



## **2020 Earnings Disclosure Statement Origami Owl, LLC, and Origami Owl, ULC**

Thousands of U.S. and Canadian Independent Designers ("Designers") sell Origami Owl® ("O2") jewelry and enjoy being a part of O2's mission to be a Force for Good®! At O2, we are not only a business, but we are also a family with heart. Joining O2 helps individuals to create fun, personalized experiences while earning extra income and working the hours they choose.

Building an O2 business is flexible, fun and rewarding. Designers can earn commissions based on the business activities they complete each week. Designers sell jewelry products to customers; make connections with others in the O2 business; earn recognition; grow as individuals; enjoy fun perks; have an opportunity to earn exciting trips; and have an opportunity to earn additional income through commissions and bonuses based on product sales to new and existing customers. Designers may also be rewarded for helping other Designers within their business team to achieve success through product sales to new and existing customers. Designers earn 20-50% commission (as described in detail in O2's Career Plan. Financial results will vary depending on each Designer's skill, effort, ability, and circumstance. Building an O2 business does not require Designers to carry any inventory of product. Designers should never purchase more products than they may use or sell to customers in a reasonable time period. Designers who choose to terminate their business relationship with O2 are protected by O2's twelve (12) month buy back policy applicable to marketable inventory. A Designer who is not terminating their business relationship with O2 has the right to return, for repurchase, currently marketable inventory, purchased within the last thirty (30) days, at not less than 90% of the Designer's original net cost, less appropriate setoffs and legal claims, if any.

The income statistics shown on the following chart reflect the earnings of U.S. and Canadian Designers in 2020 and are not inclusive of business expenses or other offsets. The following chart is designed to help prospective Designers better understand what they may expect to earn as a Designer as they build their O2 business. The compensation received by the Designers depicted in this chart is not necessarily representative of the compensation, if any, that any particular Designer will receive. The amounts presented should not be viewed as a guarantee or projection of the amount of income a Designer may earn.<sup>1</sup> The figures shown are gross earnings and do not reflect the expenses typically incurred by Designers. Designers join O2 by purchasing a \$49.00 USD / \$59.00 CAD Enrollment Kit which includes a personal website; three (3) month trial of an "O2 App"; access to an interactive online portal known as the "Back Office"; training, and a \$50 USD / \$65 CAD product credit.

In 2020, 42% of all U.S. and Canadian Designers received earnings from O2. In 2020, 58% of all U.S. and Canadian Designers did not receive earnings from O2.

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<sup>1</sup> These figures include only income actually paid to U.S. and Canada Designers during calendar year 2020, including retail profits generated by U.S. and Canada Designers from sales of products to retail customers which are made online.

**U.S. and Canada - Annual Income 2020**

<b>Designer Paid-As-Title</b>	<b><sup>2</sup>Average Number of Designers at this Paid-As-Title</b>	<b><sup>3</sup>% of Designers at this Paid-As-Title</b>	<b>% of All Designers</b>	<b>Low (Annual)</b>	<b><sup>4</sup>Average (Annual)</b>	<b>High (Annual)</b>	<b>Top 25% Average (Monthly)</b>	<b>Bottom 25% Average (Monthly)</b>
<b>Designer to Executive Designer</b>	15,055	93.09%	81.71%	\$0.75	\$264.84	\$8,258.81	\$101.34	\$24.97
<b>Team Leader to Executive Team Leader</b>	1,002	6.20%	5.44%	\$39.42	\$2,396.75	\$30,551.17	\$539.98	\$177.17
<b>Team Manager to Executive Team Manager</b>	82	0.51%	0.45%	\$1,342.80	\$13,859.15	\$57,695.86	\$2,778.00	\$1,185.45
<b>Director to Executive Field Vice President</b>	34	0.21%	0.18%	\$13,243.44	\$71,031.16	\$306,587.84	\$11,081.22	\$3,917.34

<sup>2</sup> The number of Designers at this Paid-As-Title includes U.S. and Canada Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>3</sup> The % of all Designers at this Paid-As-Title includes U.S. and Canada Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>4</sup> In 2020, the average earnings of all U.S. and Canada Designers was \$783.

**U.S. - Annual Income 2020**

<b>Designer Paid-As-Title</b>	<b><sup>5</sup>Average Number of Designers at this Paid-As-Title</b>	<b><sup>6</sup>% of active Designers at this Paid-As-Title</b>	<b>% of All Designers</b>	<b>Low (Annual)</b>	<b><sup>7</sup>Average (Annual)</b>	<b>High (Annual)</b>
<b>Designer to Executive Designer</b>	14,278	93.06%	81.73%	\$0.75	\$261.92	\$8,258.81
<b>Team Leader to Executive Team Leader</b>	951	6.20%	5.44%	\$39.42	\$2,344.62	\$30,551.17
<b>Team Manager to Executive Team Manager</b>	80	0.52%	0.46%	\$1,342.80	\$13,704.69	\$57,695.86
<b>Director to Executive Field Vice President</b>	33	0.22%	0.19%	\$13,243.44	\$72,410.78	\$306,587.84

<sup>5</sup> The number of Designers at this Paid-As-Title includes U.S. Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>6</sup> The % of all Designers at this Paid-As-Title includes U.S. Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>7</sup> In 2020, the average earnings of all U.S. Designers was \$785.

### **Canada - Annual Income 2020**

<b>Designer Paid-As-Title</b>	<b><sup>8</sup>Average Number of Designers at this Paid-As-Title</b>	<b><sup>9</sup>% of active Designers at this Paid-As-Title</b>	<b><sup>*</sup>% of All Designers</b>	<b>Low (Annual)</b>	<b><sup>10</sup>Average (Annual)</b>	<b>High (Annual)</b>
<b>Designer to Executive Designer</b>	776	93.49%	81.43%	\$2.35	\$321.65	\$4,429.25
<b>Team Leader to Executive Team Leader</b>	51	6.14%	5.35%	\$200.95	\$3,368.95	\$13,593.63
<b>Team Manager to Executive Team Manager</b>	2	0.24%	0.21%	\$7,020.81	\$20,037.56	\$33,054.30
<b>Director to Executive Field Vice President</b>	1	0.12%	0.10%	\$25,503.83	\$25,503.83	\$25,503.83

<sup>8</sup> The number of Designers at this Paid-As-Title includes Canadian Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>9</sup> The % of all Designers at this Paid-As-Title includes Canadian Designers who achieved this Paid-As-Title during at least one (1) calendar month during 2020 and made at least one (1) sale in 2020.

<sup>10</sup> In 2020, the average earnings of all Canadian Designers was \$737.