title of Manager or above.

This exception gives consultants some time to rebuild their Group Sales.

When your Paid-As Title is Manager, your minimum requirement is:

- ✓ Personal Sales = R1 000
- ✓ Group Sales = R60 000+
- ✓ Active legs = 5
- ✓ 1 x Consultant leg
- ✓ 2 x One-Star Consultant legs
- ✓ 2 x Two-Star Consultant legs

You will earn

- ✓ 20% off-invoice discount on your Personal Sales
- ✓ 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- ✓ Team-Building Discount
Level 1: 6% on the PS of the consultant in your Level 1
Level 2: 5% on the PS of the consultant in your Level 2
- ✓ Group Discount: 2%
- ✓ Generation Discount
Generation 1: 2%
- ✓ Fast Start Sponsor Rewards of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start Product Rewards.
- ✓ A R275* Bright Star Matching Reward when each of your personally enrolled consultants promote to Two-Star Consultant within the month they placed their first order or within the following two monthly Additional Discount periods.
- ✓ A R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two or Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- ✓ A R550* Bright Star Matching Reward when your Three-Star promotes to a Four-Star Consultant anytime in his/her career.
- ✓ Manager Promotion Reward: When you promote to a Manager for the first time in your career you will receive a R2 200 Manager Promotion Reward.
- ✓ A R1 100* Manager Development Reward when a downline consultant first promotes to Manager and you are the first upline consultant with a title of Manager or above.



Your First Generation begins with the first consultant in a leg that has a Title of Manager (or above). It includes that downline Manager (or above) plus all of the consultants in that Manager's downline, down that leg to, but excluding consultants with a title of Manager (or above) and that Manager's downlines.

* Prizes are subject to change



Director (DIR)

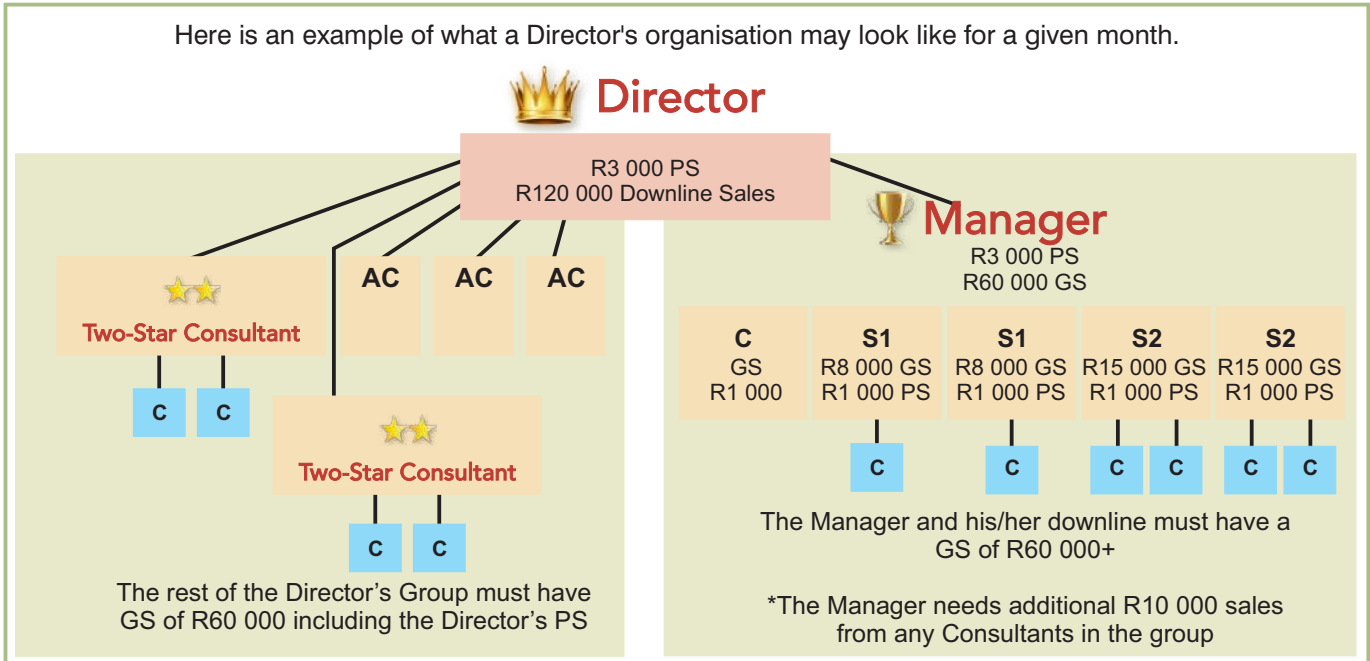


When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales of R60 000 or more* (excluding Manager's sales)

- c. have six active legs, one of which is a Paid-As Manager or higher leg, 2 x Two-Star Consultant legs and 3 x Advanced Consultant legs you will be paid as a Director during the calendar month period. Like all other titles, your promotion is effective retroactively back to the first day of the month.

Here is an example of what a Director's organisation may look like for a given month.



When your Paid-As Title is Director, your minimum requirement is:

- Personal Sales = R1 000
- Group Sales = R60 000 + (excluding your Manager's GS R60 000)
- Active legs = 6
- 1 x Manager leg
- 2 x Two-Star Consultant legs
- 3 x Advanced Consultant legs in your team

You will earn

- 2.5% off-invoice discount on your Personal Sales
- 5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more
- Team-Building Compensation
 - Level 1: 6% on the PS of the consultant in your Level 1
 - Level 2: 5% on the PS of the consultant in your Level 2
- Group Discount: 2% (where applicable)
- Generation Discount (where applicable)
 - Generation 1: 3%
 - Generation 2: 1%

* You can either earn Group/Generation on a team depending on the Paid-As title of the downline member

- Fast Start Sponsor Rewards of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start Product Reward.
- R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two-Star consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes from a Two-Star to Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- R550* Bright Star Matching Reward when your Three-Star promotes to a Four-Star Consultant anytime in his/her career.
- R1 100* Manager Development Reward when a downline consultant first promotes to Manager and you are the first upline consultant with a title of Manager or above.

