

My legacy is
just getting
started.



Today is
the day I
start being
epic.



For an
epic life.

How you get paid.
E P I C U R E



HOW YOU GET PAID



Share products you love **EARN UP TO 33%**.



BE EPIC — START STRONG
Earn New Ambassador Rewards



BUILD YOUR COMMUNITY
Refer other Ambassadors



GET CASH BONUSES AS YOU GROW



EARN MORE DURING SPECIAL INCENTIVES AND PROMOTIONS
such as free trips, additional cash bonuses, and free products.

3 EASY STEPS FOR SUCCESS

1

CONNECT

Build genuine connections with your followers, phone contacts, relationships and network.

2

SHARE

Curate and create content, share it on your social platforms private message, call, text.

3

GROW

Grow your followers, connections, exposure, engagement, both personally and professionally.

BUILD A GLOBAL BUSINESS

For 25 years (and counting), we've been a women-led company that's sharing delicious, quick, and affordable meal solutions with wholesome ingredients. As an Epicure Ambassador, we're excited for you to join our amazing community as we continue to change lives across North America!

If you eat better, you can live better. Good Food. Real Fast.™ is more than just a meal—it's a lifestyle.

QUICK FACTS

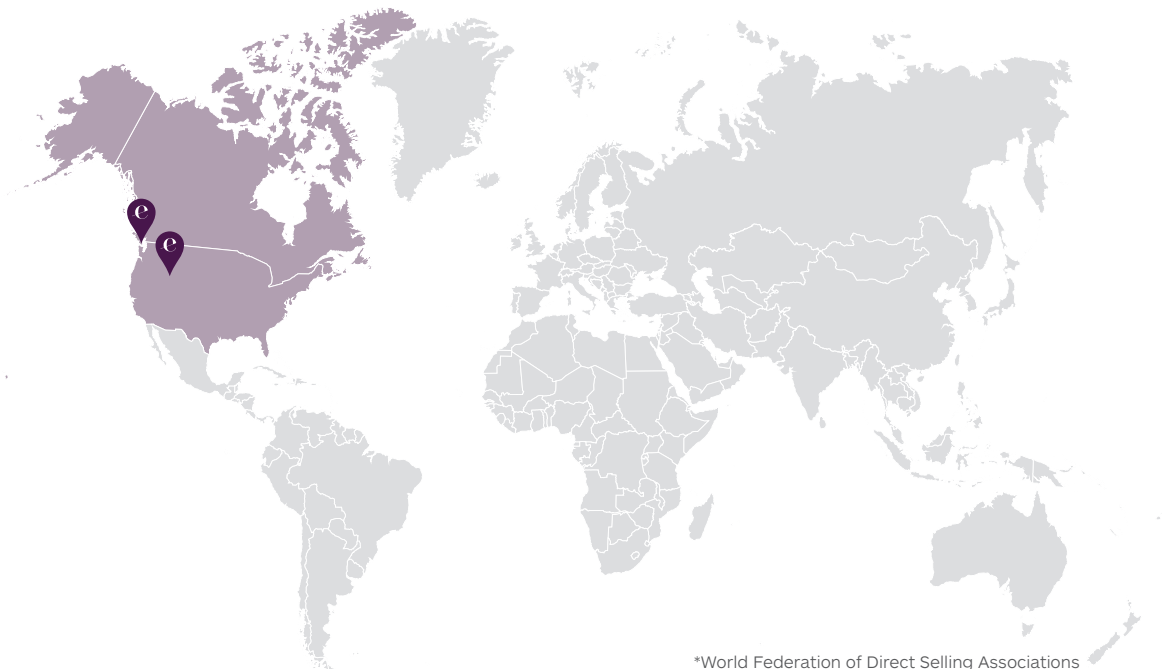
- You're joining a community of over 20,000 Ambassadors across North America.
- Epicure Ambassadors hold over 150,000 Cooking Classes annually, both in-person and online.
- There are over 175 products to share, and each one is gluten free and nut free; sugar and sodium conscious; and free from artificial colours, flavours, and sweeteners.
- Since 2007, Epicure has donated over \$1 million and over 500,000 meals to help hundreds of thousands of families through the power of good, wholesome food.
- Epicure's goal is to transform 20 million lives with good food by 2030.

GROW A GLOBAL TEAM

Did you know that you can sell products and sponsor Ambassadors in both Canada and the US? Unlock more potential earnings and grow your business quicker by building your international business.

- Nearly 20 million people are involved in direct sales in Canada and the US.*
- More and more people desire supplemental income on a part-time, flexible basis with quick and low-cost startup.

Embrace this immense opportunity and start growing your global team!



