

J.HILBURN

Fast Start Bonus Program

Confidential
Effective 6/1/2024

Let's Get Started!

At J.Hilburn, we prioritize providing exceptional support and resources to our Independent Personal Stylists. We firmly believe that having the best Stylists in the industry is a critical ingredient that sets us apart from our competition. To achieve this, we have developed a comprehensive training program

that equips all of our new Stylists with the necessary skills and confidence before they enter the field. We also believe in rewarding self-starters who demonstrate an entrepreneurial spirit. As they move through training and quickly put their skills into action, they can earn bonuses as outlined below.

Fast Start Bonus Program

Fast Start Period: Enrollment Month + 3 Months

Bonus for New Stylist selling = For every \$500 sold during the New Stylist Fast Start period, within a given month, that New Stylist will earn a \$25 bonus within a calendar month. The bonus is uncapped and can be earned unlimited times during the Fast Start Period.

NEW STYLIST BONUS EXAMPLE:

Sell \$3,500 to earn your New Stylist Kit for \$149 + Fast Start Bonus.

This example shows a New Stylist selling \$500 or more to 7 Clients.

Sale:	\$500	+	\$500	+	\$500	+	\$500	+	\$500	+	\$500	+	\$500
Bonus:	\$25		\$25		\$25		\$25		\$25		\$25		\$25

SALES: \$500 × 7 = \$3,500
SALES BONUS: \$25 × 7 = \$175

Bonus for New Stylist Mentor = New Stylist Mentors are also offered a bonus during their New Stylist's Fast Start Period. For every \$500 in sales produced by the New Stylist within a month, the Mentor of that Stylist will receive a matching bonus of \$25.

MENTOR BONUS EXAMPLE:

The Mentor earns a matching bonus for every Fast Start Bonus that the New Stylist achieves.

This example shows a New Stylist selling \$500 or more to 7 Clients.

Sale:	\$500	+	\$500	+	\$500	+	\$500	+	\$500	+	\$500	+	\$500
Bonus:	\$25		\$25		\$25		\$25		\$25		\$25		\$25

SALES: \$500 × 7 = \$3,500
MENTOR BONUS: \$25 × 7 = \$175

New Stylist First 6 Months

To help new Stylists build momentum during their 1st 6 Months, they earn higher rates of sales commissions. Starting at an automatic 20% on personal sales up to \$5,999.

Monthly Personal Qualification Volume (PV-Q)	% Payout on Personal Commissionable Volume* (PV-C)
\$0 - \$5,999 PV-Q	20%
\$6,000 - \$7,999 PV-Q	22%
\$8,000+ PV-Q	25%

* Full price, J.Hilburn products to be paid out at 100% commissionable volume.
 * Third-party brands and any J.Hilburn sale items to be paid at 50% commissionable volume.

Continue Building your Business

The J.Hilburn Sales & Leadership Development Plan offers various opportunities for personal and professional growth. Stylists are encouraged to challenge themselves as they continue through the Sales & Leadership Development Plan. Stylists have the ability to take the business in the direction of their choice, whether it be a top seller, ambassador, team builder or all of the above. J.Hilburn presents a variety of avenues to help Stylists succeed, all while maintaining the freedom and flexibility they value.

Standard Stylist Commission Rates

Monthly Personal Qualification Volume (PV-Q)	% Payout on Personal Commissionable Volume* (PV-C)
\$0 - \$499 PV-Q	10%
\$500 - \$2,499 PV-Q	15%
\$2,500 - \$3,999 PV-Q	18%
\$4,000 - \$5,999 PV-Q	20%
\$6,000 - \$7,999 PV-Q	22%
\$8,000+ PV-Q	25%

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 * Third-party brands and any J.Hilburn sale items to be paid at 50% commissionable volume.



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