* Prizes are subject to change



Ruby Director (RD)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales of R60 000 or more (excluding your Manager of R55 500)
- c. have seven active legs, one of which is a Manager and one is a Four-Star Consultant and 5x Advanced Consultant legs

You will be paid as a Ruby Director during the calendar month period. Like all other titles, your promotion is effective retroactively back to the first day of the month.

When your Paid-As Title is Ruby Director, your minimum requirement is:

- Personal Sales = R1 000
- Group Sales = R60 000
- Active legs = 7
- 1 x Manager leg
- 1 x Four-Star Consultant legs in your team
- 5 x Advanced Consultant legs in your team

You will earn

- 20% off-invoice on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- Team-Building Discount
 - Level 1: 6% on the PS of the consultant in your Level 1
 - Level 2: 5% on the PS of the consultant in your Level 2
- Group Discount: 2% (where applicable)
- Generation Discount (where applicable)
 - Generation 1: 3%
 - Generation 2: 1.5%
- Fast Start Sponsor Rewards of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start product reward.
- A R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- A R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- R550* Bright Star Matching Reward when your Three-Star promotes to a Four-Star Consultant anytime in his/her career.
- A R1 100* Manager Development Reward when a downline consultant first promotes to Manager and you are the first upline consultant with a title of Manager or above.

* Prizes subject to change

* You can either earn Group/Generation on a team depending on the Paid-As title of the Downline member.





Emerald Director (ED)



When in a calendar month period you:

- a. are Additional Discount Qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales Volume (GS) of R60 000 or more (excluding your 4 Managers and Director's GS)
- c. have Enrollment Downline Qualification Sales (DQS) of R320 000 or more (maximum R160 000 per leg)
- d. have nine active legs, one of which is a Paid-As Director or higher leg and four of which are Paid-As Manager or higher legs and 4 consultants

You will be paid as an Emerald Director during the monthly commission period. Like all other titles, your promotion is effective retroactively back to the first day of the month.



* Downline Qualification Sales

(DQS) is your **Personal Sales (PS)**

plus the sales of **all** of the consultants in your downline, including downline Manager (or above) groups, limited in that a maximum 50% of the requirement can be counted from any one leg for the Title Requirement.

This means, for example, at most R320 000 of the **DQS** requirement for Emerald Director may be counted from any one of your enrollment downline legs. You will still earn TB, Group & Generation discount where applicable. This rule is only for title requirement.



This only counts for qualification. You will receive Additional Discount on the total of the group, depending on your Paid-As title.

When your Paid-As title is Emerald Director, your minimum requirement is:

- ✓ Personal Sales = R1 000
- ✓ Group Sales = R60 000
- ✓ DQS = R320 000
- ✓ Active legs = 9
- ✓ 1 x Director leg
- ✓ 4 x Manager legs
- ✓ 4 x Consultant legs



You will earn

- ✓ 20% off-invoice discount on your Personal Sales
- ✓ 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more (refer to Personal Sales Sliding Scale)
- ✓ Team Building Discount
 - Level 1: 6% on the PS of the consultant in your Level 1
 - Level 2: 5% on the PS of the consultant in your Level 2
- ✓ Group Discount: 2% (where applicable)
- ✓ Generation Discount (where applicable)
 - Generation 1: 3%
 - Generation 2: 2%
- ✓ Fast Start Sponsor Rewards of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start product rewards.
- ✓ A R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- ✓ A R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- ✓ R550* Bright Star Matching Reward when your Three-Star promotes to a Four-Star Consultant anytime in his/her career.
- ✓ A R1 100* Manager Development Reward when a downline consultant first promotes to Manager and you are the first upline consultant with a title of Manager or above.

* Prizes subject to change



Diamond Director (DD)



When in a calendar month period you:

- a. are Additional Discount qualified with Personal Sales (PS) of R1 000 or more (discountable + non & variable discountable products)
- b. have Group Sales (GS) of R60 000 or more excluding your 3 Managers' and Directors' Group Sales
- c. have Downline Qualification Volume Sales (DQS) of R975 000 or more (maximum R487 500 per leg)
- d. have ten active legs, two of which are Paid-As Director or higher legs and three of which are Paid-As Manager or higher legs, plus 5x consultants

You will be Paid-As a Diamond Director during the monthly commission period. Like all other titles, your promotion is effective retroactively back to the first day of the month.

* Downline Qualification Sales (DQS)

is your **Personal Sales (PS)** plus the PS of **all** of the consultants in your downline, including downline Manager (or above) groups, limited in that a maximum 50% of the requirement can be counted from any one leg for title requirement. This means, for example, at most R975 000 of the **DQS** requirement for Diamond Director may be counted from any one of your enrollment downline legs.

* You will still earn TB, Group & Generation discount where applicable. The rule is only for title requirement.

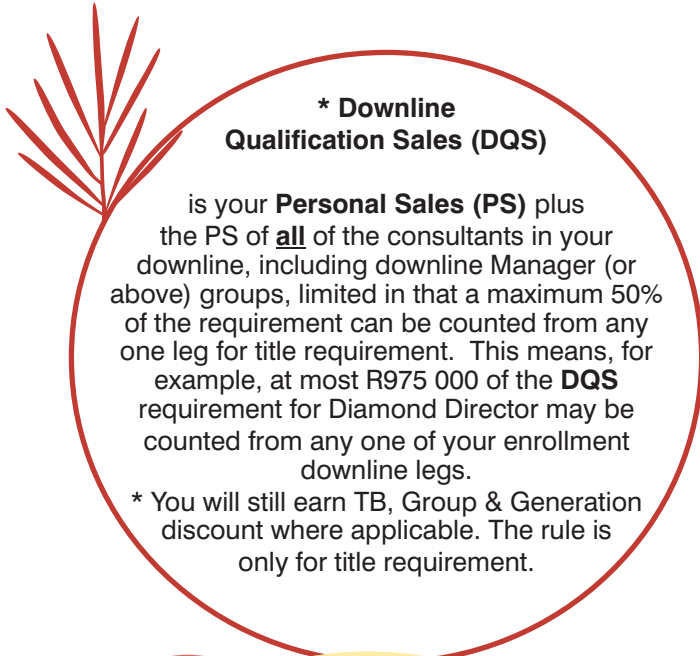
When your Paid-As title is Diamond Director, your minimum requirement is:

