

ABC Success Plan

TRAINING DOCUMENT

From:
1 July 2026



Created for your success, the Annique Rooibos (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 Rooibos Consultant.

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July 2026: Version 1

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

When you sell Annique Rooibos 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 percentage 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 Rooibos business opportunity with others, you will be paid on their sales too.

Annique Rooibos 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 Off-Invoice Discount 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 Online Shop Sales |
| | 13 Rewards & Recognition Programmes |

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ABC Success Plan

Personal Sales: Discount Sliding Scale

Personal Sales (RSP)	Off-Invoice Discount	Paid Back Monthly As Additional Discount	Income Potential
R 88 550 +	20%	23%	R 38 077+
R 62 650 - R88 549	20%	20%	R25 060 - R 35 420
R 39 950 - R62 649	20%	15%	R 13 983 - R 21 927
R 18 350 - R39 949	20%	12%	R 5 872 - R 12 784
R 10 800 - R 18 349	20%	10%	R 3 240 - R 5 505
R 6 500 - R10 799	20%	8%	R 1 820 - R 3 024
R 4 550 - R 6 499	20%	5%	R 1 138 - R 1 625
R 1 950 - R 4 549	20%	2,5%	R 439 - R 1 024
R 0 - R 1 949	20%		R 0 - R 390

 Your own Personal Sales & Online Shop Sales will count towards your levels to earn Additional Discount on the Personal Sales Sliding Scale

 Variable discountable items: Count towards your Personal Sales Sliding Scale but will not generate Additional Discount

 Online Shop Sales Link: Every Annique Rooibos Consultant has an Online Shop Link to generate Online Shop Sales through sharing your unique link on Social Media

Where to find your link: On the Annique Rooibos Store > My Account > Shop Clients

 R = RSP = Retail Sales Price = Selling price of an item

ABC Success Plan

The amazing ABC Success Plan helps you make your income goals come true. This compensation plan is built on two legs, **Personal Sales achievements** and **Building a Business**.

		★	★★	★★★	★★★★	★ ★ ★ ★	🏆	👑	💎	💎	💎
Title	Consultant	Advanced Consultant	One-Star Consultant	Two-Star Consultant	Three-Star Consultant	Four-Star Consultant	Manager	Director	Ruby Director	Emerald Director	Diamond Director
	C	AC	S1	S2	S3	S4	M	D	RD	ED	DD
Active Legs*			1	2	3	4	5	6	7	9	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)			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:			R9 700	R18 400	R40 000	R59 400	R75 600**	R75 600**	R75 600**	R75 600**	R75 600**
ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 300	R1 300	R1 600	R2 700	R3 800	R3 800	R3 800	R3 800	R3 800
Including Recruitment Level 1 Consultant****			1 over 3 months rolling	1 over 3 months rolling	2 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)		3%	5%	5%	5,5%	6%	6%	6%	6%	6%	6%
Team Building Discount: Level 2 (TB 2)		2%	3%	4%	4,5%	5%	5%	5%	5%	5%	5%
Group Discount							2%	2%	2%	2%	2%
Generation 1: Discount							2%	3%	3%	3%	3%
Generation 2: Discount								1%	1,5%	2%	2,5%
ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 900	R2 700	R4 300	R9 200	R11 300	R13 500	R15 700	R17 800	R22 200
Excluding Recruitment			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Team Building Discount: Level 1 (TB 1)		1,5%	2,5%	2,5%	2,75%	3%	3%	3%	3%	3%	3%
Team Building Discount: Level 2 (TB 2)		1%	1,5%	2%	2,25%	2,5%	2,5%	2,5%	2,5%	2,5%	2,5%
Group Discount							1%	1%	1%	1%	1%
Generation 1: Discount							1%	1,5%	1,5%	1,5%	1,5%
Generation 2: Discount								0,5%	0,75%	1%	1,25%
Bright Star Reward** S2-S4; For qualifying Consultants				R550	R1 100	R1 100					
Bright Star Matching Reward** For qualifying Consultant sponsors				R275	R550	R550					
Manager Promotion Reward** For qualifying Consultant Managers							R2 200				
Manager Development Reward** For qualifying Manager sponsors							R1 100				

*Active leg = R1,200 over a 3-month period
(Incl. Discountable, Variable & Online Shop Sales)

** Refer to the ABC Plan Training Manual on the Annique Rooibos Academy for the rules

*** To earn on your team, your own Personal Sales plus Online Shop Sales will count towards the required amount

****New Level 1 Consultant order (minimum R500 in the month of registration) to count as recruit to earn on team, can include Starter Packs, Variable and Discountable products. The R500 is before discount and accumulative in the month of registration. Subject to monthly cut-off dates

Business (Registration) Link: Every Annique Rooibos Consultant has a Business (Registration) Link to recruit new Consultants through sharing your unique link on Social Media. Where to find your link - On the Annique Rooibos Store > My Account > Referral List / New Registrations

1 Personal Sales

As a new Consultant, your Off-Invoice Discount you receive is 20% on the Retail Selling Price (RSP). That is the advertised price as on the Annique Rooibos Price List or any special price advertised. From time to time we will offer some products at a 1-5% Variable Discount.

Requirement	Off-Invoice Discount
Become an Annique Rooibos Consultant	20%

2 Personal Sales Additional Discount

Personal Sales : Discount Sliding Scale

Personal Sales (RSP)	Off-Invoice Discount		Paid back monthly as Additional Discount	Income Potential
R 88 550+	20%	+	23%	R 38 077+
R 62 650 - R 88 549	20%	+	20%	R 25 060 - R 35 420
R 39 950 - R 62 649	20%	+	15%	R 13 983 - R 21 927
R 18 350 - R 39 949	20%	+	12%	R 5 872 - R 12 784
R 10 800 - R 18 349	20%	+	10%	R 3 240 - R 5 505
R 6 500 - R 10 799	20%	+	8%	R 1 820 - R 3 024
R 4 550 - R 6 499	20%	+	5%	R 1 138 - R 1 625
R 1 950 - R 4 549	20%	+	2.5%	R 439 - R 1 024
R 0 - R 1 949	20%			R 0 - R 390

Personal Sales are your and your customers' sales made on your membership number including Online Shop Sales

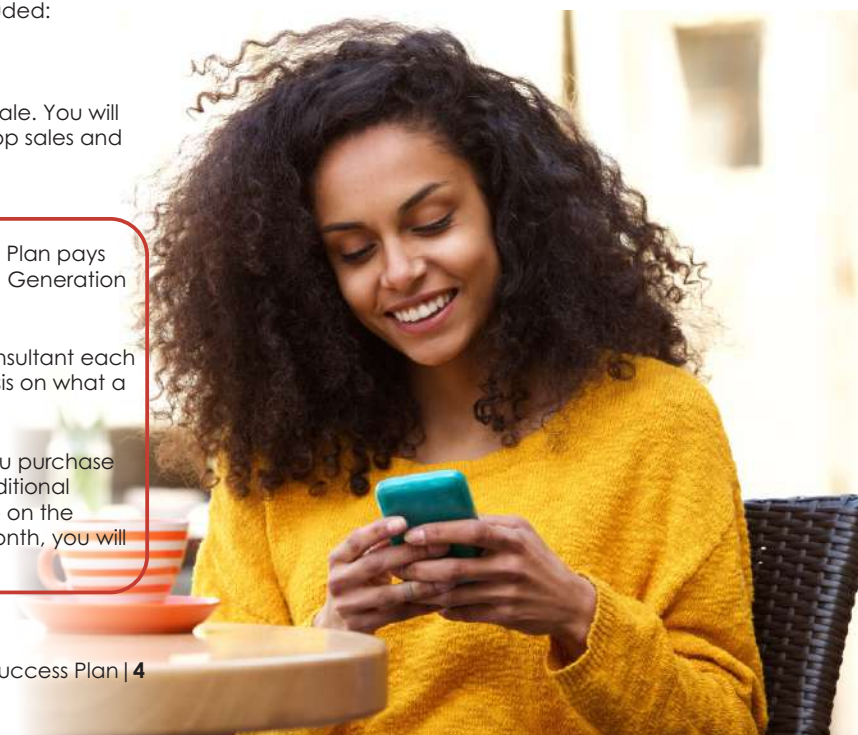
To reach your next level in the Sliding Scale the following is included:

- * Discountable
- * Variable Discountables
- * Online Shop Sales
- * 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 and Personal Sales amount.

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

This is the sum of the PS generated by orders placed by a Consultant each month. PS is one of the Requirements that determines the basis on what a Consultant is paid each month.

You will receive 20% Off-Invoice Discount from the first day you purchase Annique Rooibos 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.



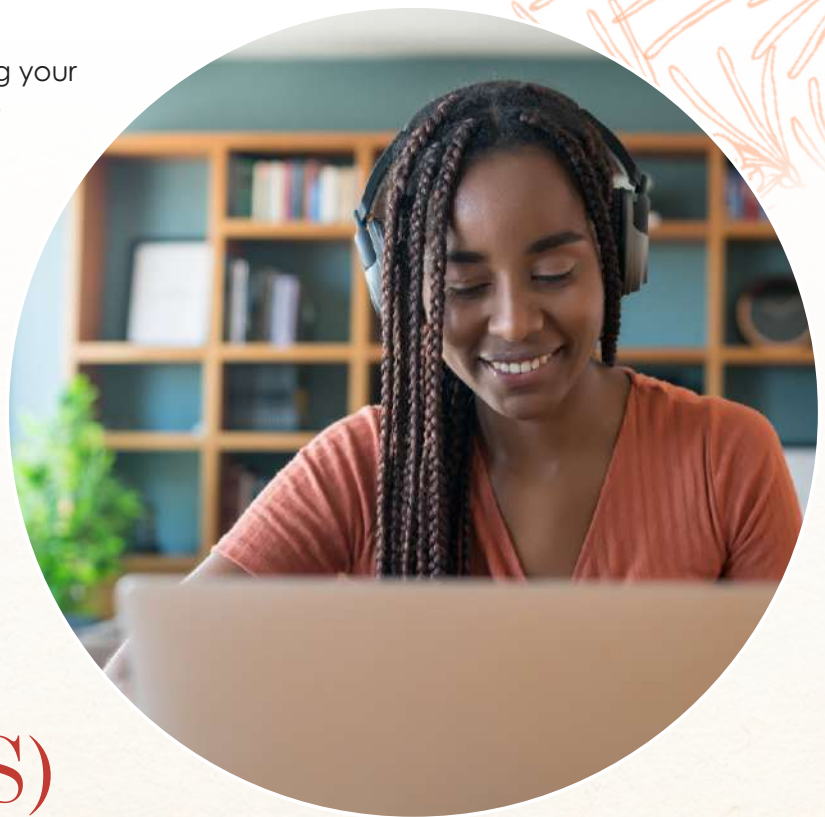
Your career path with **ANNIQUE rooibos**

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

Personal Sales (PS)

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

- Variable Discountable items:
Some items may from time to time generate an Off-Invoice Discount of between 1-5%. These items will count towards your Personal Sales Sliding Scale, but will not generate additional discount. You will earn TB1, TB2, Group / Generation on Variable Discountable items.
- The sum of the PS of all your orders in a month will reflect on your daily Volume Discount Statement available on the Annique Rooibos Store, under Reports.



