



"Everybody Matters Rewards + Recognition Program" Terms & Conditions

The 'Everybody Matters Rewards + Recognition Program' (hereinafter "Program") is available to all Origami Owl, LLC or Origami Owl, ULC (hereinafter "O2") Independent Designers (hereinafter "IDs" or "Earner(s)") on the terms and conditions noted below. O2 reserves the right to discontinue or alter the terms of this Program without notice.

PROGRAM OVERVIEW

- This recurring monthly Program runs from 12:00 a.m. CT on the first day of each calendar month through 11:59 p.m. CT on the last day of each calendar month until discontinued by O2 ("Program Period").
- All IDs in good standing as of 12 a.m. CT on the first day of each calendar month shall be automatically enrolled in Program. To be in good standing, IDs must be in compliance with the Independent Designer Agreement Terms & Conditions and Policies and Procedures.

CHARM OF THE MONTH CLUB (100 PV)

PV QUALIFICATION

- An ID is eligible to participate in the Charm of the Month Club if ID generates at least 100 Personal Volume ("PV") within one (1) calendar month during Program Period.

DETAILS

- Each calendar month an ID earns participation in the Charm of the Month Club in connection with Program, such ID will be eligible to redeem two (2) free exclusive Charms.
- ID will receive an email on the first business day of the following month after achievement of Charm of the Month Club with instructions regarding how to redeem free Charms.
- A unique promotion code will appear in ID's Back Office under "Edit Account > Promo Codes". The promotion code must be copied and applied to the "Promo Code" field during checkout. Upon entering the promotion code, the exclusive Charms will be added to ID's order via the parent SKU (one SKU for both Charms).
- The Charm of the Month Club promotion code is not valid toward Jewelry Bar® business essential, pre-sale, Jewelry Bar guest orders or retail orders.
- An ID may only participate in the Charm of the Month Club one (1) time each month, regardless of the total amount of PV an ID generates during Program Period over 100 PV.
- A maximum of two (2) free exclusive Charms may be earned per ID, per month.

¹ The "Everybody Matters Rewards + Recognition Program" Terms & Conditions were amended as of January 10, 2019. Please see the Program FAQs for a detailed summary of the amendments.

- To receive free Charms, an ID must add free Charms to cart with their next wholesale jewelry order placed by the last calendar day of the following month after the month the Charms were earned (cart must contain jewelry items in order to add free Charms).
- An ID will not earn PV on any free Charms earned through the Charm of the Month Club.
- Free Charms limited to specified Charms of O2's choosing, while supplies last.
- No returns or exchanges. No substitutions may be made by ID. Limited quantity. Replacements only consistent with existing warranties. An ID must report any missing or damaged items through O2's website at Returns.OrigamiOwl.com within thirty (30) days of the shipping date and specify in the comments section which charm is missing or defective.
- O2 reserves the right to replace any Charm with another item of equivalent or greater value.
- The Charm of the Month Club charms will be forfeited if ID has not redeemed free Charms by 11:59 pm CT on the last calendar day of the month in which ID is eligible for that month's free Charms, or before supplies are exhausted.
- Free Charms are non-transferrable. Free Charms have no monetary value and IDs may not exchange free Charms for a cash refund.

STORYBUILDER (250 PV)

PV QUALIFICATION

- An ID will earn Storybuilder upon generating at least 250 Personal Volume ("PV") within one (1) calendar month during Program Period.

