



THE SEINT COMPENSATION GUIDE
YOUR PATH TO SUCCESS

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INTRODUCTION

THE SEINT DIFFERENCE

At Seint, we truly believe that beauty connects us. The Artist program brings the opportunity to all who want to be a part of that vision to “have your cake and eat it, too.” But what does that really mean? To us, it means you don’t have to choose between financially supporting your family and spending time with them. It means you don’t have to choose between helping yourself or helping others. With a little creativity, optimism, and hard work, you can have it all. Our Compensation Plan is no exception; it’s easily customizable to fit the level of part time or full-time involvement that suits you.

OUR GOALS:

To help you as you work to nurture and preserve beauty.

To welcome you into a community that lifts and supports each other.

To empower you on your journey to support and spend time with the people you love most.

THE POWER OF SOCIAL SELLING

Our industry is all about connecting one-on-one with people, because there's nothing more powerful than sharing something you love with the people you care about! As a Seint Independent Artist, you have many options for offering our uniquely customizable products, from in-person parties in host's homes to online parties, and through promoting your business on your favorite social media platforms. Of course, growing and maintaining your customer base is the foundation of your ongoing success. Social selling is also a particularly powerful way for you to invite others to be part of your team, thereby leveraging your income potential. At Seint, we place a high value on community; we are dedicated to lifting and supporting each other.

BENEFITS OF THE SEINT COMPENSATION PLAN

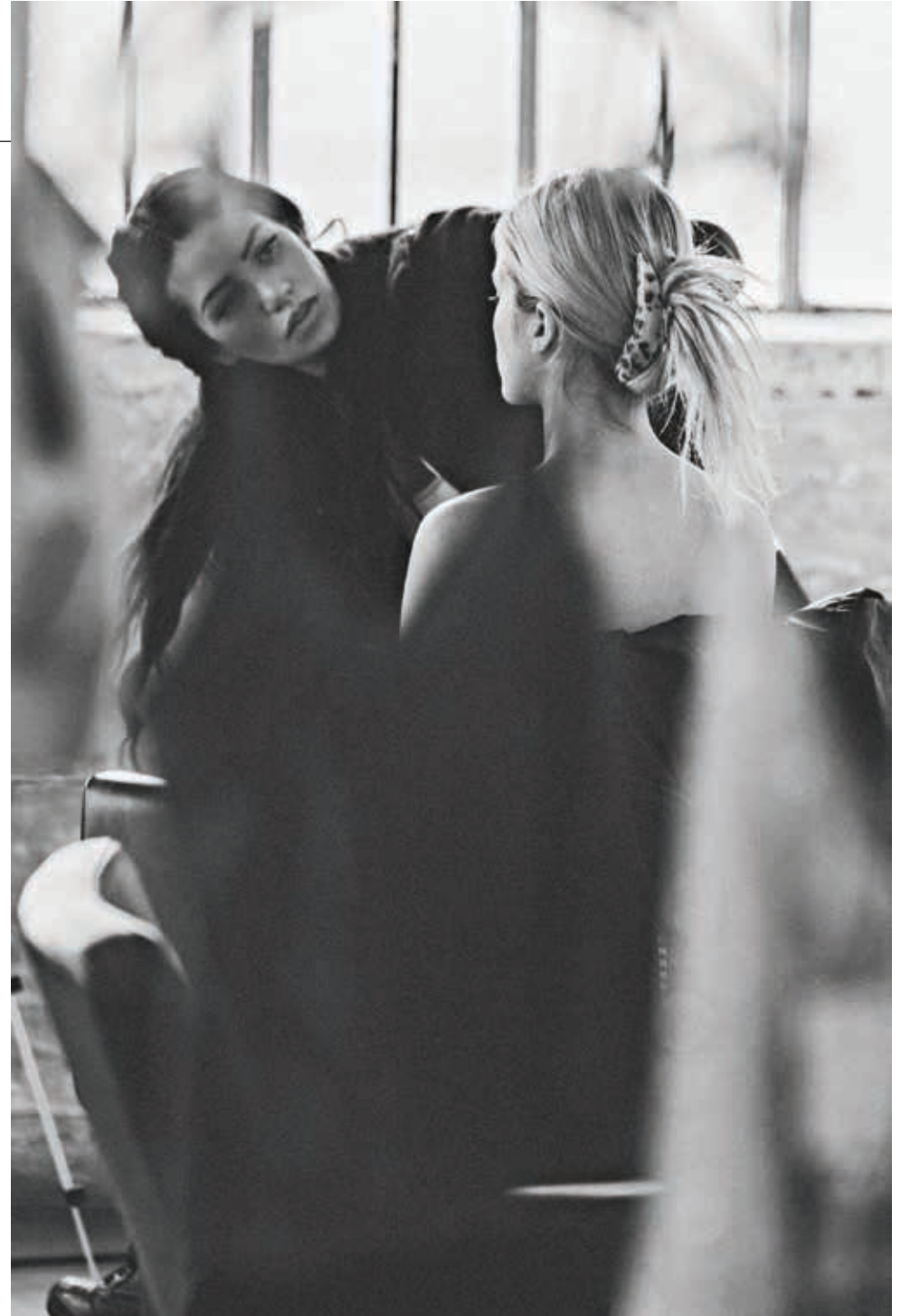
Boost your income by sharing products you love