*World Federation of Direct Selling Associations

COMPENSATION OVERVIEW

		Ambassador			
		Ambassador	Senior Ambassador	VIP Ambassador	Executive Ambassador
QUALIFICATION	PERSONAL QV		250 QV*	500 QV	750 QV
	TEAM QV				3,000 QV
	QUALIFIED AMBASSADOR (An Ambassador must do 250 QV in a single month to be Qualified)		1 PWA**	2 PWA	3 PWA
	QUALIFIED LEADERS				
	NEW AMBASSADOR REWARDS†		750 QV \$50 CA/ \$40 US	1,500 QV \$150 CA/ \$100 US	3,000 QV \$300 CA/ \$250 US
LEADER BONUS†					
COMPENSATION	PERSONAL SALES	20-25%	25%	25%	25%
	BONUS FOR SELLING 2,000+ QV IN A MONTH	3%	3%	3%	3%
	ALL TEAM MEMBERS				3%
	1 ST GENERATION (1G)				
	2 ND GENERATION (2G)				
	3 RD GENERATION (3G)				
	4 TH GENERATION AND ABOVE				
	PROMOTION/ MATCHING BONUS				\$250 CA/ \$200 US
	ANNUAL LIFESTYLE BONUS (Paid in monthly installments)				

LEADER		DIRECTOR			
Leader	Senior Leader	Director	Senior Director	Executive Director	Global Director
1,000 QV	1,000 QV	1,000 QV	1,000 QV	1,000 QV	1,000 QV
6,000 QV	6,000 QV	6,000 QV	6,000 QV	6,000 QV	6,000 QV
3 PWA + 1	3 PWA + 1	3 PWA + 1	3 PWA + 1	3 PWA + 1	3 PWA + 1
	1 x 1G Leader	2 x 1G Leaders	3 x 1G Leaders 1 x 2G Leader	6 x 1G Leaders 2 x 2G Leaders 1 x 3G Leader	12 x 1G Leaders 4 x 2G Leaders 2 x 3G Leaders
\$1,000 CA/ \$750 US					
30%	30%	30%	30%	30%	30%
3%	3%	3%	3%	3%	3%
5%	5%	5%	5%	5%	5%
3%	5%	5%	5%	5%	5%
	1%	2%	2%	2%	2%
				1%	1%
					1%
\$500 CA/ \$375 US	\$750 CA/ \$575 US	\$1,000 CA/ \$750 US	\$2,500 CA/ \$2,000 US	\$5,000 CA/ \$4,000 US	\$10,000 CA/ \$7,500 US
			\$6,000 CA/ \$4,500 US	\$12,000 CA/ \$9,000 US	\$18,000 CA/ \$14,500 US

*QV=Qualifying Volume.

** PWA Personal Welcomed Ambassador Qualified.

†Based on monthly team sales during New Ambassador Rewards

*Additional when achieved in your first six months (plus month of joining) and maintained two out of three months.
Upline Leader eligible for Matching Bonus (see Leader Bonus in Glossary).

LAUNCH STRONG TO START STRONG

New Ambassador Rewards

EARN EXTRA PERKS IN YOUR FIRST 3 MONTHS

Sell and Be Rewarded

	Your Rewards*	Your Sponsor's Rewards
Month 1+ (After setting up your account.) <input checked="" type="checkbox"/>	3 x \$10 off the join fee for friends! (Codes on your account.)	
Month 1+ 250 QV** <input type="checkbox"/>	Branded Apparel	Referral Bonus
Month 1+ 500 QV <input type="checkbox"/>	1 x 10-pack catalogues	1 x 10-pack catalogues
Month 1+ 1000 QV <input type="checkbox"/>	\$50 Epicure Shopping Spree	\$25 Epicure Shopping Spree
Month 2 2000 QV <input type="checkbox"/>	Start-up Kit Reimbursement (Earn back what you paid!)	\$25 Epicure Shopping Spree
Month 3 3000 QV <input type="checkbox"/>	\$125 Product Credit + Virtual Conference ticket	Free Ship Coupon

Level Up

Earn up to \$900 CA/\$740 US welcoming friends to our community!

Earn \$50 for each new person. **Limitless Cash Bonuses!**

Grow your community, level up, and earn **more bonuses!**



Referral Bonus

- 1st New = \$50
- 2nd New = \$50
- 3rd New = \$50

Grow Bonus

- Senior Ambassador = \$50 CA/\$40 US
- VIP Ambassador = \$150 CA/\$100 US
- Executive Ambassador = \$300 CA/\$250 US

(Plus a \$250 CA/\$200 US Bonus when you hold this title 2 out of 3 months!)



* Each specific reward can only be earned in the specified achievement month, as outlined in the New Ambassador Rewards Program. See FAQ for details regarding definitions and Terms & Conditions

** QV amounts carry over to the next month, whereas rewards can only be earned within the specific month.

[Find more details in the FAQ](#)

AMBASSADOR

✓ STAY ACTIVE

- Submit a minimum of 250 QV over the last 3 months.
- If you have just joined, you are active for the next 3 months, including month of payment.



💰 EARN

- 20% weekly compensation on all customer orders.
- Earn 5% bonus compensation on total customer orders when you submit 250 QV within a calendar month, paid out weekly once earned, with the remainder paid out monthly.
- Earn additional 3% compensation on total personal sales when you submit 2,000+ QV within a calendar month.

