

Career Plan



Just 

Section 1: The *Just* Career Plan

Welcome!

We are glad you have chosen to join **Just**® (pronounced "yoost") as an Independent Consultant. **Just** offers one of the most profitable and flexible career plans available, providing you with a wide variety of avenues and tools to pursue your social selling business. Whether you are showing **Just** brand products in person or online, to one person at a time or many people at once, you will have the flexibility to work your business in a way that makes the most sense for you.

In addition, you'll be able to offer your Customers the opportunity to join a special group as a member of the **Just** Preferred CustomerClub (PCC). Members of the Preferred Customer Club enjoy rewards such as extra discounts on their favorite products, **Just** Dollar credits toward future orders, access to exclusive promotions and special offers, convenience of direct ordering access and rewards for referrals. Building a core base of Customers in the Preferred Customer Club will create a strong foundation for ongoing orders in your business.

In this document, we explain the many different ways you can receive income as a *Just* Independent Consultant.

You can build your business in five primary ways to receive income with **Just**.

They are...

1. Demonstrating and selling the **Just** brand products to your Customers online, in person or by enrolling high frequency Customers in the Preferred Customer Club so they can enjoy the convenience of direct access, subscription ordering, discounts and special offers from the Company.
2. Sponsoring other interested people to become Consultants on your team.
3. Training new Consultants to be successful in their **Just** social selling careers.
4. Qualifying as a Team Leader and developing additional Team Leaders from among the members of your sales team.
5. Qualifying for revenue shares in the **Just** website revenue sharing pool.

Each of these avenues offers its own rewards and benefits for you as a Consultant, offering opportunities to unlock new income-generating options as your **Just** business grows.

Now, let's examine the income streams available to all Independent Consultants:

Qualifications to join as an Independent Consultant: (Level 1)

You must be 18 years of age or older and a citizen of the United States or the holder of a visa with a work permit. If you meet these qualifications, you may submit an approved **Just** Independent Consultant Agreement, purchase a Business Kit and become a **Just** Independent Consultant.

Benefits:

1. **Retail Profits:** You'll receive a retail profit of 25% to 30% on your personal retail sales (also called "personal sales" or "PS").
 - a. **Personal Discounts:** As a Consultant, you purchase products from the Company at 25% off the suggested retail price. This means that when you sell the products to your Customers at the suggested retail price, you make an initial retail profit of 25% (before expenses).
 - b. **Personal Sales Volume Bonus (PSV Bonus):** When you and your Preferred Customer Club (PCC) members place orders in one month with a retail value of \$500 or more, you qualify for a Personal Sales Volume Bonus equal to 5% of the retail value of all the orders you and your Preferred Customer Club members placed in the month.
For example: A Consultant and her Preferred Customer Club members place orders with a total retail value of \$800 for the month. The Consultant qualifies for a PSV Bonus of \$40 (5% x \$800 = \$40). When you qualify for the PSV Bonus as a Consultant, you will make a total of 30% on your full retail sales and 25% on your PCC sales for the month.

2. Consultant Sponsoring Bonus = 4%

Helping other people join the business as an Independent Consultant and then training them to become successful is an important income opportunity for every Consultant. The way this bonus opportunity works is simple: each month you generate at least \$100 or more in personal volume (PV), you will earn 4% of the PV generated in that same month by Consultants you have personally sponsored. We call this a Sponsoring Bonus (SB). In fact, you will receive the 4% Sponsoring Bonus on the retail value of the sales of all of the active Consultants that you have personally sponsored into the business (regardless of their leadership rank).

Example: You have personally sponsored Consultants Mary and Toni, and also sponsored Team Leader (TL) Sandy. Mary and Toni each have \$350 in personal retail volume for the month. TL Sandy has \$1,100 in personal retail sales volume for the month. Collectively, your personally sponsored Consultants and Team Leader have \$1,800 in sales for the month. So long as you have at least \$100 in personal retail sales for the month, you will receive a Sponsoring Bonus of \$72 which is equal to 4% of their combined sales for that month.

