

Sales Compensation Plan



Consultant

As a Consultant, you earn money from your Personal Sales:

- 25% of your sales, paid weekly
- Additional bonuses of 5% or 10% when your sales per Period reach \$1,500 or more, included in profit check for first week of following Sales Period

KEYS TO SUCCESS AS A CONSULTANT

- Concentrate on keeping your calendar full of bookings.
- Make it your goal to hold at least six parties per Sales Period.
- Attend all meetings held by your local Field Organizer.
- Ask questions.
- Listen to your Organizer's advice.
- Goal yourself to achieve company-sponsored incentive prizes and trips.
- Make recruiting a vital part of your business.

SALES PER PERIOD	PROFIT %	BONUS	TOTAL %
*\$2,500 +	25%	10%	35%
*\$1,500 - \$2,499	25%	5%	30%
*less than \$1,500	25%	0%	25%

PROFIT EXAMPLE PER PERIOD

6 PARTIES AT \$500 = \$3,000

\$3,000 @25% PROFIT = \$750.00

\$3,000 @10% BONUS = \$300.00

TOTAL PROFITS \$1,050.00

*All sales based on Commissionable Volume. Refer to Definitions & Clarifications.

UNIT Organizer

PROFILE OF A SUCCESSFUL UNIT ORGANIZER

- Personal Sales of \$4,000 or more each Sales Period
- Group Size of 10 or more
- Minimum of 2 people in training each Sales Period

TO ACHIEVE UNIT STATUS

- Group Sales of \$15,000 over three consecutive Sales Periods.
- Minimum of \$5,000 in Personal Sales.
- Minimum of \$5,000 in Consultant Sales. (Personal New Consultants and their New Consultants introduced within the last 13 Sales Periods. If a personal recruit is beyond 13 Sales Periods, that recruit and her recruits do not count for the Unit promotion.)
- Promotion must be taken within six Sales Periods of achieving Group Sales requirement.
- Complete and submit an Organizer Agreement (9107).

Note: Personal New Consultants introduced prior to 13 Sales Periods may become part of a new Unit at the request of the Organizer whose Overwrites are affected. Princess House approval is required.

DEVELOPMENTAL OVERRITES

A Unit Organizer who promotes a Unit Organizer receives 6.75% Overwrites on the Group Sales of the new Unit for three Sales Periods and then 2.70% for the next three Sales Periods.

In the event that any new Unit changes status to Area, the original Unit would receive the Developmental Overwrites on the Central Unit of that new Area (not the entire Area) for the remaining Developmental Overwrites timeframe. If the original Unit promotes to Area, she/he would receive either Developmental Overwrites or Area Overwrites, whichever is higher.

MAINTENANCE

To maintain Unit status, your Unit must achieve a minimum of \$12,000 in Group Sales in at least one of four Sales Quarters. See Definitions & Clarifications for Sales Quarters.

When a Unit Organizer promotes a Unit, maintenance cycle will begin two full Sales Quarters from the Period of that promotion.

A Unit Organizer repositioned to Consultant: If within 26 Sales Periods of this Organizer promoting, all Consultants in the Unit go to the promoting Organizer. If no promoting Organizer exists, then all Consultants go to the Central Unit of the Area Organizer. If no Area Organizer exists, they become unaffiliated.

UNIT ORGANIZER PROFITS, OVERRITES AND BONUS

As a Unit Organizer you earn profits on your Personal Sales.

PERSONAL SALES	PROFIT	UNIT OVERRITES ON PERSONAL SALES	TOTAL	BONUS	TOTAL%
\$4,000 +	25%	6.75%	31.75%	10%	41.75%
\$2,500 - \$3,999	25%	6.75%	31.75%	5%	36.75%
less than \$2,500	25%	6.75%	31.75%	0%	31.75%

25% profit plus 6.75% Unit Overwrites on Personal Sales paid weekly for a total of 31.75%. The additional 5% or 10% Sales Bonus is issued on the first week of the following Sales Period.

UNIT OVERRITES ON GROUP SALES:

- 13.50% on sales of all New Consultants within their first 8 weeks.
- 6.75% on sales of all Consultants in the business 9 weeks or more.