♥ PERKS

- 20-28% product discount on personal orders.
- Eligible for perks and bonuses during your New Ambassador Rewards Period (enrollment month plus first full three months).
- Earn the branded swag when you submit \$250 in your first month (month joined plus first full month).

SENIOR AMBASSADOR

✓ STAY ACTIVE

- Submit a minimum of 250 QV in personal sales within a calendar month, and,
- Have one personally welcomed Ambassador, who has submitted 250 QV in the same calendar month.



Ambassador



💰 EARN

- 25% weekly compensation on all customer orders.
- Earn additional 3% monthly bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.

♥ PERKS

- 25-28% product discount on personal orders.
- Eligible for perks and bonuses during your New Ambassador Rewards Period (month joined plus first full three months). See page 6 for details

VIP AMBASSADOR

✓ STAY ACTIVE

- Submit a minimum of 500 QV in personal sales within a calendar month, and,
- Have two personally welcomed Ambassadors, who have submitted 250 QV in the same calendar month.



Ambassadors



💰 EARN

- 25% compensation on all personal sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.

♥ PERKS

- 25-28% product discount on personal orders.
- Eligible for perks and bonuses during your New Ambassador Rewards Period (month joined plus first full three months). See page 6 for details

EXECUTIVE AMBASSADOR

✓ STAY ACTIVE

- Submit a minimum of 750 QV in personal sales within a calendar month, and,
- Have three personally welcomed Ambassador, who has submitted 250 QV in the same calendar month.
- Have total team sales of at least 3,000 QV within a calendar month (includes your personal sales).



Ambassadors



💰 EARN

- 25% weekly compensation on all customer orders.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 3% compensation on sales of all team members.

♥ PERKS

- 28-31% product discount on personal orders.
- Eligible for perks and bonuses during your New Ambassador Rewards Period (month joined plus first full three months).

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$250 CA/\$200 US when you promote to Executive Ambassador the first time and maintain your qualification level for two out of three months (including the month of promotion). Earn an additional \$300 CA/\$250 US when achieved in your first three months.

LEADER



✓ STAY ACTIVE

- Submit a minimum of 1,000 QV sales within a calendar month.
- Have a team with a minimum of three personally welcomed Ambassadors and one Team Ambassador, or four personally welcomed Ambassadors, who have submitted 250 QV in the same calendar month.
- Have total team sales of at least 6,000 QV within a calendar month (includes your personal sales).
- Accept the Leaders' Agreement.

\$ EARN

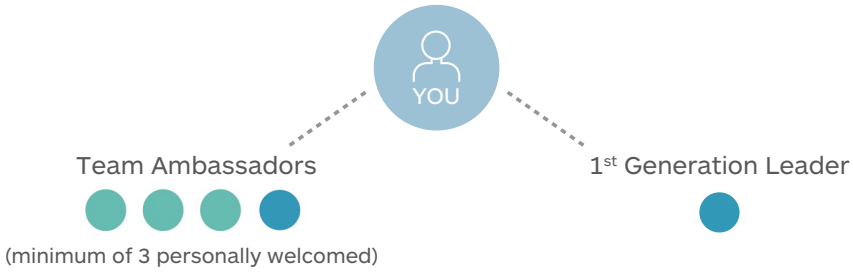
- Earn up to 33% on customer sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on sales of all team members.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$500 CA/\$375 US when you promote to Leader the first time and maintain your qualification level for two out of three months (including the month of promotion). Earn an additional \$1,000 CA/\$750 US when achieved in your first six months.

♥ PERKS

- 30-33% discount on personal orders.
- One-time invitation to exclusive New Leader Session, with free training, when you promote to Leader for the first time.
- Invitation to pre-Conference Leaders+ session.
- Eligible to participate in the New Leader Jump Start program and earn special invites, bonuses, perks, and an exclusive New Leader Retreat.
- Receive the exclusive wearable Leader gift when you promote to Leader for the first time. Access to Epicure's Facebook Leaders Community.
- Access to Leaders+ tab on My Epicure.
- Hear announcements and updates ahead of the rest of the field.
- Each season, be eligible to receive a selection of Epicure's new products for free. (See Season Launch tab on My Epicure for qualification details).
- Be celebrated at Conference for your promotion to first-time new Leader.

SENIOR LEADER



✓ STAY ACTIVE

- Have at least one qualified 1st Generation Leader.
- Maintain a personal team per the Leader qualifications on page 9.

