



World Class Products

What makes Arbonne products superior? **They are naturally inspired, and scientifically tested.** By integrating the most beneficial botanical ingredients from nature with the principles of green chemistry — we craft products with integrity, expertise and innovation. And we do it responsibly, taking care of our earth at the same time.

Arbonne Clients love our products and trust them for their families. They simply can't do without them, so they buy them over and over. They are steadfast and loyal because they trust our brand. **They believe in it.**

Sr. Vice President, Chief Scientific Officer

Dr. Peter Matravers joined Arbonne in 2008 and is the Sr. VP of Product Development. He holds a Doctor of Pharmacy degree and has more than 30 years of skincare experience, including 13 years as VP of Research & Development at Aveda, and 8 years at Neutrogena. Holding numerous domestic and international patents, he uses cutting edge technology along with a blend of western science and Chinese/Ayurvedic influences to create products that perform. From his strong cultural background drawing from indigenous wisdom rooted closer to the earth, to his education in biological, biochemical, and medical engineering, he uses these areas of study to bring together the best of science and nature for Arbonne products. His accomplishments include proprietary ingredient development, creative formulations and new methodologies in product performance testing. Peter is also the recipient of over 20 U.S. and international patents in these areas.



Chief Executive Officer

"To me success is pure transformation. When we help someone transform their life and they in turn transform others, well, that's a goal worth living."

Kay (Napier) Zanotti joined Arbonne in August 2009. Kay brings to Arbonne three decades of experience in general management, marketing, international and strategic planning. Kay is a retired Vice President of the Procter & Gamble Company, where she was head of the North American Pharmaceutical division and the Corporate Women's Health & Vitality platform. During her tenure, her division became the largest company profit contributor for North America. Kay most recently served as the Senior Vice President of McDonald's, where she spearheaded the launch of the healthy lifestyles initiative and led marketing efforts designed to appeal to women and families in both the U.S. and Europe — an important part of McDonald's legendary corporate turnaround. Kay believes strongly in the global power of women's untapped potential and she is dedicated to bringing beauty, health and prosperity to the Arbonne community.



You are in business for yourself, but never by yourself.

You are led by the best of the best in the industry, a passionate and knowledgeable team of Independent Consultants. The wonderful thing about Arbonne is that it's not just about **great products**, it's also about **great people**. The Arbonne family is made up of thousands of individuals working to make their **dreams come true**. Through sales incentives and rewards, travel opportunities, a generous SuccessPlan and great products, Arbonne offers a **unique opportunity** that can help make **anyone's vision for the future a reality**.



Social marketing is **here**

Read a great book? Found a restaurant you love? Incredible sale on shoes? Naturally, you're going to tell people about it. With Arbonne, **sharing your love for products** can lead to product sales and a successful business.

Success comes from **building relationships** by creating a personal network of clients who purchase Arbonne products, plus teaching others to do the same. We understand the power of networks and have the tools and expertise to help you build one. Average people build businesses — **extraordinary people build networks**. We can help you be extraordinary.

Social marketing **is...**

- A challenging, yet rewarding career where you run your own business and mentor a team
- An opportunity to make a great income and increase self-confidence and leadership skills
- A way to work when you want, with whom you want, and how you want

Social marketing **is not...**

- A promise of great wealth without working
- A scam where you pay money and get nothing in return
- An easy, get-rich-quick scheme

Business Ethics

Proud member of the Direct Sellers Association of Canada

We stand by our business model. Arbonne believes the right way to build a business is with superior products and unparalleled customer service, and abiding by the **Direct Seller's Association** strict **Code of Ethics**.



Arbonne Ever **Green** Commitment

We are all about being **green** — always have been and always will be. From botanically based **ingredients** to forward-looking green improvements, being **earth friendly** has everything to do with who we are and how we choose to **grow**.

More than just grounded in **green values**, we are putting them into action. We're taking "pure, safe and beneficial" to the next level through our efforts to match the **purity** of our ingredients with the **earth friendliness** of our packaging. So what's good on the inside is also good on the outside.

We are constantly looking for ways to not only **minimize our impact on the earth, but to leave it better than we found it**. Our green initiatives span sourcing, manufacturing and operations, lightening our carbon footprint with each step forward. Taking the **lead in our industry**, virtually all of our product shipments are **certified carbon neutral**. Working together, we grow greener every day.

