

Personal Sales Commissions

WEEKLY COMMISSION

20%

Total commission opportunity of **20% to 35%** on personal sales

+

MONTHLY PERFORMANCE REWARDS

	Monthly Sales	Monthly Commission Bonus	Monthly Product Credit
Qualified	\$250	+5%	-
		+	
Radiance Rewards	\$1,000	-	\$50
	\$2,500	+3%	\$100
	\$5,000	+5%	\$150

+

LIFETIME STAR COMMISSION

Lifetime Sales	Monthly Commission Bonus
\$100,000	+2%
\$250,000	+5%

Team Sales Commissions

Coaching Path



Ambassador Senior Ambassador Team Leader Senior Team Leader Manager Senior Manager Director Senior Director Executive Director

MONTHLY QUALIFICATIONS

Personal Qualifying Sales	\$0	\$250	\$500	\$750	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Personally Enrolled and Qualified		1	2	2	3	4	6	6	8
Team Qualifying Sales				\$3,000	\$10,000	\$20,000	\$40,000	\$40,000	\$40,000
Branch Leadership					1 Team Ldr+	2 Team Ldrs+	2 Mgrs+	3 Mgrs+	6 Mgrs+
Organizational Qualifying Sales								\$150,000	\$300,000

COACHING COMMISSIONS (Paid on LCS)

Level 1		6%	8%	9%	10%	11%	12%	13%	14%
Level 2				4%	4%	5%	5%	6%	6%
Level 3					2%	2%	3%	3%	3%

Ambassador Reward Trips



In addition to earning commissions, Noonday Ambassadors can earn the opportunity to travel internationally on **Ambassador Reward Trips** to experience the people and cultures of the Artisan communities with which Noonday Collection partners

Sales Terms

Personal Sales Commissions: Category of commissions that is paid on PCS to incentivize and reward individual weekly sales activity, monthly sales totals, and cumulative lifetime sales

Weekly Commission: 20% Commission on PCS, paid weekly

Qualified: Status of an Ambassador who sells \$250 or more in monthly PQS, which qualifies an Ambassador for a monthly commission bonus

Monthly Commission Bonus: Commission paid monthly on monthly PCS that is in addition to the weekly commission; Qualified status, Radiance Rewards, and Lifetime Star Commission offer the three monthly commission bonus opportunities

Radiance Rewards: Additional commission and product credit earned by reaching PQS thresholds in a calendar month; paid on all PCS within the current month

Star Commission: Monthly commission bonus opportunity earned after reaching LPQS thresholds; paid on all PCS within the current month when Qualified status is achieved

Personal Qualifying Sales (PQS): Sales (excluding Hostess Rewards) after discounts, before tax and shipping; used for qualification purposes (e.g. Radiance Rewards, Star Status, and Paid-As title achievement)

Personal Commissionable Sales (PCS): Personal Qualifying Sales adjusted for any items with a commissionable value below the full retail value; used to calculate commission earnings

Monthly Sales: PQS earned in a calendar month

Lifetime Sales: See Lifetime PQS

Lifetime PQS (LPQS): Noonday career PQS less returns

Total Team Sales (TTS): Aggregate PQS of Level 1 through Level 3

Team Qualifying Sales (TQS): TTS, subject to Maximum Branch Contribution

Organization Qualifying Sales (OQS): Combined PQS of downline, infinite levels deep

Team Commissionable Sales (TCS): 70% of the aggregate PCS for Level 1 through Level 3

Level Commissionable Sales (LCS): 70% of PCS at each Level of a Team; used to calculate monthly Coaching Commission earned at each Level

Organizational Terms

Level: Horizontal structure of an Organization

Branch: Vertical structure of an Organization; initiated by each Level 1 Ambassador

Coach: An Ambassador who has enrolled another Ambassador and currently has at least one active Level 1 team member

Team: All Ambassadors on a coach's Level 1 through Level 3

Organization: All Ambassadors in a coach's downline, infinite levels deep

Roll-up: When an organization shifts up at least one level to the next active Ambassador in an upline after the departure of a coach

Coaching Terms

Team Sales Commissions: Category of commissions that is paid on TCS to incentivize and reward personal recruiting, team engagement, and leadership development

Monthly Qualifications: Personal and team activity thresholds that establish standards for each Paid-As Title and their associated Coaching Commission payout percentages

Paid-As Title: Coaching Title achieved based on monthly qualifications; determines potential Coaching Commissions

Peak Title: The highest Paid-As Title to which an Ambassador has promoted on the Noonday Coaching Path

Promote: To reach a new Peak Title

Personally Enrolled: A Level 1 team member who originally enrolled to become an Ambassador under current Level 1 upline coach; examples of Level 1 team members who are not personally enrolled include team

members who were assigned to a coach or became a Level 1 team member after a Roll-up

Personally Enrolled and Qualified Team Members (PEQ): Personally enrolled Ambassador with \$250 in PQS within one month

Maximum Branch Contribution (MBC): Rule that limits any one branch to 50% of TQS for Paid-As Title qualification

Branch Leadership: Highest Paid-As Title on each Branch from Level 1 through Level 3

Coaching Commission: Monthly commission earned based on Paid-As Title achievement; paid on Level Commissionable Sales, ranging from Level 1 through Level 3