

J. HILBURN

Career Plan

Confidential
Effective 2/1/2020

Let's Get Started!

At J.Hilburn, we make it a priority to provide first class support and resources for our Independent Personal Stylists. We firmly believe having the best Stylists in the industry is a critical ingredient that separates us from the competition.

For this reason, we have carefully designed a comprehensive training program to equip all New Stylists with the necessary skills and confidence prior to entering the field.

Fundamentals Phase			
1.0 Pre-Work	1.0 Training	2.0 Pre-Work	2.0 Training
			
<ul style="list-style-type: none"> • 4.5 Hours • Online On-Demand • Business Basics • Intro to Sales • Measuring Certification 	<ul style="list-style-type: none"> • 5 Hours • Online Live Session • Corporate Led • Review & Application of Concepts • Mandatory to Sell 	<ul style="list-style-type: none"> • 1.5 Hours • Online On-Demand • Delivery • Goal Setting • Marketing 	<ul style="list-style-type: none"> • 2 Hours • Online On-Demand • Ambassador Led • Need 1 New Purchasing Client • Conducting Delivery • Learn to find your first 10 Clients • Completion Mandatory by end of Fundamentals Phase*

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Five First Look Promotions

To assist New Stylists with growing their J.Hilburn business and establishing a loyal Client base, we offer the opportunity to use a First Look Promotion on five New Purchasing Clients during the Fundamentals Phase. As an added bonus, New Stylists will receive a \$100 bonus each time a First Look Promotion is applied. If all five are utilized, then the Stylist has recouped the \$500 enrollment cost!

Continue Building your Career

The J.Hilburn Career Plan offers various opportunities for personal and professional growth. Stylists are encouraged to challenge themselves as they continue through the Career Plan. Stylists have the ability to take the business in the direction of their choice, whether it be a top seller, ambassador, team builder or all of the above. J.Hilburn presents a variety of avenues to be successful, all while maintaining the freedom and flexibility our Stylists desire.

Personal Selling

Personal Commission

Personal Qualification Volume (PV-Q)	% Payout on Personal Commissionable Volume*
\$0 - \$2,499 PV-Q	10%
\$2,500 - \$3,999 PV-Q	18%
\$4,000 - \$5,999 PV-Q	20%
\$6,000 - \$7,999 PV-Q	22%
\$8,000+ PV-Q	25%

* Full price, J.Hilburn products to be paid out at 100% commissionable volume.

* Third-party brands and any J.Hilburn sale items to be paid at 50% commissionable volume.

Selling Tools Rewards Plan

Achieve these qualifications and receive the following selling tools for free.

Qualification Period	Qualification	Annual Essentials Swatches	Limited Edition Fall Sales Materials (Swatches and Stylist Lookbook)	Designers Circle EXCLUSIVE	
				(Tier 1)	(Tier 2)
January – June	Sold \$2,000+	●	●		
	Sold \$60,000 – \$89,999	●	●		●
	Sold \$90,000+	●	●	●	

Qualification Period	Qualification	Annual Essentials Swatches	Limited Edition Spring Sales Materials (Swatches and Stylist Lookbook)	Designers Circle EXCLUSIVE	
				(Tier 1)	(Tier 2)
July – December	Sold \$2,000+	●	●		
	Sold \$60,000 – \$89,999	●	●		●
	Sold \$90,000+	●	●	●	

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Career Plan Qualifications & Bonuses

Climb the career path and qualify for the highest Title every month. All qualifications are monthly.

Monthly Paid-As Title	Style Associate	Style Advisor	Style Partner	Associate Partner	Senior Partner	Associate Managing Partner	Managing Partner	Senior Managing Partner	Executive Partner	Senior Executive Partner	National Executive Partner
	SAS	SA	SP	AP	SrP	AMP	MP	SrMP	EP	SrEP	NEP
PV-Q*		\$500	\$1,250	\$2,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Active Legs**		1	2	2	3	3	4	4	4	4	4
TV (Max/Leg)				\$6,000 \$3,000	\$12,000 \$6,000	\$20,000 \$10,000	\$36,000 \$18,000	\$36,000 \$18,000	\$36,000 \$18,000	\$36,000 \$18,000	\$36,000 \$18,000
DV (Max/Leg)								\$75,000 \$37,500	\$200,000 \$100,000	\$500,000 \$250,000	\$1.25M \$500,000
New 1st Gen AMP in Last 12 Months										1	1

* 100% of a Stylist's PV-Q is eligible to contribute to TV & DV qualification.

** Only Active Legs count towards Career Plan qualifications.

Unlock these bonuses in addition to Personal Commissions:

Monthly Paid-As Title	Style Associate	Style Advisor	Style Partner	Associate Partner	Senior Partner	Associate Managing Partner	Managing Partner	Senior Managing Partner	Executive Partner	Senior Executive Partner	National Executive Partner
	SAS	SA	SP	AP	SrP	AMP	MP	SrMP	EP	SrEP	NEP
Level 1		2.5%	3.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Level 2				2.5%	3.5%	3.5%	4.5%	4.5%	4.5%	4.5%	4.5%
Level 3						2%	2.5%	2.5%	2.5%	2.5%	2.5%
Gen 0							1%	1%	1%	1%	1%
Gen 1								2%	2%	2%	2%
Gen 2									1%	2%	2.5%
Gen 3										1%	2%
Title Achievement				\$1,000	\$2,000	\$3,000	\$5,000	\$7,500	\$10,000	\$15,000	\$25,000
Wellness							\$400	\$600	\$800	\$1,000	\$1,200
Luxury Car								\$800	\$1,000	\$1,200	\$1,200

Glossary

Volume Types

Personal Qualification Volume (PV-Q)

Qualifying volume from Client orders; matches retail price. Personal commission will be paid on a monthly basis to all Stylists with a PV-Q greater than zero. PV-Q is calculated after all discounts have been applied to the order and does not include taxes or shipping cost.