PROFIT EXAMPLE PER PERIOD

12 PERSONAL PARTIES @ \$500 = \$6,000 @	25% PROFIT =	\$1,500.00
\$6,000 @ 6.75% UNIT OVERRITES =		\$405.00
\$6,000 @	10% BONUS =	\$600.00
PROFITS, OVERRITES, BONUS ON PERSONAL SALES =		\$2,505.00
2 NEW CONSULTANTS, 3 PARTIES @ \$500 EACH PER PERIOD = \$3,000 @ 13.50% =		\$405.00
4 ESTABLISHED CONSULTANTS, 6 PARTIES @ \$500 EACH PER PERIOD = \$12,000 @ 6.75% =		\$810.00

All sales based on Commissionable Volume.
Refer to Definitions & Clarifications.

\$3,720.00

AREA Organizer

PROFILE OF A SUCCESSFUL AREA ORGANIZER

- Personal Sales of \$4,000 or more each Sales Period
- Group Size of 50 or more
- Minimum of 8 people in training each Sales Period

TO ACHIEVE AREA STATUS

- Promote a minimum of one Unit from your Unit.
- Group Sales of \$60,000 over three consecutive Sales Periods.
- Minimum of \$15,000 from Central Unit when only 1 Unit is personally promoted.
- Group Sales must come from your own Unit and Unit(s) promoted within the last 26 Sales Periods.
- Promotion must be taken within nine Sales Periods of achieving Group Sales requirement.
- Complete and submit an Organizer Agreement (9107).

Note: Units promoted prior to 26 Sales Periods may become part of the new Area at the request of the Organizer whose overwrites are affected. Princess House approval is required.

AREA ORGANIZER PROFITS, OVERWRITES AND BONUS

1. Receive same Profits, Overwrites and Bonus on your Personal Sales as a Unit Organizer.
2. Receive Unit Overwrites on your Central Unit (13.50% or 6.75%), same as a Unit Organizer.
3. Receive Area Overwrites of 4.05% on all Units in the Area other than the Central Unit.

DEVELOPMENTAL OVERWRITES

An Area Organizer who promotes an Area Organizer receives 4.05% Overwrites on the Group Sales of the new Area for nine Sales Periods and then 1.80% for the next nine Sales Periods.

PROFIT EXAMPLE PER PERIOD

12 PERSONAL PARTIES @ \$500 = \$6,000 @	25% PROFIT =	\$1,500.00
\$6,000 @ 6.75% UNIT OVERWRITES =		\$405.00
\$6,000 @	10% BONUS =	\$600.00
	
PROFITS, OVERWRITES, BONUS ON PERSONAL SALES =		\$2,505.00
2 NEW CONSULTANTS, 3 PARTIES @ \$500 EACH PER PERIOD = \$3,000 @ 13.50% =		\$405.00
4 ESTABLISHED CONSULTANTS, 6 PARTIES @ \$500 EACH PER PERIOD = \$12,000 @ 6.75% =		\$810.00
2 UNITS WITH SALES OF \$4,000 EACH = \$8,000 @ 4.05% AREA OVERWRITES =		\$324.00

In addition to Profits, Overwrites and Bonus, Area Organizers are eligible to receive Quarterly Group Bonuses of up to \$1,500 per Sales Quarter.

\$4,044.00

In the event that any new Area changes status to Division, the original Area will receive the Developmental Overwrites on the Central Area of that new Division (not the entire Division) for the remaining Developmental Overwrites timeframe. If the original Area promotes to Division, she/he would receive either Division Overwrites or Developmental Overwrites, whichever is higher.

QUARTERLY GROUP BONUS

Group Sales	Bonus
\$77,000	\$500
\$88,000	\$1,000
\$110,000	\$1,500

To receive Quarterly Group Bonus, Group Sales must be equal to or greater than the Group Sales in the same quarter of the prior year. In the event of an Area promoting an Area, Group Sales volume for the purpose of calculating Quarterly Group Bonus is determined by combining the newly promoting group into the existing group for a total of two full quarters.

MAINTENANCE

To maintain Area status, your Area must achieve a minimum of \$45,000 in Group Sales in at least one of four Sales Quarters. See Definitions & Clarifications for Sales Quarters.

Promote an Area from your Area and your maintenance cycle will begin four full Sales Quarters from the Sales Period of that promotion.

