Compensation Plan Overview
The foundation of any Rodan + Fields business is a commitment to promoting our products and brand values. From there, it’s up to you how you choose to grow.

How Our Plan Works for You
THE RODAN + FIELDS COMPENSATION PLAN OFFERS FOUR WAYS TO EARN COMMISSIONS:

1. **Customer Commissions** from selling product to your Retail Customers and Preferred Customers.

2. **Level 1 Commissions** for Consultants with the title of Active Consultant from sales generated by your Level 1 Consultants and their Customers.

3. **Personal Team Commissions** from sales generated by your Personal Team.

4. **Generation Commissions** from sales generated by the extended organization your Personal Team creates.

In addition to Commissions, Consultants can also earn program rewards, incentive trips and bonuses. See the Programs Page in the Library for details.
RETAIL CUSTOMER (RC): A Customer who purchases R+F Products from or through a Consultant or directly from R+F at Retail Price.

PREFERRED CUSTOMER (PC): A Customer who purchases R+F Products through a Consultant and enrolls in PC Perks. (See PC Perks Terms and Conditions located in the Library for more details.)

CONSULTANT (C*): A Consultant is an Independent Contractor who has signed a Consultant Agreement which has been accepted by Rodan + Fields.

ACTIVE CONSULTANT (C): A Consultant becomes an Active Consultant by achieving 100 Sales Volume in a calendar month.

EXECUTIVE CONSULTANT (EC): A Consultant becomes an Executive Consultant by achieving 100 in Sales Volume and 800 in Group Volume in a calendar month.

LEADERSHIP TITLES (LI EC – RFX EC): Leadership Titles may be earned by an Executive Consultant based on the number of ECs and Level V ECs in their Level 1 (or their Level 1 Consultant’s downline) in a calendar month.

Leadership Titles include:

- Level I Executive Consultant (LI EC)
- Level II Executive Consultant (LII EC)
- Level III Executive Consultant (LIII EC)
- Level IV Executive Consultant (LIV EC)
- Level V Executive Consultant (LV EC)
- Premier Executive Consultant (Premier EC)
- Elite Executive Consultant (Elite EC)
- RFX Executive Consultant (RFX EC)

PERSONAL TEAM: A Personal Team is formed when a Consultant advances to EC or higher. An EC’s Personal Team includes all their downline Consultants and their Preferred Customers down to and including the first EC in each Leg.
KEY TERMS

COMMISSIONABLE VOLUME (CV): CV is assigned to each commissionable product for calculation of Commissions.

QUALIFYING VOLUME (QV): QV is assigned to each commissionable product for calculation of Titles and program rewards for sales achievements.

SALES VOLUME (SV): SV is made up of the QV of purchases made by your Retail Customers and/or the QV of personal purchases you make (up to the Qualifying Volume Contribution Limit).¹

PERSONAL VOLUME (PV): PV is made up of your SV and the QV of purchases made by your Preferred Customers.

GROUP VOLUME (GV): GV is made up of your PV plus the PV of all the Consultants on your Level 1.

PAID-AS TITLE: The final title you qualify for in a Commission Period (typically the same as a calendar month).

DOWNLINE: Your Downline is all the Consultants in your organization.

LEVEL 1 (L1): L1 consists of all the Consultants who are direct to you and their Preferred Customers.

LEG: Each Level 1 Consultant and all their Downline.

EXECUTIVE CONSULTANT LEG (EC Leg): Any Leg that contains at least one Paid-As EC or higher title anywhere in the Leg.

LEVEL V EC LEG (LV EC Leg): Any Leg that contains a Paid-As LV EC or higher anywhere in the Leg.

GENERATIONS: A Generation is formed as Consultants in your Personal Team advance to EC or higher. When this happens, their Personal Teams move out of your Personal Team and become your Generation I. When Consultants in your Generation I advance to EC or higher their Personal Teams become your Generation II.

Note: In the R+F Compensation Plan, Roman numerals are used for Titles and Generations (e.g., Level I Executive Consultant), while Arabic numerals are used for Levels in an organization (e.g., Level 1).

¹The maximum amount of QV that you can contribute through personal purchases is 400 QV per month toward any qualification category (SV, PV, GV, L1+L2, L1-L6). New Consultants in their first three months of operating their business (Enrollment month + three months) have a maximum personal contribution limit of 600 QV per month.
1. Customer Commissions

As a Rodan + Fields Consultant, you can earn Customer Commissions on purchases made by your Retail Customers and Preferred Customers. Customer Commissions are a tiered percent on the price paid for all direct sales to Customers based upon the Paid-As Title you achieve.