DETAILS

STORYBUILDER SHOP – DISCOUNTED FEATURED PRODUCT

- Each calendar month an ID achieves Storybuilder in connection with Program, such ID will qualify to purchase one (1) discounted featured product (hereinafter "Product") from the Storybuilder Shop, in the following month. Specified Products are chosen in O2's sole discretion, and will be offered at a discounted price for \$25 USD / \$33 CAD (plus tax; free standard shipping included).
- An ID will receive an email mid-month, in the month following achievement of Storybuilder, with instructions regarding how to access the Storybuilder Shop. The Storybuilder Shop will go live at 5:00 p.m. CT each calendar month on a day specified by O2 and will close at 11:59 p.m. CT on the last calendar day of each month. Qualified IDs may access the Storybuilder Shop by logging into their Back Office and selecting "Shop > Storybuilder Shop". IDs may then add the desired Product to their shopping bag and select "Proceed to Checkout".
- The Storybuilder Shop is not available on the O2 Perch mobile app.
- Only one (1) Product at a discounted price may be purchased from the Storybuilder Shop per calendar month, per qualified ID.
- Additional PV earned per calendar month above the required 250 PV may not be applied toward a second discounted Product from the Storybuilder Shop.
- An ID will not earn PV based on purchase of discounted Product from the Storybuilder Shop.
- Once an ID completes a purchase for a discounted Product from the Storybuilder Shop, such Product will ship within seven (7) business days.
- Additional merchandise cannot be added to the same order as a Product.

- An ID may purchase a Product from the Storybuilder Shop with Bella Bucks or O2 Credit. Bella Bucks, O2 Credit, nor Hoot Loot may be used to cover the cost of taxes or shipping.
- An ID may not redeem a 'Charm of the Month' promo code with the same transaction of a discounted Product from the Storybuilder Shop.
- No returns or exchanges. No substitutions. Limited quantity. Replacements only consistent with existing warranties. O2 reserves the right to replace any Product with another Product of equivalent or greater value. An ID must report any missing or damaged Product through O2's website at Returns.OrigamiOwl.com within thirty (30) days of the shipping date.
- Any discounted Product will be forfeited if ID has not purchased discounted Product by 11:59 pm CT on the last calendar day of the month in which ID is eligible for that month's discounted Product.
- The discounted Product is available while supplies last. If the discounted Product in connection with the Storybuilder Shop becomes out of stock prior to the last calendar day of the month at 11:59 p.m. CT, substitutions may apply.
- Discounted Product is non-transferrable. Discounted Product has no monetary value and IDs may not exchange discounted Product for a cash refund.

RETAIL SALES COMMISSION

- Each calendar month an ID generates 250 PV (achieving Storybuilder), such ID will earn 30%-50% in retail sales commission the following month, based on sales for that month.
- If an ID earns 30%-50% in retail sales commission per the terms above, such ID will continue to receive 30%-50% in retail sales commission based on the sales during each subsequent calendar month for which 250 PV is generated.

ADDITIONAL REWARDS

- IDs who achieve Storybuilder in a given month are also eligible to redeem two (2) free Exclusive Charms the next month in connection with the Charm of the Month Club.
- IDs who achieve Storybuilder will also be included in O2's "Find a Designer" database wherein potential customers search to locate IDs in their area (based upon geographical location).
 - ID will be added to the "Find a Designer" database within seven (7) business days after the business month closes for earnings in connection with Storybuilder achievement.
 - ID will remain in the "Find a Designer" database each subsequent calendar month during which at least 250 PV is generated.
- IDs who achieve Storybuilder will also initially qualify to receive Customer leads (based on geographical location).
 - ID will not generate PV or earn commission from Customer lead's initial purchase, but will generate and earn commission on any order Customer lead places after their initial purchase.
 - ID will continue to be initially qualified to receive Customer leads each subsequent calendar month during which 250 PV is generated.

DREAMBUILDER (500 PV)

PV QUALIFICATION

- An ID will be eligible to achieve Dreambuilder upon generating at least 500 Personal Volume ("PV") within one (1) calendar month during Program Period.