- Personal Sales = R1 000
- Group Sales = R60 000
- DQS = R975 000
- Active legs = 10
- 2 x Director legs
- 3 x Manager legs
- 5 x Consultant legs in your team

You will earn

- 20% off-invoice on your Personal Sales
- 2.5% to 20% Personal Sales Additional Discount when your monthly PS is R1 500 or more
- Team Building Discount
 - Level 1: 6% on the PS of the consultant in your Level 1
 - Level 2: 5% on the PS of the consultant in your Level 2
- Group Discount: 2% (Where applicable)
- Generation Discount (Where applicable)
 - Generation 1: 3%
 - Generation 2: 2.5%
- Fast Start Sponsor Rewards of R250*, R500*, and R700* when your personally sponsored consultants earn their Fast Start product rewards.
- A R275* Bright Star Matching Reward when each of your personally enrolled consultants promotes to Two-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- A R550* Bright Star Matching Reward when each of your personally enrolled consultants promotes from Two- to Three-Star Consultant within the month they placed their first order or within the following three monthly Additional Discount periods.
- A R550* Bright Star Matching Reward when your Three-Star promotes to a Four-Star Consultant anytime in his/her career.
- A R1 100* Manager Development Reward when a downline consultant first promotes to Manager and you are the first upline consultant with a title of Manager or above.

* Prizes subject to change



Groups & Generations

Generation:

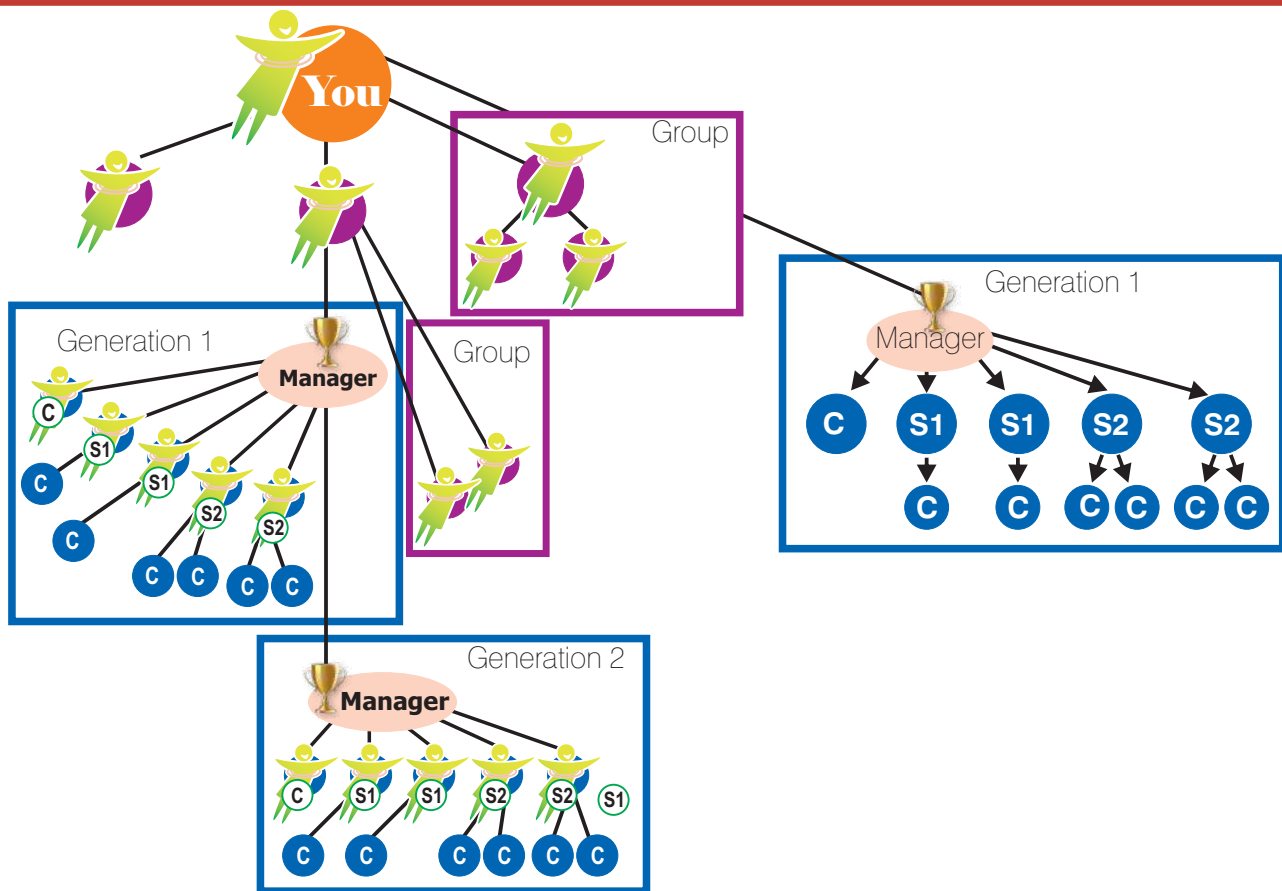
As determined for each month, a Generation is a group of consultants in your downline that begins with a consultant with a title of Manager or above and includes all of the consultants in that Manager's (or above) downline.

The first Manager or above will be your Generation 1. If this Manager has another Manager below him/her, that will be your Generation 2 in a leg.

Group:

Your Group includes you and all downline consultants, excluding consultants with a title of Manager or above.

Below is a graphic example of a team and two Generations.