The Sponsoring Bonus is only paid by the Company to you, the actual sponsor of the Consultant or Leader. If you leave the business, this bonus is not paid to any upline or other Consultant or Leader regardless of "roll ups" or "compression" in the genealogy. The Sponsoring Bonus is paid on the retail sales of all your personally sponsored Consultants and Leaders for so long as you are active in the business and have placed orders of retail value of \$100 or more for the month. Even if one of your personally sponsored Consultants achieves a higher title in the Career Plan than you, you will still receive the Sponsoring Bonus on her/his personal volume for the month. When you, as a sponsoring Consultant or Leader, leave the business, you lose the opportunity to receive the Sponsoring Bonus on the Consultants and Leaders that remain in the business. If you later decide to rejoin **Just** as an Independent Consultant, you will not be reconnected with any downline you may have sponsored in your prior time in the business.

3. The Preferred Customer Club (PCC)

As a Consultant, you are able to offer your high value purchasing Customers who love and regularly use **Just** brand products the opportunity to join the **Just** Preferred Customer Club. Preferred Customer Club members enjoy the following membership benefits:

- 10% off on every single order ... all year long! That's on top of any other discounts non-members may receive.
- Just Dollars on every single order, in addition to the 10% discount. This loyalty program is only available to Preferred Customer Club members. Members receive more and more Just Dollars with every consecutive month they place an order – up to 20%! Think about it: for every \$100 they spend they could get \$20 back for future purchases.
- Members-only access to monthly specials and promos that'll push the discounts even higher.
- Stress-free ordering with subscription orders, delivering their favorite products month after month.
- Simple and straightforward online ordering, anytime, from anywhere.

Preferred Customer Club Membership

Customers can become a member of the Preferred Customer Club by purchasing an annual membership from their personal Consultant for only \$29 per year. When the membership order is submitted and accepted, the Customer will receive a welcome email from the Company. The Customer can then log in and place orders at their convenience.

Everyone is welcome to join the Herbal Club. However, as a reminder, enrolling spouses, relatives or members of the same household under the same Consultant's household/shipping address is not allowed and compromises the integrity of the program. In addition, it minimizes the full potential of the Herbal Club and how it is meant to be enjoyed. Except for a few exceptions, those accounts will become Customer retail accounts.

4. Benefits of the Preferred Customer Club member purchases for Consultants

- a. Consultant profits on the sale of the PCC membership (the \$29 annual fee): 25% of the membership purchase price.
- b. Consultant profits on PCC member purchases: 20% on the PCC price paid by members for purchases for the month.

Consultants who enroll PCC members through sale of a membership will receive profits equal to 20% of the Preferred Customer Club member discounted purchase price.

For example: PCC members receive a 10% discount on all orders they place for themselves in a month, including subscription orders. If one of your PCC members purchases products with a standard suggested retail price of \$100, she gets a 10% discount off the suggested retail price and pays \$90 for the products. You, as the Consultant who enrolled the PCC member and who is servicing them, will receive a retail profit commission equal to 20% of the \$90 PCC purchase price, or \$18 (\$90 x 20% = \$18). Note that PCC benefits are not awarded on Spa orders.

The PCC member's **servicing Consultant** is either the Consultant who enrolled the PCC member or the upline Consultant who began servicing the PCC member when the enrolling Consultant left the business. As a servicing Consultant of an PCC member, you receive personal volume (PV) credit for every purchase by an PCC member for the given month.

5. Consultant benefits from purchases made on the Company website

There are instances when prospects visit the Corporate website directly and make a purchase that is not directly affiliated with a **Just** Consultant or placed through a Consultant's personal website. This instance may occur for various reasons, such as a Google search or a click on a Facebook post. Consultants are still able to receive income from these purchases.

The Company has created a revenue-sharing pool where qualifying Consultants can receive income from these corporate website purchases. Twenty-five percent of every product purchase made on the corporate website that is not affiliated with an Independent Consultant is placed in a "pool." Revenues from this pool will be distributed to qualifying Consultants and Leaders on a quarterly basis. Consultants and Leaders can qualify for quarterly revenue-sharing distribution shares in the following ways:

- a. When you as a Consultant have personal sales (PS) of \$1,000 in a month, you will qualify for one share in the revenue pool distribution.
- b. Consultants with the title of Team Leader and higher will qualify for three shares each in the revenue sharing distribution every month they have personal volume of \$1,250 and have qualified to be paid as a Team Leader or higher title.

For example: if you are a Consultant who qualifies for one share every month in a given quarter, and there are a total of 350 shares distributed to qualified Consultants and Team Leaders for that same quarter, and unaffiliated sales on the corporate website total \$100,000 for that quarter, you would receive a bonus of \$214.29. (\$100,000 x 25% x 3/350 = \$214.29).