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 receives 20% Off-Invoice Discount on the RSP (Recommended Selling Price) on the Annique Rooibos invoice when you personally purchase products from Annique Rooibos Home Office. The 20% Off-Invoice is only applicable for Discountable products.

The Online Shop Sales qualify for 20% plus Additional Discount according to the Personal Sales Sliding Scale.

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 Group Discount and on your own Personal Sales. Your Online Shop Sales will also count towards your Personal Sales Sliding Scale.

We use Personal Sales for you to:

- Advance in Title – calculated Title Requirements
- Maintain your Structure Title
- Personal Sales Sliding Scale
- Downline Sales / Group Sales

Active Leg Status

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. When a Consultant became inactive after 6 months of R0 sales, 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 became inactive, Mary will have five legs because they are all moving under Mary on her Level 1.

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.

Existing Consultant

Have R1 200+ in Personal Sales (PS) Discountable, Variables and Online Shop Sales within a rolling consecutive three calendar month period (the current month plus the two previous calendar months).

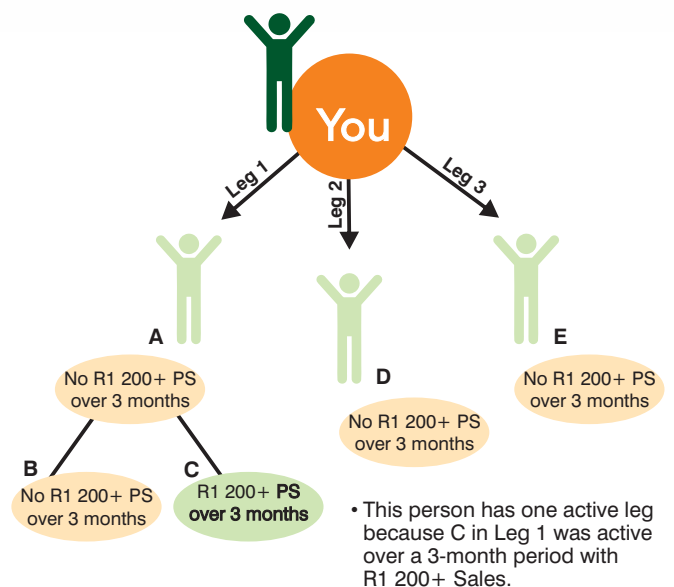
Active leg status

What is a leg?



- In this picture you have **5** legs

What is an active leg?



3 Fast Start Reward

At Annique Rooibos, 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.

The Fast Start Rewards Programme runs for a 3-month period for new Consultants.

In the first 3 months we offer you the opportunity to purchase any or all of the four Starter Packs on offer at a HUGE discount.



In the first 3-month you will be rewarded on your accumulative Personal Sales with free products to the value of R5 200!

The new Consultants' Sponsors will also be rewarded with products to the value of R5 200!

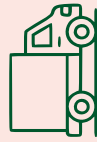


At Annique Rooibos, we know that the more products you have on hand to sample, the more you can sell. That is why we reward New Consultants and their Sponsors with FREE product rewards.

You can:

- Kickstart your journey with Annique Rooibos and get rewarded for each milestone achieved in the first 3 months in the business!
- Start doing any Sales activity like a Pamper Party, Mini Pamper + Foot Party, Tea Tastings etc. to get immediate Sales. Use your Online Shop Sales link.
- Make product samples and offer them to friends, family and colleagues or at exhibitions and markets, to get potential customers to experience the products.
- Use the products yourself and create your own testimonial about the results. Testimonials sell!

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



START

Your

3

months

Annique Rooibos
Starter Journey

JOIN today and start earning an immediate 20% Off-Invoice Discount on Personal Sales plus Additional Discount on Personal Sales according to the Personal Sales Sliding Scale as well as on your team Sales PLUS get rewarded with lots of extra products with the Fast Start

Rewards from 1st day of order as a New Consultant	RSP Sales	New Consultant Reward	Sponsor of the New Consultant Reward
		Annique Rooibos products - RSP VALUE Reward	Annique Rooibos products - RSP VALUE Reward
Month 1	R3 000	R600	R600
Month 2	R3 500	R800	R800
Month 3	R4 500	R1 800	R1 800
Booster Gift : Achieve Month 1, 2 and 3 target and receive a Booster Gift			
		R2 000	R2 000
Total	R11 000	R5200	R5200

Easily
achieve

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

Pamper Parties



Mini Pamper & Foot Spa Parties

Hand Pamperers



Choose your colour foundation party



Wellness Days



Host a Slimming Club for your customers

Tea Tastings



Marketing to a business

Exhibitions



Social Media Marketing

Personal Sales to friends, family & colleagues



Starter Packs

From: 1 July 2026

*For newly registered Consultants

1

Emergency Starter Pack

- Resque Mist 100ml
- Resque ZeroAche+ Roll-on 60ml
- Resque Rooibos and Hemp Body Crème 250ml
- Resque Rooibos Wash 500ml
- Resque Crème 30ml
- Rooibos & Buchu Tea 50g
- Rooibos & Ginger Tea 50g

R729
SAVE R1 100
VALUE R1 829
BCFTK0010



2

Basic Skin Care Starter Pack

- Rooibos Skin Soap Bar 75g
- Rooibos Skin Night Cream 50ml
- Rooibos Skin Moisturiser 50ml
- Essense Barrier Repair Masque 30ml
- Essense Liquid Skin Nutrition 100ml
- Essense Exfoligrain Powder Exfoliator 30g
- Sample Rooibos Tea 10's Mini Box 25g

R969
SAVE R797
VALUE R1 766
SCFTK0017



3

Lifestyle Starter Pack

- Lifestyle Shake Vanilla 500g
- Forever Healthy Collagen with Rooibos 150g
- Forever Healthy OptiVite+ 30 Capsules
- Forever Healthy OptiMune+ 30 Capsules
- Forever Healthy OptiMega 30 Capsules
- Forever Healthy Vitamin D3 & K2 30 Tablets
- Forever Healthy Vitamin C 30 Tablets
- Sample Rooibos Tea 10's Mini Box 25g

R1 399
SAVE R1 276
VALUE R2 675
LSFTK0004



4

Advanced Skin Care Starter Pack

- Forever Young Revitalising Cream 50ml
- Lucid Moisturiser for Dry Skin 50ml
- Lucid Crème Cleanser 200ml
- Essense Rooibos Miracle Tissue Oil 125ml
- Essense Liquid Skin Nutrition 100ml
- Essense Exfoligrain Powder Exfoliator 30g
- Essense Barrier Repair Masque 30ml
- Essense Sensi Crème 50ml
- Colour Caress BB Cream SPF 30 30ml

R1 799
SAVE R3 452
VALUE R5 251
SCFTK0016



- Only one of each Starter Pack per first order.
- Starter Packs are not compulsory.
- Starter Packs available for 3 months after registration to purchase as part of first order.
- All Starter Packs are 5% Variable Discountable.

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4 Fast Start Sponsor Reward

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 product reward for each one in the first 3 months. The Sponsor must be Additional Discount Qualified in the same monthly Additional Discount period in which the Fast Start Product Reward was earned. You're Additional Discount Qualified when you meet the criteria in either the red and green block on the ABC Success Plan depending on your Title Requirement. The new Consultant and Sponsor qualifies for a Booster Gift if the new Consultant achieves Month 1, 2 and 3 rewards.

Receive R5 200 Annique Rooibos Products

Month	Requirement met by a personally enrolled Consultant	Fast Start: New Consultant and Sponsor Reward
1	PS of R3 000 in Month 1	R600 Annique Rooibos Products
2	PS of R3 500 in Month 2	R 800 Annique Rooibos Products
3	PS of R4 500 in Month 3	R1 800 Annique Rooibos Products
4	Booster Gift (Achieved Month 1, 2 and 3 reward)	R2 000 Annique Rooibos Products

You're Additional Discount Qualified when you meet the criteria in either the red or green block on the ABC Success Plan on your Title Requirement.

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 with your Additional Discount. The Bright Star Reward is a once-off reward in a Consultant's career. You must be Additional Discount Qualified by meeting the criteria in either the red and green block depending on your Title Requirement.

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



6 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 Structure 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

7 Manager Promotion Reward

When you promote to structure for the first time in your career as an Annique Rooibos 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. You must be Additional Discount Qualified by meeting the criteria in either the red and green block depending on your Title Requirement.



Title	Manager Promotion Reward
Manager	R2 200

8 Manager Development Reward

When an Annique Rooibos Consultant promotes to Manager Structure Title 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.

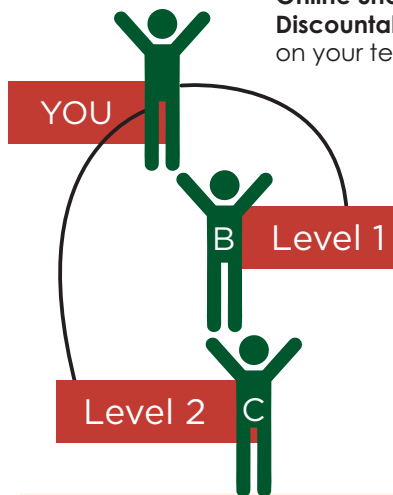
The Manager Development Reward is a once-off cash reward for the first Upline Consultant with the Title of Manager or above. The Manager Development Reward is a once-off cash reward per Consultant. The Sponsor must be Additional Discount Qualified by meeting the criteria in either the red and green block depending on your Title Requirement.

Title	Structure Title	Manager Development Reward
Manager +	Manager +	R1 100

9 Team Building Discount

When you have R1 300+ (Based on your Structure Title Requirement in either the red or green block as per the ABC Plan) in Personal Sales (RSP - including 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 and Online Shop Sales).

* The R1 300+ Personal Sales **includes** Online Shop sales, Variable and Discountable items for you to earn on your team



Team Building Additional Discount is for Consultants building teams.



Team Building will be paid on the RSP value excluding VAT. VAT will be paid back to you as part of the monthly Additional Discount. The Structure of your team must be in place to earn on your team according to your Structure Title. A minimum of R1 300+ (PS) (depending on the Structure Title Requirement in either the red or green block as per the ABC Success Plan) will allow you to earn Team Building Additional Discount.

Structure Title (Earn TB when Requirement is met in either the red / green block)	Active Legs		Team Building including Recruitment		Team Building excluding Recruitment	
			TB1	TB2	TB1	TB2
Diamond Director	10	DD	6%	5%	3%	2.5%
Emerald Director	9	ED	6%	5%	3%	2.5%
Ruby Director	7	RD	6%	5%	3%	2.5%
Director	6	D	6%	5%	3%	2.5%
Manager	5	M	6%	5%	3%	2.5%
Four-Star	4	S4	6%	5%	3%	2.5%
Three-Star	3	S3	5.5%	4.5%	2.75%	2.25%
Two-Star	2	S2	5%	4%	2.5%	2%
One-Star	1	S1	5%	3%	2.5%	1.5%
Advanced Consultant	-	AC	3%	2%	1.5%	1%
Consultant	-	C	-	-	-	-

Payment roll up will take place in the event where the Sponsor is not Additional Discount Qualified up to the Sponsor who is Additional Discount Qualified on TB1 and TB2.

