


KARINE JONCAS



COMPENSATION PLAN



An abstract geometric pattern composed of thin red lines connecting various-sized red dots. The dots are scattered across the page, with some lines forming a network that extends from the left edge towards the bottom right. The dots vary in size, with some being significantly larger than others, creating a sense of depth and hierarchy in the network.

Karine Joncas Cosmetics Inc. does not guarantee any level of income for any KJ Brand Partner. Income results depend on a number of factors such as; individual goals, business effort, motivation, time commitment, leadership, sales skill and market conditions.

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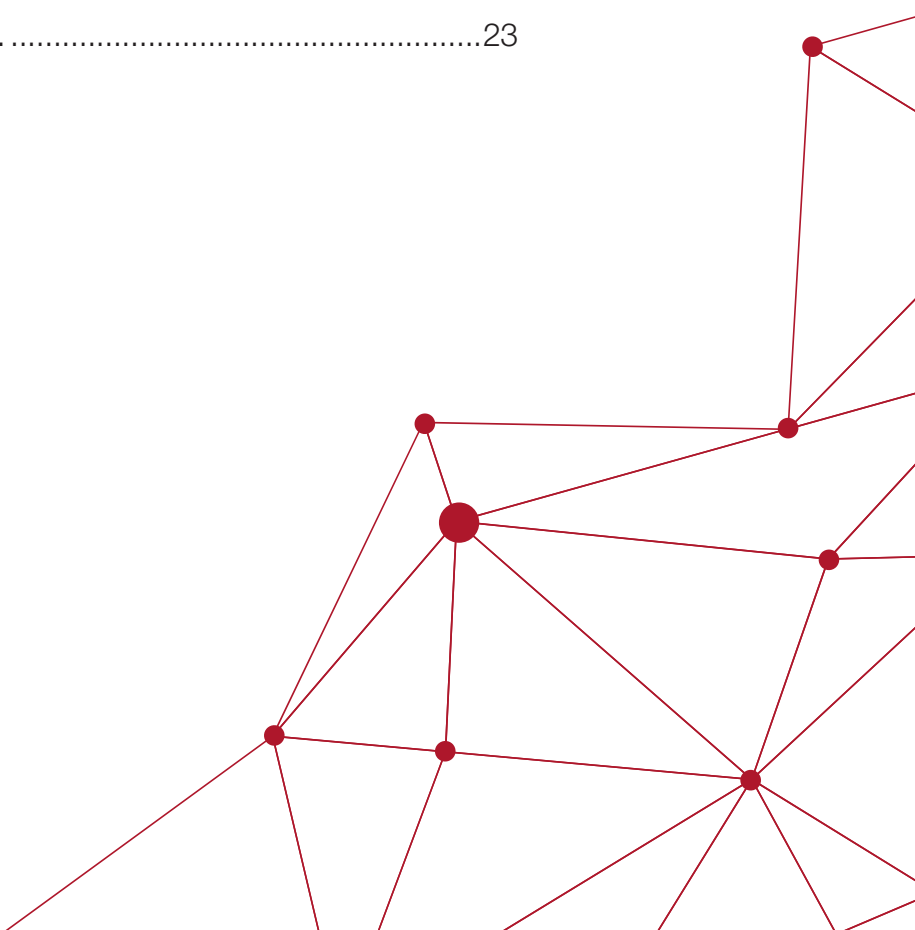
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KJ MEDI-COSMETICS

Cosmetics at the edge of medical science



EFFICACY | BEAUTY | WELL-BEING

Medi-Spa Inspired Skincare

GLOSSARY OF TERMS

Active: You will need to maintain at least \$300 in Personal Retail Sales (PRS) each month to be considered “Active” as a KJ Brand Partner for that month. When you’re “Active,” you’ll be eligible to receive bonuses in the form of overrides on the sales of other KJ Brand Partners you have recruited, or that they have recruited, and so on. This is known as your “team” (sometimes also referred to as your “group,” your “downline” or your “organization”).

BV: Bonus Value, the assigned value on which team bonuses are calculated, usually 65% of Suggested Retail Price.

Compression: The term “Compression” is used to describe the temporary condition that occurs when a KJ Brand Partner fails to meet their Active requirements for a particular month.

Downline: The people you, as a KJ Brand Partner, bring into the business as new KJ Brand Partner, along with the people they bring (includes both your “Enroller Tree” and your “Sponsor Tree”).

Enroller: A KJ Brand Partner of any rank that explains the KARINE JONCAS business opportunity to a potential new Brand Partner, and subsequently helps them enroll as a KJ Brand Partner.

Executive Positions: KJ Brand Partners who are ranked as a qualified Executive Director or higher. At this Executive Phase, a KJ Brand Partner may start to qualify for Generation Bonuses.

Generations: As an Executive Director or higher, when someone in your team achieves the rank of Executive Director, their PGBV comes out of your Personal Group and becomes part of your 1st Generation. When someone in their team becomes an Executive Director, that person and their entire group becomes your 2nd Generation. KJ Brand Partners may earn bonuses on up to 3 Generations.

KJ Brand Partner: A KJ Brand Partner who has filed a KJ Brand Partner Application that has been approved by KARINE JONCAS and is following KJ Policies and Procedures.

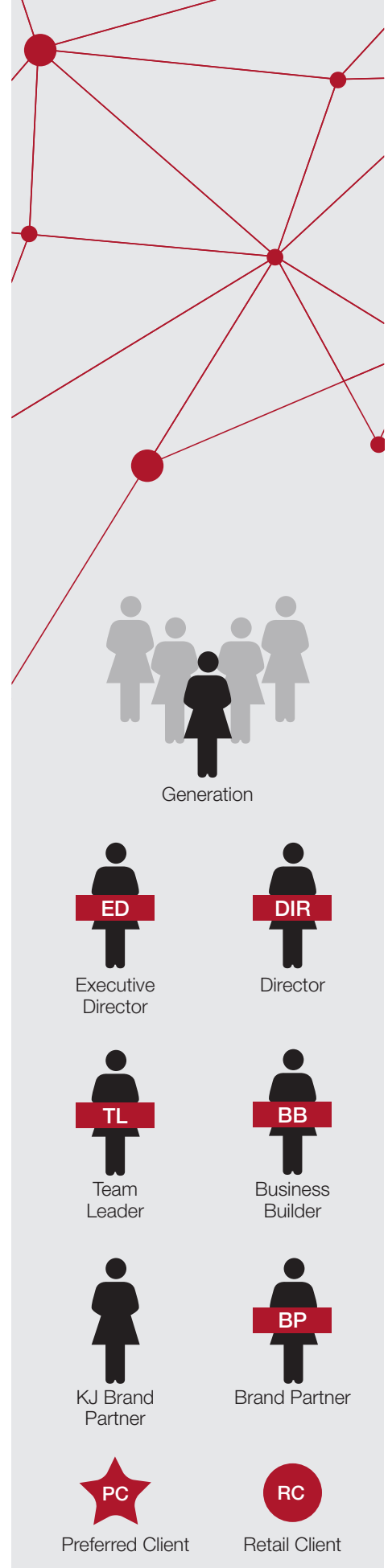
Levels: The term “level” describes your relationship with another KJ Brand Partner. When you sponsor someone, they are on your “Level 1” (L1), even if someone above you enrolled them and “placed” them under you. When they sponsor someone, that person becomes your L2. When your “Level 2” sponsors someone, that person becomes your L3, and so on.