💰 EARN

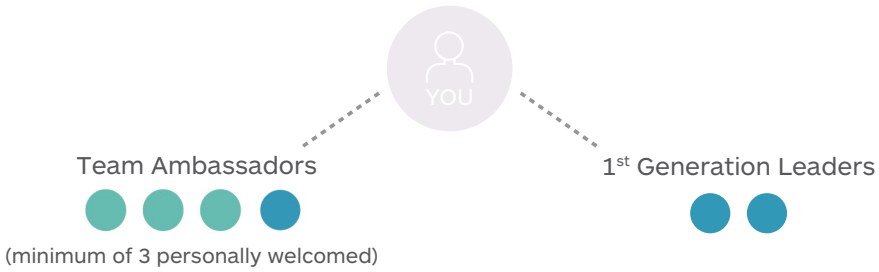
- Earn up to 33% on customer sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on sales of all team members.
- 5% compensation on total sales of all 1st Generation teams.
- 1% compensation on total sales of all 2nd Generation teams.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$750 CA/\$575 US when you promote to Senior Leader the first time and maintain your qualification level for two out of three months (including the month of promotion).

♥ PERKS

- 30-33% discount on personal orders.
- Free registration for **Level Up Leadership Event** the year you promote to Senior Leader for the first time.
- Receive the exclusive wearable Senior Leader gift when you promote to Senior Leader for the first time.

DIRECTOR



✓ STAY ACTIVE

- Have at least two qualified 1st Generation Leaders.
- Maintain a personal team per the Leader qualifications on page 9.

💰 EARN

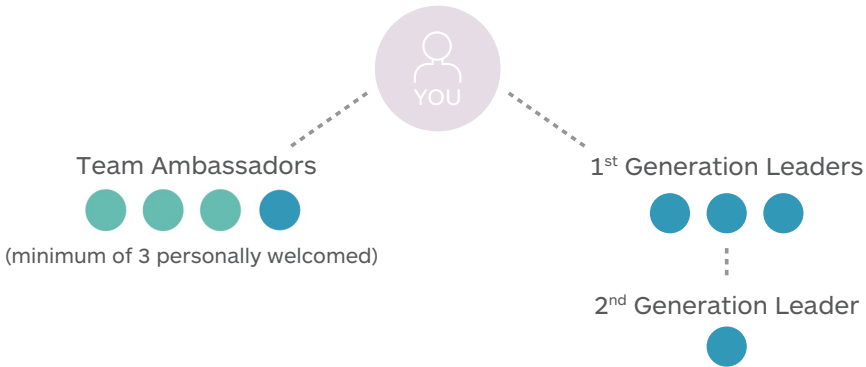
- Earn up to 33% on customer sales
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on sales of all team members.
- 5% compensation on total sales of all 1st Generation teams.
- 2% compensation on total sales of all 2nd Generation teams.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$1,000 CA/\$750 US when you promote to Director the first time and maintain your qualification level for two out of three months (including the month of promotion).

♥ PERKS

- 30-33% discount on personal orders.
- Receive a professional photo shoot at conference when you achieve Director level for the first time.
- Recognition with your photo on the Wall of Fame at Conference.
- Receive a starter tech package when you promote to Director for the first time.
- Free registration to the Level Up Leadership Event when you promote to Director for the first time.

SENIOR DIRECTOR



✓ STAY ACTIVE

- Have at least three qualified 1st Generation Leaders.
- Have at least one qualified 2nd Generation Leader.
- Maintain a personal team per the Leader qualifications on page 9.
- Sign the Senior Directors' Agreement.

\$ EARN

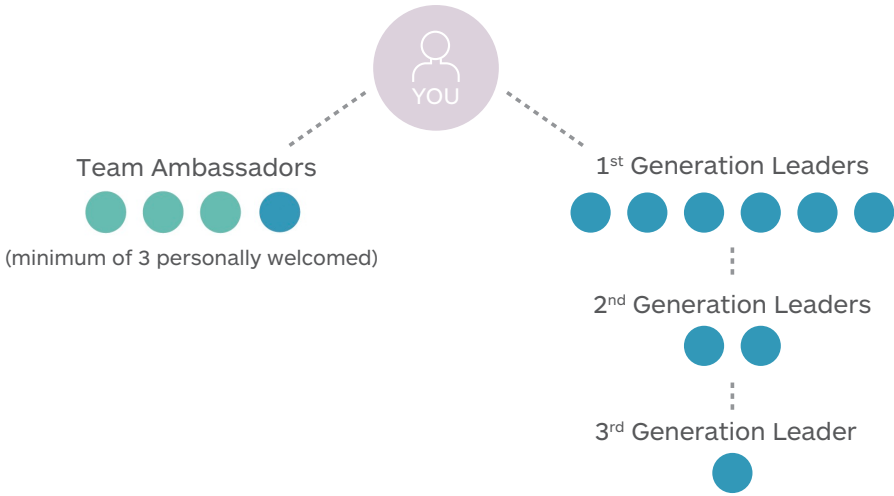
- \$6,000 CA/\$4,500 US Lifestyle Bonus (annual amount paid in monthly installments).
- Earn up to 33% on customer sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on sales of all team members.
- 5% compensation on total sales of all 1st Generation teams.
- 2% compensation on total sales of all 2nd Generation teams.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$2,500 CA/\$2,000 US when you promote to Senior Director the first time and maintain your qualification level for two out of three months (including the month of promotion).