DETAILS

DREAMBUILDER SHOP – DISCOUNTED FEATURED PRODUCT

- Each calendar month an ID achieves Dreambuilder in connection with Program, such ID will qualify to purchase one (1) discounted featured Product (hereinafter "Product") from the Dreambuilder Shop, in the following month. Specified Products chosen in O2's sole discretion, and will be offered at a discounted price for \$10 USD / \$13 CAD (plus tax; free standard shipping included).
- ID will receive an email mid-month, in the month following achievement, with instructions regarding how to access the Dreambuilder Shop. The Dreambuilder Shop will go live at 5:00 p.m. CT each calendar month on a day specified by O2 and will end at 11:59 p.m. CT on the last calendar day of each month. Qualified IDs may access the Dreambuilder Shop by logging into their Back Office and selecting "Shop > Dreambuilder Shop". IDs may then add the desired Product to their shopping bag and select "Proceed to Checkout".
- The Dreambuilder Shop is not available on the O2 Perch mobile app.
- Only one (1) Product at a discounted price may be purchased from the Dreambuilder Shop per calendar month, per qualified ID.
- An ID will not earn PV based on purchase of a discounted Product from the Dreambuilder Shop.
- Once an ID completes a purchase for a Product from the Dreambuilder Shop, such Product will ship within seven (7) business days.
- Additional PV earned per calendar month above the required 500 PV may not be applied toward a second Product from the "Dreambuilder Shop".
- Additional merchandise may not be added to the same order as the Product.
- An ID may purchase a discounted Product from the Dreambuilder Shop with Bella Bucks or O2 Credit. Bella Bucks, O2 Credit, nor Hoot Loot may be used to cover the cost of taxes or shipping when redeeming free Product.
- An ID may not redeem a 'Charm of the Month' promo code with the same transaction of a discounted Product from the Dreambuilder Shop
- No returns or exchanges. No substitutions may be made by ID. Limited quantity. Replacements only consistent with existing warranties. O2 reserves the right to replace any Product with another Product of equivalent or greater value. An ID must report any missing or damaged Product through O2's website at Returns.OrigamiOwl.com within thirty (30) days of the shipping date.
- Any discounted Product will be forfeited if ID has not purchased discounted Product by 11:59 pm CT on the last calendar day of the month in which ID is eligible for that month's discounted Product.

- The discounted Product is available while supplies last. If the discounted Product in connection with the Dreambuilder Shop becomes out of stock prior to the last calendar day of the month at 11:59 p.m. CT, substitutions may apply.
- Discounted Products are non-transferrable. Discounted Products have no monetary value and IDs may not exchange discounted Products for a cash refund.

RETAIL SALES COMMISSION

- IDs who achieve Dreambuilder will earn 30%-50% in retail sales commission the following month, based on sales for that month, in connection with Storybuilder Program. Such ID will continue to receive 30%-50% in retail sales commission based on the sales during each subsequent calendar month for which at least 250 PV is generated.

ADDITIONAL REWARDS

- IDs who achieve Dreambuilder are eligible to redeem two (2) Free Exclusive Charms in connection with the Charm of the Month Club.
- IDs who achieve Dreambuilder will also be included in O2's "Find a Designer" database wherein potential customers search to locate IDs in their area (based upon geographical location).
 - ID will be added to the "Find a Designer" database within seven (7) business days after the business month closes.
 - ID will remain in the "Find a Designer" database each subsequent calendar month during which at least 250 PV is generated.
- IDs who achieve Dreambuilder will also initially qualify to receive Customer leads (based on geographical location).
 - ID will not generate PV or earn commission from Customer lead's initial purchase, but will generate and earn commission on any order Customer lead places after their initial purchase.
 - ID will continue to be initially qualified to receive Customer leads each subsequent calendar month during which 250 PV is generated.
- IDs who achieve Dreambuilder for three (3) consecutive calendar months during each calendar quarter and maintain an active O2 Bundle subscription are eligible to participate in O2's Leads Pool Bonus Program and receive a payout bonus per each calendar quarter.

BUSINESSBUILDER (1,500 PV)

PV QUALIFICATION

- An ID will be eligible to achieve Businessbuilder upon generating at least 1,500 Personal Volume ("PV") within one (1) calendar month during Program Period.

DETAILS

HAPPY GRAM

- Each calendar month an ID achieves Businessbuilder in connection with Program, such ID will receive a 'Happy Gram Curated by Chrissy'.

