**Bambino**

**Bambino Squadra Requirements**

This is not a leadership role. If you are in the Bambino Squadra you will be a retailer of Pelle Naturale skincare products.

In the Pelle Naturale Compensation Plan you are able to remain at the level of Bambino (retailer) for as long as you like. Recruiting a sales team is a great opportunity in this business but it is not a requirement to becoming an active and valued retailer of the Pelle Naturale skincare brand.

To become a retailer, you will need to sign up on the website. Registration plus the business starter kit is $39.99 (including shipping).

The business starter kit includes:

* Cosmetic case
* Pelle Naturale product guide
* Collagen & Vitamin E sheet face mask
* Organic microfiber make up remover pad
* One full sized branded product

We also advise that you purchase one of our starter packages for home parties, salons and discounted personal use. Starter packages are BASIC, SUPERIOR & ELITE:

1. Basic – one of every Pelle Naturale branded product, cosmetic bag & product guide – $238

2. Superior – two of every Pelle Naturale branded product, cosmetic bag & product guide – $476

3. Elite – four of every Pelle Naturale branded product, cosmetic bag & product guide - $952

New recruits get a 50% discount code to purchase starter packages. The code is valid for 4 weeks after joining the company.

Your products come with a recommended retail price. Commission on wholesale products is 30% after initial starter pack purchase.

To remain in the Bambino Squadra you must be an active retailer of the Pelle Naturale skincare products. Every retailer must have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in a calendar month.

**All Level Recruitment Compensation**

At all levels Pelle Naturale affiliates are encouraged to build teams. This helps to grow awareness of your business, your potential commission and also fun and friendship.

When any active Pelle Naturale affiliate recruits a new team member, and that team member buys a Business Starter Kit worth $29.99 the recruiting affiliate will earn a one-time $5 cash bonus.

When any active Pelle Naturale affiliate recruits a new team member, and that team member buys a Baby Starter Kit worth $94.95 the recruiting affiliate will earn a one-time $10 cash bonus.

When any active Pelle Naturale affiliate recruits a new team member, and that team member buys a Basic Starter Kit worth $245.95 recruiting affiliate will earn a one-time $20 cash bonus.

When any active Pelle Naturale affiliate recruits a new team member, and that team member buys a Superior Starter Kit worth $479.95 recruiting affiliate will earn a one-time $40 cash bonus.

When any active Pelle Naturale affiliate recruits a new team member, and that team member buys an Elite Starter Kit worth $955.95 recruiting affiliate will earn a one-time $80 cash bonus.

* Each kit must be purchased within the first 4 weeks of new recruit joining company.
* The Basic, Superior and Elite Starter Kits

If a new Pelle Naturale retailer joins the company, independently or as a member of a sales team, before the 15th of the month they will be required to make quota for that calendar month. If they join on or after the 15th of the month, they will be required to make quota for the following calendar month.

Failure to achieve the minimum personal or retail sales for 1 calendar month, whilst you are a Bambino Squadra retailer, will result in the termination of the distributors role. The distributor can reapply to the company after 6 months post termination. If the application is accepted they will be required to purchase a starter kit of any size to become active within their first calendar month, regardless of the date of joining. The following calendar month they will be required to make sales of 3 products of any value, or any number of products that equal the minimum value of $100, to remain active and continue working with the Pelle Naturale brand. Failure to do so will result in another termination of 6 months with the same requirements on reapplication and successful joining.

To become an ‘active’ retailer (Bambino) of the Pelle Naturale skincare brand you must have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100. These sales can be external or personal. If the sale is personal, they must be completed using the retailers personal shopping link to be counted towards the monthly quota. When making a personal sale the retailer may use their affiliate discount code, allowing for 30% off the retail value.

When an active retailer of the Pelle Naturale skincare brand makes a sale to an external customer the sale must be made using the retailers own personal shopping link for them to earn the 30% commission. Failure to use the personal shopping link for external customer will result in commission being withheld.

Sales and the commission compensation will be calculated per week and paid on the Friday of each week. The cut-off date for the sales is the Thursday before the Friday, midnight EST. Any sales and commission earned after this point will be paid to the retailer/affiliate the following Friday.

**Sorella**

**Sorella Squadra Requirements**

The Sorella Squadra is a sponsorship role and will make you a more active retailer and team builder in the Pelle Naturale family. The following levels will take you one step closer to building a sustainable and independent income. Once you have personally sponsored at least 3 active retailers from the Bambino Squadra, you will be on your way to achieving the family level of Sorella.