♥ PERKS

- 30-33% discount on personal orders.
- Epicure Home Team Member attends your promotion celebration for new first-time promotion only.
- Receive a premium tech package when you promote to Senior Director for the first time.
- Receive additional free product every season.
- Eligible to earn invitation to exclusive Upper Director Retreat.
- Invitation to monthly Upper Directors calls.

EXECUTIVE DIRECTOR



✓ STAY ACTIVE

- Have at least six qualified 1st Generation Leaders.
- Have at least two qualified 2nd Generation Leaders.
- Have at least one qualified 3rd Generation Leader.
- Maintain a personal team per the Leader qualifications on page 9.

\$ EARN

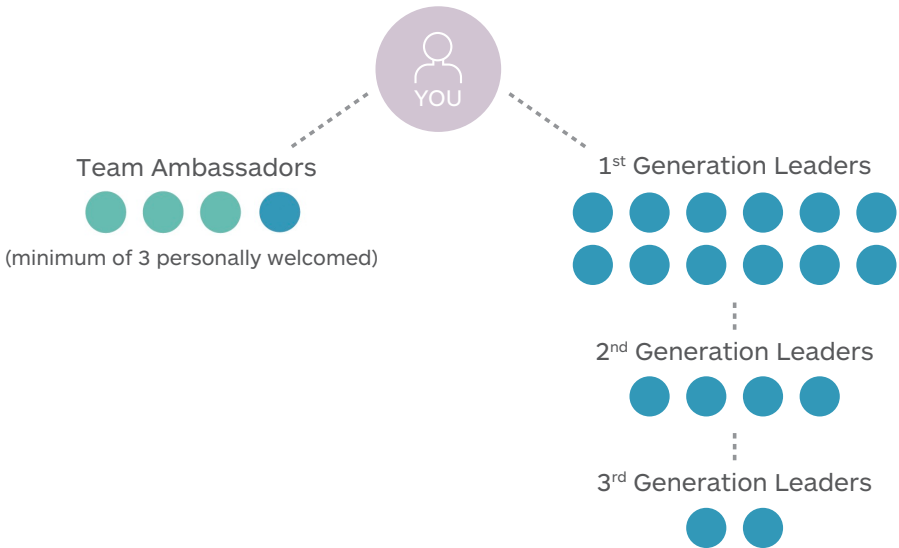
- \$12,000 CA/\$9,000 US Lifestyle Bonus (annual amount paid in monthly installments).
- Earn up to 33% on customer sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on personal sales of all team members.
- 5% compensation on total sales of all 1st Generation teams.
- 2% compensation on total sales of all 2nd Generation teams.
- 1% compensation on total sales of all 3rd Generation teams.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$5,000 CA/\$4,000 US when you promote to Executive Director the first time and maintain your qualification level for two out of three months (including the month of promotion).

♥ PERKS

- 30-33% discount on personal orders.
- Epicure Home Team Executive attends your promotion celebration for new first-time promotion only.
- Free registration for Conference and Leadership Summit.
- Eligible to earn invitation to Upper Director Retreat.
- Invitation to monthly Upper Directors call.

GLOBAL DIRECTOR



✓ STAY ACTIVE

- Have at least 12 qualified 1st Generation Leaders.
- Have at least four qualified 2nd Generation Leaders.
- Have at least two qualified 3rd Generation Leaders.
- Maintain a personal team per the Leader qualifications on page 9.

\$ EARN

- \$18,000 CA/\$14,500 US Lifestyle Bonus (annual amount paid in monthly installments).
- Earn up to 33% on customer sales.
- 3% bonus compensation on total personal sales when you submit 2,000+ QV within a calendar month.
- 5% compensation on personal sales of all team members.
- 5% compensation on total sales of all 1st Generation teams.
- 2% compensation on total sales of all 2nd Generation teams.
- 1% compensation on total sales of all 3rd Generation teams.
- 1% compensation on total sales of all 4th Generation and above teams, up to the next Global Director.

PROMOTION/MATCHING BONUS: You and your upline Leader each earn \$10,000 CA/\$7,500 US when you promote to Global Director the first time and maintain your qualification level for two out of three months (including the month of promotion).

♥ PERKS

- 30-33% discount on personal orders.
- Free registration and hotel at Conference and Leadership Summit.
- CEO attends your promotion celebration for new first-time promotion only.
- Involvement in strategy development sessions with the Epicure Sales Team.
- Eligible to earn invitation to Upper Director Retreat.
- Invitation to monthly Upper Directors call.

GLOSSARY

1ST GENERATION LEADER

When an Ambassador from your Personal Team qualifies as a Leader, they become your 1st Generation Leader.

2ND GENERATION LEADER

A 1st Generation Leader of one of your own 1st Generation Leaders.