1 Title Maintenance

To be paid at the level of one's title, consultants must be Additional Discount Qualified and requalify for their titles monthly. If you do not meet the requirements for your title during a calendar month period, you will be paid at the highest title for which you meet the title requirements. If any consultant fails to be paid at her title for three consecutive months, the consultant's PIN-Title will be lowered to match the highest Paid-As title during the 3-month period. Her new title will be effective the first day of the 4th Additional Discount period.

2 Deactivation

To remain an Annique Consultant, there is an activity requirement. If you have R0 Personal Sales from last invoice date over a 6 month period you will be deactivated. If that happens, you will lose your team and they will move up to the next sponsor.

3 How Do I Remain Active in the Annique Business?

Have any amount of Personal Sales over a 6 month rolling period.

4 Reactivation

You may re-join Annique at any time in the future. If you re-join Annique within one year from your last invoice date, you will retain your membership number and your original Sponsor, without your previous downline. If a consultant wants to register under a new Sponsor after one year of being inactive, he/she can do so. The consultant will be allocated a new Annique membership number and start anew. He/She will not receive the previous downline back.

5 Product Returns

Any compensation or reward earned during a calendar month period on a product that is returned after that calendar month period will be recovered through Additional Discount clawback during the calendar month period of the month in which the return is made.



DEFINITIONS

Active

A consultant is active when he/she has either

- (a) Purchased a first order. You will count as active in the month you joined plus the following two monthly Additional Discount periods.
- OR**
- (b) Has R1 000 of Personal Sales (PS) within a rolling consecutive three monthly Additional Discount periods (the current month plus the two previous months).

Additional Discount Qualified

A consultant with R1 000 PS or more in a calendar month period is Additional Discount Qualified. Additional Discount Qualified consultants are eligible to earn discount upon the Personal Sales (PS) of other consultants. This includes Team Building, Group and Generation Discount.

Personal Sales Discount Level

A consultant's Personal Sales Discount Level is the 20% percentage off-invoice discount that a consultant receives as a discount when she places orders with Annique.

Downline

Everybody in your team.

Downline Qualification Sales (DQS)

Downline Qualification Sales includes the consultant's Personal Sales (PS) and the PS of each of the people in the consultant's downline in a calendar month period.

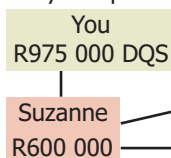
Enrolling Sponsor

Enrolling Sponsor is the term given to a consultant who introduces the opportunity to a new consultant. The enrolling Sponsor is identified as the Sponsor on the application of the new consultant. The new consultant is personally sponsored by her enrolling Sponsor.

Downline Qualification Sales (DQS)

Downline Qualification sales includes the sum of a Consultant's Personal Sales (PS) and the PS of each of the people in the consultant's downline in a calendar month period, the total of which is adjusted so that no more than 50% of the DQS requirement for one's Paid-As title is counted from any one leg. DQS is one of the measurements for a title promotion and maintenance of a title in the career plan of Annique.

Strong leg rule - 50% -
Only for qualification levels



DQS requirement

DQS requirement	
You	Will count for your DQS qualification
R487 500	
Suzanne	Will not count for your DQS levels
R112 500	

Diamond Director needs R975 000 DQS

*Suzanne is 62% (R600 000) of you in this example.

*To qualify for a Diamond Director only 50% of the R975 000 can count for title requirement

Generation

A Generation includes a downline consultant with a title of Manager or above and all of her downline consultants (excluding consultants with a title of Manager or above and their downlines). If you qualify with all the other legs you will be paid as a Diamond Director.

Generation Discount

Generation Discount is a type of discount paid to consultants who are paid as a Manager or above. You can earn Generation / Group where applicable but not both.

***NB! You will always get TB 1 & 2, Group and Generation on the full amount. This rule is only for title requirement and to earn more Generation Discount.**

Group

A Group includes a consultant and all of her downline consultants, excluding consultants with a title of Manager or above and their downline consultants. An exception: In the month of their promotion to Manager and the following two months, the PS of Managers and their downlines are also included in one's group. It is only for title requirement.

Group Discount

When you are paid as a Manager or above, you will earn Group Discount as a percentage of your Group Sales (RSP). You can earn Generation / Group where applicable but not both.

Group Sales (GS)

Group Sales includes the Personal Sales (PS) of a consultant plus the PS of all her downline consultants, excluding consultants with a title of Manager or above and their downline consultants.

Title Qualification Criteria

A consultant is inactive as a qualification criteria for Title Qualification when he/she does not have R1 000+ of Personal Sales (PS) within a rolling consecutive three calendar month period (the current calendar monthly period plus the two previous calendar monthly periods). He/she will not count for you as an active consultant but you will still earn Team Building, Group and Generation Discount if you are Additional Discount Qualified.

Leg

A leg begins with a personally enrolled consultant and includes all of her downline consultants. When a consultant deactivates, the number of legs does change for the immediate upline. For example, if Mary enrolls only Joan and Joan enrolls five consultants, Mary has one leg. If later Joan deactivates, Mary will have five legs now.

Paid-As Title

The Paid-As Title is the monthly calculated title you qualified for in the plan at the end of the month. Additional Discount gets paid out according to your Paid-As title. This can be viewed on your Volume Discount Statement available on the Store.

PIN Title

This is the highest position met at least once in the last rolling three months by a consultant. To keep your PIN title, your Paid-As title must equal your PIN title, at least once in a rolling three month period.

Example 1: PIN Title		
Month	Paid-As Title	PIN Title
April	Four-Star	Four-Star
May	Three-Star	Four-Star
June	Three-Star	Four-Star
July	Three-Star	Three-Star

To keep your PIN title, your Paid-As title must equal your PIN title at least once in a rolling 3-month period.