To become an ‘active’ retailer (Bambino) of the Pelle Naturale skincare brand you, or your team member, must have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100. These sales can be external or personal. If the sale is personal, they must be completed using the retailers personal shopping link to be counted towards the monthly quota. When making a personal sale the retailer may use their affiliate discount code, allowing for 30% off the retail value.

There are 3 levels to achieve in the Sorella Squadra. In order to achieve any of the following family levels of Sorella, the family level must be qualified for each month. The first monthly Sorella Compensation Requirements are:

Have a personal or retail sales of totalling 3 products of any value, or any number of products that equal the minimum value of $100 for that calendar month. Failure to achieve the minimum personal or retail sales for 3 consecutive months will result in the retailer being demoted to Bambino level. The sponsored members of the retailer’s team will be given to a new upline.

Once demoted to the level of Bambino failure to achieve the minimum personal or retail sales for the following calendar month will result in the termination of the retailer’s role. The distributor can reapply to the company after 6 months post termination. If the application is accepted, they will be required to purchase a starter kit of any size to become active within their first calendar month, regardless of the date of joining. The following calendar month they will be required to make sales of 3 products of any value, or any number of products that equal the minimum value of $100, to remain active and continue with working with the Pelle Naturale brand. Failure to do so will result in termination for another 6 months with the same requirements on reapplication and successful joining.

There are 3 levels within the Sorella Squadra, if individual and team sales supersede the levels and progress further then the financial compensation for skipped level will not be compensated. The financial reward for each level of the Sorella Squadra will only be paid one time to the individual, unless the retailer has earned it previously, been demoted and then worked back to the previous level.

**Sorella Compensation**

You will be eligible to earn 3% override compensation on the retail sales of your sponsored Bambino retailers. Sales and compensation will be calculated per week and paid on the Friday of each week. The cut-off date for the sales is the Thursday before the Friday, midnight EST. Any sales and commission earned after this point will be paid to the retailer the following Friday.

**Sorella Compensation Levels**

When you are a member of the Sorella Squadra you can begin working towards the family level of Famiglia Squadra. To become a member of the Famiglia Squadra there are some levels of Sorella that you must advance through first. If an individual and team sales supersede the levels and progress further, then the financial compensation for skipped level will not be compensated. The financial reward for each level of the Sorella Squadra will only be paid one time to the individual, unless the retailer has been earned it previously, been demoted and then worked back to the previous level.

Each level of advancement for Sorella gives a one-time pay out in the calendar month it is first achieved. The levels are:

**Sorella 1 – Cash Bonus of $25**

The requirements to advance to Sorella level 1 are:

• Have personal or retail sales totaling a minimum of 9 products or a minimum of $100.

• Have team personal or retail sales totaling a minimum of 12 products or a minimum of $200.

• Have a minimum team size of 3 Bambinos that are all active retailers\*.

\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Sorella 2 – Cash Bonus of $50**

The requirements to advance to Sorella level 2 are:

• Have personal or retail sales totaling a minimum of 15 products or a minimum of $200.

• Have team personal or retail sales totaling a minimum of 20 products or a minimum of $400.

• Have a minimum team size of 5 Bambinos that are all active retailers\*.

\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Sorella 3 – Cash Bonus of $75**

The requirements to advance to Sorella level 3 are:

• Have personal or retail sales totaling a minimum of 24 products or a minimum of $300.

• Have team personal or retail sales totaling a minimum of 32 products or a minimum of $600.

• Have a minimum team size of 8 Bambinos that are all active retailers\*.

\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Famiglia**

**Famiglia Squadra Requirements**

The Famiglia Squadra is a sponsorship role and will make you a fully active retailer and team builder in the Pelle Naturale family. The following levels will take you even closer to building a sustainable and independent income. Once you have personally sponsored at least 8 active retailers from the Bambino Squadra, you will be on your way to achieving the family level of Famiglia.

To become an ‘active’ retailer (Bambino) of the Pelle Naturale skincare brand you must have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100. These sales can be external or personal. If the sale is personal, they must be completed using the retailers personal shopping link to be counted towards the monthly quota. When making a personal sale the retailer may use their affiliate discount code, allowing for 30% off the retail value.

There are 4 levels to achieve in the Famiglia Squadra. In order to achieve any of the following family levels of Famiglia, the family level must be qualified for each month. The first monthly Famiglia Compensation Requirements are:

Have a personal or retail sales of totalling 3 products of any value, or any number of products that equal the minimum value of $100 for that calendar month. Failure to achieve the minimum personal or retail sales for 3 consecutive months will result in the distributor being demoted to Bambino level. The sponsored members of the retailer’s team will be given to a new upline.