BONUS COMPENSATION

An additional 3% compensation earned on your total personal sales when you submit 2,000 QV or more within a calendar month.

CASH BONUSES

Cash payments occurring as a result of performance; for example, the New Leader Promotion Bonus.

COMPENSABLE SALES

Personal sales on which compensation is eligible to be paid.

DELETION/DEACTIVATION

When an Ambassador fails to submit 250 QV cumulative, within three consecutive months, they are deactivated as an Ambassador and are no longer eligible to sell. Should they wish to become an Ambassador again, they can pay a \$29.95 CA/US fee within the following month after their deactivation (and remain with their original mentor) or wait 6 months from deactivation and purchase a new **Start-up Kit** (and join with a mentor of their choice).

For new Ambassadors, the month they join plus their first full calendar month after joining is considered Month 1. For example, if an Ambassador joins June 5, June and July would be their first month. If they do not submit 250 QV over 3 calendar months in July, August, and September, they will be deactivated on October 1.

NEW AMBASSADOR REWARDS

A program that offers rewards for new Ambassadors and Matching Bonuses for their Mentor on achieving criteria during the New Ambassador Rewards Period. Mentor must qualify at the same level or higher to receive the matching bonus.

NEW AMBASSADOR REWARDS PERIOD

An Ambassador's joined month plus the following full three calendar months.

GENERATION

The position that a Leader/Director holds relative to another Leader/Director. For example, if Leader B is the first Leader promoted by Leader A, then Leader B is a 1st Generation Leader of Leader A. If Leader C was the first Leader promoted by Leader B, then Leader C would be a 1st Generation Leader of Leader B and a 2nd Generation Leader of Leader A. Generation compensation is paid as a percentage of the total sales from a Leader in your organization and all Ambassadors below them, down to but not including the next Generation/Leader. Generation compensation is earned on up to four Generations depending on qualification level.

LEADER BONUS

An additional \$1,000 CA/\$750 US Leader Bonus (in addition to \$500 CA/\$375 US promotion bonus) for becoming a Leader within the first six months of business. Leader must qualify at the Leader level two out of three months; payment occurs after their second month of qualifying.

LIFESTYLE BONUS

Monthly cash payment paid to Ambassadors who qualify as Senior Director or above within a calendar month.

MONTHLY PAY

Bonuses, such as New Ambassador Rewards, Lifestyle, and Promotion/Matching, are paid monthly.

ORGANIZATION

Your entire downline, which includes Ambassadors within your team or within the team of Leaders/Directors that you have personally welcomed or that have been welcomed by Ambassadors on your team.

GLOSSARY continued

PASSING-BY

When Ambassador B, a personally welcomed Ambassador of non-Leader Ambassador A, is promoted to Leader, they “pass by” their mentor (Ambassador A) if Ambassador A is not a qualified Leader or higher in the month that Ambassador B promotes to Leader. This means that Ambassador A can no longer count Ambassador B as a personally welcomed Ambassador, and they are no longer eligible to earn compensation on the qualified volumes of new Leader B. New Leader B is now re-assigned as a 1st Generation Leader of the first Leader/Director in the upline. Ambassador A has 6 months following the month of promotion to promote to Leader or above, or new Leader B will be permanently reassigned to the upline Leader. Alternatively, should new Leader B lose Leader status within 6 months, Leader B will re-join the team of Ambassador A.

PERSONAL SALES

The compensable sales in dollars/QV submitted by an Ambassador.

PERSONAL SALES BANK

For each month in which an Executive Director or above exceeds their personal sales requirement, the excess QV will be added to their personal sales bank. In any month in which an Executive Director or above sells less than their personal QV requirement, the amount needed to reach their QV sales requirement is automatically drawn from the personal sales bank. The personal sales bank is reset to 2,000 QV at the start of each calendar year. The balance must be at least 2,000 QV at the end of the calendar year or that Executive Director will not be considered to have met their personal sales requirements for the month of December.

PERSONAL SALES BONUS

An additional 3% compensation earned on your total personal sales when you submit 2,000 QV or more within a calendar month.

PERSONAL SALES WAIVER

A Personal Sales Waiver (PSW) allows Leaders or above to waive their personal sales requirements during a given month. A Leader meeting all Leader criteria except for personal sales requirements could apply a PSW and still qualify as a Leader, thus counting as a qualified Leader for their upline Leader. New first-time Leaders will receive one PSW upon their promotion. An additional PSW will be given when a Leader qualifies as a Leader for 10 months. A PSW must be selected for use prior to end of month in which the personal sales requirement was not met. If selected but not required, the PSW will be carried forward.

PERSONALLY WELCOMED AMBASSADOR

Any Ambassador you have personally welcomed that is below the rank of Leader.

PROMOTION

Moving up one or more levels by meeting the qualification criteria of a higher level.

PROMOTION/MATCHING BONUS

Earn up to \$10,000 CA/\$7,500 US when you or someone in your organization promotes for the first time to Executive Ambassador or above and you qualify at the same level or higher for two out of three months (including the month of promotion). See “What are Promotion/ Matching Bonuses?” FAQ on page 18. Newly promoted must also qualify 2 out of 3 months.