Example 2: PIN Title		
Month	Paid-As Title	PIN Title
April	Four-Star	Four-Star
May	Three-Star	Four-Star
June	Three-Star	Four-Star
July	Four-Star	Four-Star
August	Three-Star	Four-Star
September	Four-Star	Four-Star

In Example 1 your PIN-Title will show Three-Star but will only be determined in the beginning of Month 5 for the sponsor to count for the leg requirement.

Why do we use the PIN Title?

- For rewards, recognition and incentive purposes
- Monitor performance in your team
- For promotion purposes

Personal Sales (PS)

This is the sum of the PS generated by orders placed by a consultant each month. PS include discountable and non-discountable products for title achievement. PS is one of the requirements that determines a consultant's Paid-As title each month.

Personal Sales Additional Discount

Personal Sales Additional Discount is discount paid to consultants with at least R1 500 in Personal Sales (PS) in a monthly commission period. The Personal Sales Sliding Scale is only paid on discountable products and Online Shop sales. Variable discountable products help you to reach a level but you do not earn additional discount.

Sponsor

The Sponsor is the consultant who introduces the opportunity to a new consultant. The Sponsor is identified as the Sponsor on the application of the new consultant.

Upline

Upline is a term used to describe a Sponsor of a consultant, and all of the Sponsors above until reaching the top of the genealogy.

ABC SUCCESS PLAN

Questions and Answers

1. In the ABC Success Plan, what is the difference between a PIN title and Paid-As title

PIN title

This is the highest position in the plan for which a consultant has met the requirements at least once in the previous three months.

Paid-As title

That is the title calculated each month according to a consultant's achievements and the set criteria met that month as explained in the ABC Success Plan Training Document.

2. How are sales measured in the ABC Plan?

Sales are measured on Personal Sales (RSP) (discountable Items). Personal Sales (PS) is measured using the orders of the discountable products. Business tools as well as other types of kits (for example, Jubilee and Première kits), do not count for the Personal Sales Sliding Scale, they are non-discountable items. Personal Sales is used to measure volumes for monthly activity, personal sales and downline sales. PS is also the basis upon which upline Additional Discount is calculated and paid. Variable discountable products will assist you to reach a level on the personal sales sliding scale but you will not earn any additional discount.

What is the difference between reward and discount?

Reward is a once-off payment in a consultant's career. **Additional Discount** is a monthly payment to consultants who qualify according to their title. (Team Building, Group and Generation Discount)

On what amount do we calculate and pay discounts?

On the PS (Personal Sales) of an order. (Excluding non-discountables and VAT)

First-time ORDERS

1. Must I buy products at the moment of registration or can I register and buy my products at a later date?

The invoice date of your first order will be your start date. When you register you can place your order in the first 3 months. If you do not place your first order your registration will be cancelled and you can register under a new sponsor.

2. Can I buy any products with my first-time order?

Yes, you can buy any products with your first order or a once off opportunity to buy any or all 5 of the starter packs. However the starter packs are not compulsory.

3. If I am the Sponsor of a new consultant, do I earn on my new consultant's first-time purchase?

Yes, when you are Additional Discount Qualified, you will earn on first-time purchase. You will earn on the PS (Personal Sales) of discountable items. See the Annique ABC Success Plan document for details.

4. Do I earn on any other kits like Jubilee, Première, or starter packs etc.?

No, as they are non-discountable. The sales will count towards your Group and Downline sales.

5. Is there a minimum order amount?

No, there is no minimum order.

6. On what amount will the Sponsor earn Additional Discount on the consultant's first order purchase?

All Team Building, Group and Generation Discounts are calculated and paid upon the PS (Personal Sales) (Discountable & variable discountable products)

7. Do I earn on any variable discountable products?

Yes, you will earn 5/8/10 % off-invoice discount.

Starter Packs Questions and Answers



- 7. Can I purchase any product to activate my membership number?**
Yes, you can buy any discountable product (excluding the starter packs, non & variable discountable products) to activate your membership number.
- 8. Can I purchase more than one starter pack per option?**
No, only one starter pack of each option per consultant per first order.
- 9. Can any consultant purchase the starter packs?**
No, the starter packs are only available to newly registered consultants with their first order.

- 10. Can I purchase the starter pack after my first order has already been placed?**
No, the starter pack is only available with your first order.
- 11. If I ordered a starter pack with my first order, can I order a different starter pack on my second order?**
No, starter packs are only available with your first order.
- 12. Can I order all five starter packs or only one starter pack?**
You can order all five (one of each) at once or just one/two/three/four of the five with your first order.
- 13. Is it compulsory to order a starter pack?**
No, the starter packs are not compulsory.
- 14. Can I order normal products together with the starter pack/s on my first order?**
Yes, you can order normal products as well as your starter pack/s on your first order. However, you will not receive a gift in the rewards programme if you combine your normal and starter pack order. The normal order must be a separate order to qualify for the gift according to the order value.
- 15. Will I pay courier costs with my first order?**
Yes, normal distribution costs apply.
- 16. Will I get Additional Discount on starter packs?**
Starter packs are non-discountable, and no Additional Discounts are payable according to the ABC Plan. Normal rules for non-discountable items will apply.

Fast Start Programme Questions and Answers

- 1. From what day does the Fast Start Programme start?**
Month 1 starts on the day Home Office invoices your first-time order purchase on our system. For example, if you are registered on 31 January and your first-time order purchase is invoiced on our system on 1 February, your month 1 will be February.
- 2. Can I qualify for a gift with every order in months 1-4?**
Yes, the gifts are per order value. A consultant can have multiple orders in a month, and he/she will qualify for the gift each time.
- 3. When will I receive my gift if I order in months 1-4?**
The gift will be added to the order immediately on qualification (tagged at the end of the order on checkout) and will be sent with your parcel.
- 4. When I place my order during months 1-4, does the order value include non & variable discountable items?**
Yes, the order value includes both.
- 5. Is the order value before or after discount in months 1-4?**
The order value is before discount.