Preferred Client: A client who receives monthly Auto-Ship orders and has enrolled as a Preferred Client, providing them with a 10% discount on their orders as well as collecting loyalty points.

PRS: Personal Retail Sales. The total retail value (based on SRP) of all products purchased by you or sold to your retail or Preferred Clients, whether individually or online, during a given pay period is your “Personal Retail Sales” for that pay period. All base and Enhanced Retail Commissions are calculated on the basis of PRS.

Qualified Leg: A leg with at least one active KJ Brand Partner.

Retail Client: A client who purchases KARINE JONCAS MEDI-COSMETICS products from a KJ Brand Partner at SRP.



GLOSSARY OF TERMS

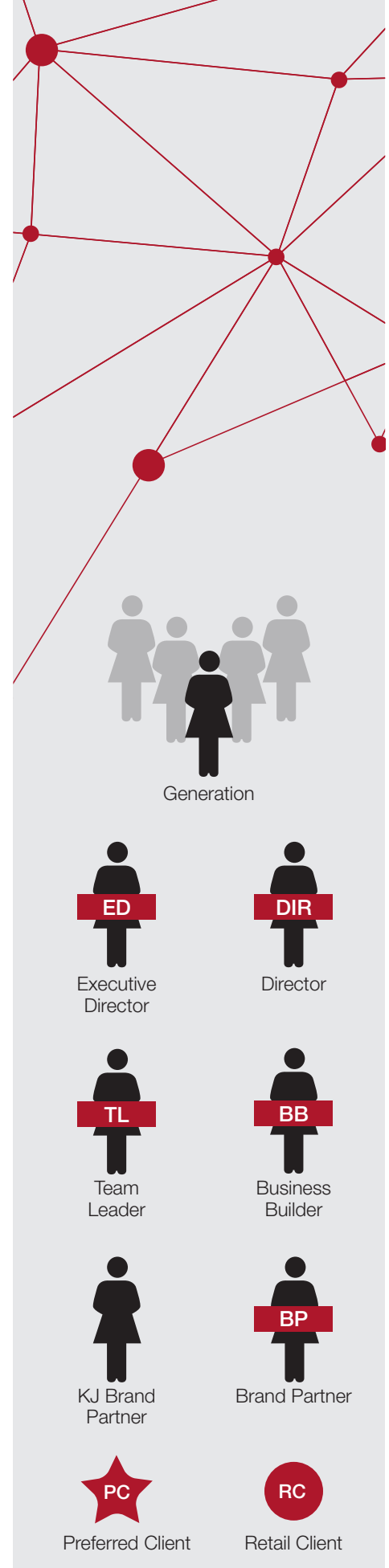
60%/40% Rule: No more than 60% or 40%, as specified, of the TGRS (based on rank) required for qualification or maintenance can be counted from any one leg. Any amount greater than the specified percentage of the rank required TGRS that comes from one Leg of a KJ Brand Partner's team will not be counted toward the total required for advancement to, or maintenance of, that rank.

Sponsor: A KJ Brand Partner of any rank who is immediately upline from a new or existing KJ Brand Partner, and is generally responsible for their day-to-day coaching, assistance and encouragement.

SRP: Suggested Retail Price. The retail price as suggested by KARINE JONCAS. A KJ Brand Partner may sell the product or service for whatever price she chooses.

Strategic Placement: Once you have achieved the rank of Team Leader, you will have the option to place new enrollee under another KJ Brand Partner.

TGRS: Total Group Retail Sales. This is the total PRS created by you and all your KJ Brand Partner teams in the Sponsor genealogy calculated to infinite depth. The TGRS is used to determine qualification for earning new rank promotions and rank maintenance in various phases of the Compensation Plan. It is sometimes subject to either the 60% or the 40% rule.



9 WAYS TO EARN

There are nine (9) different ways for you, as a KJ Brand Partner, to make money in this Compensation Plan. As each one is cumulative, it is possible for you to make money in one, a few, or in all nine ways.

THE KICKOFF PHASE

“Building Your Base of Clients”

- 1) 20% Base Retail Commission
- 2) Up to 15% Enhanced Retail Commissions
- 3) Preferred Client (PC) Program
- 4) PC Builder Bonus Pool

THE LEADERSHIP PHASE

“Working With Others To Build A Team”

- 5) 6% Bonus Value (BV) Direct and 6% BV Indirect Enroller Bonuses
- 6) 4% BV Level Bonuses On Up To Five Levels

THE EXECUTIVE PHASE

“Leading The Way”

- 7) Up to 4% BV Personal Group Bonus
- 8) Three Generations of up to 4% BV Executive Bonuses
- 9) National Leadership Bonus Pool



Like, Share, Earn!



THE KICKOFF PHASE

“Building Your Base of Clients”

01

20% BASE RETAIL COMMISSION

Receive a **20% commission** on your PERSONAL RETAIL SALES (PRS)



02

ENHANCED RETAIL COMMISSIONS

Earn an additional **5% up to 15%** commission of your monthly PRS. The more you sell the more commission you make!

FOR RETAIL CUSTOMER

Your Personal Retail Sales (PRS) in the Qualifying Month based on Suggested Retail Price (SRP)	Up to \$499	\$500 to \$999	\$1,000 to \$1,999	\$2,000 or more (Or, Personally Active and TGRS* \$10,000)
Enhanced Retail Commissions	0%	+ 5%	OR + 10%	OR + 15%
Total Base + Enhanced Retail Commissions	20% of SRP	25% of SRP	30% of SRP	35% of SRP

*TGRS: Total Group Retail Sales

03

PREFERRED CLIENT (PC) PROGRAM

PC clients receive a **10%** discount on their monthly autoship and regular orders as well as collecting **10% in Cash Back Rewards**. As a KJ Brand Partner you receive 10% retail commission (instead of 20% base) on PC orders. Increasing your number of PC's allows you to participate in the PC Builder Bonus Pool.