Once demoted to the level of Bambino failure to achieve the minimum personal or retail sales for the following calendar month will result in the termination of the retailer’s role. The distributor can reapply to the company after 6 months post termination. If the application is accepted, they will be required to purchase a starter kit of any size to become active within their first calendar month, regardless of the date of joining. The following calendar move they will be required to make sales of 3 products of any value, or any number of products that equal the minimum value of $100, to remain active and continue with working with the Pelle Naturale brand. Failure to do so will result in termination for another 6 months with the same requirements on reapplication and successful joining.

There are 4 levels within the Famiglia Squadra, if individual and team sales supersede the levels and progress further then the financial compensation for skipped level will not be compensated. The financial reward for each level of the Famiglia Squadra will only be paid one time to the individual, unless the retailer has been earned it previously, been demoted and then worked back to the previous level.

**Famiglia compensation requirements are:**

• Have personal or retail sales totaling a minimum of 45 products in a month, or a minimum of $500.

• Have team personal or retail sales totaling a minimum of 60 products in a month, or a minimum of $1000.

* Have a minimum team size of 5 Sorellas that are all active retailers\*.
* Have a minimum team size of 5 Bambinos that are all active retailers\*\*.

\*All active retailers means that the team members must have made quota to minimum level of Sorella Level 1.

\*\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Famiglia Compensation**

For qualifying as a Famiglia, you will receive a one-time compensation of $150. You will continue to be eligible to earn a 3% compensation on the retail sales of your personally sponsored retailers. For any member of your team, you do not personally sponsor, you’ll receive a 1.8% compensation on their retail sales. This will continue while you work with them to also achieve the family level of Famiglia. Once a Team member becomes a Famiglia, they will graduate within your group, allowing you to train others who need your help. The 1.8% you were receiving on the Dollar Amount of the Group Volume will be replaced by 0.6% of the Dollar Amount of the Group Volume. As long as you continue to qualify as a Famiglia you will receive a 0.6% compensation on the Dollar Amount of that graduated Sorella’s Group Volume. If one of your graduates who have reached Sorella for that month has one of their Team members graduate to Sorella or Famiglia, for compensation you are not eligible on that second level leader’s team’s total retail sales.

**Famiglia Compensation Levels**

The tiers are:

**Famiglia 1 – Cash Bonus of $100**

• Have personal or retail sales totaling a minimum of 45 products in a month, or a minimum of $500.

• Have team personal or retail sales totaling a minimum of 60 products in a month, or a minimum of $1000.

* Have a minimum team size of 5 Sorellas that are all active retailers\*.
* Have a minimum team size of 5 Bambinos that are all active retailers\*\*.

• Have a minimum of 2 legs.

\*All active retailers means that the team members must have made quota to minimum level of Sorella Level 1.

\*\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Famiglia 2 - Cash Bonus of $150**

• Have personal or retail sales totaling a minimum of 55 products or a minimum of $600.

• Have team personal or retail sales totaling a minimum of 110 products or a minimum of $1,200.

* Have a minimum team size of 5 Sorellas that are all active retailers\*.
* Have a minimum team size of 5 Bambinos that are all active retailers\*\*.

• Have a minimum of 3 legs.

\*All active retailers means that the team members must have made quota to minimum level of Sorella Level 1.

\*\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month.

**Famiglia 3 – Cash Bonus of $200**

• Have personal or retail sales totaling a minimum of 65 products or a minimum of $700.

• Have team personal or retail sales totaling 150 products or a minimum of $1,400.

* Have a minimum team size of 5 Sorellas that are all active retailers\*.
* Have a minimum team size of 5 Bambinos that are all active retailers\*\*.

• Have a minimum of 5 legs.

\*All active retailers means that the team members must have made quota to minimum level of Sorella Level 1.

\*\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

**Famiglia 4 – Cash Bonus of $250**

• Have personal or retail sales totaling a minimum of 75 products or a minimum of $800.

• Have team personal or retail sales totaling a minimum of 210 products or a minimum of $1,600.

* Have a minimum team size of 5 Sorellas that are all active retailers\*.
* Have a minimum team size of 5 Bambinos that are all active retailers\*\*.

• Have a minimum of 7 legs.

\*All active retailers means that the team members must have made quota to minimum level of Sorella Level 1.

\*\*All active retailers means that the team members must have made quota, of have personal or retail sales totalling 3 products of any value, or any number of products that equal the minimum value of $100, in sales in their current calendar month. Or have purchased a joining or starter packages within the first 4 weeks of joining the company.

Famiglia 4 is currently the highest level for a Pelle Naturale independent distributor. When you reach this level and keep this level for 3 calendar months you will be rewarded with a one-time cash bonus of $1,000.