- Happy Gram consists of item(s) to be mailed to IDs which are hand selected by O2's Co-Founder, Chrissy Weems,
- IDs must ensure email and shipping address is accurate in their Back Office by 11:59 p.m. CT on the last day of the month in which ID is eligible for that month's Happy Gram in order to ensure successful delivery.
- When Happy Gram is on the way, an order will be placed and visible in ID's Back Office.
- Additional PV earned per calendar month above the required 1,500 PV may not be applied toward an additional Happy Gram.
- A maximum of one (1) Happy Gram may be earned per ID, per month.
- ²Happy Gram will be shipped to qualified IDs by the end of the following month after the business month closes for earnings in connection with ID's Businessbuilder achievement.
- No returns or exchanges. No substitutions may be made by ID. Limited quantity. Replacements only consistent with existing warranties. O2 reserves the right to replace any free Happy Gram with other item(s) chosen in O2's sole discretion.
- An ID must report any missing or damaged items through O2's website at Returns.OrigamiOwl.com within thirty (30) days of the shipping date and specify in the comments section which item is missing or defective.
- Happy Gram is non-transferrable. Happy Gram has no monetary value and an ID may not exchange a Happy Gram for a cash refund.

RETAIL SALES COMMISSION

- IDs who achieve Businessbuilder will earn 30%-50% in retail sales commission the following month, based on sales for that month, in connection with Storybuilder Program. Such ID will continue to receive 30%-50% in retail sales commission based on the sales during each subsequent calendar month for which at least 250 PV is generated.

ADDITIONAL REWARDS

- IDs who achieve Businessbuilder are eligible to redeem two (2) Free Exclusive Charms in connection with the Charm of the Month Club.
- IDs who achieve Businessbuilder will also be included in O2's "Find a Designer" database wherein potential customers search to locate IDs in their area (based upon geographical location).
 - ID will be added to the "Find a Designer" database within seven (7) business days after the business month closes.
 - ID will remain in the "Find a Designer" database each subsequent calendar month during which at least 250 PV is generated.
- IDs who achieve Businessbuilder will also initially qualify to receive Customer leads (based on geographical location).
 - ID will not generate PV or earn commission from Customer lead's initial purchase, but will generate and earn commission on any order Customer lead places after their initial purchase.
 - ID will continue to be initially qualified to receive Customer leads each subsequent calendar month during which at least 250 PV is generated.

² If shipment of Happy Gram is delayed, ID will receive an email with expected ship date.

- IDs who maintain an active O2 Bundle subscription and generate at least 500 PV for three (3) consecutive months during each calendar quarter during Program Period are eligible to participate in O2's Leads Pool Bonus Program and receive a payout bonus per each calendar quarter.

SUCCESSBUILDER (2,500 PV)

PV QUALIFICATION

- An ID will be eligible to achieve Successbuilder upon generating at least 2,500 Personal Volume ("PV") within one (1) calendar month during Program Period.

DETAILS

HAPPY MAIL

- Each calendar month an ID achieves Successbuilder in connection with Program, such ID will receive a 'Happy Mail Curated by Chrissy'.
- Happy Mail consists of item(s) hand selected by O2's Co-Founder, Chrissy Weems, in connection with achievement of Businessbuilder, plus one (1) additional item, to be mailed to IDs.
- IDs must ensure email and shipping address is accurate in their Back Office by 11:59 p.m. CT on the last day of the month in which ID is eligible for that month's Happy Mail in order to ensure successful delivery.
- When Happy Mail is on the way, an order will be placed and visible in ID's Back Office.
- ³Happy Mail will be shipped to qualified IDs by the end of the following month after the business month closes for earnings in connection with ID's Successbuilder achievement.
- A maximum of one (1) Happy Mail may be earned per ID, per month.
- Additional PV earned per calendar month above the required 2,500 PV will not warrant receipt of a second Happy Mail.
- No returns or exchanges. No substitutions. Limited quantity. Replacements only consistent with existing warranties O2 reserves the right to replace any items with another item of equivalent or greater value. Any items will be forfeited if ID has not redeemed items by 11:59 pm CT on the last calendar day of the month in which ID is eligible for that month's items, or before supplies are exhausted.
- An ID must report any missing or damaged items through O2's website at Returns.OrigamiOwl.com within thirty (30) days of the shipping date and specify in the comments section which item is missing or defective.
- Happy Mail is non-transferrable. Happy Mail has no monetary value and IDs may not exchange a Happy Mail for a cash refund.

³ If shipment of a Happy Mail is delayed, ID will receive an email with expected ship date.