FOR PREFERRED CLIENTS

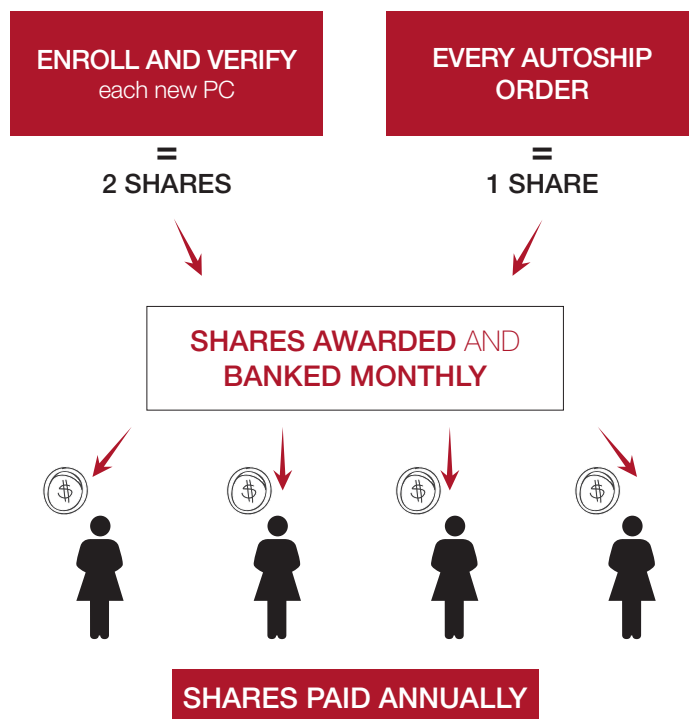
Your Personal Retail Sales (PRS) in the Qualifying Month based on Suggested Retail Price (SRP)	Up to \$499	\$500 to \$999	\$1,000 to \$1,999	\$2,000 or more (Or, Personally Active and TGRS* \$10,000)
Enhanced Retail Commissions	0%	+ 5%	OR + 10%	OR + 15%
Total Base + Enhanced Retail Commissions	10% of SRP	15% of SRP	20% of SRP	25% of SRP

*TGRS: Total Group Retail Sales

04

PC BUILDER BONUS POOL

Every month, KARINE JONCAS will place at least **1%** of its entire national Bonus Value into a special Bonus Pool.



*To redeem shares in this pool, you must have been Active as a Brand Partner or higher rank for three (3) consecutive months prior to distribution of the shares.



THE LEADERSHIP PHASE

“Working With Others To Build A Team”

WAYS TO EARN

KJ BRAND PARTNER

BASE + ENHANCED RETAIL COMMISSIONS

- Receive **20%** commission on **Personal Retail Sales**
- Receive **10%** commission on all your **Preferred Client** sales
- The more you sell, you can qualify for **enhanced commissions** of up to **15%**.

05

KJ BRAND PARTNER

ENROLLER BONUSES

6% Bonus Value (BV) Direct Enroller Bonus

Receive 6% BV on sales by KJ Brand Partner you personally have enrolled. These are your E1s.

06

KJ BRAND PARTNER

SPONSOR BONUSES

4% BV Sponsor Bonuses

Receive 4% BV on sales by KJ Brand Partners you sponsor. These are your S1s. When the KJ Brand Partners you personally sponsor decide to sponsor someone themselves, those new KJ Brand Partners become your S2s.

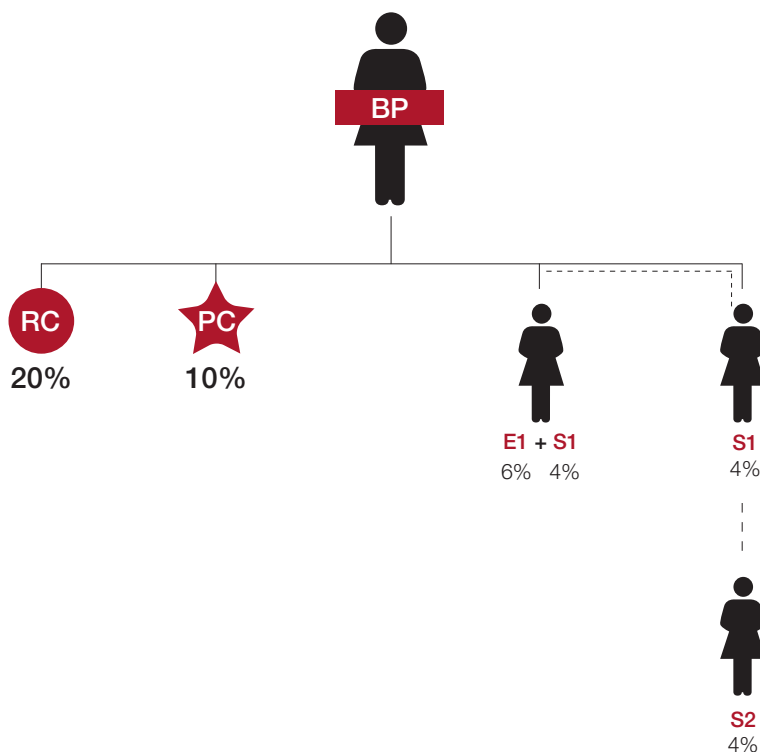
As a KJ Brand Partner your sponsor bonuses can go up to 2 sponsor levels.

PROMOTION REQUIREMENTS:

- Enroll as a KJ Brand Partner and purchase one of the 2 KJ Brand Partner Starter Kit options.

MONTHLY REQUIREMENTS:

- Remain Active



BUSINESS BUILDER

- Receive **20%** commission on **Personal Retail Sales**
- Receive **10%** commission on all your **Preferred Client** sales
- The more you sell, you can qualify for **enhanced commissions** of up to **15%**.

05

BUSINESS BUILDER

ENROLLER BONUSES

**6% Bonus Value (BV) Direct
Enroller Bonus**

Receive 6% BV on sales by KJ Brand Partners you personally have enrolled. These are your E1s.

6% BV Indirect Enroller Bonus

Receive 6% BV on sales by new enrollees your personal KJ Brand Partners have enrolled. These are your E2s.

06

BUSINESS BUILDER

SPONSOR BONUSES

4% BV Sponsor Bonuses

Receive 4% BV on sales by KJ Brand Partners you sponsor. These are your S1s.

When the KJ Brand Partners you personally sponsor decide to sponsor someone themselves, those new KJ Brand Partners become your S2s.