QUALIFICATION CRITERIA

Used to determine titles. Depending on the level, this will include personal sales, team sales, qualified team members, qualified personally welcomed Ambassadors, and qualified Leaders.

ACTIVE AMBASSADOR

An Ambassador who has submitted at least 250 QV in personal compensable sales over three calendar months.

QUALIFYING VOLUME (QV)

QV is attributed to each product to equalize qualification criteria globally. The QV earned on a product will be the same in every country, regardless of retail price. Your monthly QV total is used to determine which level you qualify for.

Example: For an Ambassador earning 25% compensation on personal retail sales

CA retail price	US retail price	CA compensation	US compensation	QV
\$50	\$40	\$12.50*	\$10*	50

*Compensation will be paid in Ambassador's domestic currency at the established exchange rate.

REBUILD PERIOD

When one of your personally welcomed Ambassadors becomes a Leader for the first time, your team qualification criteria is reduced to 4,000 QV for the three calendar months following the promotion. Personal sales requirements remain at 1,000 QV.

RECOGNIZED TITLE

The level at which an Ambassador is recognized. This may be higher than the qualified level, depending on the length of title retention at their particular level. (See "What Happens to My Title if I Do Not Qualify at My Level During a Given Month?" FAQ on page 18.)

SIMULTANEOUS PROMOTION

When Ambassador A has Ambassador B in their team and Ambassador B qualifies as a Leader, Ambassador A can promote at the same time, so long as they have Personal Sales of 1,000 QV for that month, and four qualified personally sponsored Ambassadors. One of those four qualified personally sponsored Ambassadors can be Ambassador B.

TEAM

The group of Ambassadors whom you have personally welcomed and those in the organization of your personally welcomed Ambassadors down to the next Leader, which constitutes another team.

TEAM SALES

Total sales of your team, including your personal sales.

TITLE

The name given to a specific level, e.g. Executive Ambassador.

TITLE RETENTION

If an Executive Ambassador or above does not achieve their qualification criteria, they will earn compensation at the level at which they qualify. However, they retain their title for a set period of time, depending on the level at which they last qualified. (See "What Happens to My Title if I Do Not Qualify at My Level During a Given Month?" FAQ on page 18.)

UPLINE

The Ambassadors above you, whose team you are on or the Leader/Director that welcomed you or your mentor. Typically, your upline earns compensation on your personal sales.

WEEKLY PAY

Only compensation on personal retail sales is paid weekly.

FREQUENTLY ASKED QUESTIONS

WHAT IS A QUALIFIED AMBASSADOR?

An Ambassador who has submitted at least 250 QV (Qualifying Volume) within a calendar month. You remain active when you submit 250 QV over 3 consecutive months.

WHAT IF I SUBMIT LESS THAN 250 QV IN A CALENDAR MONTH?

You will still receive compensation on personal sales submitted but will not be considered qualified. Your personal QV will still count towards team QV requirements and your sponsor will still earn bonus compensation on your sales; however, you will not be considered qualified for the purpose of your upline's qualification.

DO PERSONAL ORDERS COUNT TOWARDS MY MONTHLY QUALIFICATION REQUIREMENTS?

Yes, 100% of the QV for personal orders goes towards your monthly qualification.

WHAT HAPPENS TO MY TITLE IF I DO NOT QUALIFY AT MY LEVEL DURING A GIVEN MONTH?

When you qualify as an Executive Ambassador or above within a calendar month, you will be recognized at that level for a period of time following the month in which you last qualified at that level. The title retention periods are:

Executive Ambassador—2 months

Leader—2 months

Senior Leader—2 months

Director—2 months

Senior Director—6 months

Executive Director—9 months

Global Director—12 months

For example, if you qualified as a Senior Leader in January, you would be recognized as a Senior Leader for the two months following (February to March inclusive), even if you did not qualify as a Senior Leader in this time. However, you will always be paid at the level you qualify at for that month. If during this time you qualified as a Senior Leader again in March, then the two months would reset and you would be recognized as a Senior Leader until May. Should you not regain your title during the following month, your team will roll out to the upline Leader. You will have 6 months to qualify again and regain your team.

ARE COMPENSATION PERCENTAGES PAID ON QUALIFIED LEVEL OR RECOGNIZED LEVEL?

All compensation percentages are earned according to the level you qualify at for the month, not your recognized level. For example, if you were recognized as a Leader, but only qualified as an Executive Ambassador, then you would earn compensation as if you were an Executive Ambassador.

WHAT ARE PROMOTION/MATCHING BONUSES?

You and your upline Leader each earn a Promotion Bonus when you promote for the first time to each level listed below and qualify two out of three consecutive months following your promotion (including the month of promotion).