RETAIL SALES COMMISSION

- IDs who achieve Successbuilder will earn 30%-50% in retail sales commission the following month, based on sales for that month, in connection with Storybuilder Program. Such ID will continue to receive 30%-50% in retail sales commission based on the sales during each subsequent calendar month for which at least 250 PV is generated.

ADDITIONAL REWARDS

- IDs who achieve Successbuilder are eligible to redeem two (2) free exclusive Charms in connection with the Charm of the Month Club Program.
- IDs who achieve Successbuilder will also be included in O2's "Find a Designer" database wherein potential customers search to locate IDs in their area (based upon geographical location).
 - ID will be added to the "Find a Designer" database within seven (7) business days after the business month closes.
 - ID will remain in the "Find a Designer" database each subsequent calendar month during which 250 PV is generated.
- IDs who achieve Successbuilder will also initially qualify to receive Customer leads (based on geographical location).
 - ID will not generate PV or earn commission from Customer lead's initial purchase, but will generate and earn commission on any order Customer lead places after their initial purchase.
 - ID will continue to be initially qualified to receive Customer leads each subsequent calendar month during which 250 PV is generated.
- IDs who maintain an active O2 Bundle subscription and generate at least 500 PV for three (3) consecutive months during each calendar quarter during Program Period are eligible to participate in O2's Leads Pool Bonus Program and receive a payout bonus per each calendar quarter.

GENERAL TERMS & CONDITIONS

- Product returns for jewelry purchased in each calendar month during Program Period will affect an ID's PV total which counts toward participation in Program.
- All orders must be submitted by 11:59 p.m. CT on the last day of the calendar month to count towards Program eligibility.
- PV will not be final until commissions are closed. Commissions and bonuses will be calculated by the 10th of each month for the month prior. If the 10th falls on a legal holiday or weekend, commissions and bonuses will be calculated prior to the next regularly scheduled business day.
- Any unclaimed rewards will be forfeited. Earners grant Company the right to use and publish their legal name, business name (if applicable), photographs or videos containing Earner's name and likeness, and Earner's city or state of residence online and in print, or any other media, in connection with the Program.
- Rewards are non-transferrable. No substitutions may be made by Earner. Rewards have no monetary value.

- By participating in Program, IDs agree to be bound by these official terms & conditions, which shall be final and binding in all respects.
- Non-compliance with these terms & conditions may result in disqualification or forfeiture of Program benefits.
- Force Majeure: Should events beyond the reasonable control of O2 and ID occur, including but not limited to (1) acts of God or government authorities; (2) natural disasters; (3) insolvency of any vendor participating in providing any Program rewards; (4) inability of O2 to fulfill its Program commitments for any reason; or (5) other emergencies beyond the parties' reasonable control make it illegal or impossible for such party to perform its obligations regarding this Program, such party may terminate their obligations regarding this Program upon written notice to the other party without liability. In such case, O2 will not pay a cash refund to ID.
- All federal, state and local laws and regulations apply, including those with respect to taxation of any Program reward. O2 shall only be responsible for rewarding IDs who earn Program. O2 expressly disclaims any responsibility or liability for injury or loss to any person or property relating to the delivery and/or subsequent use of Program reward. O2 makes no representation or warranties concerning the appearance, safety or performance of any reward awarded.
- O2 reserves the right to: (1) audit ID accounts to verify eligibility; and (2) review product returns or exchanges to verify if such activity impacts Program qualification in any way. `
- This Program is void where prohibited and is subject to change, suspension, modification or termination by O2 at any time during or after the Program period. All decisions made by O2 concerning this Program are made in the sole and absolute discretion of O2 and are final when made.
- This Program is not open to the public and is only open to IDs who have enrolled with O2 prior to the start of this Program, who are legal residents of the U.S. or Canada and who are at least the age of majority in their jurisdiction.
- Selection of winners and distribution of rewards in connection with this Program is made on the basis of skill; winners are not chosen at random.
- The laws of the State of Arizona shall govern this Program and any and all actions arising out of or related to this Program shall be brought in the State of Arizona in Maricopa County.
- The Program sponsor is Origami Owl, LLC, 450 North 54th Street, Chandler, AZ 85226.