If you are a Team Leader in the same example listed above, you would receive a bonus of \$642.86 (\$100,000 x 25% x 9/350 = \$642.86).

Although shares are generated on a monthly basis, payment is made once per quarter (at the end of January 1 – March 31, April 1 – June 30, July 1 – September 30 and October 1 – December 31).

Section 2: Taking Your Business to the Next Level

Team Leader (Level 2)

You build your business through selling, sponsoring and training others to become and grow as Consultants. As your sales volume and team grows, you can gain access to additional income opportunities as a Team Leader.

A Team Leader is a type, or "rank," of Consultant who builds their *Just* business to a certain level over time. To qualify as a Team Leader, you must meet the following requirements:

1. Generate \$500 in personal retail sales volume (PS) for the month (remember that purchases from enrolled PCC members count toward your personal volume).
2. Maintain at least three personally sponsored active Consultants on your team in the month. An "active" Consultant is simply a Consultant who has generated \$300 in orders for the current rolling three-month period.
3. Generate \$2,500 (retail value) or more in total team sales for the month, which can include your own personal volume.

Team Leader Benefits:

1. 25% base discount on full retail sales (20% retail profit paid to you in the form of a rebate at the end of each month on sales to PCC members).
2. 5% Personal Sales Volume Bonus
3. 10% Leader Personal Sales Bonus on personal sales volume for the month
4. 5% Sponsoring Bonus on the sales of all personally sponsored Consultants for the month
5. 5% Team Sales Bonus on the retail sales of all members of your Personal Team not including the Team Leader's personal sales for the month.

As a qualified Team Leader for the month, you will make a total of 10% bonus overrides on the sales of your personally sponsored Consultants on your team (5% Sponsoring Bonus and 5% Team Sales Bonus)

This means that qualified Team Leaders and higher titles make a total of 40% on their personal sales volume for full retail sales (25% retail profit + 10% Leader Personal Sales Bonus + 5% Personal Sales Volume Bonus = 40%) and 35% for PCC sales.

6% First Generation Leadership Bonus:

You will have the opportunity to receive a 6% First Generation Leadership Bonus on retail sales of all qualified first-generation promote out teams you promoted for the month.

Rule: Team Leaders and higher titles are paid at the new title levels for the month of qualification. For example: If you as a Consultant promote to Team Leader based on your individual and team performances in the month of March, you will be paid as a Team Leader on the March performance.

The month you qualify, your Personal Sales Volume and Team Sales will also be included in the upline Leader's team sales.

Team Leader Maintenance:

In order for you to receive the Team Leader bonuses for any month, you must qualify as a Team Leader for that month by meeting or exceeding all of the monthly qualifications set out above. As a Team Leader, if you do not meet all of the qualifications for the month you will be paid at the Consultant performance you actually achieve for that month. If any Team Leader fails to meet the qualifications for two consecutive months, that person will be repositioned back to the title of Consultant. The former Team Leader can requalify at the Team Leader title by meeting or exceeding the Team Leader qualifications for a month.

When a Team Leader fails to qualify for the month and is paid as a Consultant, she ceases to be paid her former Team Sales Bonus (5%) and Team Leader Personal Sales (10%) Bonuses, and she and her team roll up into the immediate upline Team Leader or higher title's Personal Team. (See the Roll-Up definition). Any applicable Sponsoring Bonus that the individual may be due is reduced from 5% to 4%. In addition, any lower-level Team Leader or higher title is compressed upwards for any qualified upline Leader's generation bonuses.

Promoting Leader's Grace Period Rule:

As a Team Leader, you will want to keep building your business through personal selling and sponsoring. You will also have the opportunity to train and motivate your Personal Team Consultants to qualify as Team Leaders themselves.

When you, as a Team Leader or higher title, promote a new Team Leader out of your Personal Team, the **Just** Career Plan provides a two-month period of reduced requirements for you to maintain your title and be paid as a Team Leader or higher title. These months of reduced requirements are known as the Promoting Leader's "Grace Period."

The Reduced Requirements for the Grace Period are:

1. \$500 or more in personal sales for the month.
2. Two active Consultants whom you personally sponsored active on your Personal Team for the month.
3. \$1,250 or more in retail value total Team sales for the month, including your personal sales.

The Grace Period requirements are in effect for the first two months immediately following the new Team Leader's qualification month.