- 6. Can any new consultant participate in the Fast Start Programme?**
 Yes. Any new Annique Consultant will automatically participate in the programme and any Sponsor who has a new consultant will automatically participate.
- 7. What do I need to do to receive my Fast Start rewards for months 5-7?**
 Fast Start rewards are available for you to order on the Annique Store, provided you place an order in a 90-day period after qualifying. If you decide not to place an order within the allocated time, the Fast Start reward will be forfeited.
- 8. When do you pay the Fast Start reward of months 5-7 to the Sponsor?**
 Fast Start Sponsor rewards are calculated daily, and they are paid together with Additional Discounts, into the Sponsor's bank account after the monthly calendar period. The Sponsor must achieve his/her R1 000 Personal Sales in the month the consultant qualifies for his/her Fast Start Reward to receive the sponsor reward.
- 9. Are there any criteria for the Sponsor to receive a Fast Start reward?**
 Yes. To receive a Fast Start reward as well as any other discount upon the personal sales of other consultants, a consultant must be Additional Discount Qualified. All consultants who have at least R1 000 personal sales in a calendar month are Additional Discount Qualified.
- 10. If the Sponsor does not qualify this month according to point 9, will the compensation roll over to the next month for payment when the Sponsor does qualify?**
 No, the Sponsor will forfeit her Fast Start reward and any other discount she would have earned had she been Additional Discount Qualified. No roll-over will take place.
- 11. Will any kits count towards the Fast Start Programme?**
 Yes, all products (non-discountable, variable discount & discountable items & Online Shop Sales) like starter packs, any kits, business tools will count towards months 5-7.
- 12. Will any Annique Online Shop sales count towards the Fast Start Programme or Team Building Discount, Group Discount and Generation Discount?**
 Annique Online Shop sales will count for months 5-7 in the programme. Team Building Discount, Group Discount and Generation Discount will only count in months 5-7.
- 13. When does the Fast Start for months 5-7 start?**
 The last three months of the programme starts on the first day of month 5.
- 14. When will the Fast Start reward for months 5-7 show on the Volume Discount Statement?**
 The Annique Home Office computer system will calculate the Fast Start rewards nightly at the end of each business day. The reward will show on your and your Sponsor's statement the next morning. You must place an order to claim your gifts because you can choose your own products for months 5-7's rewards.
- 15. Is the value of the sales in months 5-7 cumulative?**
 The value of the sales is cumulative (separate orders will be added together) in months 5-7. In other words, you can place two orders of R2 300 in month 5 and qualify for the gift. In month 6 your total for months 5 and 6 must be R9 000 to qualify for month 6's gift. In month 7 your total for month 5, 6 and 7 must be R13 500 to qualify for month 7's gift.
- 16. If I do not qualify for the gift in month 5, can I still work for the gift in months 6 and 7?**
 Yes, you can.
- 17. If my sales are R9 000+ in month 5, will I qualify for both months 5 and 6?**
 Yes.
- 18. Will my order count towards my sales in months 5-7 if I order after the cut-off date?**
 The calendar months are subject to the order cut-off dates as communicated monthly.
- 19. If I qualify for the gifts in months 5-7, can I claim part of my gift on one order and the rest of the gift on another order?**
 If you qualified for the R2 300 gift you cannot claim R2 000 and the other R300 after a week. It must be claimed once.
- 20. Can I claim more than my gift value for months 5-7 and pay in the difference?**
 No, you need to make sure that the products you claim total the value of the gift as you cannot order more than the value and pay the rest in.
- 21. When I claim my gift for months 5-7 can I claim special offers?**
 Yes, you can claim any Annique products on the Annique Store, standard line products, any specials as advertised as well as non-discountable products of your choice.

ANNIQUE rooibos Ts & Cs

STARTER PACKS



- 1 Only one Starter Pack of each option per Consultant per first order - the packs are not compulsory.
- 2 Only available to newly registered Consultants.
- 3 Only opportunity to purchase these 5 starter packs are with your first order. After your first order, no additional starter packs can be ordered.
- 4 You can order all five starter packs or just one, two, three or four with your first order.
- 5 First order can contain a starter pack and normal order. If so, he/she will not qualify for a gift in the Reward Programme. The normal order must be a separate order to qualify for the gift.
- 6 If your first order is a regular order (excluding any starter packs), you may be eligible for the gift offered through the Fast Start Programme based on the value of your order. However, if your first order did not include any starter packs, you will not be able to purchase a starter pack in any subsequent orders thereafter.
- 7 After registration, newly registered Consultants have 3 months to place their first order to activate their membership number. The new Consultant can register again under the old or new sponsor if the first order is not placed within the first 3 months after registration.
- 8 Starter Packs are only available for 3 months to purchase as part of your first order placed.
- 9 Starter packs are non-discountable, and no additional discounts are payable according to the ABC Plan. Normal rules for non-discountable items will apply.



REWARD SYSTEM of Order Value - Calendar Month 1 - 4

- 1 Month 1 of the Rewards Programme starts on the day that the first order was invoiced. Example: Order invoiced 27 July.
 - Month 1 - July
 - Month 2 - August
 - Month 3 - September
 - Month 4 - October
- 2 The gifts are per order value. You can have multiple orders in a month and you will qualify for the gift each time.
- 3 The gift will be added immediately to the order on qualification (tagged at the end of the order on checkout) and be sent with your parcel.
- 4 The order value includes all products (discountable, non-discountable, and variable discountables).
- 5 Shop Online Sales will not count for the order value gift for Months 1 to 4.
- 6 The order value is before off-invoice discount.