An Area Organizer repositioned to Unit Organizer: If within 39 Sales Periods of this Area Organizer promoting, all Units go to the promoting Organizer. If no promoting Organizer exists, then all Units go to the Central Area of the Division Organizer. If no Division Organizer exists, they become unaffiliated.

DIVISION Organizer

PROFILE OF A SUCCESSFUL DIVISION ORGANIZER

- Maintain a level of Personal Sales in order to keep in touch with the base of the business
- Group Size of 100 or more
- Minimum of 20 people in training each Sales Period

TO ACHIEVE DIVISION STATUS

- Promote a minimum of one Area Organizer from your Area.
- Group Sales of \$225,000 over three consecutive Sales Periods.
- Minimum of \$60,000 from your Central Area when only one Area is personally promoted.
- Group Sales must come from your own Area and Area(s) promoted within the last 39 Sales Periods.
- Promotion must be taken within 13 Sales Periods of achieving Group Sales requirement.
- Complete and submit an Organizer Agreement (9107).

Note: Areas promoted prior to the 39 Sales Periods may become part of the new Division at the request of the Organizer whose Overwrites are affected. Princess House approval is required.

DIVISION ORGANIZER PROFITS, OVERWRITES AND BONUS

1. Receive same Profits, Overwrites and Bonus on your Personal Sales as a Unit Organizer.
2. Receive Unit Overwrites on your Central Unit (13.50% or 6.75%), same as a Unit Organizer.
3. Receive Area Overwrites of 4.05% on all Units in your Central Area other than your Central Unit.
4. Receive Division Overwrites of 2.70% on all Areas in your Division other than your Central Area.

DEVELOPMENTAL OVERWRITES

A Division Organizer who promotes a Division Organizer receives 2.70% on the Group Sales of the new Division for 15 Sales Periods and then .9% for the next 15 Sales Periods.

In the event that any new Division changes status to Zone, the original Division will receive the Developmental Overwrites on the Central Division of that new Zone (not the entire Zone) for the remaining Developmental Overwrites timeframe. If the original Division promotes to Zone, she/he would receive either Developmental Overwrites or Zone Overwrites, whichever is higher.

QUARTERLY GROUP BONUS

Group Sales	Bonus
\$275,000	\$2,500
\$357,000	\$3,000
\$440,000	\$3,500

To receive Quarterly Group Bonus, Group Sales must be equal to or greater than Group Sales in the same quarter of the prior year.

In the event a Division promotes a Division, Group Sales volume for the purpose of calculating Quarterly Group Bonus is determined by combining the newly promoting group into the existing group for three full quarters. New Division Organizers are able to achieve Quarterly Group Bonuses at the Area level for three full quarters.

MAINTENANCE

To maintain Division status, your Division must achieve a minimum of \$150,000 in Group Sales in at least one of four Sales Quarters. See Definitions & Clarifications for Sales Quarters.

Promote a Division from your Division and your maintenance cycle will begin six full Sales Quarters from the Sales Period of that promotion.

A Division Organizer repositioned to an Area Organizer: If within 52 Sales Periods of Division promotion, all Areas go to the promoting Organizer. If no promoting Organizer exists, then all Areas go to the Central Division of the Zone Organizer. If no Zone Organizer exists, they become unaffiliated.

PROFIT EXAMPLE PER PERIOD

8 PERSONAL PARTIES @ \$500	= \$4,000	@	25% PROFIT	= \$1,000.00
	\$4,000	@	6.75% UNIT OVERWRITES	= \$270.00
	\$4,000	@	10% BONUS	= \$400.00
			
			PROFITS, OVERWRITES, BONUS ON PERSONAL SALES	= \$1,670.00
2 NEW CONSULTANTS, 3 PARTIES @ \$500 EACH PER PERIOD	= \$3,000	@	13.50%	= \$405.00
4 ESTABLISHED CONSULTANTS, 6 PARTIES @ \$500 EACH PER PERIOD	= \$12,000	@	6.75%	= \$810.00
6 UNITS WITH SALES OF \$4,000 EACH PER PERIOD	= \$24,000	@	4.05%	= \$972.00
6 AREAS WITH SALES OF \$7,500 EACH PER PERIOD	= \$45,000	@	2.70%	= \$1,215.00

