U.S. THIRTY-ONE GIFTS LLC
INCOME DISCLOSURE STATEMENT – 2014

With the opportunity to work from home and be a business owner, you can chart your own unique course. A Thirty-One business is yours to dream, build and develop!

We have created this Income Disclosure Statement to help you understand what you can expect to earn as compensation as you build your own business at Thirty-One. While we understand each Consultant's experience is unique, the following information should help you better understand average earnings at each Paid-at Title. Consultants can find Thirty-One's income disclosure policy and guidance about how to use this Income Disclosure Statement in the Consultant Guidebook.

A Consultant is an independent sales distributor of Thirty-One Gifts LLC ("Thirty-One") products. A Consultant is "Working" if she received at least one check in 2014. In 2014, 13% of all Consultants received no income from Thirty-One.

Working Consultant Paid-at Title	Average hours worked per week	Number of Consultants at this Paid-at Title[a]	Percent of ***Working*** Consultants at this Paid-at Title[b]	Percent of ***all*** Consultants[c]	2014 Annual Income (U.S. Dollars)			Months Working at Thirty-One Gifts		
					High	Low	Average	High	Low	Average
Consultant	7	143,689	91.1%	79.2%	$19,038	$1	$598	116	1	17
Senior Consultant	8	10,136	6.4%	5.6%	$26,279	$0	$1,876	114	1	34
Director	15	2,692	1.7%	1.5%	$55,363	$67	$7,992	104	3	39
Senior Director	19	723	0.5%	0.4%	$103,609	$1,327	$19,500	106	13	57
Executive Director	23	316	0.2%	0.2%	$276,398	$4,759	$48,441	101	33	64
Senior Executive Director	28	118	0.1%	0.1%	$400,254	$49,808	$132,911	130	43	77
National Executive Director	33	25	0.02%	0.01%	$859,979	$157,073	$365,406	136	60	91

(a) Includes consultants at this Paid-at Title 12/31/14 (or terminated if earlier). Consultants may have been paid at this Paid-at Title for one month or more.
(b) In 2014, 157,698 consultants received at least one check from Thirty-One.
(c) All consultants include the 157,698 consultants who received at least one check plus an additional 23,775 consultants who did not earn compensation in 2014, but were active for at least one month during 2014.

Note that these figures do not represent a Consultant's profit, as they do not consider expenses incurred by a Consultant in operation or promotion of her business. The figures above refer to gross income (total income before any expenses are deducted). The expenses a Consultant incurs in the operation of her Thirty-One Gifts business vary widely. Expenses for Consultants can be several thousand dollars annually. You should factor in estimated expenses when projecting potential profits. Such operating expenses could include advertising and promotional expenses, product samples, training, travel, telephone and Internet costs, and miscellaneous expenses. Thirty-One Gifts does not require Consultants to purchase or maintain inventory. As a matter of fact, our policies clearly prohibit this practice.

The earnings of the Consultants in this chart are not necessarily representative of the income, if any, that a Consultant can or will earn through her Thirty-One business. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any representation or guarantee of earnings would be misleading. Your success with Thirty-One results only from successful sales efforts, which require hard work, diligence and leadership. Your success will depend upon how effectively you exercise these qualities. We're committed to doing the right thing and following good business practices, as well as all laws regulating our industry.