Empower yourself and others

Create lifelong friendships

Earn free products

Take incredible trips





6 WAYS TO BE COMPENSATED

SEINT OFFERS ONE OF THE MOST INNOVATIVE AND LUCRATIVE PLANS IN THE INDUSTRY, WITH SIX UNIQUE WAYS TO EARN.

1. Retail Commissions
2. Artist-in-Training Bonus
3. Enroller Bonus
4. Level Bonus
5. Personal Leader Bonus
6. Generation Bonus

*CV is converted to the local currency in global situations, and each country will have their own SV and be compensated in their home currency.

PARTY PERKS

It's party time! When a customer throws a party, they are able to earn free products based off of sales from that party. Additionally, as an Artist, you can create your own party and earn free products as your customers place orders. It's just one more reason to get excited about sharing Seint with everyone you know!



GETTING STARTED

STEPS FOR FAST AND LASTING SUCCESS

At Seint, we want you to have all of the tools you need to start strong and establish a foundation for lasting success. To help you get the most out of being an Artist, we've mapped out the five steps you should take within the first month of getting started.

COMPLETE AN ARTIST APPLICATION

This is a legally binding agreement between you and the Company that covers your rights, duties, and responsibilities and those of the Company. This is vital and necessary information. The Policies & Procedures manual is an extension of this Agreement and should be read carefully.

PURCHASE AN ARTIST KIT

Our Artist kits contain the retail products and sales materials you need to kick-start your Seint business.

QUESTION: ARE COMMISSIONS PAID ON ARTIST KITS?

Answer: Commissions are not paid on Artist kits, because we want to make sure that when choosing Artists to sponsor you are choosing those who you feel would be the right fit to become a Seint Artist. We put more reward on making sure they are successful going forward instead of being compensated only on signing them up. Not issuing commission on the Artist kits is also the reason we are able to offer such a discounted price! Artist kits will count toward your first 640 Accumulative CV in reaching ARTIST II.

USE TOOLS

We provide the tools necessary for sales and presentations. Utilize these—they were created solely to make your life easier. To get started, simply watch the training application videos.

GET TO KNOW & FALL IN LOVE WITH THE PRODUCTS

The more you love and utilize Seint products, the easier they'll be to share. Get comfortable with applying makeup to as many different faces as possible. The more you practice, the more confident you'll become.

START SHARING

Organize your own personal launch party and invite all your friends and/or do a social media live or post a video of putting on your Seint makeup.

ENHANCED RETAIL COMMISSIONS

THE FOUNDATION OF YOUR SEINT BUSINESS

The foundation of your Seint business is selling products to both new and existing customers. When you lead and share via social media (or host an event), you share your enthusiasm for the products, take orders to be fulfilled by the company, and develop lasting customer relationships. All Seint products have a Retail Price (SRP). Artists may purchase products at a “Wholesale” price that is 20% less than the SRP. This difference between the SRP and the Wholesale price is called a Base Commission.