In addition to Profits, Overwrites and Bonus, Division Organizers are eligible to receive Quarterly Group Bonuses of up to \$3,500 per Sales Quarter. **\$5,072.00**

ZONE Organizer

PROFILE OF A SUCCESSFUL ZONE ORGANIZER

- Group Size of 250 or more
- Minimum of 50 people in training each Sales Period

TO ACHIEVE ZONE STATUS

- Promote a minimum of one Division from your Division.
- Group Sales of \$600,000 over three consecutive Sales Periods.
- Minimum of \$225,000 from your Central Division when only one Division is personally promoted.
- Group Sales must come from your own Division and Division(s) promoted within the last 52 Sales Periods.
- Promotion must be taken within 16 Sales Periods of achieving Group Sales requirement.
- Complete and submit an Organizer Agreement (9107).

Note: Divisions promoted prior to the 52 Sales Periods may become part of the new Zone at the request of the Organizer whose Overwrites are affected. Princess House approval is required.

ZONE ORGANIZER PROFITS, OVERWRITES AND BONUS

1. Receive same Profits, Overwrites and Bonus on your Personal Sales as a Unit Organizer.
2. Receive Unit Overwrites on your Central Unit (13.50% or 6.75%), same as a Unit Organizer.
3. Receive Area Overwrites of 4.05% on all Units in your Central Area other than your Central Unit.
4. Receive Division Overwrites of 2.70% on all Areas in your Central Division other than the Central Area.
5. Receive Zone Overwrites of 1.80% on all Divisions in the Zone other than the Central Division.

DEVELOPMENTAL OVERWRITES

A Zone Organizer who promotes a Zone Organizer receives 1.80% on the Group Sales of the new Zone for 20 Sales Periods and then .68% for the next 20 Sales Periods.

In the event that any new Zone changes status to Field, the original Zone will receive the Developmental Overwrites on the Central Zone of that new Field (not the entire Field) for the remaining Developmental Overwrites timeframe. If the original Zone promotes to Field, she/he would receive either Developmental Overwrites or Field Overwrites, whichever is higher.

QUARTERLY GROUP BONUS

Group Sales	Bonus
\$715,000	\$5,000
\$825,000	\$6,000
\$935,000	\$7,000

To receive Quarterly Group Bonus, Group Sales must be equal to or greater than Group Sales in the same quarter of the prior year.

In the event a Zone promotes a Zone, Group Sales volume for the purpose of calculating Quarterly Group Bonus is determined by combining the newly promoting group into the existing group for four full quarters.

New Zone Organizers are able to achieve Quarterly Group Bonuses at the Division level for four full quarters.

MAINTENANCE

To maintain Zone status, your Zone must achieve a minimum of \$450,000 in Group Sales in at least one of four Sales Quarters. See Definitions & Clarifications for Sales Quarters.

Promote a Zone from your Zone and your maintenance cycle will begin nine full Sales Quarters from the Sales Period of that promotion.

A Zone Organizer repositioned to a Division Organizer: If within 65 Sales Periods of the Zone promotion, all Divisions go to the promoting Zone Organizer. If no promoting Zone Organizer exists, then all Divisions go to the Central Zone of the Field. If no Field Organizer exists, they become unaffiliated.

PROFIT EXAMPLE PER PERIOD

4 PERSONAL PARTIES @ \$500	= \$2,000 @	25% PROFIT	= \$500.00
	\$2,000 @ 6.75% UNIT OVERWRITES		= \$135.00
		
	PROFITS AND OVERWRITES ON PERSONAL SALES		= \$635.00
2 NEW CONSULTANTS, 3 PARTIES @ \$500 EACH PER PERIOD	= \$3,000 @ 13.50%		= \$405.00
4 ESTABLISHED CONSULTANTS, 6 PARTIES @ \$500 EACH PER PERIOD	= \$12,000 @ 6.75%		= \$810.00
3 UNITS WITH SALES OF \$4,000 EACH PER PERIOD	= \$12,000 @ 4.05%		= \$486.00
3 AREAS WITH SALES OF \$7,500 EACH PER PERIOD	= \$22,500 @ 2.70%		= \$607.50
2 DIVISIONS WITH SALES OF \$125,000 EACH PER PERIOD	= \$250,000 @ 1.80%		= \$4,500.00

In addition to Profits, Overwrites and Bonus, Zone Organizers are eligible to receive Quarterly Group Bonuses of up to \$7,000 per Sales Quarter.