Example: You are a qualified Team Leader for the month of March who promoted a new Team Leader from your Personal Team that month. Your promoting Team Leader's grace period months are April and May. In June, you, the promoting Leader, must meet the standard Team Leader qualifications for the month to be paid as a Team Leader on your Personal Team and to qualify for generation bonuses, if any.

Senior Team Leader (Level 3):

When you, as a qualified Team Leader, have a Consultant in your Personal Team qualify as a Team Leader, the new Team Leader is known as a "first generation- promote-out" or simply as a "promote-out." The immediate upline from whose Personal Team the Promote-out leader promoted is known as the Promoting Leader.

When you, as a qualified Team Leader, have a qualified Promote-out Team Leader, your title changes to **Senior Team Leader**. Each month that you qualify as a Team Leader and your Promote-Out qualifies as a Team Leader, you will receive a First Generation Leadership Bonus equal to 6% of the total retail sales of the Promote-Out team for the month.

Example: Mary is a qualified Team Leader in May. Sally is Mary's First Generation Promote-Out Team Leader and she and her team qualify in May with \$4,000 in retail sales. Mary receives a First Generation Leadership Bonus of \$240 which is equal to 6% of Sally's team's retail sales for the month.

Note: If Sally also happens to have been personally sponsored by Mary, Mary will also receive the 5% Team Leader's Sponsoring Bonus on Sally's personal sales volume for the month bringing her total bonus on Sally's personal sales to 11% (5% Sponsoring Bonus + 6% First Generation Leadership Bonus).

To Qualify as a Senior Team Leader, You Must:

1. Qualify as a Team Leader for the month.
2. Have one qualified first generation Team Leader or higher title in your downline.

Benefits:

1. Team Leader Career Plan bonus benefits as stated above.
2. 6% First Generation Leadership Bonus paid on all qualified first generation Team Leaders and higher titles in your downline.

Executive Team Leader (Level 4):

When you are a qualified Team Leader and have at least two qualified First Generation Team Leaders or higher titles in your downline organization, you qualify as an Executive Team Leader. As such, in addition to your 6% First Generation Leadership Bonus, you are qualified to receive a Second Generation Leadership Bonus of 3%. This bonus is applied to the total retail sales of any qualified second generation Team Leaders or higher titles in your downline. (The Promote-out and qualified Team Leaders and higher titles of First Generation leaders are Second Generation to you).

To Qualify as an Executive Team Leader, You Must:

1. Qualify as a Team Leader for the month.
2. Have two or more qualified First Generation Team Leaders or higher titles.

Benefits:

1. Team Leader Career Plan bonus benefits as stated above.
2. 6% First Generation Leadership Bonus
3. 3% Second Generation Leadership Bonus.
4. **One-time Rank Advancement Bonus (RAB) payment of \$500** for the first time-you achieve the title of Executive Team Leader. To qualify for the RAB, you must be paid as an Executive Leader for two consecutive months.

You can only receive any Rank Advancement Bonus for each of these rank achievements once in your career as a Just Independent Consultant. If you happen to jump more than one title rank in your advancement month, you will receive the RAB for each higher title achieved in that advance so long as you are paid at that higher title for two consecutive months.

Regional Leader (Level 5):

When you are a qualified Team Leader for the month and have three qualified First Generation Team Leaders or higher titles and \$20,000 or more in total downline retail sales volume for the month, you qualify as a **Regional Leader**. In addition to receiving the First and Second Generation Leadership Bonuses, you are entitled to receive a cash bonus of \$500.

To Qualify as a Regional Leader, You Must:

1. Qualify as a Team Leader for the month.
2. Have three or more qualified first-generation leaders in your downline for the month.
3. Generate \$20,000 or more in total downline volume for the month, not counting the downline retail volume of any qualified Regional Leader or higher in your downline.

Benefits:

1. Team Leader Career Plan bonus benefits as stated above.
2. 6% First Generation Leadership Bonus
3. 3% Second Generation Leadership Bonus
4. \$500 cash bonus for the month.
5. **One-time Rank Advancement Bonus (RAB) payment of \$750** for the first time a Leader achieves the title of Regional Leader. To qualify for the RAB the leader must be paid as a Regional Leader for two consecutive months. Like all Rank Advancement Bonuses, this is paid only once in your career as a **Just** Independent Consultant.

