



ASH + AMES

Ambassador Rewards

Your Next Chapter

We want every woman launching her own ASH + AMES business to feel excited about and inspired by her unique next chapter.

ASH + AMES truly believes that every woman deserves the opportunity to live a beautifully balanced life. The business model outlined here promotes a simple, effort-based reward system that also provides you the flexibility to enjoy individual pursuits and the knowledge that you're helping build a company that's dedicated to discovering and supporting promising female artisans all over the world, as well as giving back to developing countries.

Ambassador Rewards

5 WAYS TO EARN

PERSONAL SALES

Up to 20% Commission

TEAM SALES

Up to 9%

EARN MONTHLY CREDIT BASED
ON SALES GOALS

EARN \$1,000 IN RETAIL CREDIT PER
NEW AMBASSADOR REFERRAL

PROMOTION, JEWELRY, TRIPS
AND CASH BONUSES

BUILD YOUR BUSINESS

TEAM BUILDING = EXPONENTIAL GROWTH

Commissions calculated on commissionable value (cv), which is 80% of final retail price):

- YOU EARN 5% OF THE CV FOR
AMBASSADORS WHO WORK DIRECTLY FOR YOU
- YOU EARN 3% OF THE CV FOR
AMBASSADORS WHO WORK ONE TIER BELOW YOU
- YOU EARN 1% OF THE CV FOR
AMBASSADORS WHO WORK TWO TIERS BELOW YOU
A standard team allows for potential income of over \$100k

AMBASSADOR REWARDS

YOU CONTROL YOUR EARNINGS

| WEEKLY SALES | MONTHLY SALES | AVERAGE MONTHLY INCOME |
|--------------|---------------|------------------------|
| US \$1,000 | US \$4,000 | US \$600 |
| US \$4,500 | US \$18,000 | US \$3,600 |
| US \$6,000 | US \$24,000 | US \$4,800 |

BUILD A TEAM AND INCREASE YOUR EARNING POTENTIAL

You earn up to an additional 9% on your team's sales

| | POTENTIAL MONTHLY INCOME* | POTENTIAL ANNUAL INCOME* | HOURS PER WEEK |
|--------------------|---------------------------|--------------------------|----------------|
| Brand Ambassador | US \$930 | US \$11,160 | 4 - 6 |
| Associate | US \$2,975 | US \$35,700 | 6 - 9 |
| Senior Associate | US \$4,165 | US \$49,980 | 9 - 12 |
| Director | US \$11,875 | US \$142,500 | 12 - 15 |
| Senior Director | US \$14,250 | US \$171,000 | 15 - 20 |
| Executive Director | US \$26,833 | US \$322,000 | 20 - 30 |

*This is an illustration of retail commissions potential. It is not a representation of results you should expect. ASH + AMES makes no guarantee that you will earn income or be successful.

ASH + AMES Advantages

In addition to personal commissions, there are a number of ASH + AMES advantages, like retail credit for new products, special promotions, and additional cash bonuses.

GAIN

- **60 DAY QUICK START PROGRAM**

In addition to any personal commissions, you can earn up to \$5,000 in retail credit within your first 60 days as an Ambassador. This is a fantastic way to earn back your initial ASH + AMES investment—as well as accumulate retail credit toward future pieces in the collection.

| LEVEL | YOUR 60 DAY SALES TOTAL | YOUR COMMISSIONS | RETAIL CREDIT |
|-------|-------------------------|------------------|----------------|
| 1 | \$10K | \$2,000 | \$1,000 credit |
| 2 | \$25K | \$5,000 | \$2,500 credit |
| 3 | \$50K | \$10,000 | \$5,000 credit |

WIN

- **BONUS PROGRAM—**

After your Quick Start Program ends, every Ambassador is automatically enrolled in the Bonus Program. This will begin the 1st of the month following your Quick Start program completion. Any Ambassador who sells more than \$5,000 each month for 4 consecutive months will earn an additional 5% in retail credit. This credit is especially beneficial during the release of seasonal collections (based off retail prices). The retail credit is good within 4 months after earning the credit. Any used credit after 4 months will be expired. The Bonus Program builds as follows:

| MONTHLY SALES FOR 4 CONSECUTIVE MONTHS | 5% BONUS IN RETAIL CREDIT | + YOUR COMMISSION |
|--|---------------------------|--------------------------|
| \$5,000 | \$250 | \$1,000 (20% X \$5,000) |
| \$7,500 | \$375 | \$1,500 (20% X \$7,500) |
| \$10,000 | \$500 | \$2,000 (20% X \$10,000) |

- **REFERRAL BONUS PROGRAM**

\$1000 retail credit bonus for all new Ambassadors/Seasonal Ambassadors who join ASH + AMES. Bonus is received after the new Ambassador sells \$5,000 in retail sales within first 3 months. The current Ambassador receiving the bonus is required to be active.

Compensation Plan

| | | TITLE (RANK) | | | | | | |
|---|---|--------------------------------------|---|---|---|---|--|--|
| | | AMBASSADOR | BRAND AMBASSADOR | ASSOCIATE | SENIOR ASSOCIATE | DIRECTOR | SENIOR DIRECTOR | EXECUTIVE DIRECTOR |
| REQUIREMENTS (MONTHLY) | Minimum Personal Sales (retail volume) | \$1,500 | \$3,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 | \$5,000 |
| | Team retail volume (any Ambassador in qualifying tier) (total group volume in paid tiers) | No requirements | \$10k | \$20k | \$60k | \$120k | \$170k | \$350k |
| | Team structure (ONLY ACTIVE AMBASSADORS with \$1,000 in personal sales qualify) | No requirements | 2 level I <i>*Must be active \$1,000</i> | 5 level I <i>* Must be active \$1,000. Promote out 1 level I Brand Ambassador.</i> | 7 level I <i>* Must be active \$1,000. Promote out 2 level I Brand Ambassadors, 1 level I Associate.</i> | 10 level I <i>* Must be active \$1,000. Promote out 2 level I Sr. Associate.</i> | 12 level I <i>* Must be active \$1,000. Promote out 1 level Director.</i> | 12 level I <i>* Must be active \$1,000. Promote out 2 level I Director.</i> |
| PAYOUT COMMISSIONS | Personal % | 15%-20% based on retail sales volume | | | | | | |
| | Team Level 1 | 5% cv | 5% cv | 5% cv | 5% cv | 5% cv | 5% cv | 5% cv |
| | Team Level 2 | | 1% cv | 3% cv | 3% cv | 3% cv | 3% cv | 3% cv |
| | Team Level 3 | | | | 1% cv | 1% cv | 1% cv | 1% cv |
| | Executive Director Bonus | | | | | | | 1% cv |
| PROMOTION ONE-TIME RANK BONUS <i>*Must hold rank for 3 consecutive pay periods, on 4th paid as month they get bonus.</i> | | | \$250 | \$700 | \$1,000 | \$1,750 | \$2,500 | \$5,000 |