\$7,743.50

FIELD Organizer

PROFILE OF A SUCCESSFUL FIELD ORGANIZER

- Group Size of 500 or more
- Minimum of 100 people in training each Sales Period

TO ACHIEVE FIELD STATUS

- Promote a minimum of one Zone from your Zone.
- Group Sales of \$1,500,000 over three consecutive Sales Periods.
- Minimum of \$600,000 from your Central Zone when only one Zone is personally promoted.
- Group Sales must come from your Zone and Zones promoted within the last 65 Sales Periods.
- Promotion must be taken within 20 Sales Periods of achieving Group Sales requirement.
- Complete and submit an Organizer Agreement (9107).

Note: Zones promoted prior to the 65 Sales Periods may become part of the new Field at the request of the Organizer whose Overwrites are affected. Princess House approval is required.

FIELD ORGANIZER PROFITS, OVERWRITES AND BONUS

1. Receive same Profits, Overwrites and Bonus on your Personal Sales as a Unit Organizer.
2. Receive Unit Overwrites on your Central Unit (13.50% or 6.75%), same as a Unit Organizer.
3. Receive Area Overwrites of 4.05% on all Units in your Central Area other than your Central Unit.
4. Receive Division Overwrites of 2.70% on all Areas in your Central Division other than the Central Area.
5. Receive Zone Overwrites of 1.80% on the sales of all Divisions in the Central Zone other than the Central Division.
6. Receive Field Overwrites of 1.22% on all Zones in the Field other than the Central Zone.

DEVELOPMENTAL OVERWRITES

A Field Organizer who promotes a Field Organizer (Diamond Field) receives .9% on the Group Sales of the new Field for as long as both Fields maintain Field Organizer status.

DIAMOND FIELD

When a Field Organizer from a Diamond Field promotes a Field Organizer (Field becomes a Diamond Field), the original Diamond Field will receive .5% on the Group Sales of that New Field.

Example:

- Field A promotes a Zone to Field B
- Field A becomes a Diamond Field and receives .9% on the Group Sales of Field B.
- Field B promotes a Zone to Field C.
- Field B becomes a Diamond Field and receives .9% on the Group Sales of Field C.
- Field A then receives .5% on the Group Sales of Field C.

QUARTERLY GROUP BONUS

Group Sales	Bonus
\$1,500,000	\$8,000
\$1,750,000	\$9,000
\$2,000,000	\$10,000

To receive Quarterly Group Bonus, Group Sales must be equal to or greater than Group Sales in the same quarter of the prior year.

In the event a Field promotes a Field, Group Sales volume for the purpose of calculating Quarterly Group Bonus is determined by combining the newly promoting group into the existing group for six full quarters.

New Field Organizers are able to achieve Quarterly Group Bonus at the Zone level for six full quarters.

MAINTENANCE

To maintain Field status, your Field must achieve a minimum of \$900,000 in Group Sales in at least one of four Sales Quarters. See Definitions & Clarifications for Sales Quarters.

Promote a Field from your Field and your maintenance cycle will begin 12 full Sales Quarters from the Sales Period of that promotion.

If a Field Organizer does not achieve maintenance, the Field Organizer will retain the title of Field Organizer for recognition purposes only. The Field Organizer will be paid as a Zone Organizer for four full Sales Quarters. After the four full Sales Quarters, the Field Organizer will be reviewed with Zone Organizer maintenance requirements. If Zone maintenance requirements are met, the Organizer will continue to maintain the title of Field Organizer and be paid as a Zone Organizer. If requirements are not met, title and status will change to Zone Organizer.

To revert back to being paid as a Field Organizer, the Organizer must promote a Zone Organizer and meet all requirements to achieve Field Organizer Status.

A Field Organizer repositioned to a Zone Organizer: All Zones go to the promoting Field Organizer. If no Field Organizer exists, they become unaffiliated.

DIAMOND FIELD MAINTENANCE

Promote a Field from your Field and your maintenance cycle will begin 12 full Sales Quarters from the Sales Period of that promotion.

For the next 12 full Sales Quarters, a minimum of \$450,000 Zone maintenance is required. After the completion of 24 Full Sales Quarters, revert to maintenance requirements of a Field Organizer.