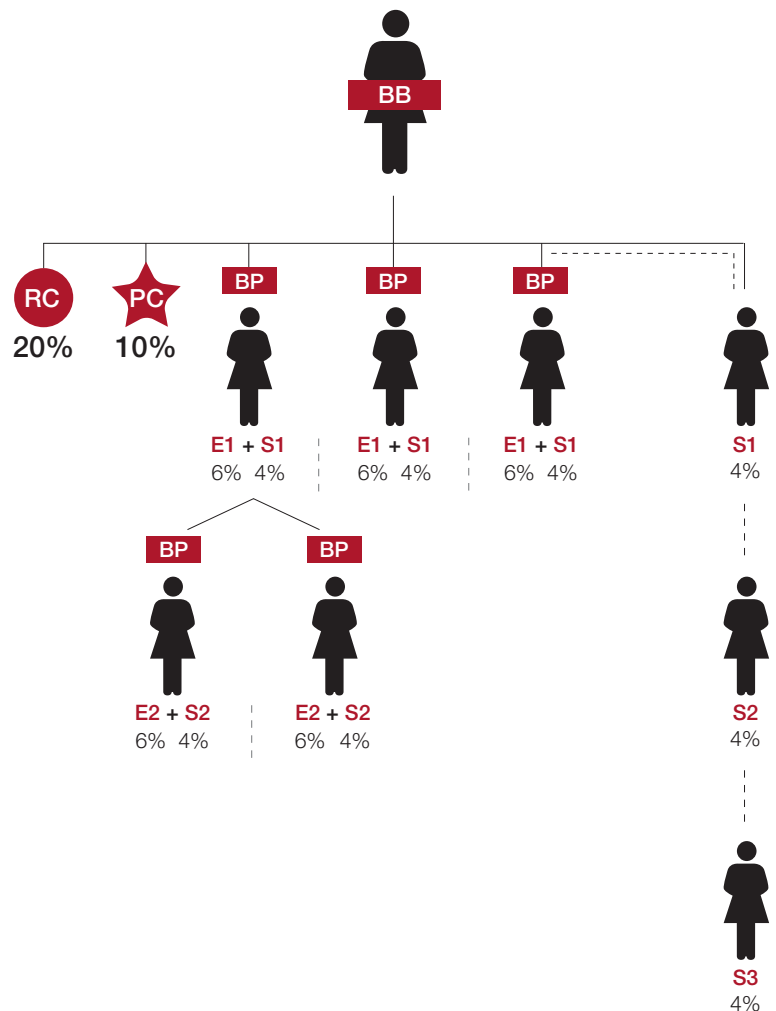
As a Business Builder your sponsor bonuses can go up to 3 sponsor levels (S3s).

PROMOTION REQUIREMENTS:

- Be Active
- Personally Enroll a total of 3 Active KJ Brand Partners

MONTHLY REQUIREMENTS:

- Remain Active
- Have 3 Qualified Legs or \$2,000 Total Group Retail Sales (TGRS)



WAYS TO EARN

TEAM LEADER

BASE + ENHANCED RETAIL COMMISSIONS

- Receive **20%** commission on **Personal Retail** Sales
- Receive **10%** commission on all your **Preferred Client** sales
- The more you sell, you can qualify for **enhanced commissions** of up to **15%**.

05 TEAM LEADER

ENROLLER BONUSES

6% Bonus Value (BV) Direct Enroller Bonus

Receive 6% BV on sales by KJ Brand Partners you personally have enrolled. These are your E1s.

6% BV Indirect Enroller Bonus

Receive 6% BV on sales by new enrollees your personal KJ Brand Partners have enrolled. These are your E2s.

06 TEAM LEADER

SPONSOR BONUSES

4% BV Sponsor Bonuses

Receive 4% BV on sales by KJ Brand Partners you sponsor. These are your S1s. When the KJ Brand Partners you personally sponsor decide to sponsor someone themselves, those new KJ Brand Partners become your S2s.

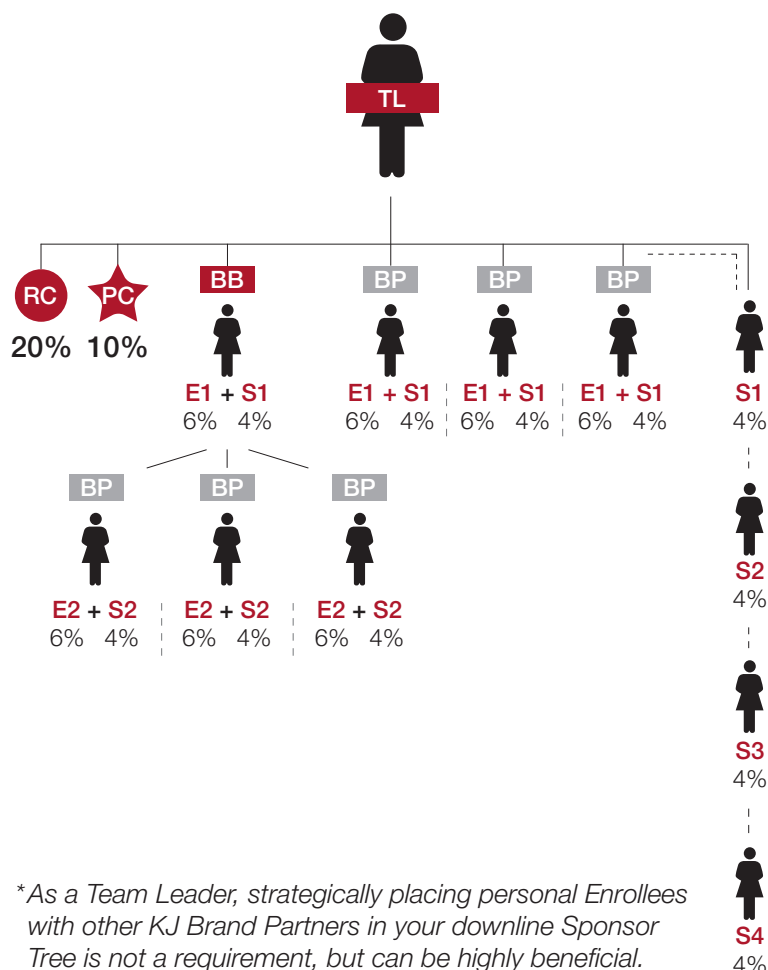
As a Team Leader your sponsor bonuses can go up to 4 sponsor levels (S4s).

PROMOTION REQUIREMENTS:

- Be Active
- Have 4 Qualified Legs (including 1 Business Builder)
- Generate \$5,000 TGRS in one month

MONTHLY REQUIREMENTS:

- Remain Active
- \$4,000 Total Group Retail Sales (TGRS)
- 60% Rule applies



*As a Team Leader, strategically placing personal Enrollees with other KJ Brand Partners in your downline Sponsor Tree is not a requirement, but can be highly beneficial.