Rule: "Total downline" sales volume means all the retail sales volume for the month starting with you and including all retail sales volume by any Consultant or Leader in the downline, regardless of how many generations deep on the genealogy chart they may be positioned. Specific rules apply to Regional Leader and Director.

Director (Level 6):

Directors are the very highest level of performance in the Career Plan and receive significant Rank Advancement and Cash Bonus awards, in addition to two generations of Leadership Bonuses.

To Qualify as a Director, You Must:

1. Qualify as a Team Leader for the month.
2. Have four or more qualified first-generation Leaders in your downline for the month.
3. Have \$50,000 or more in total downline retail sales volume for the month, not counting the downline retail volume of any qualified Director in your downline.

Benefits:

1. Team Leader Career Plan benefits for the month.
2. 6% First Generation Leadership Bonus
3. 3% Second Generation Leadership Bonus,
4. \$1,000 cash bonus for the month,

5. **One-time Rank Advancement Bonus (RAB) of \$1,250** for the first time a Leader achieves the title of Director. To qualify for the RAB payment, the Leader must qualify to be paid as a Director for two consecutive months.

Just⁺ Career Plan At-A-Glance

		Consultant	Team Leader	Senior Team Leader	Executive Team Leader	Regional Team Leader	Director
Monthly Qualifications	Monthly Minimum Personal Sales Volume	\$100*	\$500	\$500	\$500	\$500	\$500
	Personally Sponsored Consultants	—	3+	3+	3+	3+	3+
	Personal Team Volume	—	\$2,500+	\$2,500+	\$2,500+	\$2,500+	\$2,500+
	First Generation Qualified Team Leader	—	—	1	2	3	4
	Total Downline Volume	—	—	—	—	\$20,000	\$50,000
Personal Bonuses	Personal Retail Sales Profit	25%	25%	25%	25%	25%	25%
	Herbal Wellness Club Retail Profit	20%	20%	20%	20%	20%	20%
	Personal Sales Volume Bonus (requires min. \$500 PS in month to qualify)	5%	5%	5%	5%	5%	5%
	Leader Personal Sales Bonus	—	10%	10%	10%	10%	10%
	Revenue Sharing Pool (requires min. \$1,000 PS per month to qualify)	1 share	3 shares	3 shares	3 shares	3 shares	3 shares
Team Bonuses	Sponsoring Bonus (requires min. \$100 PS in month to qualify)	4%	5%	5%	5%	5%	5%
	Personal Team Sales Bonus	—	5%	5%	5%	5%	5%
	First Generation Bonus	—	—	6%	6%	6%	6%
	Second Generation Bonus	—	—	—	3%	3%	3%
	Monthly Cash Bonus	—	—	—	—	\$500	\$1,000
	One Time Rank Advancement Bonus (qualified for 2 consecutive months)	—	—	—	\$500	\$750	\$1,250

*Consultants must generate \$300 Personal Sales Volume every rolling 3 months to remain active.

Percentages reflect the maximum compensation. Please see the official written compensation plan for details.

At-A-Glance - 1808US

Section 3: Terms & Definitions

Active: To maintain active status and an open account with Just, Consultants and Leaders need to place cumulative personal orders of \$300 or more of retail value in every rolling three-month period.

Bonus: A payment made to you as a qualifying Consultant based upon the achievement of a specified level's performance requirements during the prior bonus period (month).

Bonus period: Unless otherwise specified in writing at least 30 days in advance of the effective change, the **Just** Career Plan Bonus Periods are calendar months.

Bonus-qualified: A Consultant is considered bonus-qualified with \$100 in Personal Sales Volume for the given month.

Branch: A Branch is a portion of your downline started by a Consultant personally sponsored by you. That Consultant and their Personally Sponsored Consultants and the Personally Sponsored Consultants of their Consultants, etc., form a downline Branch from you. A Branch becomes a “qualified Branch” when one or more of the downline Consultants qualify as Team Leaders or higher titles for the month.

Compression: Compression is a Career Plan design feature intended to ensure that a qualified upline Leader receives the highest possible amount of bonus income each month. Compression occurs when the Career Plan software automatically reaches down a qualified Branch beyond a non-qualified Team Leader or higher title for that month and pulls a lower generation qualified Team Leader up into the non-qualified Team Leader’s generational level. This compression of a qualified Leader’s volume up into a non-qualified Leader’s insures that the qualified upline Leader will receive bonus payments on as many possible qualified generations of downline Leaders as her actual performance merits. (See Instructional example of Compression in the FAQs section).