10 Group Discount

Sponsor

The Enrolling 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.

Group

A Group includes a Consultant and all of his/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.

To minimise the effects of this loss of volume, in the month when a Consultant promotes to Manager for the first time 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.

Downline:

Everybody in your team

Group Sales

Group Sales includes the Personal Sales (PS) of a Consultant plus the PS of all his/her downline Consultants, excluding Consultants with a Title of Manager or above and their downline Consultants.

As an Additional Discount Qualified Consultant who is paid at the Structure 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.

Structure Title (Earn Group Discount when Requirement is met in either the red / green block)	Active Legs		Group Sales	Group Discount including Recruitment	Group Discount excluding Recruitment
 Diamond Director	10	DD	R75 600	2%	1%
 Emerald Director	9	ED	R75 600	2%	1%
 Ruby Director	7	RD	R75 600	2%	1%
 Director	6	D	R75 600	2%	1%
 Manager	5	M	R75 600	2%	1%
 Four-Star	4	S4	R59 400	-	-
 Three-Star	3	S3	R40 000	-	-
 Two-Star	2	S2	R18 400	-	-
 One-Star	1	S1	R9 700	-	-
 Advanced Consultant	-	AC	-	-	-
 Consultant	-	C	-	-	-

* A minimum of R1 300+ (RSP) (Based on your Title Requirement in the red or green block as per the ABC Plan)

You can earn Generation / Group where applicable but not both.

11 Generation Discount

As determined for each month, a Generation includes a downline Consultant with a structure of Manager or above and all of her downline Consultants (excluding Consultants with a Title of Manager or above and their downlines).

Generation Discount is a type of discount paid to Consultants who are paid at a Structure Title of **Manager or above**. You can earn Generation / Group where applicable but not both.

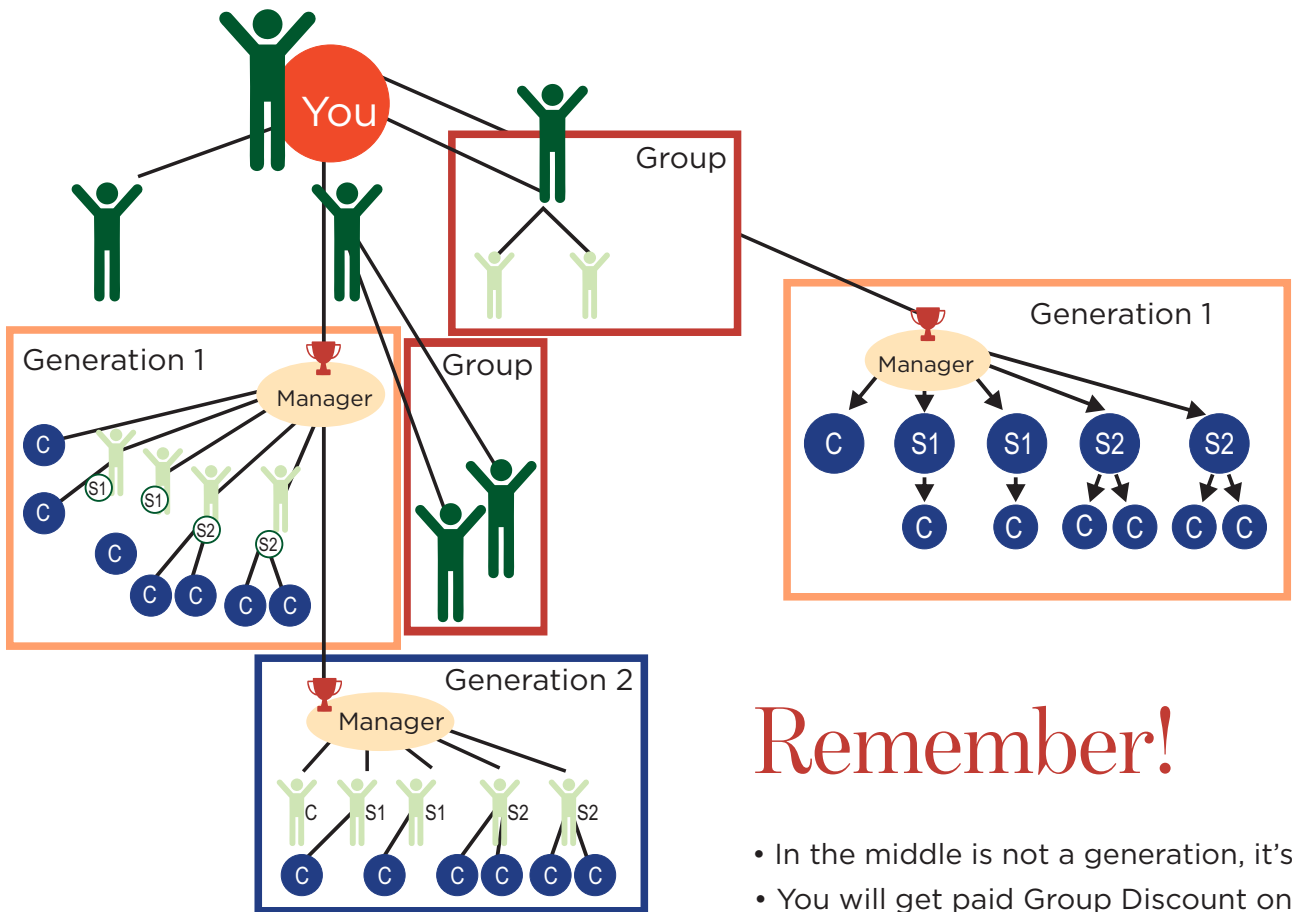
When you are Additional Discount Qualified and paid at the structure title of Manager or above, you will earn Generation Discount on the Personal Sales (PS) of your Generation 1 and Generation 2 Consultants.

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 below him/her will be your Generation 2.



Remember!

- In the middle is not a generation, it's a Group
- You will get paid Group Discount on them

Example: To qualify as a Ruby Director in this example, your Group (pink block) must have sales of R75 600.

The depth of Generation compensation earned varies based upon your Structure Title each month.

If your PIN-Title is Manager or above and your Structure Title Meeting the Requirements (as per the red or green block) in a specific month is below Manager, the Generation Discount will be paid to your Upline with a Structure Title of Manager or above who is Additional Discount Qualified.

Structure Title (Earn Generation when Requirement is met in either the red / green block)	Generation Compensation including Recruitment		Generation Compensation excluding Recruitment	
	G1	G2	G1	G2
 Manager	2%	-	1%	-
 Director	3%	1 %	1.5%	0.5%
 Ruby Director	3%	1.5 %	1.5%	0.75%
 Emerald Director	3%	2%	1.5%	1%
 Diamond Director	3%	2.5%	1.5%	1.25%



12 Annique Online Shop Sales

You, as an Annique Rooibos Consultant, have a huge opportunity to generate new sales and Consultants, and expand your business by using your Annique Online Shop Sales Link.

You have a personalised link on the store under My Account and Shop Clients, that is connected to your membership number. **The link is generated after your first order is placed and invoiced.** Share your link with new and existing customers and 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 the Annique Rooibos product range
- Register their details – name and surname, telephone number and email 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 minimum order
- Access to ALL products
- Quick service and delivery

INCOME on ALL ONLINE SHOPPING!

Consultants receive income as follow:

- Additional Discount for Team/Group and Generation from online shopping.
- Fast Start sales target in the first 3 months including Online Shop Sales.
- Online Shop Sales count toward your ABC Plan Title Requirements (Personal Sales/Group Sales and Downline Sales)
- Online Shop Sales count towards Personal Sales Sliding Scale. You earn 20% + PS Sliding Scale (can earn up to 23%) on all your Online Shop Sales.

Example of Calculations on a R 5 800 total of Personal Sales & Online Shop Sales

Total Sales		Discountable Products		Online Shop Sales		R-amount
Total Sales for Sliding Scale		R3 000		R2 800		R5 800
Total Off-Invoice		20%		YES 20% (Paid with your Additional Discount)		R5 800
* On what amount		R3 000		R2 800		R1160
Sliding Scale		YES		YES		
* What Sliding Scale amount						R4 550 - R6 499 (5%)
* On what amount		R3 000		R2 800		R150
Total Personal Sales Discount						R140
Sponsor Additional Discount						R1 450
* TB1		YES		YES		
* TB2		YES		YES		
* Group		YES		YES		
* Generation		YES		YES		
* On what amount		R3 000		R2 800		
Count towards :						
* Downline Sales		YES		YES		



13 Rewards & Recognition Programmes

We have the following programmes that all Consultants participate in:

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.

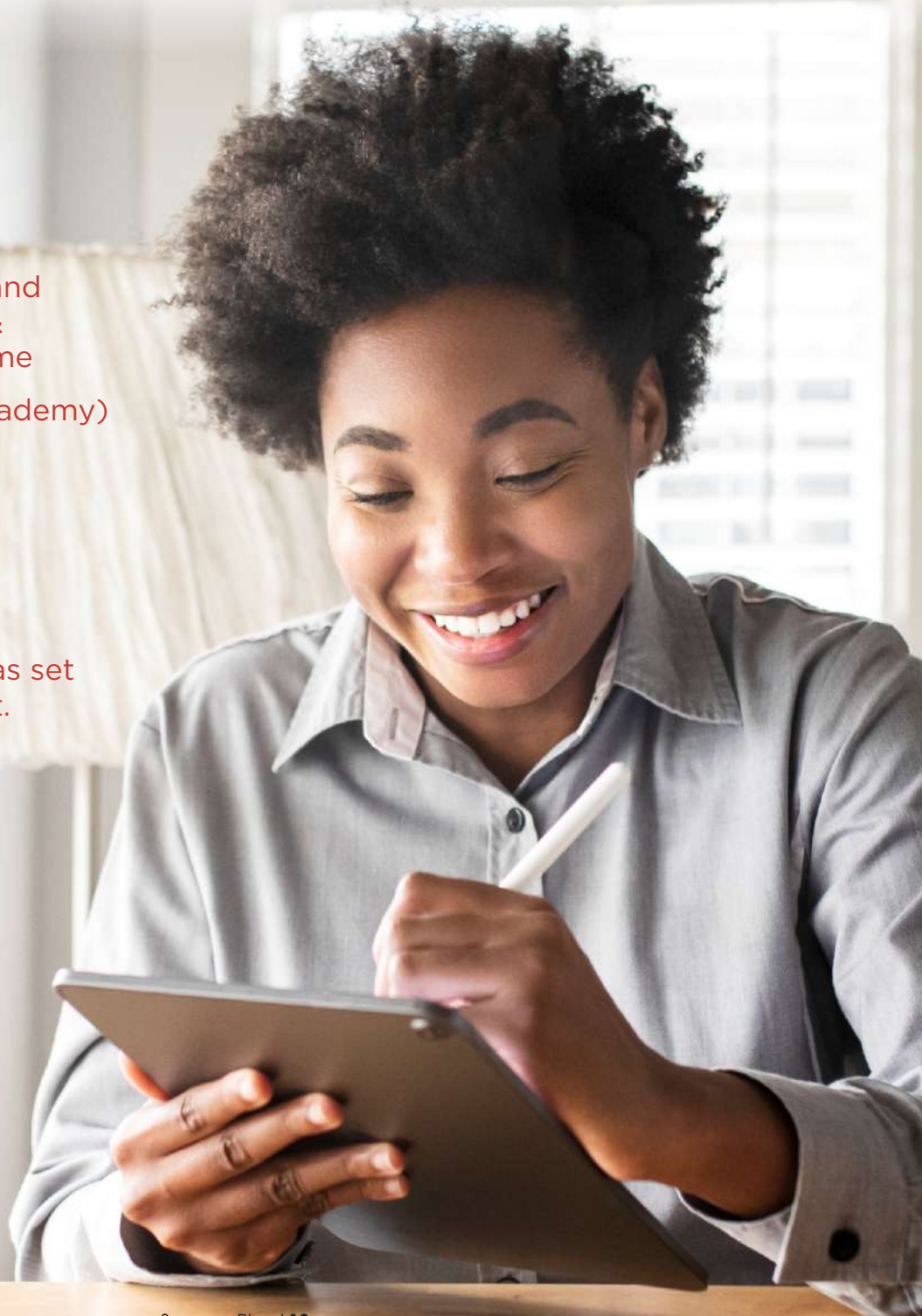


- Extensive Quarterly and 12-month Rewards & Recognition Programme

(See criteria booklet on Academy)



- Fast Start Programme as set out in this document.