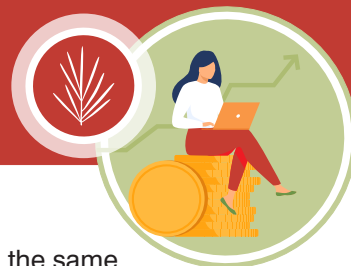


REWARD SYSTEM of monthly personal sales - Calendar Month 5/6 and 7

- 1 The last three months of the programme starts on the first day of the calendar month 5.
- 2 Fast Start Rewards will be calculated at the end of each business day. The reward will show on your and your Sponsor's statement the next morning.
- 3 The value of the sales is cumulative (separate orders will be added together) in the calendar months five to seven. In other words, you can place two orders, one order of R2 200 and one order of R2 300 and qualify for the gift.
- 4 The Fast Start Rewards of R 800 / R 1 600 / R 2 300 are not included as part of the month sales for Month 5 - 7.
- 5 If you do not qualify for a Fast Start Reward in month 5, you can still qualify for the month 6 reward if your accumulative sales are R9 000. For example Month 5 sales were R2 000 you need R7 000 sales in Month 6 to qualify for the R1 600 reward.
- 6 If your sales are R9 000 in month 5 - you will qualify for both month 5 and 6's gifts in Month 5.
- 7 If you do not qualify for a reward in month 6 you can still work for a reward in month 7. Your accumulative sales must be R13 500
- 8 If your sales were R13 500 in month 5 you will receive the reward of month 5, 6 and 7 in the month, thereafter you have completed the Fast Start Programme.
- 9 Any new Annique Consultant will automatically participate in the programme and any Sponsor with a new consultant will automatically participate.
- 10 Fast Start rewards are available to claim on the Annique Store, provided you place an order in a 90-day period after qualifying. If you decide not to place an order within the allocated time, the Fast Start reward will be forfeited.
- 11 Fast Start Sponsor rewards are calculated daily, and are paid together with Additional Discounts, into the Sponsor's bank account after the monthly calendar period. The Sponsor must achieve his/her R1 000 Personal Sales in the month the consultant qualifies for his/her Fast Start reward in order to qualify for the Fast Start sponsor reward.
- 12 All consultants who have R1 000 Personal Sales in a calendar month automatically qualify for Additional Discount.
- 13 The Sponsor will forfeit his/her Fast Start reward and any other discount he/she would have earned had he/she been Additional Discount Qualified if he/she does not qualify according to the ABC Plan Ts & Cs.
- 14 Non- and variable discountable products like any kits, business tools will count towards months 5 to 7 sales target to qualify for the reward.
- 15 Annique Shop Online sales will count for months 5 - 7 in the Programme.
- 16 The calendar months are subject to the order cut-off dates as communicated monthly.



Bright Star Rewards & Bright Star Matching Rewards



- 1. What happens if a consultant promotes to Two-Star Consultant and Three-Star Consultant in the same month?**
If the consultant promotes to Two-Star Consultant and Three-Star Consultant in the same month, the consultant will earn Bright Star Rewards for each of her title promotions. If her Sponsor is paid as a Three-Star Consultant or above, the Sponsor will earn two Bright Star Matching Rewards.
- 2. Are there any criteria for the Sponsor to receive the Bright Star Matching Rewards?**
Yes, just like for all other discounts, the Sponsor must be Additional Discount Qualified and on the same Paid-As Title or above.
- 3. Are there any criteria for the consultant to receive a Bright Star Reward?**
Yes. The **consultant** must be Additional Discount Qualified.
- 4. Is there a deadline to earn the Bright Star Rewards and Bright Star Matching Rewards?**
Yes. These rewards reward early title promotions. They are paid only when a new consultant promotes to Two-Star Consultant or Three-Star Consultant within his/her month of enrollment or within the next three consecutive months. When a Three-Star Consultant promotes to a Four-Star Consultant anytime in his/her career, the consultant and the Sponsor will receive their rewards if they are Additional Discount Qualified.
- 5. If the Sponsor does not earn a Bright Star Matching Reward, will anybody else in the upline earn the reward?**
No, nobody else will earn it, and it will not be rolled over to a future month in which he/she may be Additional Discount Qualified.
- 6. Can the Sponsor have a lower Paid-As title as her consultant and earn a Bright Star reward?**
No. For example, if the Sponsor is paid as a Two-Star Consultant and her Consultant promotes to a Three-Star Consultant, the Sponsor will not earn the Bright Star Matching Reward when her consultant promotes to Three-Star Consultant.
- 7. When do you pay out the Bright Star Reward and Bright Star Matching Reward?**
These payments will be monthly, and they are paid together with Additional Discounts into the consultant and Sponsor's bank account.



Manager Promotion Rewards & Manager Development Rewards

- 1. Can a Sponsor and consultant both earn Manager Promotion Rewards and Manager Development Rewards in one commission period?**
Yes. If the consultant promotes for the first time from below a Manager title to a Manager title or above, and his/her Sponsor is paid as a Manager or above, both will earn their respective rewards.
- 2. Are there any criteria for the Sponsor to receive Manager Development Reward?**
The Sponsor must be Additional Discount Qualified. For this reward, the Sponsor must also be paid as a Manager or above. If the sponsor is not paid as a Manager, it will pay the reward to the first upline with the title of Manager or above.
- 3. Are there any criteria for the consultant to receive the Manager Promotion Reward?**
Yes. The consultant must be paid as a Manager or above.
- 4. Is there a deadline for a consultant and Sponsor for the Manager Rewards?**
No. They can be earned at any time in their careers. For each promotion to Manager, the Manager Promotion Reward and the Manager Development Reward are each paid only once.
- 5. If the Sponsor does not earn the Manager Development Reward, will anybody else in the upline earn the reward?**
It depends. If the Sponsor has a title of Manager or above but is not paid as a Manager or above, no one else will earn it. If the Sponsor does not have a title of Manager or above, then the system will attempt to pay the first upline consultant who does have a title of Manager or above. If that upline person is Additional Discount Qualified and paid as a Manager or above, then that person will earn the Manager Development Reward; otherwise she won't earn it and neither will anyone else.

6. Can the Sponsor and the qualified consultant have the Paid-As title and still be paid the Manager Development Reward?

Yes. If the Sponsor is paid as a Manager and is Additional Discount Qualified, and his/her consultant promotes to a Manager, the Sponsor and consultant will each receive their rewards.

7. When do you pay the Manager Promotion Reward and Manager Development Reward?

These payments will be monthly, and they are paid together with Additional Discounts into the Manager and Sponsor's bank account.

