







THE SABIKA EARNINGS *opportunity*

SABIKA CONSULTANT PERSONAL COMMISSIONS

		Personal Commissionable Volume (PCV)	Retail Sales Commission
	CRYSTAL	\$1 - \$1,999.99	20%
	OPAL	\$2,000 - \$7,999.99	25%
	RUBY	\$8,000 - \$14,999.99	30%
	BLACK DIAMOND	\$15,000+	35%

EARN EXTRA BONUSES BY BUILDING A COMMUNITY

	CHAMPION	MENTOR	COACH	LEADER
Personal Commissionable Volume (PCV)	\$1,000	\$1,500	\$2,500	\$3,000
First Line Commissionable Volume* (FLCV)	\$1,500	\$5,000	\$15,000	\$30,000
Second Line Commissionable Volume (SLCV)			\$5,000	\$15,000
Community Building Line Bonuses (Paid on First & Second Line Commissionable Volume)				
First Line Bonus	6%	8%	10%	12%
Second Line Bonus		4%	6%	8%
Community Generation Bonus (Percentage Paid on Personal Commission and First & Second Line Bonuses paid out to downline COACH or LEADER Ranks)				
First Generation			4%	6%
Second Generation			2%	4%
Third Generation				2%

*First Line must consist of 3 or more Active Consultants

GLOSSARY OF TERMS

SABIKA CONSULTANT

To be a Sabika Consultant you must be 18 years of age or more, a citizen of the United States or a holder of a valid work visa, completed and agreed to the terms of the Sabika Consultant Agreement and have met all other applicable sign-on requirements.

ACTIVE SABIKA CONSULTANT

You are considered an "Active" Sabika Consultant when you sell \$1 PCV or more within a Commission Cycle.

INACTIVE SABIKA CONSULTANT

You are considered an "Inactive" Sabika Consultant when you sell \$0 PCV for 3 consecutive commission cycles.

PERSONALLY SPONSORED

Anyone you personally sponsor to join the company as a Sabika Consultant.

FIRST LINE (DIRECT SUPPORT)

Your First Line consists of ALL Sabika Consultants who have been personally sponsored by you.

SECOND LINE (SECONDARY SUPPORT)

Your Second Line consists of any Sabika Consultants who have been personally sponsored by your First Line Consultants. Please note: Second Line Consultants cannot "roll-up" to your First Line, if their sponsor is cancelled or removed from the system.

DOWNLINE (COMMUNITY SUPPORT)

Your Downline consists of any Sabika Consultants who have been personally sponsored by your Second Line Consultants or lower. Please note: Downline Consultants cannot "roll-up", if their sponsor is cancelled or removed from the system.

PERSONAL SALES COMMISSIONS

All Sabika Consultants earn 20% base Personal Sales Commissions, which are paid out bi-monthly on the suggested retail prices of Sabika jewelry and products sold through Home Parties and Customer Orders. If you achieve a higher threshold throughout the month, at the close of the Commission Cycle you will be paid out the difference based on your highest achievement.

COMMISSION CYCLE

Sabika's Commission Cycles follow the calendar months of the year. Commission will be paid on all commissionable sales made within the calendar month.

CV (COMMISSIONABLE VOLUME)

Commissionable Volume is used to determine commission payouts, Rank Qualifications and payouts. The CV will always be the current available retail price, with the exception of any items deemed as Philanthropic Donation items, where the CV will be the retail price minus the donation amount.

PCV (PERSONAL COMMISSIONABLE VOLUME)

Used to calculate personal sales commission. Your PCV is based on retail sales you have made to your Customers.

LINE BONUSES

Line Bonuses are bonuses paid to you on your First and Second Lines. Line Bonuses can be earned at Champion Rank and above. Your Line Bonus rates are determined by your current paid-as-rank, and are paid on your First Line Commissionable Volume (FLCV) and Second Line Commissionable Volume (SLCV) where applicable. Line Bonuses will be paid out at the close of the Commission Cycle.

FLCV (FIRST LINE COMMISSIONABLE VOLUME)

Used to calculate your First Line Sales Bonuses. FLCV includes all retail sales made by your First Line.

SLCV (SECOND LINE COMMISSIONABLE VOLUME)

Used to calculate your Second Line Sales Bonuses. SLCV includes all retail sales made by your Second Line.

PAY RANK

The level you achieve each month, (based on PCV, FLCV, SLCV) that determines your pay for that month. For example, if you achieve \$15,000 in PCV, \$30,000 in FLCV and \$15,000 in SLCV you will be a Black Diamond Leader.

COMMUNITY GENERATION BONUS

As a Coach or higher rank, you can earn additional Bonuses when a Downline Consultant promotes to Coach or higher. The Community Generation Bonus is a percentage of the Personal Sales Commission and First & Second Line Bonuses earned by your Downline Coach or higher ranks. Bonus rates are determined by your current paid-as-rank.

THE FIRST LINE BONUS RULE

The First Line Bonus is only paid to the upline person that personally sponsored a Consultant or higher title. When a Consultant, or higher title is no longer active in the business, no other upline Consultant or higher rank will receive the First Line Bonus on the Consultants or higher rank sponsored by the now inactive person. In other words, the First Line Bonus does not compress up the branch to the next active upline member.

THE COMPRESSION RULE

Compression calculation rule designed to ensure that qualifying upline Coach or higher titles receive the Community Generation Bonus payments on as many generations of downline Coach or higher titles as their performance qualifies them to receive.

The generation compression rule only comes into play when an upline Coach or higher title has failed to meet the Coach or higher qualifications for that month. In the event a downline Coach or higher title does not qualify, the compensation plan program then searches down that same branch to locate a lower, qualified Coach or higher title. If a lower generation qualified Coach or higher title exists in the same branch, the program compresses that lower generation Coach or higher up into the generation position formerly held by the non-qualifying Coach or Leader.