Executive Ambassador—\$250 CA/\$200 US

Leader—\$500 CA/\$375 US

Senior Leader—\$750 CA/\$575 US

Director—\$1,000 CA/\$750 US

Senior Director—\$2,500 CA/\$2,000 US

Executive Director—\$5,000 CA/\$4,000 US

Global Director—\$10,000 CA/\$7,500 US

Your upline Leader also receives a Matching Bonus. To receive the Matching Bonus, the upline Leader must also qualify at the same title or higher for two out of three months following your promotion, including the promotion month. If the upline leader is below the title their new Ambassador has achieved, the matching bonus is not paid.

IF I AM A SENIOR LEADER AND DO NOT QUALIFY BECAUSE MY LEADER IS NOT QUALIFIED, HOW MUCH COMPENSATION WILL I BE PAID ON THEM?

When you are a Senior Leader and qualify as a Leader, you will be paid 3% on all 1st Generation sales, instead of the 5% earned when you qualify as a Senior Leader. For all first-time, 1st Generation teams, Epicure guarantees 5% compensation on those teams for the first three months following first time promotion.

WHAT HAPPENS IF ALL MY 1ST GENERATION LEADERS DO NOT QUALIFY AS LEADERS?

When you qualify as a Leader and all of your 1st Generation Leaders do not qualify as Leaders, you will be **recognized** at the level of Leader; however, you will **qualify** as a Leader and receive 3% compensation on the total sales of all 1st Generation Teams (5% for 1st Generation Teams who are within their first three months of Leadership).

IF I AM A LEADER, DOES THE QV OF A NEW LEADER AND THEIR TEAM COUNT TOWARDS MY QUALIFICATION IN THE MONTH THEY PROMOTE?

Yes. During the month of promotion, the QV of a promoting Ambassador and their team counts towards your requirements. This means you would qualify as a Senior Leader, provided you had three other qualified personally sponsored Ambassadors and personal sales of at least 1,000 QV. You would be paid 5% on the total sales of that new 1st Generation team in the month of their promotion. In the following months, you would no longer be able to count that new Leader towards the qualified personally sponsored Ambassador requirement for your level and you would go into a 3-month Rebuild Period (see details on Rebuild Period in Glossary).

CAN I SELL TO BOTH CANADIAN AND US CUSTOMERS?

An Ambassador can sell to both Canadian and US customers. However, a Cooking Class cannot include customers from both countries. All orders linked to a live or virtual event must be either shipped to 100% Canadian addresses or 100% US addresses.

AM I ELIGIBLE FOR LEADS WHO VISIT EPICURE.COM BUT DO NOT KNOW AN AMBASSADOR?

Sponsoring and Sales Leads who do not know an Ambassador will be awarded to Ambassadors as a perk when they meet the following criteria:

Sponsoring Leads will be distributed to Leaders and above who:

- Had 1 new Ambassador sign up in the previous month (excluding assignees given.)
- Have submitted at least 2,000 QV in personal sales in the previous month.
- Are in good standing with Epicure Code of Conduct.

Sales Leads will be distributed to Leaders and above who:

- Had 5 new customers in the previous month (exclude assignees given).
- Have submitted at least 2,000 QV in personal sales in the previous month
- Are in good standing with the Epicure Code of Conduct.

Note: All leads will be distributed by country. For example, those living in the US will receive US leads and those living in Canada will receive Canadian leads. Within Canada, those who select French as their language preference will receive French leads.

HOW WILL MY BONUS COMPENSATION BE CALCULATED IF I HAVE SALES IN CANADIAN AND US DOLLARS?

Your compensation payment will always be made in the currency of your country of residence. For any sales amount in a different currency, an exchange rate will be applied to the compensation payment to convert to your local currency. Bonuses will be paid in CAD or USD, based on your country of residence.

WILL THE EXCHANGE RATE ADJUST TO REFLECT DAILY FLUCTUATIONS IN CURRENCY?

The exchange rate used for calculating compensation will be published and held constant unless significant fluctuation in currency value occurs. Epicure reserves the right to update as frequently as needed to account for such fluctuations

BENEFITS OF AN EPICURE BUSINESS



CHANGE LIVES WITH GOOD FOOD

Share life-changing products.
Promote wholesome food and healthy lifestyles.
Everyone eats so everyone is a potential lifelong Epicure customer.



BE A PART OF SOMETHING BIGGER

Join the community—connect online and offline
Make new friends.
Celebrate your success and achievements.



BE REWARDED

Get paid weekly.
Earn monthly cash bonuses.
Travel and attend conferences and events for free.



BE A BOSS

Work from anywhere.
Set your own schedule.
Build a global team.



BE SUPPORTED

Benefit from business coaching.
Enjoy world-class, 24-hour training.
Know Home Office is here for you.



GETTING STARTED IS EASY

Run your own turnkey business.
Carrying inventory not required.
Personal e-commerce website provided.

UPDATED: OCTOBER 20243

For more information, training, and support, visit [MyEpicure.com](https://www.MyEpicure.com).

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