Team Building Discount

1. Is Team Building Discount paid monthly?

Yes. It is paid monthly according to the Paid-As title.

2. On what amount does the company pay Team Building Discount?

It is paid on the **Personal Sales (PS). RSP (Recommended Selling Price) amount of discountable products, variable discountable items & shop sales excluding VAT.**

3. On how many levels does the company pay Team Building Discount?

On two levels down.

4. If you have three levels down in one downline underneath you, and level two is not Additional Discount Qualified in the month, will you get paid on level 3's PS?

Yes. Payment will roll up. You will then receive Team Building Level 2 on your Level 3 because Level 2 qualified.

5. Is there a minimum requirement for the Sponsor to receive Team Building Discount?

Yes. To earn Team Building Discount as well as any other discount upon the PS of other consultants, a consultant will be Additional Discount Qualified. **All consultants who have at least R1 000 Personal Sales** in a monthly Additional Discount period are Additional Discount Qualified. (Discountable + non and variable discountable products included, Online Shop Sales excluded.)

6. When do you pay the Team Building Discount?

The payment will be monthly and will be paid with all other monthly discounts into the consultant's bank account.



Group Discount

1. Is Group Discount paid monthly?

Yes, it is paid monthly according to the Paid-As title.

2. On what amount does the company pay Group Discount?

It is paid on the **Personal Sales (PS)** (RSP excluding VAT) of orders generated by the downline if the consultant is paid as a Manager or above. If you have a Paid-As title of Four-Star consultant or below, you will not be paid Group Discount.

3. On how many levels does the company pay Group Discount?

Group Discount is not paid based on levels. It is paid to Additional Discount Qualified consultants with a Paid-As title of Manager or above upon their Personal Sales (PS) and upon the PS of all consultants in his/her downline, down to but excluding consultants in his/her downline with a title of Manager or above and their downlines. Generation Discount gets paid to them.

4. If my PIN title is Manager but my Paid-As title in the month is Three-Star, will I receive any Group Discount?

No. Only if you have a Paid-As title of Manager or above will you be paid Group Discount.

5. Is there a minimum requirement for a Manager or higher to receive Group Discount?

Yes. See the criteria as set out in the ABC Success Plan training document.

6. When do you pay the Group Discount?

The payment will be monthly and will be paid with all other monthly discounts to be deposited into the consultant's bank account.



Generation Discount



- 1. Is Generation Discount paid monthly?**
Yes, it is paid monthly according to the Paid-As title.
- 2. On what amount does the company pay Generation Discount?**
It is paid on the **Personal Sales (PS)** of orders generated by the downline if the consultant is paid as a Manager or above. If you have a Paid-As Title of Four-Star Consultant or below, you will not be paid Generation Discount.
- 3. On how many levels does the company pay Generation Discount?**
We do not count levels in the payment of Generation Discount. We count generations. A generation is a group of consultants in your downline that begins with a consultant with a title of Manager or above and includes all of the consultants in her downline, down to but excluding consultants with a title of Manager and above and their downlines. Determination of the relationship for Generation Discount of a Generation in your downline (1st or 2nd Generation) for each month is based on the order of the Generations in moving down a leg in your organisation: as you move down an individual leg of your downline, the first Generation encountered is your 1st Generation and the next Generation *on that same leg* below the first Generation is your 2nd Generation. Anybody in the downline – it can be your level 6 – can promote to a Generation and, when qualified, you will be paid on that Generation.
Manager:
On one Generation
Director, Ruby, Emerald and Diamond Director:
On two Generations
- 4. If my PIN title is Manager but my Paid-As title in the month is Three-Star, will I receive any Generation Discount?**
No. Only if you have a Paid-As title of Manager or above will you be paid Generation Discount.
- 5. Is there a minimum requirement for a Manager or above to receive Generation Discount?**
Yes. See the criteria as set out in the ABC Success Plan training document.
- 6. When do you pay the Generation Discount?**
The payment will be monthly and will be deposited into the consultant's bank account.
- 7. If I am paid as a Emerald Director or above and one of my legs generates more than 50% of my DQS (Downline Qualification Sales), do I earn anything on that leg?**
Your compensation upon this leg will not be different. The 50% per leg limitation applies only to how your DQS is calculated. You will get full payment (Bright Star Matching Rewards, Manager Development Reward, Team Building Discount, Group Discount and Generation Discount) on the PS from the consultants in this leg of your downline. This is only to achieve the Title of Emerald and Diamond Director.



Annique Online Shop Questions & Answers

- 1. How will I know that somebody bought from me online?**
Your Volume Discount Statement on the Annique Store will be updated daily.
- 2. Does the customer get any discount?**
No, the customer will pay the advertised price as per Beautè, weekly specials or price list with no further discount.
- 3. Who will be responsible for the customer's delivery costs?**
The customer will be responsible for their own delivery costs.
- 4. Will the customer pay any administration fee?**
No.

5. Is there a minimum order amount for customer?

No.

6. Who does the customer contact regarding their parcel?

They can phone Annique Home Office for any help. The customer can also track their order on the online shop.

7. Do I get any benefit from a customer online purchase?

Yes, your customer's online shop sales will count towards your personal sales sliding scale and you will earn additional discount on the sales. The additional discount will be paid monthly into your bank account with your other additional discount.

Will my customers online sales count towards my group sales figure?

8. Yes, any sales generated by a customer on the Annique Online Shop will be eligible for Team Building Discount, Group Discount and Generation Discount. The consultant will receive this discount as part of her Additional Discount paid into her bank account around the 20th of the next month.

How frequently does the customer have to buy?

9. She can buy as often as she wants. No rules apply for customers.

If your customer receives a first-time link from a consultant will she be linked to the consultant who sent the link to her?

10. Yes, there will be a field under account details for a customer to put in the consultant that she knows membership number, if she wishes to do so.

Where can I find my unique link?

11. Your unique link for the shop can be seen under your profile on the Annique Store. You can click 'copy' and paste the link.