Depth: Depth refers to the number of levels in your downline organization. The Consultants that you personally sponsor are first-level to you. The Consultants that they sponsor are second level to you, and so on.

Downline: Every Consultant is the beginning of a potential downline. The downline will consist of all of the first Consultants and all sponsored Consultants enrolled directly by or under that first Consultant.

Generation: A generation consists of one or more first-level qualified Leaders in your downline. The qualified Leaders immediately below your Personal Team are your first-generation Leaders. The Leaders that your first generation Leaders promote out of their personal teams become your second generation, and so on.

Grace Period (Promoting Leader Grace Period): Refers to the first two months immediately following a Promote-out Leader’s qualification month. The Promoting Upline Leader is given reduced monthly qualifications during the grace period in order to more easily maintain her title and qualify for the Leadership Bonus payments while rebuilding her Personal Team.

Preferred Customer Club Servicing Consultant: The Consultant or Leader who has enrolled the PCC member or has taken over the PCC member account as a result of PCC roll-up.

Preferred Customer Club roll-up: When the Consultant or Leader who originally enrolled the PCC member leaves the business that PCC member’s club account is rolled up to the next upline Consultant or higher title in the original enroller’s genealogy.

Preferred Customer Club subscription order: A subscription order occurs when a Customer places a standing order for one or more **Just** brand products to be delivered on a monthly basis for a period of months selected by the purchaser.

Incentives: Monthly or multi-month contests that offer particular rewards for accomplishment of a specific performance in the contest or incentive time period.

Just Dollars: A reward available only to Preferred Customer Club members, which serve as credits toward future orders, generated as a percentage of their ongoing orders over time. For complete details, view the Preferred Customer Club brochure available by logging in at Just-USA.com.

Just Independent Consultant: Every authorized independent sales person with a **Just** Independent Consultant Agreement in effect with the Company has the title of **Just** Independent Consultant.

Leader: Any Consultant who, based upon performance, has qualified for the title of Team Leader or higher in the **Just** Career Plan.

"Paid as": A Career Plan term used to indicate that you will be paid Career Plan Monthly Bonuses based upon your actual performance and not on your title. A non-qualifying Team Leader for the month may maintain her title (for recognition), but will be "paid as" a Consultant.

Personal Team: The Consultants personally sponsored by a Team Leader or higher title, and their personally sponsored Consultants, and so on. All of the Consultants in your downline non-qualified Branches below the title of Team Leader (or higher).

"Promote-out": A term used to indicate a Consultant in your Personal Team who, through their personal performance, qualifies as a Team Leader or higher title. Upline Leaders often refer to their first-generation leaders as their "Promote-out" Leaders.

Qualified: A term that refers to the fact a Consultant or Leader has met specific performance goal for the current or prior Bonus or Contest period.

Rank Advancement Bonus (RAB): A *Just* Career Plan Bonus that is a one-time bonus paid when a Regional Team Leader or Director qualifies for those titles for the first time in their *Just* careers.

Roll-up: A Career Plan design feature created to protect upline Leaders against severe loss of Bonus Income due to non-qualifying downline Leaders. Roll-up occurs when a downline Leader fails to qualify as a Team Leader for that month. In that event, the Personal Team Sales Volume of the non-qualifying downline Leader is rolled up into the Personal Team volume of the next upline qualified Leader. (See the Instructional example of roll-up in the FAQs section).

Total downline sales volume: All the retail sales volume for the month starting with you and including all retail sales volume by any Consultant or Leader in the downline regardless of how many generations deep on the genealogy chart they may be positioned. Specific rules apply to Regional Leader and Director; please see rules under each position.

Unencumbered Volume Rule: This rule states that in order for an immediate upline Leader to be able to use roll-up sales volume to meet the Team Leader qualifications or monthly maintenance qualifications, that upline Team Leader or higher title must have met or exceeded certain minimum performance standards. Called the unencumbered volume requirements, these standards are:

- \$500 or more in personal sales.
- Three personally sponsored active consultants on the leader's personal team.
- \$1,250 or more in Personal Team sales for the month.

Website retail sales revenue pool: When someone purchases *Just* products on the Company website, 30% of the retail sales revenue will be allocated to a revenue pool. Consultants and Leaders can qualify to receive shares in the pool. Pool revenues will be distributed to share qualifiers on a quarterly schedule.