CV	1-319	320-639	640-1599	1600-3199	3200+
ENHANCED RETAIL COMMISSIONS	20% (on SV) Weekly	+5% (on SV) Monthly	+5% (on SV) Monthly	+5% (on SV) Monthly	+5% (on SV) Monthly



RANK QUALIFICATIONS

ARTIST I	<ul style="list-style-type: none"> • Purchase kit + complete training 	ARTIST VI	<ul style="list-style-type: none"> • Active* (Reach 480 CV in qualifying month) • 5 Active Legs** in qualifying month <ul style="list-style-type: none"> • 1 must be ARTIST IV or above • 1 must be ARTIST V or above • 8,000 TGCV***
ARTIST II	<ul style="list-style-type: none"> • Active* (Reach 240 CV in qualifying month) • Accumulate your first 640 in CV (one time, does not have to be within one month) 	ARTIST VII	<ul style="list-style-type: none"> • Active* (Reach 720 CV in qualifying month) • 5 Active Legs** in qualifying month <ul style="list-style-type: none"> • 1 must be ARTIST V or above • 1 must be ARTIST VI or above • 20,000 TGCV***
ARTIST III	<ul style="list-style-type: none"> • Active* (Reach 240 CV in qualifying month) • 2 Active Legs** in qualifying month <ul style="list-style-type: none"> • 2 must be ARTIST II or above • 800 TGCV*** 	ARTIST VIII	<ul style="list-style-type: none"> • Active* (Reach 720 CV in qualifying month) • 6 Active Legs** in qualifying month <ul style="list-style-type: none"> • 2 must be ARTIST VI or above • 1 must be ARTIST VII or above • 40,000 TGCV***
ARTIST IV	<ul style="list-style-type: none"> • Active* (Reach 480 CV in qualifying month) • 3 Active Legs** in qualifying month <ul style="list-style-type: none"> • 1 must be ARTIST III or above • 2,000 TGCV*** 	ARTIST IX	<ul style="list-style-type: none"> • Active* (Reach 720 CV in qualifying month) • 7 Active Legs** in qualifying month <ul style="list-style-type: none"> • 3 must be ARTIST VI or above • 1 must be ARTIST VII or above • 1 must be ARTIST VIII or above • 80,000 TGCV***
ARTIST V	<ul style="list-style-type: none"> • Active* (Reach 480 CV in qualifying month) • 4 Active Legs** in qualifying month <ul style="list-style-type: none"> • 1 must be ARTIST III or above • 1 must be ARTIST IV or above • 4,000 TGCV*** 	ARTIST X	<ul style="list-style-type: none"> • Active* (Reach 720 CV in qualifying month) • 7 Active Legs** in qualifying month <ul style="list-style-type: none"> • 3 must be ARTIST VI or above • 1 must be ARTIST VII or above • 1 must be ARTIST IX or above • 160,000 TGCV***

* ACTIVE: In order to be active, you must reach 240, 480, or 720 CV (depending on your rank) in a calendar month.

** ACTIVE LEG: This is defined as a downline with at least one active ARTIST II or above.

*** TOTAL GROUP COMMISSION VOLUME (TGCV): This is the total CV created by you and all your downline Artist teams in the sponsor genealogy calculated to infinite depth. This TGCV is used to calculate various forms of qualification for earning new rank promotions and rank maintenance in various phases of the Compensation Plan. It is sometimes subject to the 40% Rule.