PROFIT EXAMPLE PER PERIOD

4 PERSONAL PARTIES @ \$500	= \$2,000 @ 25% PROFIT	= \$500.00
	\$2,000 @ 6.75% OVERWRITES	= \$135.00
	
	PROFITS AND OVERWRITES ON PERSONAL SALES	= \$635.00
2 NEW CONSULTANTS, 3 PARTIES @ \$500 EACH PER PERIOD	= \$3,000 @ 13.50%	= \$405.00
4 ESTABLISHED CONSULTANTS, 6 PARTIES @ \$500 EACH PER PERIOD	= \$12,000 @ 6.75%	= \$810.00
3 UNITS WITH SALES OF \$4,000 EACH PER PERIOD	= \$12,000 @ 4.05%	= \$486.00
3 AREAS WITH SALES OF \$7,500 EACH PER PERIOD	= \$22,500 @ 2.70%	= \$607.50
2 DIVISIONS WITH SALES OF \$125,000 EACH PER PERIOD	= \$250,000 @ 1.80%	= \$4,500.00
1 ZONE WITH SALES OF \$220,000 PER PERIOD	= \$220,000 @ 1.22%	= \$2,684.00

In addition to Profits, Overwrites and Bonus, Field Organizers are eligible to receive Quarterly Group bonuses of up to \$10,000 per Sales Quarter.

\$10,127.50

Definitions & Clarifications

COMMISSIONABLE VOLUME:

100% of your Customer Sales. Customer Sales do not include tax, delivery fee, Hostess Free products, Half-Price purchases, Booking Gifts or Hostess Specials.

SPLIT PROFIT ON PARTIES:

Consultants may elect to split the profits paid on a party order. The split of profits is handled as follows: Commissionable Volume, payment of profits, deductions and charges to the Consultant accounts will be split with 60% going to the primary Consultant on the order (typically the Consultant who does the demonstration) and 40% going to the Split Consultant on the order (the Consultant who secured the initial booking). Only the primary Consultant will receive credit for the order in the count of orders submitted.

NEW CONSULTANT:

A Consultant within the first eight weeks in business, starting on the date the first party is received and processed at Princess House.

ESTABLISHED CONSULTANT:

A Consultant in the business nine weeks or more.

SCHEDULE OF PAYMENT OF PROFITS:

For Consultants: Weekly profit checks will reflect 25% on personal Commissionable Volume. Bonus, where applicable, will be paid in the profit check issued for Week 1 of the following Sales Period.

For Organizers: Weekly profit checks will reflect 25% on personal Commissionable Volume plus Organizer Overwrites. Developmental Overwrites, where applicable, will also be included in weekly profit checks. Sales Bonus, where applicable, will be paid in the profit check issued for Week 1 of the following Sales Period. Quarterly Group Bonus, where applicable, will be in a separate check for Week 1 of the Sales Period following the close of the Sales Quarter.

SALES PERIODS:

A Sales Period is typically four weeks long, beginning on a Saturday and ending on a Friday. (Please refer to the current Business Planner for a list of Sales Period start and end dates.)

SALES QUARTERS:

Organizer maintenance requirements and Quarterly Group Bonus are based on Sales Quarters:

- First Quarter: Periods 13, 1, 2 & 3
- Second Quarter: Periods 4, 5 & 6
- Third Quarter: Periods 7, 8 & 9
- Fourth Quarter: Periods 10, 11 & 12

PEER-TO-PEER PROMOTIONS:

Peer-to-Peer promotion occurs when an Organizer promotes another Organizer to the same status. Peer-to-Peer promotions create a "Central" business for the promoting Organizer.

For example, when a Unit Organizer promotes a Consultant on her team to a Unit Organizer, this would be referred to as a peer-to-peer promotion. Following the promotion, the Central Unit for the promoting Organizer would consist of the Consultants that were not a part of the newly promoted Unit.

When an Area Organizer promotes an Area Organizer, the Central Area of the promoting Organizer would include all Units that are not a part of the newly promoted Area. The same methods apply to peer-to-peer promotions at the Division, Zone and Field levels.

DEVELOPMENTAL OVERRIDES:

Developmental Overrides are paid to the promoting Organizer following a peer-to-peer promotion.