Titles & title Abbreviations

ABC SUCCESS PLAN TITLES

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



ABC Success Plan Guidelines

for monthly income

	Personal Sales (RSP)	Off-Invoice Discount	Additional Discount paid into Consultant Bank Account	Discountables included	Online Shop Sales	Variable Discountables (Off-Invoice Discount between 1-5%) count towards level but no Additional Discount is received
Personal Sales Sliding Scale	R 88 550+	20%	23%	✓	✓	✓
	R 62 650 - R 88 549	20%	20%	✓	✓	✓
* From 1st of month until published cut-off dates for sales figure.	R 39 950 - R 62 649	20%	15%	✓	✓	✓
	R 18 350 - R 39 949	20%	12%	✓	✓	✓
	R 10 800 - R 18 349	20%	10%	✓	✓	✓
	R 6 500 - R 10 799	20%	8%	✓	✓	✓
	R 4 550 - R 6 499	20%	5%	✓	✓	✓
	R 1 950 - R 4 549	20%	2.5%	✓	✓	✓
	R 0 - R 1 949	20%		✓	✓	✓
Fast Start Programme	R3 000 Month 1 = R600 Product Reward	20%	According to Personal Sales Sliding Scale	✓	✓	✓
First 3 Months * First day starts on the day your first order is invoiced.	R3 500 Month 2 = R800 Product Reward	20%	According to Personal Sales Sliding Scale	✓	✓	✓
* Accumulative orders throughout the period	R4 500 Month 3 = R1 800 Product Reward Booster Gift: All 3 months achieved = R2 000 Product Reward	20%	According to Personal Sales Sliding Scale	✓	✓	✓
Additional Discount Qualified (ADQ) Personal Sales INCLUDES Online Shop Sales, counts towards being ADQ to earn Team Building / Group / Generation Discount	Including Recruitment: Personal Sales R1 300 + Depending on the Structure Title Requirement From S1: Level 1 Consultant 1+ over 3 months rolling depending on the Structure Title Requirement Excluding Recruitment: Personal Sales R1 300 + Depending on the Structure Title requirement		Personal Sales Total	✓	✓	✓
Minimum Order	No minimum	20%				
<u>DELIVERY : SA</u>						
FREE Delivery	Order of R6000 plus			✓	✓	✓
Delivery to Main & Regional Centres	R 83 = orders less than R 6 000			✓	✓	✓
Delivery to PEP/PostNet	R 69 = orders less than R 6 000			✓	✓	✓
<u>DELIVERY : Namibia</u>						
FREE Delivery	Order of R 6000 plus			✓	✓	✓
Delivery in Windhoek	R 60 = orders less than R 6 000			✓	✓	✓
Delivery to Namibia (outside Windhoek)	R 132 = orders less than R 6 000			✓	✓	✓
Active Leg	R 1 200 over 3 months Rolling			✓	✓	✓

Additional Discount Qualified: The way we pay you

Additional Discount Qualified Consultants are eligible to earn:

- Fast Start Sponsor Product Rewards of R600, R800, R1 800 and R2 000 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 above-mentioned based on the following:

Including Recruitment Criteria:

- Your PS are R1 300+ based on title Structure Title Requirement
+
- New Level 1 Consultant/s over 3 months rolling period depending on the Structure Title Requirement.

Excluding Recruitment Criteria:

- Your PS are R1 300+ based on Structure Title Requirement
- RSP are subject to change
- The R1 300+ Personal Sales include discountable and Variable Discountable products
- Includes Annique Online Shop Sales

If you have met the Structure Requirement of a Title but you did not meet the Requirements in the Red/Green block under that specific Structure, you will be paid in the Structure where you have met the Requirements.

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

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.

Title Requirements

Your promotion to a Title is effective as of the first day of the Additional Discount period in which your Title Requirement were met. This means that you don't need to wait until next month to be rewarded for your accomplishments!

For example: You'll be paid as an Advanced Consultant for the month you met the Structure Requirements as well as the Requirements in the Red / Green block.

Structure Title

The Structure Title is the monthly calculated Title you qualified for in the plan at the end of the month based on your structure. Additional Discount gets paid out according to your Structure Title and how Requirements were met. 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 Structure Title must equal your PIN Title, at least once in a rolling three month period.

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

Example 2: PIN Title		
Month	Structure 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 (in July) but will only be determined in the beginning of (August) Month 5.

Why do we use the PIN Title?

- Monitor performance in your team

NB!

Always focus on your PIN Title and higher requirements if you want to get paid in the red block.

Make sure that you work towards a higher Title Requirement as this will ensure that when you unexpectedly reach a higher Title in the month then your requirements are met.





Consultant (C)

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



Accept your agreement on the Annique Rooibos Store after your Sponsor has registered you



Purchase all 4 Starter Packs with your 1st order or 1 of the 4 or 2/3/4 (not compulsory) or just place a normal order and start with your Fast Start Programme



Purchase for any amount

You will earn



20% Off-Invoice Discount on your Personal Sales



2-5% to 23% Personal Sales Additional Discount when your monthly PS are R1 950 or more (refer to the Personal Sales Sliding Scale)



Fast Start Product Rewards of R600, R800, R1 800 and R2 000 when you personally sell products in your first 3 months

	Consultant
Title	C
Active Legs*	
Structure Title Leg Requirements (each leg R1 200+ PS to count for you)	
Group Sales:	

ADQ - Personal Sales (RSP)**	<R1 300
Including Recruitment Level 1 Consultant****	
Team Building Discount: Level 1 (TB 1)	
Team Building Discount: Level 2 (TB 2)	
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)**	<R1 300
Excluding Recruitment	
Team Building Discount: Level 1 (TB 1)	
Team Building Discount: Level 2 (TB 2)	
Group Discount	
Generation 1: Discount	
Generation 2: Discount	





Advanced Consultant (AC)

When in a calendar month you:

are Additional Discount Qualified with Personal Sales (PS) of R1300+ or more (Discountable, Variable Discountable products and Online Shop Sales) you will be promoted to Advanced Consultant during the monthly period.

Title	Advanced Consultant AC
Active Legs*	
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	
Group Sales:	

ADQ - Personal Sales (RSP)***	R1 300
Including Recruitment Level 1 Consultant****	
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)***	R1 300
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	1,5%
Team Building Discount: Level 2 (TB 2)	1%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS are R1 950 or more (refer to the Personal Sales Sliding Scale)
- ✓ Earn on your team depending on which block Requirement has been met (Red / Green)
- ✓ Earn TB 1 and TB 2 depending on which block Requirement has been met (Red / Green)



Advanced Consultant

Example 1

AC
R1 300 PS



Purchase Annique Rooibos products of R1 300+ (RSP)



One-Star Consultant (S1)



	One-Star Consultant
Title	S1
Active Legs*	1
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	1 x C
Group Sales:	R9 700

ADQ - Personal Sales (RSP)***	R1 300
Including Recruitment Level 1 Consultant****	1 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	5%
Team Building Discount: Level 2 (TB 2)	3%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)***	R1 900
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	2,5%
Team Building Discount: Level 2 (TB 2)	1,5%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ Earn TB 1 and TB 2 depending on which block Requirement has been met (Red / Green)

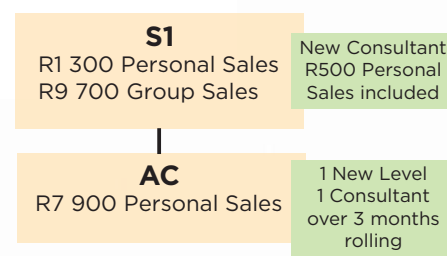
Earn on your team:

Below are three examples

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

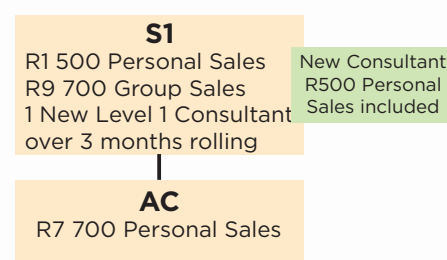
★ Consultant

Example 1

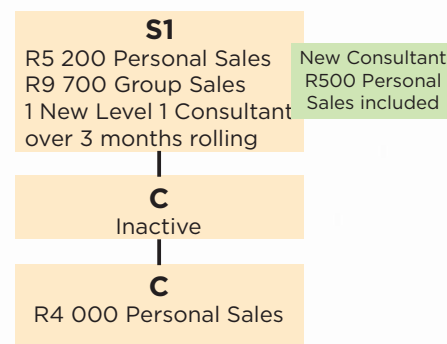


* Your Personal Sales are included in the Groups Sales total

Example 2



Example 3





Two-Star Consultant (S2)

	Two-Star Consultant
Title	S2
Active Legs*	2
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	2 x C
Group Sales:	R18 400