WAYS TO EARN

DIRECTOR

BASE + ENHANCED RETAIL COMMISSIONS

- Receive **20%** commission on **Personal Retail** Sales
- Receive **10%** commission on all your **Preferred Client** sales
- The more you sell, you can qualify for **enhanced commissions** of up to **15%**.

05
DIRECTOR

ENROLLER BONUSES

6% Bonus Value (BV) Direct Enroller Bonus

Receive 6% BV on sales by KJ Brand Partners you personally have enrolled. These are your E1s.

6% BV Indirect Enroller Bonus

Receive 6% BV on sales by new enrollees your personal KJ Brand Partners have enrolled. These are your E2s.

06
DIRECTOR

SPONSOR BONUSES

4% BV Sponsor Bonuses

Receive 4% BV on sales by KJ Brand Partners you sponsor. These are your S1s. When the KJ Brand Partners you personally sponsor decide to sponsor someone themselves, those new KJ Brand Partners become your S2s.

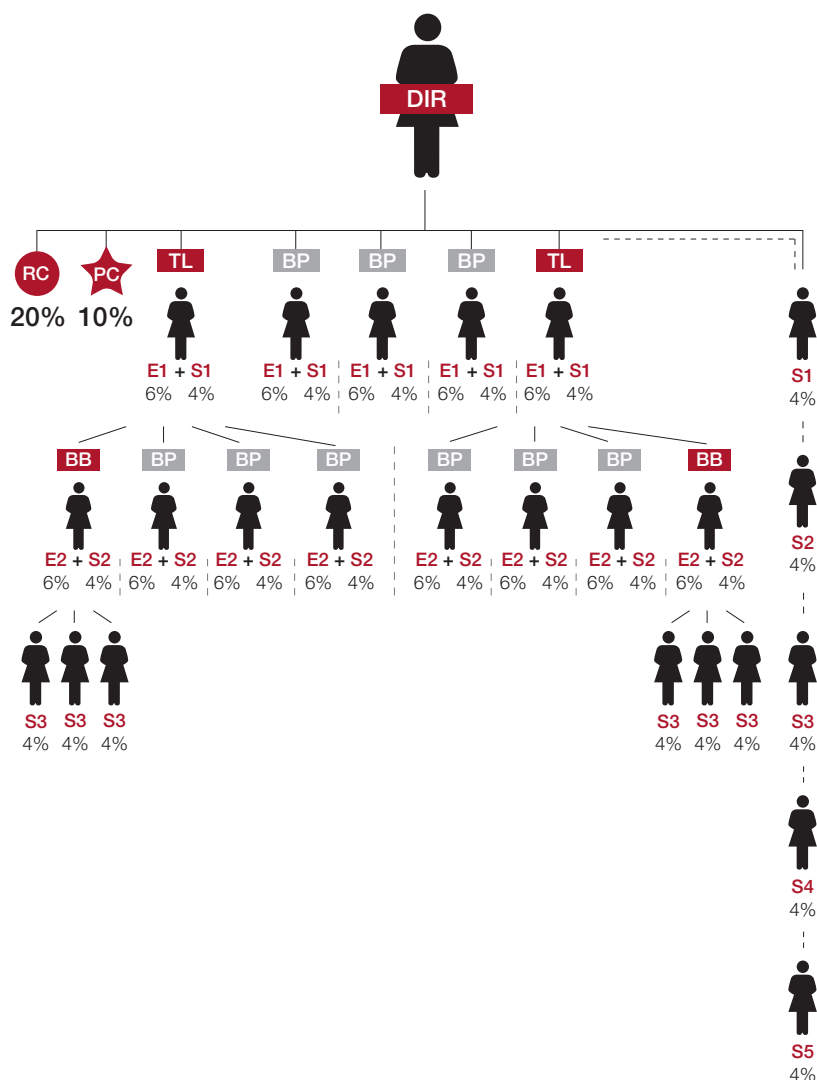
As a Director your sponsor bonuses can go up to 5 sponsor levels (S5s).

PROMOTION REQUIREMENTS:

- Be Active
- Have 5 Qualified Legs (including 2 Team Leaders in separate Legs)
- Generate \$15,000 TGRS in one month

MONTHLY REQUIREMENTS:

- Remain Active
- \$10,000 Total Group Retail Sales (TGRS)
- 60% Rule applies

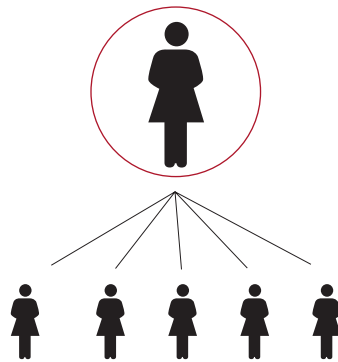




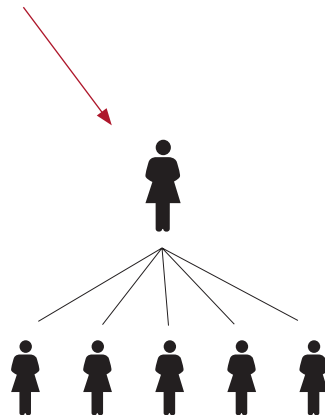
THE EXECUTIVE PHASE

“Leading The Way”

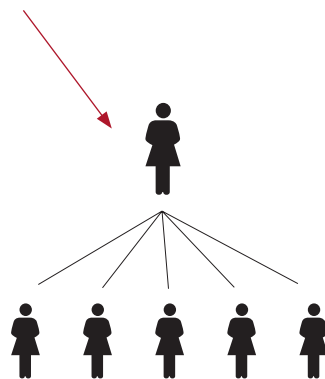
PERSONAL GROUP



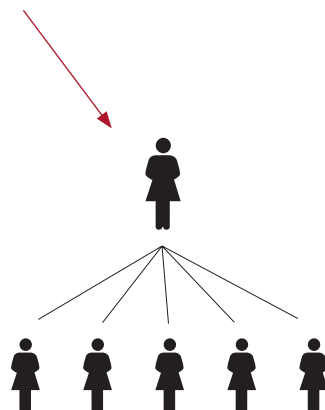
FIRST GENERATION



SECOND GENERATION



THIRD GENERATION



BONUSES ARE PAID ON UP TO 3 GENERATIONS

Generations can grow to **unlimited width and depth.**

When someone in your **personal group** reaches the rank of **Executive Director**, they leave your personal group and become a part of your **1st Generation**.

