



INDEPENDENT CONSULTANT COMPENSATION SUMMARY | Australia

COMPANY OVERVIEW

Arbonne (the "Company") is a direct selling company that operates internationally. Arbonne markets an exclusive line of high quality skin care and colour cosmetics based on natural and botanical principles.

OUR INDEPENDENT CONSULTANTS

Arbonne markets its products exclusively through a network of Arbonne Independent Consultants. The Company had an average of 1,135,116 Active Independent Consultants worldwide during the four quarters in 2007. An "Active Arbonne Independent Consultant" is: (a) one whose Arbonne Independent Consultant Application or Renewal has been accepted by Arbonne within the preceding 12 calendar months; or (b) one who has an Arbonne Independent Consultant Application on file and has placed an order for products or promotional materials with Arbonne within the preceding 12 calendar months. Please see the Arbonne SuccessPlan for more information.

ARBONNE'S COMPENSATION PLAN

There are two basic ways in which an Arbonne Independent Consultant can earn compensation:

1. Through retail profit on sales of products purchased at discounted prices from the Company.
2. Through commissions, overrides and bonuses paid on an Arbonne Independent Consultant's product sales volume and the sales volume of other Preferred Clients and Consultants on their team, also known as their downline. Please refer to the SuccessPlan and Procedures Manual for more information.

As with any other sales opportunity, the compensation earned by Arbonne Independent Consultants varies significantly. The cost to become an Arbonne Independent Consultant is very low and people become Arbonne Independent Consultants for various reasons.

Generating meaningful compensation as an Arbonne Independent Consultant requires considerable time, effort and commitment. This is not a get-rich-quick program and there are no guarantees of financial success. It is an opportunity that is shared by thousands who have chosen to embrace the Arbonne products and/or business. The success or failure of each Arbonne Independent Consultant, like any other independent business, depends on each Independent Consultant's own skills and personal effort. Arbonne is a product-driven company that strongly encourages people to try our products as customers/Clients before building a business.

PREFERRED CLIENT AND CONSULTANT DISCOUNT

Arbonne Preferred Clients receive a 20% discount on all Arbonne products and Consultants receive a 35% discount on all Arbonne products. Arbonne Independent Consultants can buy Arbonne products from the Company at discounted prices for resale to Clients or for personal use. The Company's Recommended Retail Price (less GST) for items reflects a 53.8% retail profit potential for Consultants (because they purchase at a 35% discount) in Australia. Most Arbonne Independent Consultants personally use the products in addition to retailing them. As a result of these different scenarios, Arbonne does not provide an estimate of average or actual Arbonne Independent Consultant income from retail sales in this compensation summary.



EARNING OVERRIDES AND BONUSES

Preferred Clients¹/Consultants, Managers and Vice Presidents can also earn commissions, overrides and bonuses, based on their own sales of products and the sales of their downline of sponsored Arbonne Independent Consultants in Australia and the International Markets in which Arbonne does business. Arbonne also sells promotional materials—known as Business Aids—that do not generate overrides and bonuses to Arbonne Independent Consultants because these are sales support tools, not products.

The following commission information is for the United States and its territories² in 2007 and is used here for illustrative purposes. Average quarterly overrides and bonuses paid are listed in U.S. dollars. All detail information is in reference to the United States and its territories.²

During 2007, the Company paid in excess of \$226 million* in overrides and bonuses to Independent Consultants in the United States and its territories.² These payments are reflected in the table below:

TITLE	TOTAL AVERAGE QUARTERLY OVERRIDES & BONUSES	AVERAGE QUARTERLY OVERRIDES & BONUSES ³	AVERAGE % OF TOTAL ACTIVE CONSULTANTS RECEIVING AN OVERRIDE/BONUS ⁴	AVERAGE NUMBER OF MONTHS TO PROMOTE TO DESIGNATED RANK ⁵
Preferred Clients and Consultants ⁶	\$1,104,111	\$182.64	0.55%	N/A
District Managers	\$8,827,354	\$589.83	1.37%	5.3
Area Managers	\$12,864,934	\$2,761.01	0.43%	11.7
Regional Vice Presidents	\$15,114,543	\$10,616.01	0.13%	21.7
National Vice Presidents	\$18,680,252	\$48,805.36	0.03%	32.5

The average override and bonus paid to all Active Arbonne Independent Consultants in the United States and its territories² was \$51.72 per quarter and \$205.15 on an annualised basis.⁷ During the four quarters in 2007, an average of 46,600 Active Arbonne Independent Consultants (4.26% of all Active Arbonne Independent Consultants) in the United States and its territories² received an override or bonus check from Arbonne. The average quarterly override and bonus paid to Active Arbonne Independent Consultants, in the United States and its territories,² that qualified for an override and bonus check was \$1,214.40 or \$4,857.61 on an annualised basis.

*All amounts are represented in U.S. dollars.

Note: These figures do not represent Arbonne Independent Consultants' profits, as they do not consider expenses incurred by Arbonne Independent Consultants in the promotion of their business and do not include retail profit.

THERE ARE NO GUARANTEES REGARDING INCOME, AND THE SUCCESS OR FAILURE OF EACH ARBONNE INDEPENDENT CONSULTANT, LIKE ANY OTHER BUSINESS, DEPENDS ON EACH ARBONNE INDEPENDENT CONSULTANT'S OWN SKILLS AND PERSONAL EFFORT. YOU SHOULD NOT RELY ON THE RESULTS OF OTHER ARBONNE INDEPENDENT CONSULTANTS AS AN INDICATION OF WHAT YOU SHOULD EXPECT TO EARN. ARBONNE IS A PRODUCT-DRIVEN COMPANY THAT STRONGLY ENCOURAGES CONSUMERS TO USE ITS PRODUCTS BEFORE ATTEMPTING TO BUILD A BUSINESS.

¹Preferred Clients are eligible for overrides and bonuses, but are not eligible for commissions.

²United States and its territories includes the United States, Puerto Rico and the U.S. Virgin Islands.

³Since not all Active Arbonne Independent Consultants earn overrides and bonuses, these numbers represent the average quarterly overrides and bonuses paid to the individuals who did.

⁴These percentages are calculated by taking the average number of people qualified for each level during an entire quarter, adding all four quarters up and dividing by four.

⁵Average number of months to promote to designated rank is based on all promotion results for 2007.

⁶These are the individuals who are Arbonne Independent Consultants and received an override or bonus check.

⁷These numbers were attained by dividing the Total Average Quarterly Overrides and Bonuses paid by the quarterly number of average Active Arbonne Independent Consultants.