LOOKING FORWARD

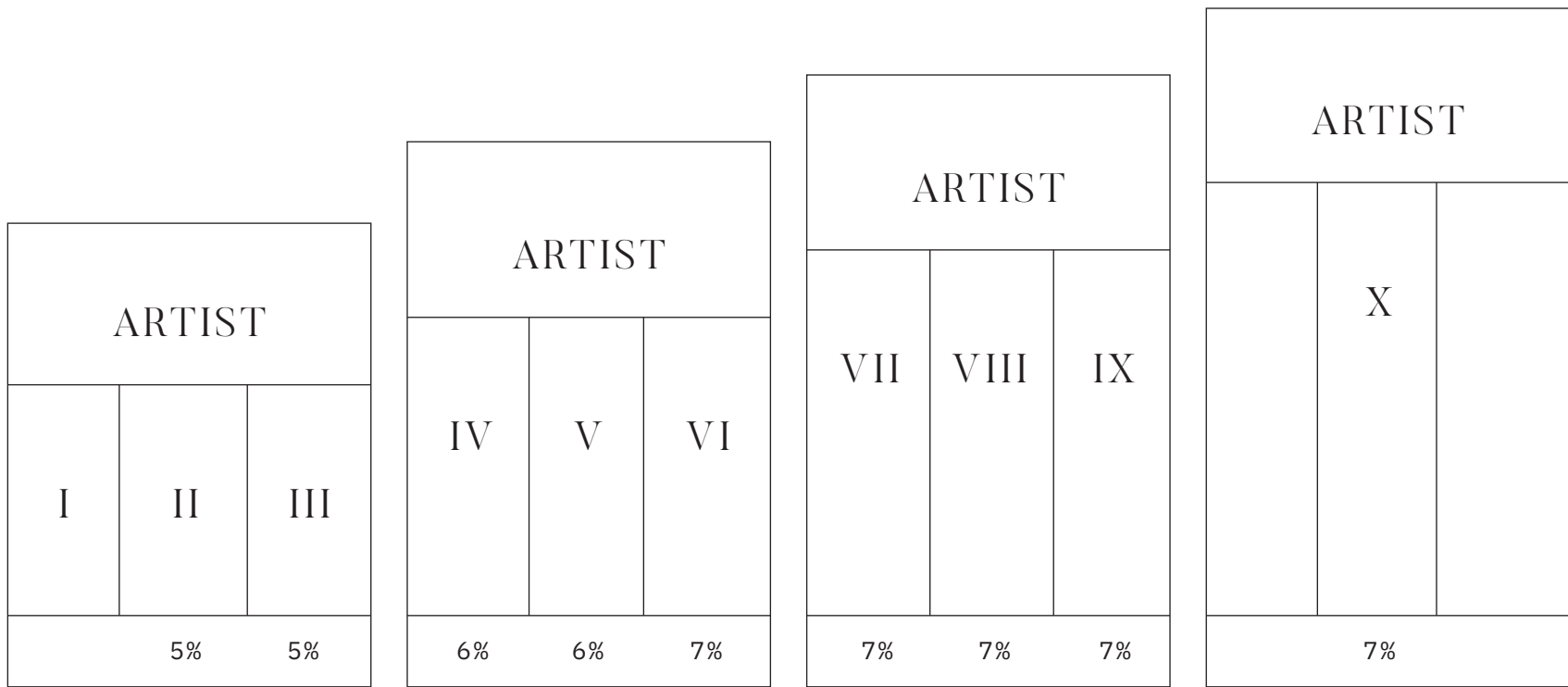
As you fall in love with the Seint products and begin sharing them with others, you'll attract others to your team, helping you to grow your organization and advance in rank, which can open the door to bigger bonuses, greater incentives, and the chance to make a significant impact in the lives of those within your sphere of influence.

ARTIST-IN-TRAINING BONUS

EARN WHILE YOU LEARN

As a new Artist, you can earn while you learn. As soon as the company has accepted your application, you will become an Artist-in-Training and be eligible to start earning the 20% Base Retail Commission. During this training period, you will be working towards your first 640 in commission volume (CV). Once you have sold your first 640 CV, and become Active for the month, you are officially out of training and can earn more than 20% commissions.

It is important that you remain active and graduate from your training period by reaching the rank of ARTIST II or higher so you can become eligible for the Artist-in-Training bonus by signing up people underneath you. This is a bonus you earn for training those new Artists you personally enroll, as you are being compensated for taking care of them.