When someone in your **1st Generation** reaches the rank of **Executive Director**, they leave that group and become a part of your **2nd Generation**.

When someone in your **2nd Generation** reaches the rank of **Executive Director**, they leave that group and become a part of your **3rd Generation**.

WAYS TO EARN

EXECUTIVE DIRECTOR

ALL COMMISSIONS AND BONUSES FROM DIRECTOR RANK STILL APPLY. IN ADDITION TO THESE YOU WILL RECEIVE:

PERSONAL GROUP AND GENERATION BONUSES

07

EXECUTIVE
DIRECTOR

Earn 2% Bonus on your Personal Group Bonus Value (PGBV).

It's important to understand that your Personal Group Bonus is not level sensitive, so you can now earn bonuses on all the depth in your group beyond the five compressed levels of the Leadership Phase. Plus, as you advance in rank (as described below), your Personal Group Bonus can increase, up to 4% of your PGBV. This provides you with a method to potentially generate a significant increase in your income, based on the existing total volume in your personal group.

08

EXECUTIVE
DIRECTOR

As an Executive Director, earn 2% on your 1st Generation Executive Group Bonus Value (EGBV).

When someone in your downline becomes an Executive Director, their downline is no longer part of your Personal Group, but is now your 1st Generation.

PROMOTION REQUIREMENTS:

- Be Active
- Remain a Qualified Dir. (including 1 Qualified Dir. + 1 Qualified Team Leader in separate Legs)
- Generate \$40,000 TGRS in one month
- 40% Rule Applies

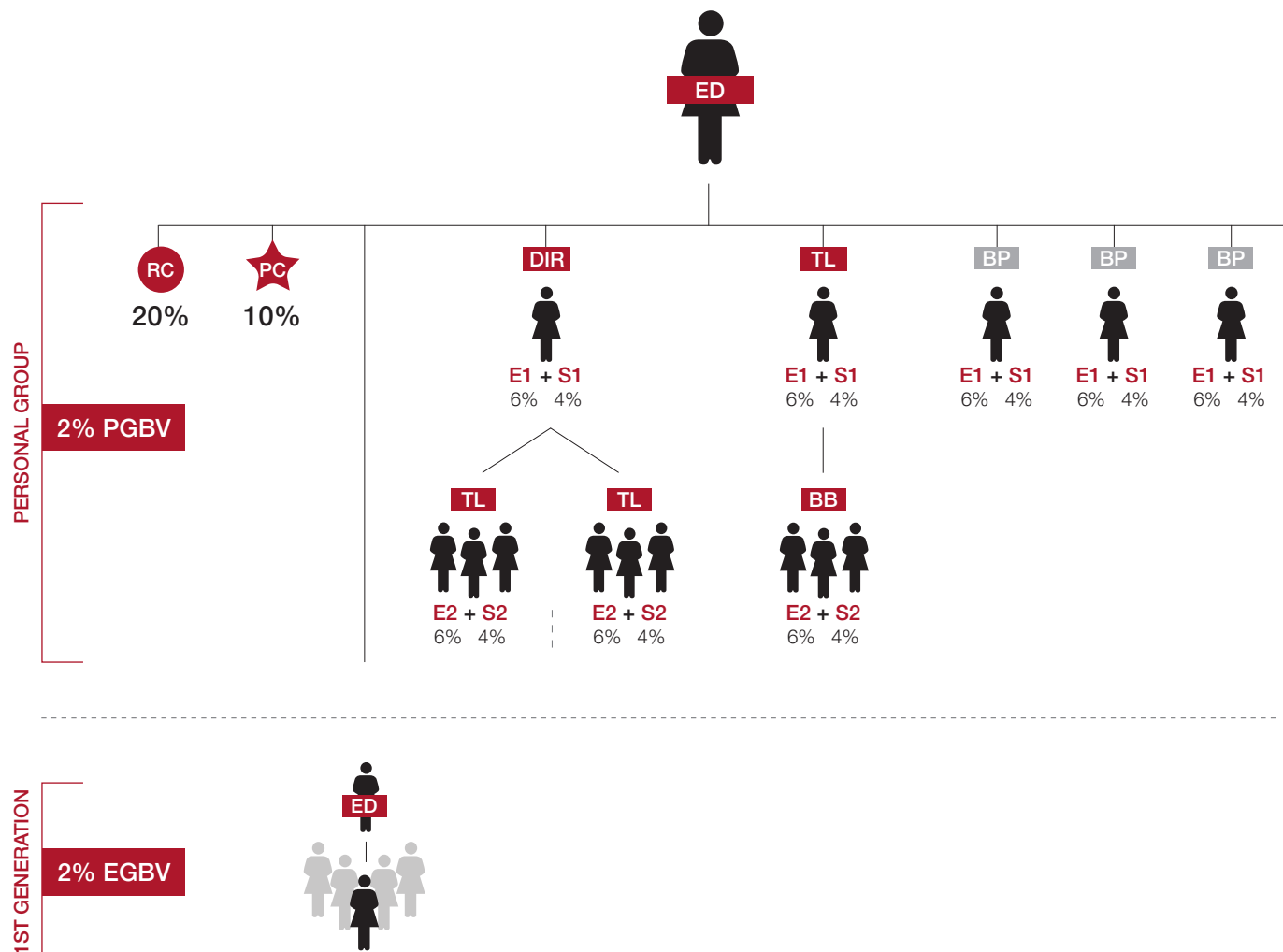
MONTHLY REQUIREMENTS:

- Remain Active
- \$30,000 TGRS
- 40% Rule applies



WAYS TO EARN

EXECUTIVE DIRECTOR



WAYS TO EARN

SENIOR EXECUTIVE

ALL COMMISSIONS AND BONUSES FROM DIRECTOR RANK STILL APPLY. IN ADDITION TO THESE YOU WILL RECEIVE:

PERSONAL GROUP AND GENERATION BONUSES

07

SENIOR
EXECUTIVE

Earn 3% Bonus on your Personal Group Bonus Value (PGBV).

It's important to understand that your Personal Group Bonus is not level sensitive, so you can now earn bonuses on all the depth in your group beyond the five compressed levels of the Leadership Phase.

Plus, as you advance in rank (as described below), your Personal Group Bonus can increase, up to 4% of your PGBV. This provides you with a method to potentially generate a significant increase in your income, based on the existing total volume in your personal group.

