



## 2023 Income Disclosure Statement

Ruby Ribbon Independent Stylists earn between 20 -40% commissions on personal sales and may be eligible for leadership bonuses based on their team' sales. The chart below shows the average percent of Independent Stylists that fall within different annual income ranges, and the average number of months it took for the Stylists to reach this annual income tier. This data is reflective of Stylist earnings for January - December 2022, and is updated annually.

Annual Income Range	% of Stylists in Range	Average # of Months in Business
\$0.00	0.57%	18.67
\$0.01 - \$100.00	28.40%	17.39
\$100.01 - \$500.00	43.11%	24.22
\$500.01 - \$1,000.00	12.76%	30.09
\$1,000.01 - \$2,500.00	8.36%	31.22
\$2,500.01 - \$5,000.00	2.93%	31.30
\$5,000.01 - \$10,000.00	1.65%	36.29
\$10,000.01 - \$15,000.00	0.64%	42.67
\$15,000.01 - \$20,000.00	0.19%	35.88
\$20,000.01 - \$25,000.00	0.21%	39.22
\$25,000.01 - \$50,000.00	0.69%	48.52
\$50,000.01 - \$100,000.00	0.31%	56.38
\$100,000.01+	0.19%	76.75

The income statistics in this statement are for income earned by all Independent Stylists deemed as "active" for any month in 2022. "Active" is defined as having sold \$300 in a rolling 3 month period. Note that the income paid to Stylists summarized in this disclosure represents potential gross income and does not include costs or expenses incurred by a Stylist in the operation or promotion of their business, which can vary widely and might include product purchases, advertising, or promotional expenses, product samples, training, rent, travel, telephone, and internet costs, and/or any other miscellaneous expenses. These figures should not be considered as guarantees or projections of any actual income or profits. Independent Stylists' success will depend on individual diligence, work, effort, sales skill, and market conditions. Ruby Ribbon does not guarantee any income or rank success.

This Statement provides truthful comprehensive information regarding income and costs for Ruby Ribbon Independent Stylists. A copy of this Statement must be presented to prospective Independent Stylists any time Stylist compensation is presented and/or discussed or whenever an earnings claim or representation is made, to include individual meetings and any statements regarding typical Independent Stylist earnings, non-typical earnings, compensation ranges, Independent Stylist income testimonials, Independent Stylist lifestyle claims, and/or any hypothetical claims.