Consultant (17%)
Active Consultant (24%)
Executive Consultant (28%)

### CUSTOMER COMMISSIONS

**KEY**

- Retail Customer (RC)
- Preferred Customer (PC)
- Consultant (C*)
- Active Consultant (C)
- Leadership Titles
- Executive Consultant (EC)
- Personal Team

### CUSTOMER COMMISSIONS EXAMPLE

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<tr>
<th>Customer Price</th>
<th>Paid-As Title</th>
<th>Commission %</th>
<th>Commission on Customer Price</th>
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<tr>
<td>$100</td>
<td>Consultant (C*)</td>
<td>17%</td>
<td>$17</td>
</tr>
<tr>
<td></td>
<td>Active Consultant (C)</td>
<td>24%</td>
<td>$24</td>
</tr>
<tr>
<td></td>
<td>Executive Consultant+ (EC+)</td>
<td>28%</td>
<td>$28</td>
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</table>
2. Level 1 Commissions

**ACTIVE CONSULTANT**

As an Active Consultant (C), you’re eligible to earn Level 1 (L1) Commissions. You simply need to achieve a minimum of 100 Sales Volume (SV) each Commission Period.²

As an Active Consultant, the two ways you can earn include:

- **Level 1 Commissions**:³ 4% Commissions on Commissionable Volume (CV) of sales generated by your L1 Consultants and their Customers.
- **Customer Commissions**: 24% Commissions on the price paid by your Retail Customers and Preferred Customers.

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³Active Consultants earn Level 1 Commissions. When an Active Consultant advances to the Title of Executive Consultant and higher they earn Personal Team Commissions.
As an Active Consultant, your next target is to qualify as an Executive Consultant (EC) by achieving a minimum of 800 Group Volume (GV) in a Commission Period.

As an EC, the two ways you can earn include:

- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.

- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.
ADVANCING TO LEVEL I EXECUTIVE CONSULTANT

When you maintain your EC status and support the advancement of one Consultant in your Level 1 (or their downline) to EC status, that Executive Consultant’s Personal Team Volume moves out of your Personal Team to your Generation I. This process will advance you to a Level I Executive Consultant (LI EC).

As a Level I EC, the three ways you can earn include:

- **Generation Commissions:** 3% Commissions on Generation I CV.
- **Personal Team Commissions:** 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.
- **Customer Commissions:** 28% Commissions on the price paid by your Retail Customers and Preferred Customers.

A Generation is formed as Consultants advance to Executive Consultant or higher and create Personal Teams.

**LEVEL I EXECUTIVE CONSULTANT**

![Diagram showing the structure of a Level I Executive Consultant with 8% Commissions on Personal Team, Generation I = 3%, and 100 SV, 800 Group Volume (GV).]
ADVANCING TO LEVEL II EXECUTIVE CONSULTANT

When you maintain your Executive Consultant status and support the advancement of a second Consultant in your Level 1 (or their downline) to an EC through product sales, you will advance to Level II Executive Consultant (LII EC).

As a Level II EC, the three ways you can earn include:

- **Generation Commissions**: 4% Commissions on Generation I CV and 3% Commissions on Generation II CV.
- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants and Customers in your Personal Team.
- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.

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**KEY**

- Retail Customer (RC)
- Preferred Customer (PC)
- Customers
- Consultant (C)
- Active Consultant (AC)
- Executive Consultant (EC)
- Leadership Titles
- Personal Team

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LEVEL II EXECUTIVE CONSULTANT

Two Level 1 Consultants that are an EC (or higher) or have an EC (or higher) in their downline

Level 1

8% Commissions on Personal Team

Generation I = 4%

Generation II = 3%
Once you have grown your organization and support the advancement of four Consultants in your Level 1 (or in their downline) to ECs, you will advance to a Level III Executive Consultant (LIII EC).

As a Level III EC, three ways you can earn include:

- **Generation Commissions**: 5% Commissions on Generation I CV, 4% Commissions on Generation II CV, 3% Commissions on Generation III CV.
- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.
- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.
ADVANCING TO LEVEL IV EXECUTIVE CONSULTANT

Once you have grown your organization and support the advancement of six Consultants in your Level 1 (or their downline) to ECs, you will advance to a Level IV Executive Consultant (LIV EC).

