

# ATTACHMENT A TO INDEPENDENT SALES DIRECTOR AGREEMENT

## INDEPENDENT SALES DIRECTOR AGREEMENT

DIRECTOR	ADVANCED DIRECTOR	SENIOR DIRECTOR
<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 3% override on Personal Team sales</li> <li>- 3% override on 1<sup>st</sup> Generation</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> </ul> <p><b>Promotion Requirements:</b></p> <ul style="list-style-type: none"> <li>- 5 active Personal Team Consultants</li> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> </ul> <p><b>Elite Seller: (alternate Director Requirements)</b></p> <ul style="list-style-type: none"> <li>- \$75,000 Personal sales in past rolling 12 months and \$6,000 Personal sales in current month</li> </ul>	<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 4% override on Personal Team sales</li> <li>- 4% override on 1<sup>st</sup> Generation</li> <li>- 3% override on 2<sup>nd</sup> Generation Directors</li> <li>- ½% override on 2<sup>nd</sup> Generation Team</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> <li>- \$100 bonus per qualified 2<sup>nd</sup> Generation Director (maximum of \$300 monthly)</li> <li>- 2<sup>nd</sup> Generation Director Leadership Development Bonus</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- 1—1<sup>st</sup> Generation Director</li> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> <li>- \$12,000 Organizational sales</li> </ul>	<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 4% override on Personal Team sales</li> <li>- 4% override on 1<sup>st</sup> Generation</li> <li>- 3% override on 2<sup>nd</sup> Generation Directors</li> <li>- 1% override on 2<sup>nd</sup> Generation Team</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> <li>- \$100 bonus per qualified 2<sup>nd</sup> Generation Director (maximum of \$300 monthly)</li> <li>- 2<sup>nd</sup> Generation Director Leadership Development Bonus</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- 3—1<sup>st</sup> Generation Directors</li> <li>- 1—2<sup>nd</sup> Generation Director</li> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> <li>- \$24,000 Organizational sales</li> </ul>
EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR	NATIONAL EXECUTIVE DIRECTOR
<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 4% override on Personal Team sales</li> <li>- 4% override on 1<sup>st</sup> Generation</li> <li>- 3% override on 2<sup>nd</sup> Generation Directors</li> <li>- 1% override on 2<sup>nd</sup> Generation Team</li> <li>- ½% override on 3<sup>rd</sup> Generation</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> <li>- \$500 Car Allowance</li> <li>- 2<sup>nd</sup> Generation Director Leadership Development Bonus</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- 6—1<sup>st</sup> Generation Directors</li> <li>- 2—2<sup>nd</sup> Generation Directors*</li> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> <li>- \$48,000 Organizational sales</li> <li>- Paid-as Executive Director for 2 consecutive months (required to promote)</li> </ul> <p>*2<sup>nd</sup> Generation Directors may not both be downline from the same 1<sup>st</sup> Generation Director.</p>	<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 4% override on Personal Team sales</li> <li>- 4% override on 1<sup>st</sup> Generation</li> <li>- 3% override on 2<sup>nd</sup> Generation Directors</li> <li>- 1¼% override on 2<sup>nd</sup> Generation Team</li> <li>- ½% override on 3<sup>rd</sup> Generation</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> <li>- \$700 Car Allowance</li> <li>- 2<sup>nd</sup> Generation Director Leadership Development Bonus</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- 9—1<sup>st</sup> Generation Directors</li> <li>- 5—2<sup>nd</sup> Generation Directors*</li> <li>- 1—3<sup>rd</sup> Generation Director</li> <li>- \$750 Personal sales</li> <li>- \$5,000 Personal Team sales</li> <li>- \$100,000 Organizational sales</li> <li>- Paid-as Senior Executive Director for 3 consecutive months (required to promote)</li> </ul> <p>*2<sup>nd</sup> Generation Directors may not both be downline from the same 1<sup>st</sup> Generation Director.</p>	<p><b>Bonuses &amp; Overrides:</b></p> <ul style="list-style-type: none"> <li>- 4% override on Personal Team sales</li> <li>- 4% override on 1<sup>st</sup> Generation</li> <li>- 3% override on 2<sup>nd</sup> Generation Directors</li> <li>- 1½% override on 2<sup>nd</sup> Generation Team</li> <li>- ½% override on 3<sup>rd</sup> Generation</li> <li>- 50 Pampered Chef® dollars Recruiting Bonus</li> <li>- \$10 Activity Bonus per active Consultant</li> <li>- \$900 Car Allowance</li> <li>- 2<sup>nd</sup> Generation Director Leadership Development Bonus</li> </ul> <p><b>Monthly Maintenance Requirements:</b></p> <ul style="list-style-type: none"> <li>- 12—1<sup>st</sup> Generation Directors</li> <li>- 9—2<sup>nd</sup> Generation Directors*</li> <li>- 3—3<sup>rd</sup> Generation Directors**</li> <li>- \$500 Personal sales</li> <li>- \$5,000 Personal Team sales</li> <li>- \$200,000 Organizational sales</li> <li>- Paid-as Senior Executive Director for 3 consecutive months (required to promote)</li> </ul> <p>*2<sup>nd</sup> Generation Directors may not both be downline from the same 1<sup>st</sup> Generation Director. **3<sup>rd</sup> Generation Directors may not all be downline from the same 2<sup>nd</sup> Generation Director.</p>