ENROLLER BONUS

GET REWARDED FOR SHARING WHAT YOU LOVE

Enrolling new Artists is an important step in your Seint journey, and you'll be rewarded as you take care of and educate those new Artists you are sponsoring. Every time you enroll a new Artist, you also begin receiving an ongoing 5% up to 7% CV Enroller Bonus on that Enrollee's entire Personal CV, for as long as you remain personally "Active." This bonus is paid monthly. Please note that this is only a bonus for level one Artists you've personally enrolled.

LEVEL BONUSES

YOU BUILD, THEY BUILD: LIFTING OTHER ARTISTS FOR MAXIMUM SUCCESS

By helping your own team of Artists learn to gather customers and build their teams, you support their success while you develop depth in your organization. Seint compensates you for building depth by paying you through up to five levels of Artist sales volume in

your organization. The term "Level" is used to describe your relationship to the other Artists. When you sponsor someone, that person is your Level 1. When that person sponsors someone, the new Artist becomes your Level 2, and so on.

	I	II	III	IV	V	VI	VII	VIII	IX	X
LEVEL 1		3%	3%	4%	4%	5%	5%	5%	5%	5%
LEVEL 2			3%	4%	4%	5%	5%	5%	5%	5%
LEVEL 3				2%	3%	4%	4%	4%	4%	4%
LEVEL 4					2%	3%	3%	3%	3%	3%
LEVEL 5						2%	2%	2%	2%	2%

PERSONAL LEADER BONUS

LEAD THE WAY TO A BRIGHTER FUTURE

When you become an ARTIST VII, you'll qualify for the Personal Leader Bonus. This bonus is just that—a bonus—and does not affect what you're already paid through the compensation plan. As an ARTIST VII, you've proven yourself as a leader and will begin making 2% CV on your entire Personal Leader Group.

RANK	QUALIFICATIONS	BONUS
ARTIST VII	<ul style="list-style-type: none">• Active* (Reach 720 CV in qualifying month)• 5 Active Legs** in qualifying month:: 1 must be Artist V or above:: 1 must be Artist VI or above• 20,000 TGCV***	2% CV
ARTIST VIII	<ul style="list-style-type: none">• Active* (Reach 720 CV in qualifying month)• 6 Active Legs** in qualifying month:: 2 must be Artist VI or above:: 1 must be Artist VII or above• 40,000 TGCV***	2% CV
ARTIST IX	<ul style="list-style-type: none">• Active* (Reach 720 CV in qualifying month)• 7 Active Legs** in qualifying month:: 3 must be Artist VI or above:: 1 must be Artist VII or above:: 1 must be Artist VIII or above• 80,000 TGCV***	2% CV
ARTIST X	<ul style="list-style-type: none">• Active* (Reach 720 CV in qualifying month)• 7 Active Legs** in qualifying month:: 3 must be Artist VI or above:: 1 must be Artist VII or above:: 1 must be Artist IX or above• 160,000 TGCV***	2% CV





GENERATION BONUSES

ACHIEVING LIFELONG PROSPERITY

When you help an Artist in your downline achieve the rank of ARTIST VII, their Personal Group comes out of your Personal Group and becomes your 1st Generation. Your new ARTIST VII will begin receiving the 2% CV Personal Leader Bonus, and you will now begin receiving a 3% CV Generation Bonus on that ARTIST VII to unlimited depth. When an ARTIST VII under your 1st Generation reaches the rank of ARTIST VII, they'll become your 2nd Generation, and so on. This bonus continues through your 3rd Generation.

	ARTIST VII	ARTIST VIII	ARTIST IX	ARTIST X
1ST GENERATION	3% CV	3% CV	3% CV	3% CV
2ND GENERATION		3% CV	3% CV	3% CV
3RD GENERATION			4% CV	4% CV



COMPRESSION

If an Artist under you decides that Seint isn't the right fit for her, or that Artist doesn't make any sales that month, you will lose that enroller bonus with that Artist. However, you don't lose your level 1 bonus CV because of something we call Compression. If your level 1 Artist makes no sales within the month, your level 2 Artist will then move up and become your level 1 Artist and your level 3 will become your level 2. If your original level 1 Artist comes back the next month you get your enroller bonus back and she takes her place again at level 1.

