

STELLA&DOT

2018 INDEPENDENT STYLIST ANNUAL COMPENSATION SUMMARY - US

COMPANY OVERVIEW

Stella & Dot, celebrating 10 years of impact in 2018, is a Brisbane, CA-based social selling company that creates flexible business opportunities for women. Our boutique-style accessories and apparel line is available exclusively online and through in-home Style Sessions by Independent Stylists. Stella & Dot operates in the United States and Canada.

THE STELLA & DOT OPPORTUNITY

As a Stella & Dot Stylist, you are an Independent Business Owner who decides when and where to share and sell Stella & Dot products and how much time you want to invest in your own independent business. This allows you to create a business that fits your life, scaling up or down as you wish. As a Stylist, you are eligible to purchase our products at reduced prices, be a part of our amazing Stella & Dot Stylist community, and earn monthly commissions based on product sales volume.

AVERAGE ANNUAL EARNINGS OF PAID STELLA & DOT INDEPENDENT STYLISTS

The figures below reflect the average aggregate earnings from all Independent Stylists each month who received a payout from Stella & Dot in 2018.

PAID INDEPENDENT STYLIST CAREER LEVEL	% OF PAID STYLIST AT THIS LEVEL	2017 INCOME*			
		HIGH	TOP 25%	BOTTOM 25%	AVERAGE
Stylist	71.3%	\$36,400	\$1,500	\$200	\$1,200
Lead Stylist	3.2%	\$9,900	\$1,700	\$300	\$1,300
Associate Stylist	11.2%	\$30,300	\$3,700	\$600	\$2,700
Senior Stylist	4.9%	\$28,900	\$5,700	\$1,000	\$4,200
Star Stylist	6.0%	\$94,100	\$14,300	\$2,900	\$10,600
Associate Director	1.8%	\$84,400	\$24,800	\$6,600	\$17,800
Director	1.0%	\$132,200	\$48,800	\$19,000	\$38,500
Senior Director	0.3%	\$151,000	\$72,600	\$30,600	\$55,000
Star Director	0.1%	\$144,900	\$104,900	\$80,000	\$94,300
Executive Director and above*	0.3%	\$699,600	\$236,100	\$104,400	\$200,900

*Based on monthly average commissions paid in 2018 for Paid Stylists at each Career Level rounded to the nearest \$100, presented in US Dollars.

INFORMATION ABOUT EARNING COMMISSIONS

Stella & Dot's Compensation Plan is based on product sales. Independent Stylists cannot earn income on recruitment or sponsoring of other Stylists.

The average earnings of all US Stylists, paid and non-paid in 2018 was \$829. Not all Independent Stylists are qualified to receive commissions each month. The figures in the chart above represent the average commissions paid in 2018 to Independent Stylists in the United States who qualified to receive commissions.

Paid Independent Stylists include Independent Stylists who sold at least \$1 in a given month. The average earnings of all paid Stylists who qualified to earn personal sales commissions and not team sales commissions in the United States earned \$1,209. The average earnings of all paid Stylists who qualified to earn both personal sales and team sales commissions in the United States earned \$9,556 on average in 2018. An average of 68% of Independent Stylists in the United States were not paid for any given month in 2018. Stylists who are not paid are still eligible to purchase Stella & Dot products at a discount.

The earnings represented herein are not necessarily representative of the income, if any, that an Independent Stylist can or will earn. There is no guarantee that any Independent Stylist will earn any income. The success of each Independent Stylist, like any other business, depends on individual skills and personal effort. For further details about the Stella & Dot Compensation Plan, speak to your Independent Stylist Upline, visit your Stylist Lounge or call the Delight Center at 866-444-7142.

2018 INDEPENDENT DESIGNER ANNUAL COMPENSATION SUMMARY UNITED STATES

COMPANY OVERVIEW

KEEP Collective is an innovative charm concept presented on leather, metal, silicone and woven bracelets and necklaces. KEEP Collective products are sold exclusively by KEEP “Designers” (Independent Business Owners) online or at in-home “Design Sessions”. The extensive collection of charms is designed in Brisbane, California by an award-winning design team. Available in the US and Canada. www.keepcollective.com

THE KEEP COLLECTIVE OPPORTUNITY

As a KEEP Collective Independent Designer, you are an independent contractor who decides when and where to share and sell KEEP Collective products and how much time you want to invest in your own independent business. This allows you to create a business that fits your life, scaling up or down as you wish. As a Designer, you are eligible to purchase our products at reduced prices, be a part of our KEEP Collective Designer community, and earn monthly commissions based on product sales volume.

AVERAGE ANNUAL EARNINGS OF PAID KEEP COLLECTIVE INDEPENDENT DESIGNERS

The figures below reflect the average aggregate earnings from all Independent Designers each month who received a payout from KEEP Collective in 2018.

PAID INDEPENDENT DESIGNER CAREER LEVEL	% OF ACTIVE DESIGNERS AT THIS LEVEL	2018 INCOME*			
		HIGH	TOP 25%	BOTTOM 25%	AVERAGE
Designer & Lead Designer	75.5%	\$19,800	\$1,100	\$200	\$900
Associate Designer	10.7%	\$18,700	\$2,900	\$500	\$2,200
Senior Designer	4.5%	\$18,100	\$4,600	\$800	\$3,300
Star Designer	5.2%	\$46,200	\$10,500	\$1,600	\$7,500
Associate Director	2.3%	\$53,600	\$15,800	\$3,100	\$11,500
Director	1.1%	\$77,600	\$28,400	\$8,800	\$21,400
Senior Director	0.3%	\$94,200	\$47,900	\$16,900	\$36,200
Star Director	0.2%	\$79,300	\$51,700	\$37,200	\$47,000
Executive Director+	0.1%	\$200,000	\$127,500	\$76,600	\$106,000

*Based on monthly average commissions paid in 2018 to Paid Designers at each Career Level, rounded to the nearest \$100, presented in US Dollars.