Personal Commissionable Volume (PV-C)

Commissionable volume earned from Client orders; a percentage of retail price. Full price J.Hilburn products to be paid out at 100% commissionable volume. Third party brands and any J.Hilburn sale items to be paid at 50% commissionable volume.

Team Volume (TV)

Your personal PV-Q plus your Team PV-Q from Levels 1 through 3.

Downline Volume (DV)

Your PV-Q plus your entire Downline PV-Q (includes your Team Volume and volume from your Generations).

Maximum Leg Contribution

For Team Volume and Downline Volume, up to 50% of the minimum volume required per Paid-As Title may be contributed by any single Leg. At the NEP title, up to 40% may be contributed by or any single Leg. There is no restriction on PV-Q for the DV qualification and TV qualification. Thus, 100% of a Stylist's PV-Q is eligible to contribute to DV and TV qualification.

Trailing Three Month Volume (TTM)

PV-Q from the current month plus the two previous months.

Organizational Definitions

Enrolled Stylist

Any Individual who is current on New Stylist Fundamentals Training and or Continuing Education Units (CEUs) and has met the annual renewal fee requirement.

Active Stylist

Any Enrolled Stylist meeting one or more of the following:

- \$500+ Monthly PV-Q
- \$1,000+ TTM

Career Title

Highest title achieved by a Stylist. Stylist Career Titles are updated when a commission period is closed.

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Paid-As Title

A Stylist's Paid-As Title, or Bonus Title, is recalculated each commission period. It is the Title used to determine qualifications for Commissions and can fluctuate throughout the month based on qualifications.

Leg

Every Stylist that is direct (Level 1) to you creates a Leg. A Stylist with 8 first-level Stylists has 8 Legs.

Active Leg

A Leg that includes an Active Stylist anywhere in the Leg. Only Active Legs count toward Career Plan qualifications.

Generation

A Generation begins with a Career Title Managing Partner or higher and includes all the Stylists in their downline, down to but excluding the next Career Title Managing Partner or higher.

Generation 0

Generation 0 includes each Stylist in your downline, down to but excluding the first Career Title Managing Partner or higher and their downline. A first Career Title Managing Partner or higher creates a new Generation (Generation 1). Your current Career Title is equivalent to your highest paid as rank achieved in a trailing six month period.

Bonus Qualifications

Five First Look Promotions

New Stylists are eligible for the 5 First Look Promotions during the Fundamentals Phase. By using each of the five promotions, new Stylists are able to recoup the cost of enrollment in full.

Team Commission

Bonus is paid on your Team's total Personal Commissionable Volume for Levels 1-3.

Title Achievement

Stylists are eligible for a one-time only per Career Title, Title Achievement Bonus. Title Achievement Bonuses are paid for each Career Title at Associate Partner and above. To receive any Title Achievement Bonus, a Stylist must have promoted to that Career Title for the very first time, and they must maintain the equivalent Paid-As Title for 3 consecutive months in order to earn. If the Paid-As Title is maintained for 3 consecutive months, the bonus will be paid in the following month. The 3 consecutive months can occur at any time.

Wellness

Bonus payout is monthly and based on Paid-As Title.

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Luxury Car Leader

Must be Career Title Senior Managing Partner and Paid-As Senior Managing Partner, or higher, to receive Luxury Car Leader Bonus. Luxury Car Leader Bonus payout amount will be respective to the Paid-As Title. A Stylist must achieve a Career Title and matching Paid-As Title for 3 consecutive months in order to qualify for the Bonus. Luxury Car Leader Program paperwork and vehicle documentation must also be submitted to the company in order to receive the bonus. Vehicles that are up to two years old from the current year will be compliant with the program guidelines.

Generation 0

Must have a Career Title and Paid-As Title of Managing Partner or higher in order to receive. The Generation 0 Bonus is paid on the entire downline organization up to the next Career Title Managing Partner or higher.

Generation 1

Must have a Career Title and Paid-As Title of Senior Managing Partner or higher in order to receive.

Generation 2

Must have a Career Title and Paid-As Title of Executive Partner or higher in order to receive.

Generation 3

Must have a Career Title and Paid-As Title of Senior Executive Partner or higher in order to receive.

Policies / Procedures

Resignation

Stylists may resign from the business upon specific request at any time by providing written notice. A Stylist is deemed to have voluntarily resigned by failing to complete the requirements for maintaining Enrolled Stylist status. Here, the Stylist has a 60 day grace period to regain Enrolled Status by meeting both the annual renewal and Continuing Education requirements.

Termination

A Stylist may be canceled upon termination of the Stylist Agreement. J.Hilburn reserves the right to terminate the Stylist Agreement at any time by providing written notice. No promises or assurances are made to the Stylist that the relationship with J.Hilburn will continue for any particular or specified period or term.

Career Title Reset

All Stylists must be Paid-As their Career Title at least once every 12 months to maintain their Career Title. If a Stylist is not Paid-As their Career Title during this time, then their Career Title will reset to match their highest Paid-As Title in the last 12 months. Career Title Reset is used for recognition purposes only.

Commission Payout Frequency

Commissions are calculated on the calendar month and paid out monthly. Commissions are direct deposited by the 15th of the following month.

Order Submission Deadline

All orders must be submitted by 11:59 p.m. EST on the final day of the given month to be included in that month for commission purposes.



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