As a Level IV EC, three ways you can earn include:

- **Generation Commissions**: 6% Commissions on Generation I CV, 5% Commissions on Generation II CV, 4% Commissions on Generation III CV, 2% Commissions on Generation IV CV.

- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.

- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.

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**LEVEL IV EXECUTIVE CONSULTANT**

- **Personal Team = 8%**
  - Generation I = 6%
  - Generation II = 5%
  - Generation III = 4%
  - Generation IV = 2%

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**KEY**

- Retail Customer (RC)
- Preferred Customer (PC)
- Consultant (C)
- Active Consultant (C*)
- Leadership Tribe
- Personal Team
ADVANCING TO LEVEL V EXECUTIVE CONSULTANT

Once you have grown your organization and support the advancement of eight Consultants in your Level 1 (or their downline) to ECs, you will advance to a Level V Executive Consultant (LV EC).

As a Level V EC, three ways you can earn include:

- **Generation Commissions**: 7% Commissions on Generation I CV, 6% Commissions on Generation II CV, 5% Commissions on Generation III CV, 3% Commissions on Generation IV CV and 2% Commissions on Generation V CV.

- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.

- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.

**LEVEL V EXECUTIVE CONSULTANT**


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<th>Percentage</th>
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<td>I</td>
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<tr>
<td>II</td>
<td>6%</td>
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<td>III</td>
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<td>IV</td>
<td>3%</td>
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<td>V</td>
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PREMIER EXECUTIVE CONSULTANT

Increase your potential earnings from the Compensation Plan with Premier EC when you build your organization, generating sales volume with at least 11 ECs in your Level 1 (or their downline), one of whom is LV EC.

When you achieve this title, you will earn 0.5% Commissions on your Generation VI Volume. As your organization continues to grow and develop, this has the potential to meaningfully increase your earnings.

As a Premier EC, three ways you can earn include:

- **Generation Commissions**: 7% Commissions on Generation I CV, 6% Commissions on Generation II CV, 5% Commissions on Generation III CV, 3% Commissions on Generation IV CV, 2% Commissions on Generation V CV, and 0.5% Commissions on Generation VI CV.
- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.
- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.
ELITE EXECUTIVE CONSULTANT

Increase your potential Commissions under the Compensation Plan at Elite EC when you continue to build your organization, generating sales volume with at least 13 ECs in your Level 1 (or their downline), three of whom are LV EC.

When you achieve this title, you will earn 1% Commission on your Generation VI Volume. As your organization continues to grow and develop, this has the potential to meaningfully increase your earnings.

As an Elite EC, three ways you can earn include:

- **Generation Commissions:** 7% Commissions on Generation I CV, 6% Commissions on Generation II CV, 5% Commissions on Generation III CV, 4% Commissions on Generation IV CV, 3% Commissions on Generation V CV, and 1% Commissions on Generation VI CV.

- **Personal Team Commissions:** 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.

- **Customer Commissions:** 28% Commissions on the price paid by your Retail Customers and Preferred Customers.
Maximize your potential earnings from the Compensation Plan with RFX EC when you continue to build your organization, generating sales volume with at least 15 ECs in your Level 1 (or their downline), 5 of whom are LV EC.

When you reach this ultimate destination, you will earn 2% Commissions on your Generation VI Volume. As your organization continues to grow and develop, this has the potential to meaningfully increase your earnings.

As an RFX EC, three ways you can earn include:

- **Generation Commissions**: 7% Commissions on Generation I CV, 6% Commissions on Generation II CV, 5% Commissions on Generation III CV, 4% Commissions on Generation IV CV, 3% Commissions on Generation V CV, and 2% Commissions on Generation VI CV.

- **Personal Team Commissions**: 8% Commissions on the CV generated by all the Consultants in your Personal Team and their Customers.

- **Customer Commissions**: 28% Commissions on the price paid by your Retail Customers and Preferred Customers.
5. Compensation Plan at a Glance

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<tr>
<th>Abbreviation</th>
<th>Consultant</th>
<th>Active Consultant</th>
<th>Executive Consultant</th>
<th>Level I Executive Consultant</th>
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<td>Number of Qualified LV EC Legs</td>
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Earning Potential

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<td>Personal Team Commissions</td>
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Customer Commissions are a % of price paid by the Customer. Level 1, Personal Team and Generation Commissions are a % of Commissionable Volume of the order.
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