INFORMATION ABOUT EARNING COMMISSIONS

KEEP Collective’s Compensation Plan is based on product sales. Independent Designers cannot earn income on recruitment or sponsoring of other Designers. The average earnings of all US Designers, Paid and non-Paid in 2018 was \$684. The median earnings of all US Designers, Paid and non-Paid in 2018 was \$62.

Paid Independent Designers” include Independent Designers who sold at least \$1 in a given month. The average earnings of all Paid Designers who qualified to earn personal sales commissions and not team sales commissions in the United States is \$900. The average earnings of all Paid Designers who qualified to earn both personal sales and team sales commissions in the United States earned \$5,151 on average in 2018. An average of 50% of Designers in the United States were not paid for any given month in 2018. Designers who are not paid are still eligible to purchase KEEP Collective products at a discount.

The earnings represented herein are not necessarily representative of the income, if any, that an Independent Designer can or will earn. There is no guarantee that any Independent Designer will earn any income. The success of each Independent Designer, like any other business, depends on individual skills and personal effort. For further details about the KEEP Collective Compensation Plan, speak to your Independent Designer Upline, visit your Designer Lounge or call the Delight Center at 877-263-3387.



2017 INCOME DISCLOSURE STATEMENT

ABOUT EVER

EVER, a brand within the Stella & Dot Family of Brands, is a luxurious skincare and cosmetics brand and social selling company that creates flexible business opportunities for our Independent Specialists. EVER is beauty, on a mission. We believe our products and programs transform the way women and men work and redefine what it means to be beautiful. To us, beauty is about lifting each other up. It's about forming a community filled with passion and purpose. It's sharing our insights into what people want and then bringing that vision to life.

THE EVER OPPORTUNITY

As an EVER Independent Specialist, you are an independent contractor who decides when and where to share and sell EVER products and how much time you want to invest in your own independent business. This allows you to create a business that fits your life, scaling up or down as you wish. As a Specialist, you are eligible to purchase our products at reduced prices, be a part of our amazing EVER Specialist community, and earn monthly commissions based on product sales volume.

AVERAGE ANNUAL EARNINGS OF EVER INDEPENDENT SPECIALISTS

The figures below reflect the average aggregate earnings from all Paid Independent Specialists each month who received a payout from EVER in 2017.

PAID INDEPENDENT SPECIALIST CAREER RANK	% OF PAID INDEPENDENT SPECIALISTS AT THIS LEVEL	2017 INCOME*			
		HIGH	TOP 25%**	BOTTOM 25%**	AVERAGE
Personal Specialist	41.1%	\$5,700	\$700	\$200	\$500
Specialist	19.5%	\$4,600	\$800	\$200	\$600
Senior Specialist	17.5%	\$9,900	\$2,500	\$600	\$1,800
Influencer	9.7%	\$15,100	\$5,100	\$1,600	\$3,700
Senior Influencer	7.4%	\$28,500	\$11,700	\$4,200	\$8,600
Executive	3.3%	\$84,000	\$25,500	\$11,500	\$20,200
Senior Executive	0.9%	\$66,400	\$46,900	\$31,000	\$39,900
Vice President	0.4%	\$96,300	\$76,200	\$53,200	\$64,500
Senior Vice President	0.2%	\$168,000	\$147,000	\$88,800	\$124,000

*Based on monthly average commissions paid in 2017 for Paid Independent Specialists at each Career Rank.

**Top 25% refers to the 75th percentile i.e. 25% of participants at this Career Rank met or exceeded this income, while bottom 25% refers to the 25th percentile, i.e., 25% of participants at this level were below this income.

INFORMATION ABOUT EARNING COMMISSIONS

EVER's Compensation Plan is based on product sales. Independent Specialists cannot earn income on recruitment or sponsoring of other Specialists. Not all Independent Specialists are qualified to receive commissions each month. The figures in the chart above represent the average commissions paid in 2017 to Paid Independent Specialists in the United States. "Paid Independent Specialists" are Independent Specialists who sold at least \$1 in a given month during 2017. The average earnings of all Paid Independent Specialists who qualified to earn personal sales commissions and not team sales commissions in the United States is \$465. The average earnings of all Paid Independent Specialists who qualified to earn both personal sales and team sales commissions in the United States is \$1,607 on average in 2017. An average of 58% of Independent Specialists in the United States were not paid in a month in 2017. Independent Specialists who are not paid are still eligible to purchase EVER products at a discount. The earnings represented herein are not necessarily representative of the income, if any, that an Independent Specialist can or will earn. There is no guarantee that any Independent Specialist will earn any income. The success of each Independent Specialist, like any other business, depends on individual skills and personal effort.

For further details about the EVER Compensation Plan, speak to your Independent Specialist, Upline Leader or Mentor, visit your Specialist Lounge, or call our Delight Center at 877-263-1625.