



2017 INCOME DISCLOSURE STATEMENT

ABOUT EVER

EVER, a brand within the Stella & Dot Family of Brands, is a luxurious skincare and cosmetics brand and social selling company that creates flexible business opportunities for our Independent Specialists. EVER is beauty, on a mission. We believe our products and programs transform the way women and men work and redefine what it means to be beautiful. To us, beauty is about lifting each other up. It's about forming a community filled with passion and purpose. It's sharing our insights into what people want and then bringing that vision to life.

THE EVER OPPORTUNITY

As an EVER Independent Specialist, you are an independent contractor who decides when and where to share and sell EVER products and how much time you want to invest in your own independent business. This allows you to create a business that fits your life, scaling up or down as you wish. As a Specialist, you are eligible to purchase our products at reduced prices, be a part of our amazing EVER Specialist community, and earn monthly commissions based on product sales volume.

AVERAGE ANNUAL EARNINGS OF EVER INDEPENDENT SPECIALISTS

The figures below reflect the average aggregate earnings from all Paid Independent Specialists each month who received a payout from EVER in 2017.

PAID INDEPENDENT SPECIALIST CAREER RANK	% OF PAID INDEPENDENT SPECIALISTS AT THIS LEVEL	2017 INCOME*			
		HIGH	TOP 25%**	BOTTOM 25%**	AVERAGE
Personal Specialist	41.1%	\$5,700	\$700	\$200	\$500
Specialist	19.5%	\$4,600	\$800	\$200	\$600
Senior Specialist	17.5%	\$9,900	\$2,500	\$600	\$1,800
Influencer	9.7%	\$15,100	\$5,100	\$1,600	\$3,700
Senior Influencer	7.4%	\$28,500	\$11,700	\$4,200	\$8,600
Executive	3.3%	\$84,000	\$25,500	\$11,500	\$20,200
Senior Executive	0.9%	\$66,400	\$46,900	\$31,000	\$39,900
Vice President	0.4%	\$96,300	\$76,200	\$53,200	\$64,500
Senior Vice President	0.2%	\$168,000	\$147,000	\$88,800	\$124,000

*Based on monthly average commissions paid in 2017 for Paid Independent Specialists at each Career Rank.

**Top 25% refers to the 75th percentile i.e. 25% of participants at this Career Rank met or exceeded this income, while bottom 25% refers to the 25th percentile, i.e., 25% of participants at this level were below this income.

INFORMATION ABOUT EARNING COMMISSIONS

EVER's Compensation Plan is based on product sales. Independent Specialists cannot earn income on recruitment or sponsoring of other Specialists. Not all Independent Specialists are qualified to receive commissions each month. The figures in the chart above represent the average commissions paid in 2017 to Paid Independent Specialists in the United States. "Paid Independent Specialists" are Independent Specialists who sold at least \$1 in a given month during 2017. The average earnings of all Paid Independent Specialists who qualified to earn personal sales commissions and not team sales commissions in the United States is \$465. The average earnings of all Paid Independent Specialists who qualified to earn both personal sales and team sales commissions in the United States is \$1,607 on average in 2017. An average of 58% of Independent Specialists in the United States were not paid in a month in 2017. Independent Specialists who are not paid are still eligible to purchase EVER products at a discount. The earnings represented herein are not necessarily representative of the income, if any, that an Independent Specialist can or will earn. There is no guarantee that any Independent Specialist will earn any income. The success of each Independent Specialist, like any other business, depends on individual skills and personal effort.

For further details about the EVER Compensation Plan, speak to your Independent Specialist, Upline Leader or Mentor, visit your Specialist Lounge, or call our Delight Center at 877-263-1625.