40% RULE

No more than 40% of the TGCV goal can come from one leg of your downline. This ensures that you are taking care of all of your sponsored Artists, not just a select few. Let's say you are trying to qualify as an ARTIST III. As an ARTIST III you have a TGCV goal of 800, so your strongest leg will only count up to 320 to meet the required goal, even if that particular leg has over 320 CV in sales that month. You are also considered a leg as well, but no more than 320 CV from your own sales will go towards that TGCV. Again, it's important you are taking care of your entire team and building outward instead of just focusing on yourself or one leg.



GLOSSARY

TERMS TO KNOW

***ACTIVE:** In order to be active, you must reach 240, 480, or 720 CV (depending on your rank) in a calendar month.

****ACTIVE LEG:** This is defined as a downline with at least one active ARTIST II.

ARTIST: The generic name for an independent contractor who has signed an Artist Application and Agreement form with the Company, and whose Artist Application and Agreement the Company has been accepted. Upon acceptance of such Agreement by the Company, an Artist is eligible to purchase the Company's products at a wholesale price and can enroll and sponsor other people into their downline retail sales organization. An Artist is eligible to earn Commissions and Bonuses in accordance with the terms and provisions of the Compensation Plan.

BONUS QUALIFIED: You are bonus qualified when you are an Artist in good standing and have met the minimum personal sales requirements to be considered "Active" for the applicable pay period.

COMMISSION: The amount of money that an Artist earns when a product is sold at retail to a customer is considered to be Commission.

CV (COMMISSION VOLUME): CV is the global commission value of an item that is used to determine active status and/or rank and upline commissions.

DOWNLINE: Those people directly sponsored by an Artist, plus all the people whose line of sponsorship resulted from and came through that Artist. Your Downline consists of all Artists on your Level 1, Level 2, Level 3, Level 4 and so on, to infinite depth in each Leg.

ENROLL: To sign and submit an Artist Application and Agreement form to Seint for the purpose of becoming an Artist for the company.

ENROLLER (also referred to as SPONSOR): A Seint Artist who explains the program, assists in the enrollment, and provides preliminary training to the enrollee.

LEG: Each personally sponsored Artist on your first level is part of your total Downline and is a separate "Leg." You and your entire Sales Organization (Downline) are one "Leg" to your sponsor.

LEVEL: The people you personally sponsor are your first level. The ones they sponsor are your second level. The ones your second level sponsors are your third level, etc.

RANK: As you meet certain performance criteria (as defined in this Compensation Plan) you will earn progressive title designations known as "ranks." As you move to higher ranks, you will become eligible to receive increased levels of bonus participation. You will always carry the title of the highest rank you reach, but are paid at the rank for which you qualify each month.

RETAIL COMMISSION: Regardless of your rank, you have the opportunity to sell products and receive a minimum 20% retail commission on all of the Seint products. Based on your monthly sales performance, you may also earn an additional Enhanced Commission of up to 20%.

SUGGESTED RETAIL PRICE (SRP): The retail price determined by Seint.

SV (SALES VOLUME): SV is your customer sale and/or any orders for personal use.

TEAM: Your Team consists of you and the people that you directly enroll as Artists, and the people they enroll as Artists, and so on, and so on, and so on. There is no limit to how wide or deep your Team can grow. (See "Downline" and "Leg.")

*****TOTAL GROUP COMMISSION VOLUME (TGCV):** This is the total CV created by you and all your downline Artist teams in the sponsor genealogy calculated to infinite depth. This TGCV is used to calculate various forms of qualification for earning new rank promotions and rank maintenance in various phases of the Compensation Plan. It is sometimes subject to the 40% Rule.

UPLINE: The term "upline" refers to that portion of either your Enroller or Sponsor genealogy that precedes you. Your upline consists of the Artist who is your Enroller and/or Sponsor, and her Enroller, his Enroller and/or Sponsor, etc., all the way to the Company.

WHOLESALE PRICE: All Seint products have a Suggested Retail Price and may be purchased by Artists at a "Wholesale" price that is 20% less than the SRP.

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