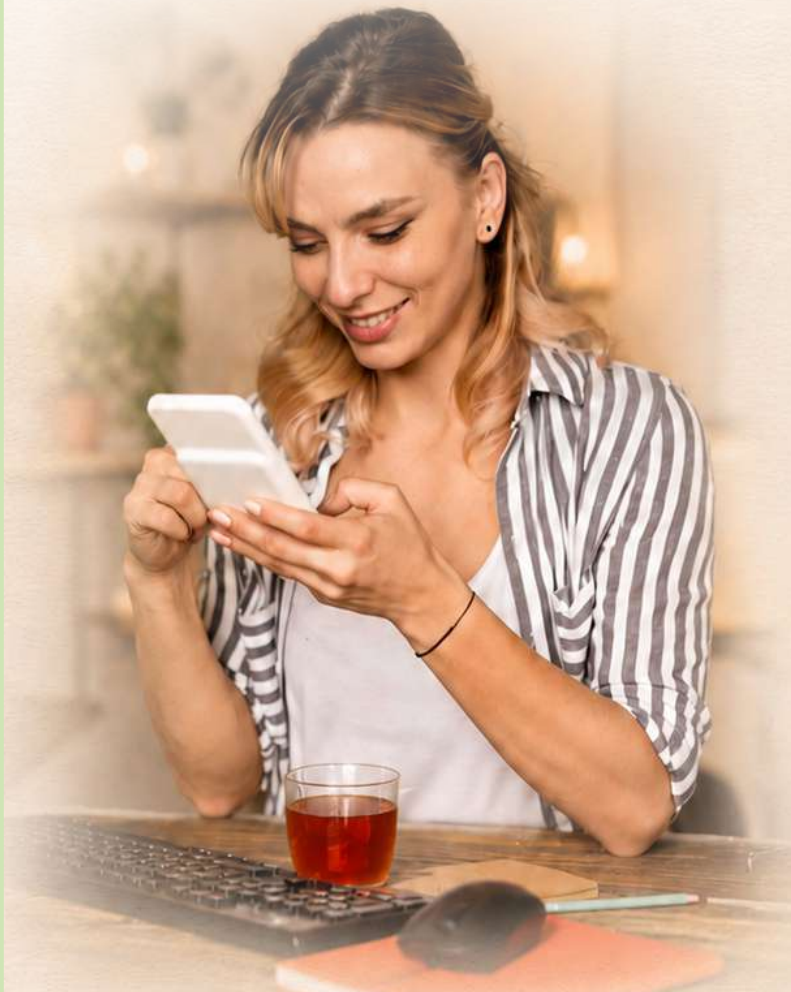
ADQ - Personal Sales (RSP)***	R1 300
Including Recruitment Level 1 Consultant****	1 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	5%
Team Building Discount: Level 2 (TB 2)	4%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)***	R2 700
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	2,5%
Team Building Discount: Level 2 (TB 2)	2%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ Earn TB 1 and TB 2 depending on which block Requirement has been met (Red / Green)

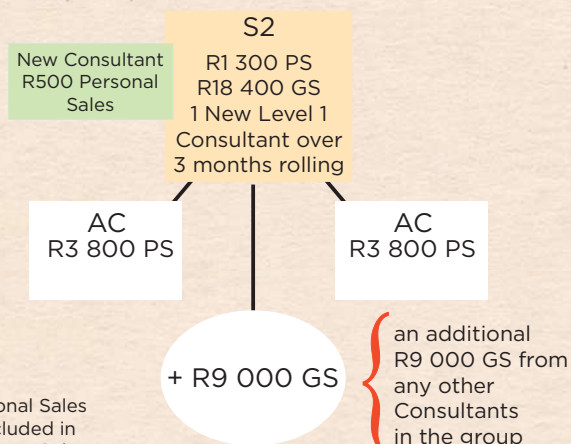
Earn on your team:



Example 1



Consultant



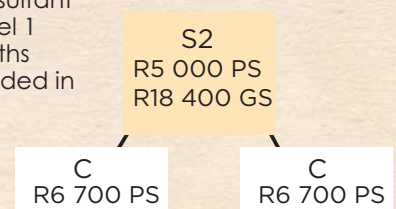
Example 2

Consultant

Here is another example of what a Two-Star Consultant's downline may look like. The PS of the 2 Consultant's in the two blocks below the S2 plus S2's PS is the volume needed to meet the R17 000 GS Requirement for Two-Star Consultants. The R17 000 GS may be generated from any of the Consultants represented.

* In this example the Consultant already had her new Level 1 Consultant (1 over 3 months rolling) thus won't be included in this example.

* Personal Sales are included in the Group Sales





Three-Star Consultant (S3)

Title	Three-Star Consultant S3
Active Legs*	3
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	2 x C 1 x S1
Group Sales:	R40 000

ADQ - Personal Sales (RSP)***	R1 600
Including Recruitment Level 1 Consultant****	2 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	5,5%
Team Building Discount: Level 2 (TB 2)	4,5%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)***	R4 300
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	2,75%
Team Building Discount: Level 2 (TB 2)	2,25%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

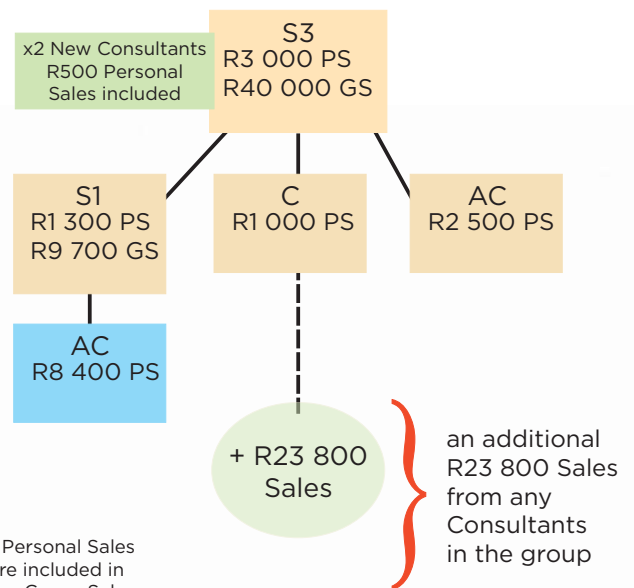
You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ Earn TB 1 and TB 2 depending on which block Requirement has been met (Red / Green)

Earn on your team:

Here is an example of what a Three-Star Consultant's downline may look like.
The GS volume needed is R40 000 for a Three-Star Consultant.
The R40 000 GS may be generated from any of the Consultants.

Three-Star Consultant





Four-Star Consultant (S4)

	Four-Star Consultant
Title	S4
Active Legs*	4
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	2 x C 1 x S1 1 x S2
Group Sales:	R59 400

ADQ - Personal Sales (RSP)**	R2 700
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

ADQ - Personal Sales (RSP)**	R9 200
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	
Generation 1: Discount	
Generation 2: Discount	

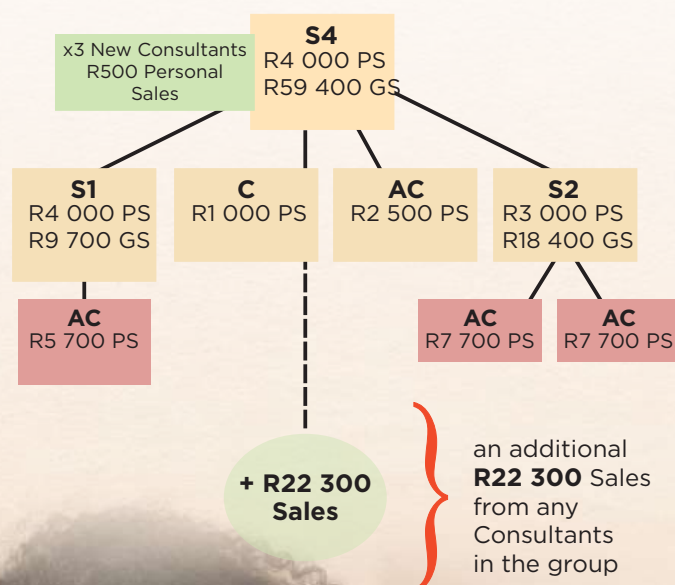
You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ Earn TB 1 and TB 2 depending on which block Requirement has been met (Red / Green)

Earn on your team:

Here is an example of what a Four-Star Consultant's downline may look like. The GS volume needed is R59 400 for a Four-Star Consultant. The R59 400 GS may be generated from any of the Consultants.

★★★★★ Consultant



* Personal Sales are included in the Group Sales



Manager (M)

Title	Manager M
Active Legs*	5
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	1 x C 2 x S1 2 x S2
Group Sales:	R75 600**

ADQ - Personal Sales (RSP)***	R3 800
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	2%
Generation 1: Discount	2%
Generation 2: Discount	

ADQ - Personal Sales (RSP)***	R11 300
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	1%
Generation 1: Discount	1%
Generation 2: Discount	

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ TB 1 and TB 2

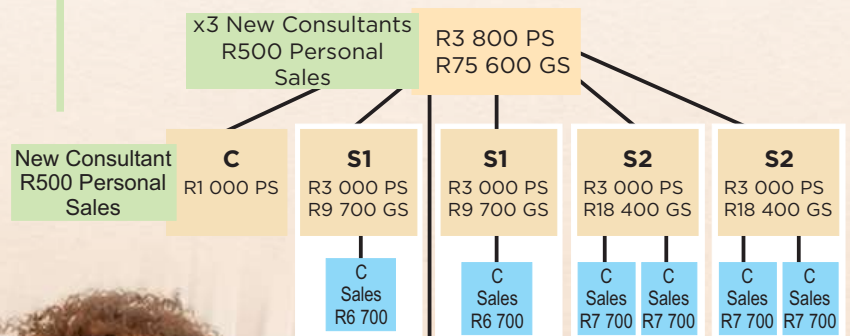
Group Discount depending on which block Requirement has been met (Red / Green)

Generation 1 Discount depending on which block Requirement has been met (Red / Green)

Earn on your team:

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 Rooibos Consultant, you will earn a Manager Promotion Bonus of R2 200 in the month you promote. This is a once-off Reward.

Manager



R12 600 Sales

an additional R12 600 Sales from any Consultants in the group

* Personal Sales are included in the Group Sales



Director (D)

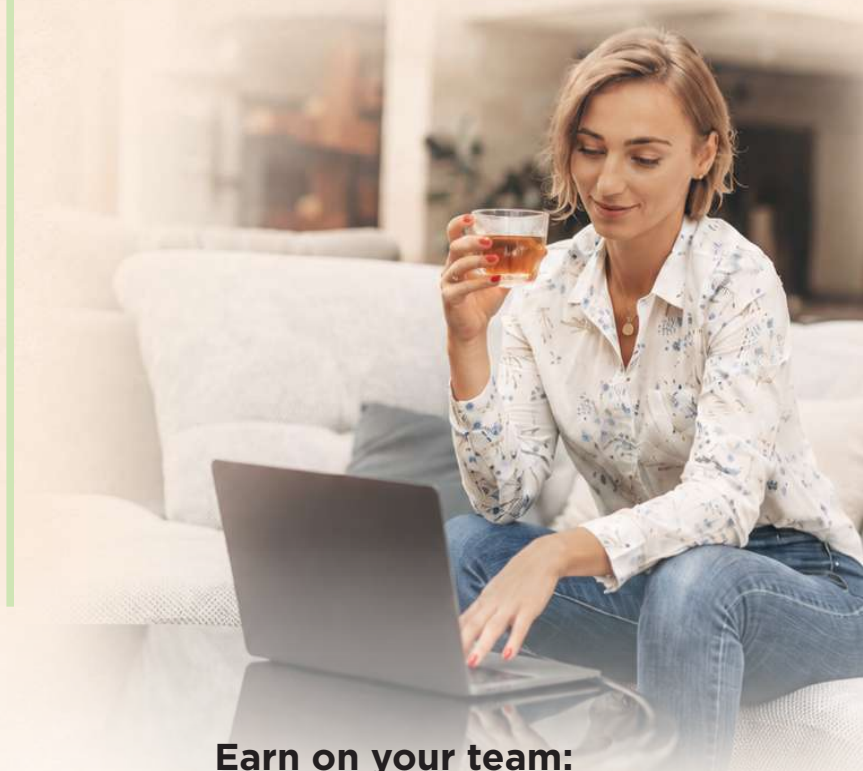
Title	Director D
Active Legs*	6
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	3 x AC 2 x S2 1 x M
Group Sales:	R75 600**