Width: Refers to the number of Consultants you have at your first level in your Team and to the number of qualified First Generation Leaders you have in your downline.

Section 4: Frequently Asked Questions and Instructional Examples

Q-1: Can I ever lose my opportunity to receive the Sponsoring Bonus on Consultants that I personally sponsor?

So long as you are active in the **Just** business, you will never lose the opportunity to receive Sponsoring Bonus payments on the retail sales of your Personally Sponsored Consultants. Only when you leave the business or the Consultant you sponsored leaves the business does the Sponsoring Bonus Opportunity end for that relationship.

Q-2: Do I have to always be at the same or a higher title than my Personally Sponsored Consultants in order to receive the Sponsoring Bonus on their retail sales?

No. So long as you place at least a qualifying order of \$100 or more for that month, you will receive the Sponsoring Bonus on the retail sales of your Personally Sponsored Consultants even if that Sponsor is a high selling Director.

Q-3: How does the Grace Period work?

When a Consultant qualifies to be a Team Leader, the following month the promoting Team Leader qualifications are reduced for two consecutive months (February and March) to the following:

- a. \$500 or more in personal retail sales (including PCC member purchases)
- b. Two or more personally sponsored Consultants
- c. \$1,250 in total Team Sales

R-4: As a New Team Leader, when do I first get paid Team Leader Bonuses?

A Consultant qualifies to be paid the Team Leader Bonuses for her month of qualification.

Example: If you meet the qualifications to promote to the Team Leader title based upon the performance of you and your team in January, you will be paid the Team Leader Bonuses for the month of January (at the beginning of February).

Q-5: Can you explain when and how the Roll-Up rule applies?

The Roll-Up rule applies when you, as a qualified Team Leader (or higher) have a Downline Leader who fails to qualify for a particular month.

Example: You are a qualified Team Leader. In October, one of your First Generation promote-out Team Leaders, Mary, fails to meet the maintenance qualifications because her Team sales were only \$2,100. Mary will only be paid as a Consultant for October. As Mary's Upline Team Leader, you will not be paid the 6% First Generation Leadership Bonus on Mary's Personal Team retail sales because Mary did not qualify. However, the Roll-Up rule gives you some income protection against this loss. Under the Roll-Up rule, regardless of the reason that Mary failed to qualify as a Team Leader for the month, her Personal Team sales volume will Roll-Up into your Team and be added to your total retail sales volume for the month. This means that you will receive the 5% Team Sales Bonus on Mary's Personal Team volume which helps off-set the loss of the 6% First Generation Leadership Bonus.

Q-6: Can a non-qualifying Leader Roll-Up volume be used to help an Upline Leader qualify for the month?

Yes, but only under two conditions:

1. It can only be used to help the first and immediate Upline Team Leader (or higher) by title to qualify. Roll-Up volume cannot keep rolling-up multiple generations of a branch until it finds a qualified Leader.
2. Under the unencumbered volume rule: In order for Roll-Up volume to help the immediate Upline Team Leader (or higher) qualify for the month, that upline must have accomplished the

following minimum performance for the month:

- a. \$500 or more in personal sales.
- b. Three or more active Personally Sponsored Consultants in the Leader's Team.
- c. \$1,250 (retail value) in total Team's sales for the month including the Leader's.

If the immediate Upline Team Leader (or higher) has not met or exceeded these unencumbered minimums, the Roll-Up volume does not count toward monthly qualification.

Q-7: I am a Team Leader. What happens if one month my Personal Team has retail sales of \$2,500 or more, but I only have two Personally Sponsored Consultants?

In order to be paid as a Team Leader your performance must meet or exceed all of the maintenance qualifications for the month. In the example, you missed one of the key performance requirements so you do not qualify as a Team Leader for the month and will be paid as a Consultant.

Q-8: Explain how the "Compression" rule works?

Like the Roll-Up rule, the Compression rule is designed to reduce the negative impact of non-qualifying Leaders in your Downline.

Example: Assume you are a qualified Regional Leader for the month. As such, you are entitled to receive Generation Leadership Bonuses on your Downline qualified Leaders of 6% on the First Generation and 3% on the Second Generation.