### Key

**Personal sales** = commissionable sales

**Recruiting Bonus** is paid on personal recruits who reach \$1,250 in sales within their first 90 days

**2nd Generation Director override** is paid on 2nd Generation Directors who have monthly personal sales of \$750 or higher

**2nd Generation Director Leadership Development Bonus** is a \$500 bonus awarded when a new 2<sup>nd</sup> Generation Director is promoted.

**Activity Bonus** is paid on active Consultants, Senior Consultants and Team Leaders in the Personal Team

**Organizational sales** are commissionable sales through the 3<sup>rd</sup> Generation (even if Director does not receive overrides on all generations)

### Elite Seller Bonus

To qualify as an Elite Seller, you must have \$75,000 in personal commissionable sales in the past rolling 12 months and \$6,000 in personal commissionable sales in the current month. As an Elite Seller, you will earn an additional 2% commission on your personal sales for that month. You will also qualify as a Director that month and are eligible for Director privileges and awards.

## OTHER PRIVILEGES AND AWARDS BASED ON TITLE

### 1. Product Discount

All Directors are eligible to receive a discount on Pampered Chef® product purchases for personal and business use.

### 2. Annual Professional Development Award

All Directors are eligible to receive the award for documented costs incurred by Directors in connection with approved business and skills training.

	PRODUCT DISCOUNT	ANNUAL PROFESSIONAL DEVELOPMENT AWARD
<b>DIRECTOR</b>	30%	\$100
<b>ADVANCED DIRECTOR</b>	35%	\$200
<b>SENIOR DIRECTOR</b>	40%	\$200
<b>EXECUTIVE DIRECTOR</b>	40%	\$300
<b>SENIOR EXECUTIVE DIRECTOR</b>	40%	\$300
<b>NATIONAL EXECUTIVE DIRECTOR</b>	40%	\$300

### 3. Product Samples

Directors through Executive Directors can earn a selection of new product samples each season. You must be a Director at the time the samples are shipped. (If you take a grace month during the qualifying period, you must sell at least \$1,250 in each of the other three qualifying months or a minimum of \$5,000 in personal commissionable sales to receive new product samples.) Senior Executive Directors and National Executive Directors are awarded a selection of new product samples with no minimum sales requirement. Newly-promoted Directors can earn a selection of new product samples.

### 4. Travel Award

Advanced Directors and above can receive reimbursement up to \$500 to offset travel expenses to 1<sup>st</sup> Generation Directors. This Travel Award is available to reimburse travel once a year to 1st Generation Directors who reside more than 100 miles away. Eligible expenses include transportation, meals and hotel.

#### Reverse Travel Award

Senior Executive Directors and National Executive Directors may choose to bring a 1st Generation Director to his or her city, rather than making an annual downline visit. When the 1<sup>st</sup> Generation Director lives more than 100 miles away, up to \$500 can be reimbursed to offset the 1st Generation Director's travel expenses.

	REQUIREMENTS FOR PRODUCT SAMPLES	REQUIREMENTS FOR TRAVEL
<b>DIRECTOR</b>	\$1,250 or more in monthly personal commissionable sales in three of the four months before the sample packages are issued or a minimum of \$5,000 in personal commissionable sales in the four qualifying months	
<b>ADVANCED DIRECTOR SENIOR DIRECTOR</b>	\$1,250 or more in monthly personal commissionable sales in three of the four months before the sample packages are issued or a minimum of \$5,000 in personal commissionable sales in the four qualifying months	\$1,250 in monthly personal commissionable sales in three of the four months prior to travel and one new personal recruit in the same time period
<b>EXECUTIVE DIRECTOR</b>	\$1,250 or more in monthly personal commissionable sales in three of the four months before the sample packages are issued or a minimum of \$5,000 in personal commissionable sales in the four qualifying months	\$1,250 in monthly personal commissionable sales in three of the four months prior to travel and one new personal recruit in the same time period
<b>SENIOR EXECUTIVE DIRECTOR</b>	Privilege of title	Must have met their annual personal sales requirement of \$9,000 in the prior year
<b>NATIONAL EXECUTIVE DIRECTOR</b>	Privilege of title	Must have met their annual personal sales requirement of \$6,000 in the prior year

### 5. eBizTools®

Executive Directors and above receive a free annual subscription for a Pampered Chef® eBizTools®. You must be an Executive Director or above at the time your renewal is due in order to receive this benefit.

### 6. National Conference Award

Executive Directors receive free Conference registration plus \$250 to offset expenses related to attending and participating in the Conference. Senior Executive Directors and National Executive Directors receive free Conference registration plus \$500 to offset expenses related to attending and participating in the Conference.