ADQ - Personal Sales (RSP)***	R3 800
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	2%
Generation 1: Discount	3%
Generation 2: Discount	1%

ADQ - Personal Sales (RSP)***	R13 500
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	1%
Generation 1: Discount	1,5%
Generation 2: Discount	0,5%

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ TB 1 and TB 2
- ✓ Group Discount
- ✓ Generation 1 Discount
- ✓ Generation 2 Discount



Earn on your team:

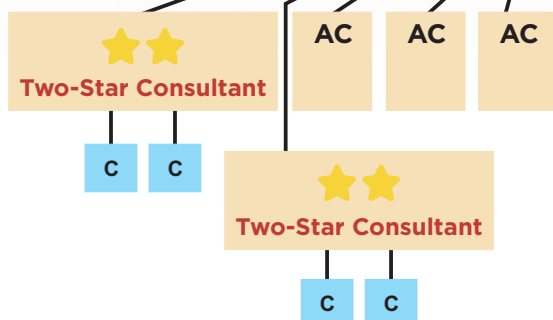
Here is an example of what a Director's organisation may look like for a given month.



Director

x3 New Consultants
R500 Personal Sales included

R3 500 PS
R151 200 Downline Sales

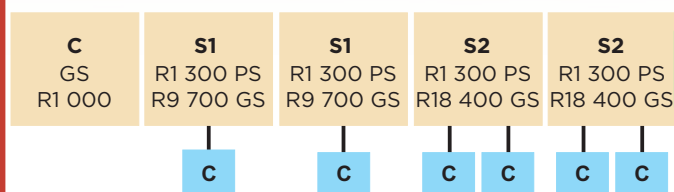


The rest of the Director's Group must have GS of R75 600 including the Director's PS



Manager

R3 500 PS
R75 600 GS



The Manager and his/her downline must have a GS of R75 600+

*The Manager needs additional R14 400 sales from any Consultants in the group

x1 New Consultants
R500 Personal Sales included

*2 New Consultants the previous month



Ruby Director (RD)

Title	Ruby Director RD
Active Legs*	7
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	5 x AC 1 x S4 1 x M
Group Sales:	R75 600**

ADQ - Personal Sales (RSP)***	R3 800
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	2%
Generation 1: Discount	3%
Generation 2: Discount	1,5%

ADQ - Personal Sales (RSP)***	R15 700
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	1%
Generation 1: Discount	1,5%
Generation 2: Discount	0,75%

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ TB 1 and TB 2
- ✓ Group Discount
- ✓ Generation 1 Discount
- ✓ Generation 2 Discount





Emerald Director (ED)

Title	Emerald Director ED
Active Legs*	9
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	4 x C 4 x M 1 x D
Group Sales:	R75 600**

ADQ - Personal Sales (RSP)***	R3 800
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	2%
Generation 1: Discount	3%
Generation 2: Discount	2%

ADQ - Personal Sales (RSP)***	R17 800
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	1%
Generation 1: Discount	1,5%
Generation 2: Discount	1%

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ TB 1 and TB 2
- ✓ Group Discount
- ✓ Generation 1 Discount
- ✓ Generation 2 Discount



Diamond Director (DD)

Title	Diamond Director DD
Active Legs*	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)	5 x C 3 x M 2 x D
Group Sales:	R75 600**

ADQ - Personal Sales (RSP)***	R3 800
Including Recruitment Level 1 Consultant****	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)	6%
Team Building Discount: Level 2 (TB 2)	5%
Group Discount	2%
Generation 1: Discount	3%
Generation 2: Discount	2,5%

ADQ - Personal Sales (RSP)***	R22 200
Excluding Recruitment	n/a
Team Building Discount: Level 1 (TB 1)	3%
Team Building Discount: Level 2 (TB 2)	2,5%
Group Discount	1%
Generation 1: Discount	1,5%
Generation 2: Discount	1,25%

You will earn

- ✓ 20% Off-Invoice Discount on your Personal Sales
- ✓ 2.5% to 23% Personal Sales Additional Discount when your monthly PS is R1 950 or more (refer to Personal Sales Sliding Scale)
- ✓ TB 1 and TB 2
- ✓ Group Discount
- ✓ Generation 1 Discount
- ✓ Generation 2 Discount

To earn on your team & how does the Plan work:

Always read plan from top to bottom

1

The first part of the ABC Plan is what we call your structure

			★	★★	★★★	★★★★	🏆	👑	💎	💎	💎
	Consultant	Advanced Consultant	One-Star Consultant	Two-Star Consultant	Three-Star Consultant	Four-Star Consultant	Manager	Director	Ruby Director	Emerald Director	Diamond Director
Title	C	AC	S1	S2	S3	S4	M	D	RD	ED	DD
Active Legs*			1	2	3	4	5	6	7	9	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)			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:			R9 700	R18 400	R40 000	R59 400	R75 600**	R75 600**	R75 600**	R75 600**	R75 600**

2

On a daily basis we determine what your structure looks like.

For example: If you have the following

3x Active Legs

2x Consultants

1x S1

R40 000 Group Sales

+ R1300+ Personal Sales

Your Structure Title is S3

ANNIQUE
rooibos

			★	★★	★★★	★★★★	🏆	👑	💎	💎	💎
	Consultant	Advanced Consultant	One-Star Consultant	Two-Star Consultant	Three-Star Consultant	Four-Star Consultant	Manager	Director	Ruby Director	Emerald Director	Diamond Director
Title	C	AC	S1	S2	S3	S4	M	D	RD	ED	DD
Active Legs*			1	2	3	4	5	6	7	9	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)			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:			R9 700	R18 400	R40 000	R59 400	R75 600**	R75 600**	R75 600**	R75 600**	R75 600**

3

Based on your Structure Title, you need to achieve the Requirement in either the red / green block. Lets use S3 again as an example

Requirement

ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 300	R1 300	R1 600	R2 700	R3 800	R3 800	R3 800	R3 800	R3 800
Including Recruitment Level 1 Consultant****			1 over 3 months rolling	1 over 3 months rolling	2 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)		3%	5%	5%	5,5%	6%	6%	6%	6%	6%	6%
Team Building Discount: Level 2 (TB 2)		2%	3%	4%	4,5%	5%	5%	5%	5%	5%	5%
Group Discount							2%	2%	2%	2%	2%
Generation 1: Discount							2%	3%	3%	3%	3%
Generation 2: Discount								1%	1,5%	2%	2,5%

OR

Requirement

ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 900	R2 700	R4 300	R9 200	R11 300	R13 500	R15 700	R17 800	R22 200
Excluding Recruitment			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Team Building Discount: Level 1 (TB 1)		1,5%	2,5%	2,5%	2,75%	3%	3%	3%	3%	3%	3%
Team Building Discount: Level 2 (TB 2)		1%	1,5%	2%	2,25%	2,5%	2,5%	2,5%	2,5%	2,5%	2,5%
Group Discount							1%	1%	1%	1%	1%
Generation 1: Discount							1%	1,5%	1,5%	1,5%	1,5%
Generation 2: Discount								0,5%	0,75%	1%	1,25%

If your Structure Title is S3

You need to do either

(Red block)

- Personal Sales R1600
- 2 over 3 months rolling new Consultants registered with minimum order of R500 each

The R500 minimum order:

- Must be in the month of registration.
- Can include Starter Packs, Variable and Discountable products.
- Is before discount.
- Accumulative in the month of registration.

OR

Requirement

(Green block)

OR

- Personal Sales R4 300

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4

When you achieve the Requirements (Red block) you earn double the earnings.

If you don't achieve the red or green block Requirements of a 3 Star Consultant, you will be paid on the requirements you have met.

Example 1:

Your Structure is S3 however you recruited 1 new Consultant over a 3 month rolling period and not 2 new Consultants, you will be paid as an S2 Consultant in the red block.

Example 2:

Your Structure is S3 however you did not recruit 2 new Consultants over a 3 month rolling period and you had R2 700 Personal Sales, you will be paid as an S2 Consultant in the green block.



ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 300	R1 300	R1 600	R2 700	R3 800	R3 800	R3 800	R3 800	R3 800
Including Recruitment Level 1 Consultant****			1 over 3 months rolling	1 over 3 months rolling	2 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling	3 over 3 months rolling
Team Building Discount: Level 1 (TB 1)		3%	5%	5%	5,5%	6%	6%	6%	6%	6%	6%
Team Building Discount: Level 2 (TB 2)		2%	3%	4%	4,5%	5%	5%	5%	5%	5%	5%
Group Discount							2%	2%	2%	2%	2%
Generation 1: Discount							2%	3%	3%	3%	3%
Generation 2: Discount								1%	1,5%	2%	2,5%

ADQ - Personal Sales (RSP)***	<R1 300	R1 300	R1 900	R2 700	R4 300	R9 200	R11 300	R13 500	R15 700	R17 800	R22 200
Excluding Recruitment			n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Team Building Discount: Level 1 (TB 1)		1,5%	2,5%	2,5%	2,75%	3%	3%	3%	3%	3%	3%
Team Building Discount: Level 2 (TB 2)		1%	1,5%	2%	2,25%	2,5%	2,5%	2,5%	2,5%	2,5%	2,5%
Group Discount							1%	1%	1%	1%	1%
Generation 1: Discount							1%	1,5%	1,5%	1,5%	1,5%
Generation 2: Discount								0,5%	0,75%	1%	1,25%

Notes

If you have met the Structure Requirement of a Title but you did not meet the Requirements in the Red / Green block under that specific Structure, you will be paid in the Structure where you have met the Requirements.