In November, one of your four First Generation Team Leaders, Toni, failed to qualify for the month. Your other three first Generation Team Leaders all qualified, thus qualifying you as a Regional Leader. Toni had two generations of Team Leaders in her downline that qualified for the month. April is First Generation to Toni and Second Generation to you. Wanda is April's Promote-Out making her Second Generation to Toni and Third Generation to you.

The Compression rule works as follows: As Toni did not qualify, the system compresses April up into Toni's First Generation position and pays you the 6% First Generation Leadership Bonus it would have paid on Toni on April's Personal Team Sales for the month. Wanda is compressed up into April's normal Second Generation spot.

Q-9: If I promote someone on my Team to Team Leader in March and they are paid as a Team Leader in March, will I still qualify as a Team Leader in March?

Yes, you will qualify as a Team Leader so long as you have \$500 in personal retail sales volume, have three Personally Sponsored active Consultants on your team (including new promote-out Team Leader) and have \$2,500 or more in total team sales for the month (including new promote-out Team sales).

However, in April, the March Team Leader will no longer be considered for YOUR Team Leader qualifications.

Preferred Customer Club

Q-10: What happens to my Preferred Customer Club (PCC) members when I leave the business?

When you leave the business, any Preferred Customer Club members that you enrolled will roll up to the next active Consultant in your upline and you will automatically be enrolled as an PCC member at no cost to be serviced by your immediate active upline.

Q-11: How do I get paid on the purchases of the Preferred Customer Club members' purchases?

When you sell an PCC membership (\$29 annual fee), you receive the normal 25% retail profit on that sale. When your PCC enrolled member makes purchases as a club member, you will be paid a retail profit of 20% of the purchase price paid, and that profit will be paid to you when bonuses are paid for that month.

Consultant Activity Requirements

Q-12: What are my activity requirements as a Consultant?

To maintain your active status as a Consultant, you must have \$300 in retail volume every three months on a rolling basis. The volume considered to determine minimum activity will be that for the current month and the two months prior to the current month (i.e. at the end of August, the volumes considered will be that for the month of August, July and June).

Q-13: What happens in the event that I don't reach the \$300 volume mark for the 3 month period that's ending?

Should you not accrue the minimum retail volume of \$300 your Consultant number will be deactivated.

Q-14: What happens if I become inactive? Can I still place orders?

In the event that you became inactive, you won't be able to place any orders until your Consultant number is reactivated once again.

Q-15: How do I reactivate as a Consultant?

To reactivate as a Consultant you will have to send an email to info@swissjust.net. If you have been inactive for six months or less you can pay a reactivation fee of \$10.00 and your Consultant number will remain the same.

In the event you have been inactive for more than six months, you will have to repurchase the Business Kit or the Starter Kit to become active and you will receive a new Consultant number.

Q-16: Am I considered a New Consultant at the time I reactivate?

This will depend on the length of time you remained inactive.

If you reactivate within six months of your deactivation, you will not be considered a new Consultant. This is important as this will determine whether you are considered for promotions/incentives for new Consultants benefiting you and your sponsor.

Q-17: How do the Jumpstart Program and New Consultant promotions work if I become inactive and subsequently reactive?

If you reactivate within six months from your inactivation you will not be eligible for the Jumpstart Program or New Consultant promotions.

If six months have passed from the time you were deactivated last, then the Jumpstart Program and New Consultant promotions will work in the same way they would for any new Consultant.

Q-18: Do I lose my genealogy if I become inactive?

Yes. If you ever become inactive you will lose your entire genealogy at the time of your deactivation.

Q-19: What happens with my registered customers if I become inactive?

Your customers will receive promotional communications from your upline Consultant and be able to purchase product from them, if they choose to do so.

Q-20: If I become inactive can I change my upline at the time of reactivation?

If you become inactive and remained inactive for at least six months, when you reactivate you can choose to stay with your same upline or change to a different one.

If you have become inactive but six months have not gone by at the time of your reactivation, then you will be assigned to the same upline you had at the time you were deactivated. In essence, to change your upline you must become inactive and remain inactive for at least six months.

Q-21: Consultant A sponsors Consultant B, Consultant B sponsors Consultant C. What happens to Consultant C should B become inactive?

In this scenario, Consultant C's original sponsor will remain as Consultant B, though her immediate upline will be now be Consultant A. This distinction is particularly important for qualifications such as Team Leader and above ranks.

Team Leaders need 3 personally sponsored Consultants in order to qualify as such.

In this scenario Consultant C would not count as a personally sponsored Consultant for consultant A.