ORGANIZER MAINTENANCE:

Organizers must maintain specific levels of activity within their groups to retain their status. When an Organizer promotes, the maintenance cycle begins with the next full Sales Quarter. Activity for Maintenance purposes is measured over four Sales Quarters.

Princess House reserves the right to revise this Sales Compensation Plan at its sole discretion. Any such revisions will be applicable to the Consultant or Organizer as of the effective date of the revision.

All examples of the potential financial rewards available in this Sales Compensation program are for illustration purposes only. Actual financial rewards will vary and are dependent upon the individual efforts and skills of a Consultant or Organizer.

ORGANIZER LEVEL	PROMOTION CRITERIA	QUARTERLY GROUP BONUS	GROUP OVERWRITES	DEVELOPMENTAL OVERWRITES FOR PROMOTING OTHERS
	Group Sales volume that must be achieved over three consecutive Sales Periods in order to take promotion.	Cash bonus paid to Area Organizers and Above when their Group Sales during a Sales Quarter is greater than or equal to their Group Sales during the same Sales Quarter of the prior year.	Profits paid to you on the sales of Consultants and Organizers in your group.	Overwrites paid to the promoting Organizer after a peer-to-peer promotion.
UNIT	Group Sales of \$15,000 or more. Minimum of \$5,000 in Personal Sales and minimum of \$5,000 in Consultant Sales.	No Quarterly Bonus	<i>Unit Overwrites:</i> 13.5% on sales of New Consultants, 6.75% on sales of Established Consultants.	A Unit who Promotes a Unit receives: 6.75% of the entire New Unit's Sales for three Sales Periods, then 2.70% for the next three Sales Periods.
AREA	Group Sales of \$60,000 or more. Minimum of \$15,000 from Central Unit when only one Unit has been promoted.	Bonus amount: \$500 \$1,000 \$1,500 For Group Sales of: \$77,000 \$88,000 \$110,000 or more	<i>Area Overwrites:</i> 4.05% of sales of all Units in the Area other than the Central Unit, PLUS Unit Overwrites of 13.5% or 6.75% on your Central Unit.	An Area who Promotes an Area receives: 4.05% of the entire New Area's Sales for nine Sales Periods, then 1.80% for the next nine Sales Periods.
DIVISION	Group Sales of \$225,000 or more. Minimum of \$60,000 from Central Area when only one Area has been promoted.	Bonus amount: \$2,500 \$3,000 \$3,500 For Group Sales of: \$275,000 \$357,000 \$440,000 or more	<i>Division Overwrites:</i> 2.70% of sales of all Areas in the Division other than the Central Area, PLUS 4.05% Area Overwrites on your Central Area and Unit Overwrites of 13.5% or 6.75% on your Central Unit.	A Division who Promotes a Division receives: 2.70% of the entire New Division's Sales for fifteen Sales Periods, then .9% for the next fifteen Sales Periods.
ZONE	Group Sales of \$600,000 or more. Minimum of \$225,000 from Central Division when only one Division has been promoted.	Bonus amount: \$5,000 \$6,000 \$7,000 For Group Sales of: \$715,000 \$825,000 \$935,000 or more	<i>Zone Overwrites:</i> 1.80% of sales of all Divisions in the Zone other than the Central Division, PLUS 2.70% on your Central Division, 4.05% on your Central Area and Unit Overwrite of 13.5% or 6.75% on your Central Unit.	A Zone who Promotes a Zone receives: 1.80% of the entire New Zone's Sales for twenty Sales Periods, then .68% for the next twenty Sales Periods.
FIELD	Group Sales of \$1,500,000 or more. Minimum of \$600,000 from Central Zone when only one Zone has been promoted.	Bonus amount: \$8,000 \$9,000 \$10,000 For Group Sales of: \$1,500,000 \$1,750,000 \$2,000,000 or more	<i>Field Overwrites:</i> 1.22% of sales of all Zones in the Field other than the Central Zone, PLUS 1.80% on your Central Zone, 2.70% on your Central Division, 4.05% on your Central Area, 13.5% or 6.75% on your Central Unit.	A Field who Promotes a Field receives: .9% of the entire New Field's Sales for as long as Field Organizer Status is maintained. .5% on the Group Sales of a New Field promoted from the Field under a Diamond Field.