Structure Title Leg Requirement to count for Sponsor explained:

When you are working towards D Title, you need the following:

			★	★★	★★★	★★★★	🏆	👑	💎	💎	💎
Title	Consultant C	Advanced Consultant AC	One-Star Consultant S1	Two-Star Consultant S2	Three-Star Consultant S3	Four-Star Consultant S4	Manager M	Director D	Ruby Director RD	Emerald Director ED	Diamond Director DD
Active Legs*			1	2	3	4	5	6	7	9	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)			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:			R9 700	R18 400	R40 000	R59 400	R75 600**	R75 600**	R75 600**	R75 600**	R75 600**

Active Legs x6

Structure Title Leg Requirement:

3x AC

2x S2

1x M

Your Group Sales R75 600+ (Excluding your Manager's R75 600+)

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Structure Title Leg Requirements explained:

3x AC

All three Advanced Consultants:

Personal Sales
R1 300+



2x S2

Your 2x S2's need to have the following to count for you;
Structure of S2:

2x Active Legs
2x Consultants
Group Sales R18 400

Plus Personal Sales
R1 300+



1x M

Your Manager needs to have the following to count for you;
Structure of M:

5x Active Legs
1x Consultant
2x S1
2x S2
Group Sales
R75 600+

Plus Personal Sales of R1 300

			★	★★	★★★	★★★★	🏆	👑	💎	💎	💎
Title	Consultant C	Advanced Consultant AC	One-Star Consultant S1	Two-Star Consultant S2	Three-Star Consultant S3	Four-Star Consultant S4	Manager M	Director D	Ruby Director RD	Emerald Director ED	Diamond Director DD
Active Legs*			1	2	3	4	5	6	7	9	10
Structure Title Leg Requirements (each leg R 1 200+ PS to count for you)			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:			R9 700	R18 400	R40 000	R59 400	R75 600**	R75 600**	R75 600**	R75 600**	R75 600**

Note: Your M does not have to do the criteria in the red / green block to count for you as an M structure leg.

Need to Know

1

Title Maintenance

To be paid at the level of one's Title, Consultants must meet the Structure Title Requirements as set out in either the red/green block and requalify for their Structure Title monthly. If you do not meet the Requirements for your Structure Title during a calendar month period, you will be paid in the Structure where you have met the Requirements. If any Consultant fails to achieve structure at her Title for three consecutive months, the Consultant's PIN-Title will be lowered to match the highest Structure Title achieved during the 3-month period. Her new Title will be effective the first day of the 4th Additional Discount period.

2

Inactive

To remain an Annique Rooibos Consultant, there is an activity Requirement. If you have R0 Personal Sales from last invoice date over a 6 month period you will be classified as inactive. 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 Rooibos Business?

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

4

Reactivation

Within 18 months of reactivation from last purchase:

- Can activate yourself by logging in to the store and placing your order.
- Continue logging in with your old password or follow the reset password option.
- You will remain under the same Sponsor.
- You will continue on your old membership number.
- Do not count as new Consultant for Sponsor.
- Not be able to purchase Starter Packs again.
- Won't be able to participate in the Fast Start Programme.

After 18 months of reactivation from last purchase:

- * Count as new Consultant for your Sponsor.
- * Keep previous membership number.
- * Can request to move to another Sponsor.
- * Home Office can move Consultant without permission from the Sponsor.
- * Can purchase Starter Packs again.
- * Won't be able to participate in Fast Start Programme again.

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.

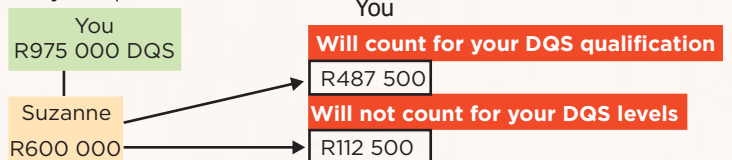
6

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 Structure Title is counted from any one leg. DQS is one of the measurements for a Structure Title promotion and maintenance of a Title in the career plan of Annique Rooibos.

DQS Requirement

Strong leg rule - 50% -
Only for qualification levels



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

- You will still earn TB 1, TB 2, Group and Generation.
This rule is only for qualification.

Emerald Director

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 Structure Title Requirement.

This only counts for qualification. You will receive Additional Discount on the total of the group, depending on your Structure.

Diamond Director

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.

7 Payment

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 Structure Title and requirement met in the red or green block. (Team Building, Group and Generation Discount)

On what amount do we calculate and pay discounts?

On the PS (Personal Sales) of an order. (Excluding VAT. VAT is paid back on your VDS Statement.)



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.
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 4 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 Rooibos ABC Success Plan document for details. Variable Discountable and Online Shop Sales included.
4. **Do I as the Sponsor earn on any other kits Annique H.O. offers from time to time on my new Consultant's purchase?**
Yes, you will earn TB 1 etc. on all Variable Discountable items.
5. **Is there a minimum order amount?**
No, there is no minimum order.
6. **On what 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 and Online Shop Sales

Starter Packs Questions and Answers

1. **Can I purchase any product to activate my membership number?**
Yes, you can buy any Discountable products and Variable Discountable products to activate your membership number.
2. **Can I purchase more than one Starter Pack per option?**
No, only one Starter pack of each option per Consultant per first order.
3. **Can any Consultant purchase the Starter Packs?**
No, the Starter Packs are only available to newly registered Consultants with their first order.
4. **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.
5. **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.
6. **Can I order all four Starter Packs or only one Starter Pack?**
You can order all four (one of each) at once or just one/two/three of the four with your first order.
7. **Is it compulsory to order a Starter Pack?**
No, the Starter Packs are not compulsory.
8. **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.
9. **Will I pay courier costs with my first order?**
Yes, normal distribution costs apply.
10. **Will I get Additional Discount on Starter Packs?**
Yes, Starter Packs are Variable Discountable and you will earn TB 1, TB 2, Group and Generation Discount.

Fast Start Programme Questions and Answers

1. **From what day does the Fast Start Programme start?**
Your first day starts on the day the order is invoiced. For example, if you are registered on 31 January and your first-time order purchase is invoiced on our system on 1 February, your first month starts on 1 February.
2. **Can any new Consultant participate in the Fast Start Programme?**
Yes. Any new Annique Rooibos Consultant will automatically participate in the programme and any Sponsor who has a new Consultant will automatically participate.
3. **What do I need to do to receive my Fast Start Rewards for the first 3 months?**
Fast Start Rewards are available for you to order on the Annique Rooibos Store, provided you place an order in a 2 month period after qualifying. If you decide not to place an order within the allocated time, the Fast Start reward will be forfeited.
4. **When will the Sponsor receive her Fast Start reward for qualifying Consultant?**
Fast Start Sponsor rewards will be available to redeem once he/she is Additional Discount Qualified during the Additional Discount month. The Sponsor must achieve his/her R1 300+ (depending on Title Requirement) Personal Sales in the month the Consultant qualifies for his/her Fast Start Reward to receive the Sponsor reward.
5. **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 300+ Personal Sales depending on Title Requirements in red / green block in a calendar month are Additional Discount Qualified.
6. **If the Sponsor does not qualify this month according to point 5, 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.
7. **Will any kits count towards the Fast Start Programme?**
Yes, all products (Variable discount, Discountable items & Online Shop Sales) like Starter Packs, any kits, business tools will count towards the first three months.
8. **Will any Annique Online Shop Sales count towards the Fast Start Programme or Team Building Discount, Group Discount and Generation Discount?**
Yes, Annique Online Shop Sales will count for the first 3 months in the programme as well as for Team Building Discount, Group Discount and Generation Discount.
9. **When will the Fast Start reward for Month 1, 2 & 3 as well as the Booster Gift days show on the Volume Discount Statement?**
The Annique Rooibos Home Office computer system will calculate the Fast Start Rewards daily 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 as you can choose your own products for the Fast Start rewards.
10. **Is the value of the sales in Month 1, 2 and 3 cumulative?**
The value of the sales is cumulative (separate orders will be added together) in Fast Start Month 1, 2 and 3. In other words, you can place two orders of R1 500 in Month 1 and qualify for the reward. In Month 2 your total for the first 30 days and 60 days must be R6 500 to qualify for the Month 2 reward. In Month 3 your total for Month 1, 2 & 3 must be R11 000 to qualify for Month 3 reward.
11. **If I do not qualify for the gift in Month 1, can I still work for the gift in Month 2 & 3?**
Yes, you can.
12. **If my sales are R6 500+ in Month 1, will I qualify for Month 1 and 2 rewards?**
Yes.

Fast Start Programme Questions and Answers

- 13. Will my order count towards my sales in Month 1, 2 and 3 if I order after the cut-off date?**

The Month 1, 2 and 3 Sales are subject to the order cut-off dates as communicated monthly.

- 14. If I qualify for the rewards in Month 1, 2 and 3, can I claim part of my gift on one order and the rest of the gift on another order?**

If you qualified for the R1 800 gift you cannot claim R1 800 and the other R800 after a week. It must be claimed once.

- 15. Can I claim more than my reward value for Month 1, 2 and 3 + the Booster Gift and pay in the difference?**

No, you need to make sure that the products you claim total the value of the reward as you cannot order more than the value and pay the rest in.

- 16. When I claim my Month 1, 2 and 3 rewards + Booster Gift, can I claim special offers?**

Yes, you can claim any Annique Rooibos products on the Annique Store, standard line products, any specials as advertised as well as Variable Discountable products of your choice.



Ready to Fast Start?

Every New Annique Rooibos Consultant is automatically included. There's nothing extra to sign up for. Simply start selling and enjoy the rewards as you grow.

Talk to your Sponsor today and place your first order to begin!

Ts & Cs of the Fast Start Programme

1. The Programme starts on the 1st day your first order is invoiced.
2. Month 1, 2 and 3 are calendar months. For example: if your day 1 of your journey is on 10 June, the end of your Month 1 will be on 9 July. Subject to month-end cut-off dates as communicated per monthly newsletter.
3. 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.
4. The value of the Sales (RSP value) is cumulative (separate orders in your Month 1, 2 and 3). For example: In your Month 1 you can place two orders of R 1 500 each (total R 3 000) or you can place three orders of R 1 000 each total R 3 000.
5. If you do not qualify for your Month 1 Sales, you can still qualify for your Month 2 reward of R800 if your accumulative Sales for Month 1 & 2 are R 6 500. You will only qualify for Month 2's reward. This is applicable to sponsors as well.
6. To qualify for your Booster Gift you must achieve your Month 1, 2 and 3 rewards.
7. If your Sales were R 11 000 in your Month 1, you will receive the reward for Month 1, 2 and 3 plus the Booster Gift at once. Thereafter you have completed the Fast Start Programme.
8. Any New Annique Rooibos Consultant will automatically participate in the programme and any Sponsor with a New Consultant will automatically participate.

9.

Fast Start Rewards are available to claim on the Annique Rooibos Store, provided you redeem your reward in a 2-month period after qualifying. If you decide not to redeem within the allocated time, the Fast Start Reward will be forfeited. This is for the New Consultant as well as the Sponsor.

10.

The total of each of the Fast Start Rewards must be claimed once-off.

11.

The Sponsor must be Additional Discount Qualified according to the ABC Success Plan to receive his/her Reward. The Sponsor will receive his/her reward once he/she is Additional Discount Qualified during the Additional Discount month.

12.

The Sponsor will forfeit his/her Fast Start Reward had he/she not been Additional Discount Qualified according to the ABC Success Plan Ts & Cs.

13.

Variable Discountable products like any kits, business tools will count towards qualifying for the Rewards.

14.

Annique Rooibos Online Shop Sales will count towards qualifying for the Rewards.

15.

Tracking Report is available on the Annique Rooibos Store for the New Consultant and Sponsor.

16.

The Reward can include special offers, variable discountable products and standard line products.

17.

Normal courier charges will apply.

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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 Structure or above and achieve Requirements according to Title Requirement (depending on Title Requirements in red / green block).