PROMOTION REQUIREMENTS:

- Be Active
- Remain a Qualified ED (including 2 Qualified ED in separate Legs)
- Generate \$100,000 TGRS in one month
- 40% Rule Applies

MONTHLY REQUIREMENTS:

- Remain Active
- \$75,000 TGRS
- 40% Rule applies

08

SENIOR
EXECUTIVE

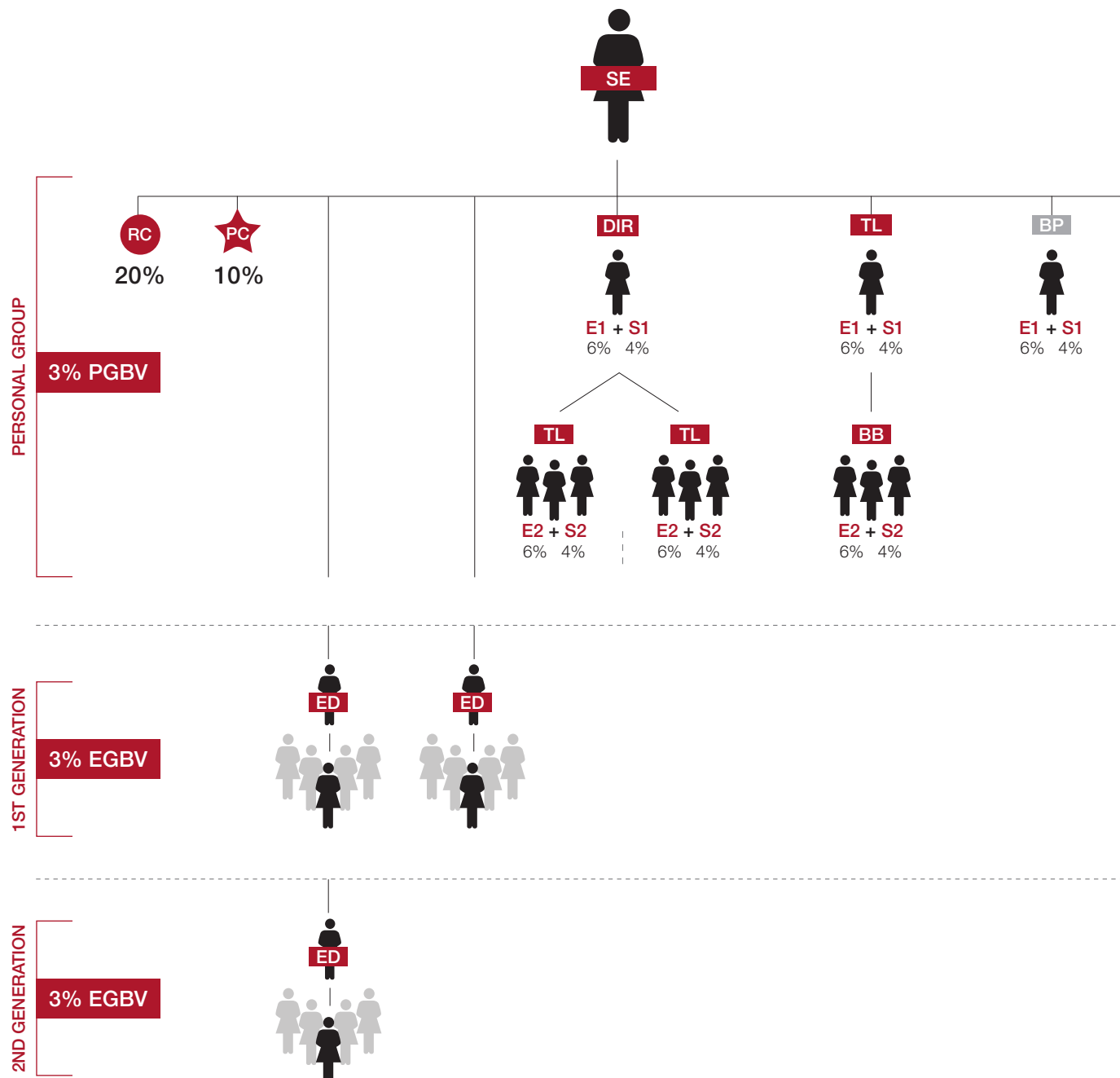
As a Senior Executive, earn 3% on your 1st and 2nd Generation EGBV.

When someone in your downline becomes an Executive Director, their downline is no longer part of your Personal Group, but are now your 1st Generation. When someone in your 1st Gen becomes Executive Director, their downline becomes your 2nd Generation.



WAYS TO EARN

SENIOR EXECUTIVE



WAYS TO EARN

NATIONAL EXECUTIVE

ALL COMMISSIONS AND BONUSES FROM DIRECTOR RANK STILL APPLY. IN ADDITION TO THESE YOU WILL RECEIVE:

PERSONAL GROUP AND GENERATION BONUSES

07

NATIONAL
EXECUTIVE

Earn 4% Bonus on your Personal Group Bonus Value (PGBV).

It's important to understand that your Personal Group Bonus is not level sensitive, so you can now earn bonuses on all the depth in your group beyond the five compressed levels of the Leadership Phase. Plus, as you advance in rank (as described below), your Personal Group Bonus can increase, up to 4% of your PGBV. This provides you with a method to potentially generate a significant increase in your income, based on the existing total volume in your personal group.

08

NATIONAL
EXECUTIVE

As a National Executive, earn 4% on your 1st, 2nd and 3rd Generation EGBV.

When someone in your downline becomes an Executive Director, their downline is no longer part of your Personal Group, but are now your 1st Generation. When someone in your 1st Gen becomes Executive Director, their downline becomes your 2nd Generation. The same applies for your 3rd Generation.

PROMOTION REQUIREMENTS:

- Be Active
- Remain a Qualified SE (including 1 Qualified SE + 2 Qualified EDs in separate Legs)
- Generate \$200,000 TGRS in one month
- 40% Rule Applies

