

Q&A CHARMELLE'S Compensation Plan.

Enclosed are some questions and answers that you might have regarding our Compensation Plan.

1. When I have a minimum of 2 people personally sponsored (first level) that each has a PSV of at least \$400 will I also be paid on my other personally sponsored people that have less than \$400? - Yes, you will get paid on everyone in your first level, this also applies when you have a minimum of two people in your second line with at least \$400 PSV and you will be paid on all people in your second line etc., up to four levels deep.

2. How do I sign up a new person with CHARMELLE? - Everyone joining CHARMELLE will have to sign up online. Just visit our website and click on "JOIN NOW" where you will find a simple form that the new person needs to fill out. By filling out this form and e-mailing it back it will instantly be received by CHARMELLE. The Registration Kit will be sent by FedEx and the new person will receive it within 2-4 business days anywhere in the world. When a new person register with CHARMELLE she/he will immediately receive 40% personal discount for the cost of only \$30.00. NOTE: A shipping cost applies: US\$ 7.50 for US and US\$ 15.00 for International. The registration form can also be printed and faxed or mailed to CHARMELLE.

3. Does a New Consultant have to purchase a Sample Kit? - No, but if this person wants to enhance in the plan and be able to receive 50% personal discount as well as Royalty this is necessary.

4. Will a New Consultant receive 50% on the Sample Kits? - No. The cost is \$500 or \$1,000 and this can be paid as a one-time payment or in two consecutive monthly installments \$325.00 + \$200.00 (Regular) \$625 + \$400 (Deluxe). The Sample Kits include Charmelle Jewelry value \$900 (Regular) and \$2,000 (Deluxe) in retail and on top of this \$165 worth of pre-selected Sales Tools. The jewelry in the Sample Kits is pre-selected by CHARMELLE (NOTE: Tax (when applicable) and Shipping charges apply). If a person selects the payment option during two months the second installment will be on the 15th of the following month.

5. What Jewelry will be included in the CHARMELLE Regular Sample Kit? - You can view all this information and images of the pre-selected jewelry for each of the Sample Kits on Charmelle's Website (www.charmelle.com). Just visit the Sample Kit Information section. A print out of the list of items included in the Sample Kits is included in the Registration Kit. Please note that the Kit can be changed by CHARMELLE with prior notice on our website. Apart from the jewelry a large amount of pre-selected Sales Tools - \$165 worth, will also be included in the Sample Kit.

6. Can I exchange the jewelry in my Sample Kit? - No. The Sample Kit is your "Shopping Window". You can wear this jewelry personally or sell it during shows and replace if you wish when sold.

7. Can a New Consultant sponsor people without purchasing the Sample Kit? - Yes, no problem, but in order for this person to become a Director and receive 50% discount and to be able to earn Royalty she/he needs to purchase one of the Sample Kits (Regular or Deluxe).

8. Will I (as an Active Director) receive a jewelry bonus of \$150 (Regular) \$300 (Deluxe) in jewelry for each person I personally sponsor that purchases a Sample Kit? - Yes, but you need to be active with at least PSV \$400 during the month your recruit purchase the Sample Kit, or during the two months if they choose the option of payment during two consecutive months. You select your own Bonus jewelry from Charmelle (within 90 days of the purchase) - normal shipping charges apply.

9. PSV US\$ 400 to be active, do I have to do this? - No, you do not have to, however in order for you to move up the plan and receive bonus, receive overrides on your Executives, have a personal web page, receive special offers, mailings and updates from Charmelle - this is required.

10. As a Director do I need to have PSV of \$400/calendar month? - No you do not need this, however in order for you to earn Royalty's on your down line you need to have at least the above amount each calendar month.

11. When I achieve a level will I be down graded if my volume is not high enough? - No, once you have achieved a level/title you will keep this title but paid according to your down line.

12. Is Charmelle paying as most companies do the Royalty on the wholesale amount? - Yes, Charmelle pays all the Royalties on the Whole Sale amount.

13. I am currently a Consultant, Silver Consultant, Gold Consultant or Diamond Consultant with 20-35% discount, what will happen to me? - As of Monday October 10th , 2005 you will immediately receive 40% discount in CHARMELLE and your title will be Executive.

14. I am currently Executive Diamond Director with CHARMELLE, will my title change? - No, you will keep the title of Executive Diamond Director and receive 50% personal discount.

15. I am currently Platinum Director with CHARMELLE, will my title change? - No, you will keep your title Platinum Director and receive 50% personal discount.

16. I am currently Executive Platinum Director with Charmelle, will my title change? - No, you will keep your title Executive Platinum Director and receive 50% personal discount.

17. My existing downline, will I receive commission on them? - Yes, you will receive Royalty according to the rules of our New Plan with at least two active people on your first level (PSV \$400) during every calendar month and your own PSV of \$400, during a calendar month in order to receive Royalty Commission.

18. Do I need to renew my agreement with CHARMELLE? - Yes you need to renew every year and the renewal fee is \$30 (both Domestic and International).

19. Is the current CHARMELLE Hostess Program still available? - Yes, it is. Please check our website regularly for updates.

20. Have the shipping charges changed for orders? - No, the shipping charges still remain the same. FedEx 2-3 business days \$9.50, second day delivery \$12.50, overnight \$22.00. International also remains the same \$30.00-40.00 depending in which country you live in. Please note that in order to guarantee same day processing your order needs to be sent to CHARMELLE on or before 12pm PST (Pacific Standard Time) Mon-Fri.

21. Can a "New Executive" purchase jewelry of their own selection and move to Director level with a 50% discount? ~ No. An Executive needs to purchase one of the Sample Kits in order to move to Director Level with a 50% personal discount.