Why choose Arbonne?

Profits to You

Traditional retailers can spend 25%–30% of every sales dollar on advertising and promotions. Arbonne uses those same dollars to reward individuals for product sales and developing a network of others to do the same.

Join With Confidence

We're here for you. You have a powerful, established infrastructure backing you every step of the way, so you can be an entrepreneur with little cost, and no minimum purchase requirements. If you decide Arbonne isn't for you, we'll refund you for returned unsold product purchased in the last year.

Total Transparency

Arbonne has nothing to hide. Clients have easy access to ingredient lists, clinical results, benefits and other product information. We explain exactly how we do business and provide detailed summaries of what Independent Consultants earn, and how much time and effort it takes to achieve each level of success.



We've already told you about some of the reasons to join Arbonne as an Independent Consultant, but if you're looking for the bottom line...

4 ways to earn an income:

1

Commissions

Your profit from personal product sales

35% profit on your personal retail sales
15% commission on your Preferred Clients' purchases

2

Overrides 6% – 18%

Your earnings from product sales by your team

3

Mercedes-Benz Cash Bonus Program

For Vice Presidents and up

4

Cash Bonuses ~ Travel ~ Incentives

Income increases as you **promote yourself** through the Arbonne SuccessPlan.

Your paycheck is earned through product sold, NOT people recruited.

When you join Arbonne you get...



Personalized E-Commerce Website
for you and your customers.



Research & Development
complete with a Scientific Advisory Board.
We continually update formulas to offer the best of nature & safest of science.



Manufacturing & Distribution
that strives for efficiency and environmentally conscience practices.



Customer Service
with a 45-day refund guarantee for you & your customers.



Cloud-based Knowledge Marketing & Sales Training
as a premium brand and established company.

You are **partnering** with a company and a brand you can trust.

The quick facts...

- ✓ 37 year old company with **strong** business roots
- ✓ Nearly 400 daily **consumable products** for every member of the family. Think **repeat** sales!
- ✓ Arbonne has something for everyone & appeals to every demographic.
- ✓ Swiss heritage philosophies formulated to European standards.
 - Safe & non-toxic formulations that are **results-driven**



- Formulated without animal products or by-products | artificial flavours | artificial sweeteners | benzene | bisphenol-a | carbon black | formaldehyde-donating preservatives | hydroquinone | mineral oil | parabens | petrolatum | phthalates | sodium laureth sulfates (SLES) | sodium lauryl sulfate (SLS) | synthetic dyes | talc | triclosan | triethanolamine (TEA) and so much more ...
- ✓ Targets **four** growing industries:
 - skincare & haircare
 - cosmetics
 - nutrition & sports nutrition
 - skincare devices
- ✓ **No need to carry inventory** — Arbonne ships directly to your customers.
- ✓ Member of the **Direct Sellers Association**
- ✓ **Flexible** ways to build your network and customer base
- ✓ **No boundaries or territories.** Arbonne is a **Global Opportunity.** Independent Consultants may sponsor and sell in any authorized territory (United States, Canada, Australia, New Zealand, United Kingdom, Poland and Taiwan, Germany in 2018)
- ✓ **Minimum start-up costs** customized to suit every budget.
- ✓ Hands on guidance & business **mentorship**
- ✓ Convenient online shopping & credit card processing for consultants and their clients **without** additional credit card fees.
- ✓ Free Online **Shopping App & MyOffice App** for ultra-convenience
- ✓ Built-in **loyalty** program for your customers.
- ✓ A **culture** unlike anywhere else either in the workplace or the industry.
- ✓ **Personal effort** determines your income



A Competitive Compensation Plan

Level	Average Monthly Income*		Average Time to Position
District Manager (DM)	\$325		5 Months
	Lowest \$15	Highest \$1,489	
Area Manager (AM) Winable Business	\$1,581		16 Months
	Lowest \$386	Highest \$4,046	
Regional Vice President (RVP)  ** \$100,000 Life Insurance at ERVP	\$6,352		30 Months
	Lowest \$3,369	Highest \$9,900	
National Vice President (NVP)  **	\$19,072		48 Months
	Lowest n/a	Highest n/a	

For complete details on the Arbonne Compensation Plan, visit iccs.arbonne.com.

*Based on 2016 results. **Mercedes-Benz Cash Bonus Program available at RVP and NVP level.



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