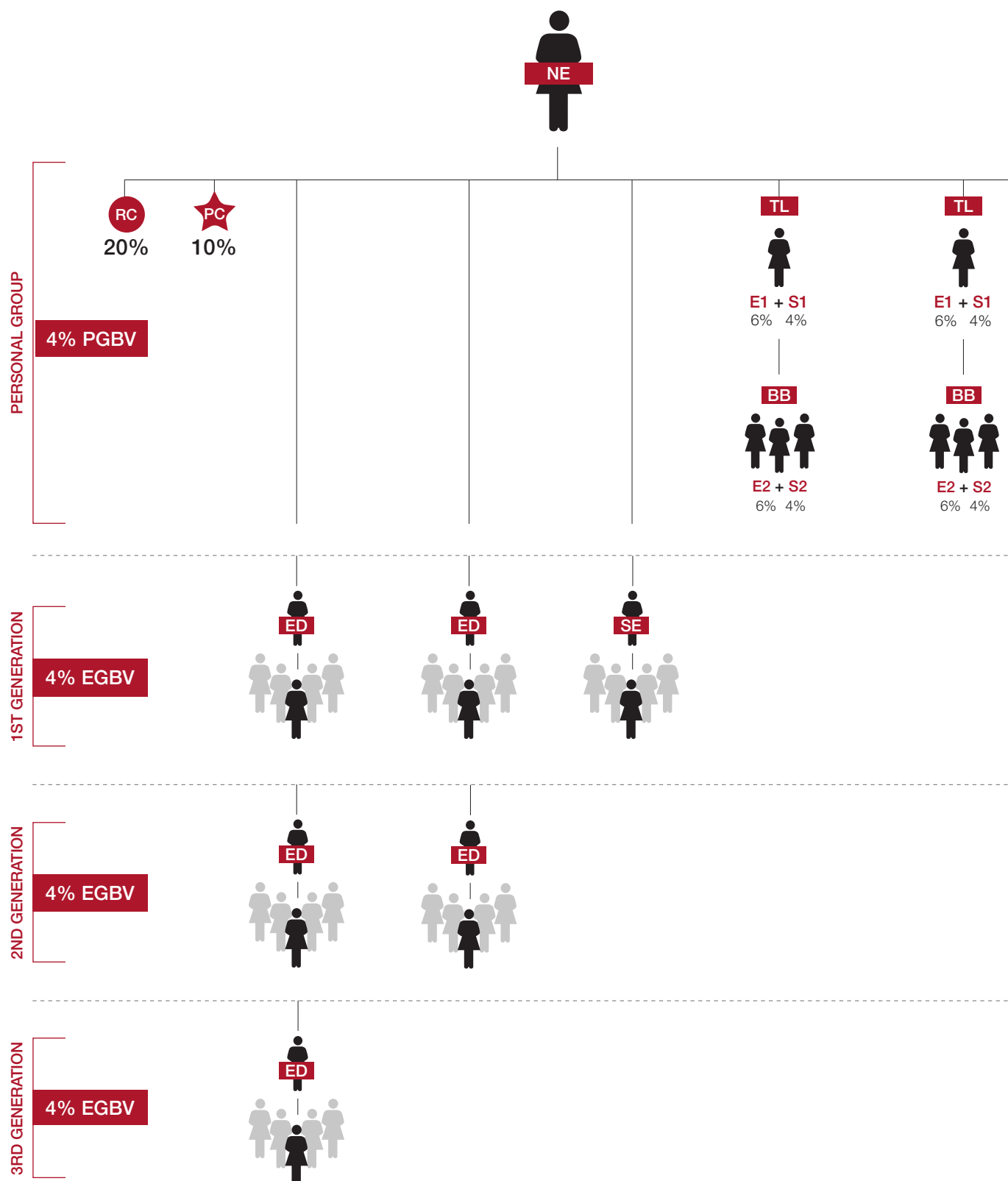
MONTHLY REQUIREMENTS:

- Remain Active
- \$150,000 TGRS
- 40% Rule applies



WAYS TO EARN

NATIONAL EXECUTIVE



WAYS TO EARN

NATIONAL LEADERSHIP BONUS POOL

Every month, KARINE JONCAS will place at least **1%** of its total monthly BV into the four National Leadership Bonus Pools.

9

NATIONAL
LEADERSHIP
BONUS POOL

20% Divided among all Ambassadors (or higher rank)

20% Divided among all Silver Ambassadors (or higher rank)

20% Divided among all Gold Ambassadors (or higher rank)

40% Divided among all Platinum Ambassadors

National Leadership Bonus Pool shares are awarded monthly and paid annually. In order to redeem shares, you must be qualified at the rank of Ambassador or higher in at least one of the last three months of the year.

PROMOTION REQUIREMENTS:

- Ambassador: Earn the rank of National Executive and assist KJ Brand Partners in two legs of your team to become National Executives.
- Silver Ambassador: Create a third leg in your team that contains a National Executive
- Gold Ambassador: Create a fourth leg in your team that contains a National Executive
- Platinum Ambassador: Create a fifth leg in your team that contains a National Executive. This is the pinnacle of achievement in the KARINE JONCAS business.

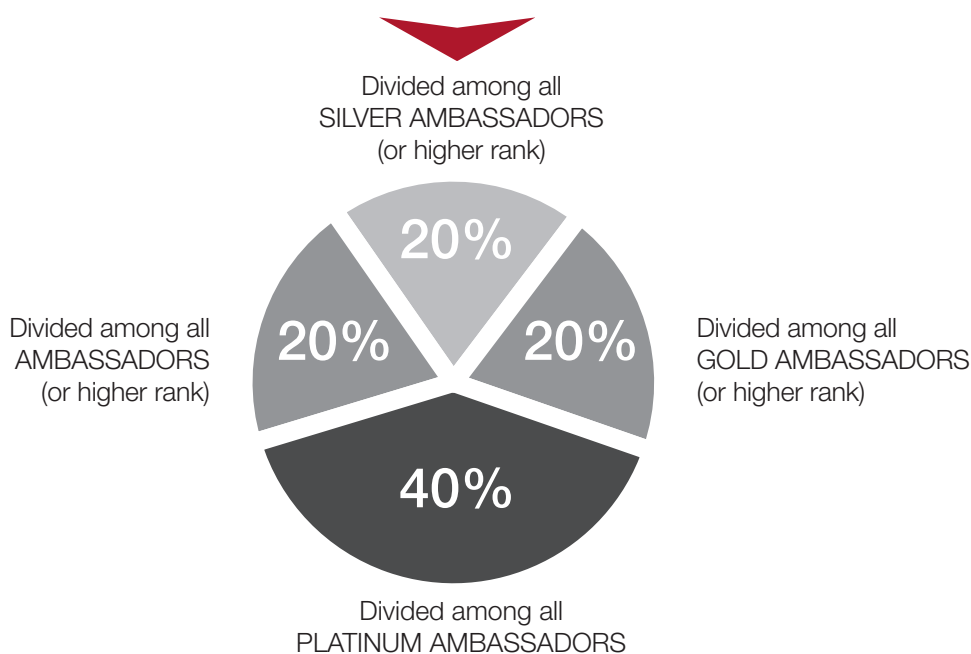
As you advance in rank, you'll continue to earn shares in the previous pools as well.

MONTHLY REQUIREMENTS:

- Maintain monthly requirements of a National Executive

1%

COMPANY TOTAL BV



KARINE JONCAS



“

*Your Skin,
My Passion*

”

Karine Joncas
Karine Joncas
Skincare Creator

The KJ Opportunity starts here!

Join us today



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