3. Are there any criteria for the Consultant to receive a Bright Star Reward?

Yes. The Consultant must be Additional Discount Qualified and achieve Requirements according to Title Requirement (depending on Title Requirements in red / green block).

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 Structure 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 and qualified in red or green block 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 at the Structure Title of 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 at the Structure Title of 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 at the Structure Title of 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 Structure 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 Structure Title and Requirements is met in the red / green block.
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 & Online 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 did not qualify.
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 300 + Personal Sales (depending on Title Requirement and met the Requirements according to the red or green block on the ABC Plan Grid) in a monthly Additional Discount period are Additional Discount Qualified. (Discountable, Variable Discountable products and Online Shop Sales.)
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 Structure Title and Requirements are met in the red / green block.
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 Structure 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 Structure 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 Structure Title in the month is Three-Star, will I receive any Group Discount?**
No. Only if your Paid-As Title is 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.

Group Discount

7. When a Consultant promotes to a Manager for the first time, will his/her Group Sales be included in my Group Sales for the month?

Yes, it will be included. 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.

8. When my Consultant is usually a Manager but this month she is a S4, will her Group Sales be included in my Group Sales?

Yes, her Group Sales will be included in the Sponsors Group Sales.

Remember if she is a Manager again next month, her Group Sales will be excluded from the Sponsors Group figure. It is also important to note: If she reaches Manager title before the month is over her Group Sales will be taken out of the Sponsors Group figure.

Group Sales includes the Personal Sales (PS) of a Consultant plus the PS of all his/her downline Consultants, excluding Consultants with a Title of Manager or above and their downline Consultants.

Generation Discount

1. Is Generation Discount paid monthly?

Yes, it is paid monthly according to the Structure Title and Requirements are met in the red / green block.

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 meets the Structure Title of Manager or above. If you have a Structure 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



Generation Discount

4. **If my PIN Title is Manager but my Structure 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 have a Structure Title of 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. You also receive the 20% Off-Invoice amount paid monthly into your bank account.



Annique Online Shop Questions & Answers

8. Will my customers Online Sales count towards my group sales figure?

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

9. How frequently does the customer have to buy?

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

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

Yes, your customer will be linked to the Consultant who's link he/she used when registering.

11. Where can I find my unique link?

Your unique link for the shop (activated after first order) can be seen under your profile - My account - Shop clients, on the Annique Store. You can click 'copy' and paste the link.



Your VDS is available on the Store:

- My Account
- Reports
- Volume Discount Statement

Understanding your Volume Discount Statement

The ABC Success Plan makes your goals and dreams come true and offers you 13 different ways to earn! Understanding the VDS is an important part of your business and here we explain all you need to know. Your VDS is updated on a daily basis to keep track of your business!

When you open your VDS, you will see three columns next to each other. We are explaining the 3 columns separately to you.

- 1 Your Personal Sales Discount given during the month.
- 2 Total amount.
- 3 % You are receiving.
- 4 Off-Invoice Discount received on orders placed.
- 5 Personal Sales Sliding Scale Additional Discount amount received, and Additional Discount level achieved.
- 6 Variable Discount received on Variable Discountable Items.
- 7 Additional Discount received on Online Shop Sales (20% as well as Discount received on level of sliding scale achieved).
- 8 Title Promotion rewards received.
- 9 Total amount in Rands for the Rewards.
- 10 Fast Start Sponsor Rewards received on your team for the first 3 months of a new member.
- 11 Bright Star / Bright Star Matching Reward received.
- 12 Manager Promotion Reward / Manager Development Reward received.
- 13 Months earnings calculated on Downline Sales and Personal Sales Sliding Scale.
- 14 Total of months earnings (excluding VAT). VAT is added back before payment – See definition at number 20.
- 15 When you are Additional Discount Qualified in a month and based on your Structure Title you are eligible to earn Team Building Discount on your downline. You earn Team Building Discount on your Level 1 & 2's personal sales.

ANNIQUE rooibos

Annique Rooibos (Pty) Ltd

Reg No 2010/023565/07 Vat No 4170257861

Address: 29 Regency Dr, Route 21 Corporate Park, Irene, 0065

Postal Address: Private Bag X2, Elardus Park, 0047
Phone: 012 3459800



1 Personal Sales Discount Given During The Month			2	3
4 Off-Invoice Discount				20%
5 Additional Personal Sales Discount (Sliding Scale)				
6 Variable Discount				
7 Additional Discount (Shop Sales)				
Title Promotion Rewards			8	9
10 Fast Start (Team)				R 0
11 Bright Star				R 0
12 Manager				R 0.00
Months earnings			13	14
15 Team Building Discount				
16 Group Volume Discount				
17 Generation Volume Discount				
18 Total Volume Discount				
19 Total Rewards and Volume Discount				
20 VAT on earnings				
21 TOTAL PAID - VAT Inclusive				
22 TOTAL VOLUME DISCOUNT - Off Invoice - VAT Inclusive				

16 Group Volume Discount is paid to Consultants who are Additional Discount Qualified in a month and with the Paid-As Title of Manager or above. You will earn Group Discount on the Personal Sales of the consultants in your team (excludes a consultant in your team with a Title of Manager or above and his/her downline).

17 When a consultant in your team qualifies as a Manager or higher, they will count as a Generation for you. You will earn a % Generation Discount on the Sales of this consultant and his/her downline. The second Manager or higher in your downline will be your Generation 2 and you will earn Generation 2 discount on Sales of this consultant and his/her downline. You will earn Generation Discount when you are Additional Discount Qualified and based on your Structure Title of Manager or above. You can only earn Generation or Group Discount on the Manager and above.

18 Total Discount of the following added together:
15 + 16 + 17 = 18.

19 Total Rewards & Additional discounts received.
Total of the following added together:
5 + 7 + 11 + 12 + 18 = 19.

20 VAT added back on Total Rewards and Volume Discount 19.

21 Total amount paid to you – VAT inclusive (to be paid to you on the 20th of the next month).

22 Total Volume Discount as well as Off-Invoice Discount calculated together (including VAT).
4 + 6 + 19 + VAT.

- 23** Month of VDS being displayed – showing the last date of the month.
- 24** Date of the VDS being displayed (date of the month indicated).
- 25** Summary of Sales in your Downline plus your own Personal Sales.
- 26** Sub Total amount of Sales.
- 27** Personal Sales amount purchased on your membership number.
- 28** Online Shop Sales purchased on the Online Shop with your link or alternatively geo-tagged to you.
- 29** Sub Total of 33 plus 34.
- 30** Variable Discountable Items purchased on your membership number.
- 31** Personal Sales Total (35 plus 36) – This is the amount that you will use to determine in which level of Personal Sales you qualify in.
- 32** Group Sales includes the Personal Sales (PS) of a consultant plus the PS of all his/her downline consultants, excluding consultants with a title of Manager or above and their downline consultants.
- 33** Downline Sales includes the Personal Sales (PS) of a consultant plus the PS of all his/her downline consultants.
- 34** Own Personal Sales 3 months rolling amount.
- 35** Pending Downline Sales is the open orders received by Home Office for your downline which has not yet been invoiced / updated to your totals.
- 36** Summary of 3 months recruits within a rolling 3-month period.
- 37** Total recruits within each month according to the headings in the left columns.
- 38** Total recruits of the 3 months together.
- 39** Level 1 recruits with an order of R500+ to count towards your recruitment requirement within the red block as per the ABC Success Plan.
- 40** Level 1 recruits who had purchases below R500.

23 Date:		24 Earnings Period:	
25 Summary			
27 Personal Sales (Standard Discount)	26		
28 Online Shop Sales			
29 Sub Total			
30 Personal (Variable Discount)			
31 Personal Sales Total			
32 (GS) Group Sales			
33 (DS) Downline Sales			
34 (PS3) 3 Month rolling Sales			
35 Pending Downline Sales			
36 Summary of 3 Month Recruits	37	June	July
38 Total			
39 Level 1: R500+			
40 Level 1: under R500+			
41 Team: R500+			
42 Team: under R500+			
43 Team			
44 Recruit Based Qualification (RED)	45	Payout % 100	49
46 Progress	47 Paid - As	48 Required (STRUCTURE)	Required (PIN)
50 Recruits			
51 Sales			
52 Sales Based Qualification (GREEN)	53	Not Qualified	57
55 Progress	54 Paid - As	56 Required (STRUCTURE)	Required (PIN)
58 Sales			

- 41** All recruits in your team within the month with orders of R500+.
- 42** All recruits in your team within the month who had purchases below R500.
- 43** Total team recruits 47 + 48 recruits.
- 44** Recruit Based Qualification (Refers to the red block on the ABC Success Plan).
- 45** To indicate qualification status of red block: Payout % 100 – Meaning you qualified in the red block and receive a 100% payout as per the discounts on the ABC Plan.
- 46** Progress – To indicate a bar showing what you have achieved up to the current date based on the requirements that need to be achieved.
- 47** The way Annique Rooibos pays you according to your Structure and requirements met.
- 48** Requirements needed to meet your Structure Title and earn on your team.
- 49** Requirements needed to meet your PIN-Title.
- 50** Recruits Qualification as per the Red Block on the ABC Success Plan.
- 51** Sales Qualification as per the Red Block on the ABC Success Plan.
- 52** Sales Based Qualification (Refers to the green block on the ABC Success Plan).
- 53** To indicate qualification status of green block: Payout % 50 – Meaning you qualified in the green block and receive a 50% payout as per the discounts on the ABC Plan.
- 54** The way Annique Rooibos pays you according to your Structure and requirements met.
- 55** Progress – To indicate a bar showing what you have achieved up to the current date based on the requirements that need to be achieved.
- 56** Requirements needed to meet your Structure Title and earn on your team.
- 57** Requirements needed to meet your PIN-Title.
- 58** Sales Qualification as per the Green Block on the ABC Success Plan.

59 Your name & surname.

60 Your membership number.

61 Your address on the Home Office system.

62 Highest Title achieved in the past 3-months.

63 Your Structure based on your total active legs, Leg Requirements met and Group Sales.

64 The way AnniQue Rooibos pays you according to your Structure and requirements met.

65 Traded % of consultants who have traded in your team.

66 Downline Summary of titles in your downline to count for the Leg requirements in your Structure.

67 Title indicates which title legs you have in your team, such as One-Star Consultants, Two-Star Consultants etc.

68 The total number of active legs and of each title in your team will count for your structure requirement.

69 Total Active Legs is the sum of all the legs (all the titles).

70 Titles in your team that will count for your structure requirement.

71 Online Shop link customers who purchased using your personalised Online Shop Sales Link.

72 Totals according to description on the left.

73 Your total Online Shop customers who purchased on the shop during the month.

74 Sales Total of your Online Shop customers who purchased on the shop during the month.

Consultant Details

59	
60	Consultant No
61	Address

62	PIN-Title	63	Structure Title:	64	Paid - As
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TRADED %

Downline Summary	Legs
Title	68
Total Active Legs	
Consultant + Advanced	
One * Consultant	
Two * Consultant	
Three* Consultant	
Four* Consultant	
Manager	
Director	
Ruby Director	
Emerald Director	
Diamond Director	

71		72	Shop Customers
73	Your Total Shop Customers		
74	Sales		



