

*thirty-one*<sup>TM</sup>  
CAREER  
PATH

2016

# thirty-one™ Career Path 2016

## GLOSSARY OF TERMS

**Active Consultant** is a Consultant who submits \$200 in Personal Volume in a rolling three-month period (look at current month and two months prior).

**Building Bonus** is a bonus paid when you meet the upcoming 2017 Leader maintenance requirements for three consecutive months starting any time in 2016. The Building Bonus eligibility is based on existing leadership title as of December month-end and the earning period begins with January month-end. If you promote to a higher level in 2016, and meet the 2017 Career Plan maintenance requirements for three consecutive months, you are eligible to earn another one-time bonus at that level. Compression sales will count, but compression structure will not count toward the Building Bonus.

**Compression** is when a Leader does not meet her "Paid-At" status for a particular month and her sales and structure roll up to her upline leader for that particular month only. There are two types of compression:

- Sales Compression - is when a Leader does not meet her "Paid-At" title for a particular month and her sales volume rolls up to her upline Leader for that particular month only.
- Title Compression - is when a Leader does not meet her "Paid-At" title for a particular month and her structure rolls up to her upline Leader for that particular month only.

**Consultant** means Independent Sales Consultant of Thirty-One. Consultants are independent contractors, not employees of Thirty-One. Consultants receive 25% commission on their Personal Volume. Consultants must stay active.

**Developing Director Bonus** is paid when you promote new Directors and above and meet the "Paid-At" requirements of your current title during the first three months for the upper-level Director. Refer to the complete Career Path on the ThirtyOneToday.com Director's page for all qualifications.

**DIQ** or Director in Qualification refers to a Consultant's standing during the first month in which the Consultant satisfies all requirements to promote to the "Paid-At" Title of Director.

**Director Promotion Bonus** is a one-time Director Promotion Bonus earned when all Director qualifications are met for the first three consecutive months following the DIQ month. (Re-promotes are not eligible for this Director Promotion Bonus.)

**Downline** refers to the Consultants sponsored by an individual Consultant and the Consultants sponsored beneath them.

**Enroller** is the person who sponsored you when you began your Thirty-One business.

**Generation 0 (G0)** includes all Consultants under a Director, down to and including the next Director.\*

**Generation 1 (G1)** includes all Consultants and Directors who are under a G0 Director, down to and including the next Director.\*

**Generation 2 (G2)** includes all Consultants and Directors who are under a G1 Director, down to and including the next Director.\*

**Inactive Consultant** is considered inactive if she has not sold \$200 in Personal Volume in any rolling three-month period. She may reactivate by submitting a \$200 party.

**Month-End** is always the last day of the month. All sales and structure requirements for promotion and "Paid-At" maintenance requirements are determined from the 1st of a month through the last day of the same month.

**Organization Volume (OV)** includes all PV + G0 + G1 + G2 sales.

**Overrides** are a percentage of the combined total Personal Volume of a Generation; percentages are dependent on the "Paid-At" title of the leader. Overrides are paid for the entire month in the full-month commission run. The company knows that the leaders in the field can best support our new Consultants. So if one is earning overrides from the company they are expected to support new and old Consultants at any level through whom they are receiving overrides.

**"Paid-At" Title** is the requirement for leaders to meet and maintain the current title benefits to be "Paid-At" for the last commission run. You must continue to maintain your "Paid-At" maintenance requirements, which include personal requirements, structure requirements and your team's sales requirements, in order to be "Paid-At" your title.

**Pass-by** refers to a situation when a Consultant promotes past the level of her Sponsor.

**PEQA** means Personally Enrolled, Qualified and Active Consultant.

**Permanent Roll-Up** means that when a vacancy occurs in a personal group, each Consultant in the first level immediately below the terminated Consultant on the date of the cancellation will be moved to the first level of the terminated Consultant's Sponsor. For example, Ann sponsors Bonnie, and Bonnie sponsors Cathy, Chloe, and Charlotte. If Bonnie terminates her business, then Cathy, Chloe, and Charlotte will "Roll-Up" to Ann's first level.

**Personal Volume (PV)** means the dollar value of the products sold by a Consultant, less sales tax and shipping & handling charges. Consultants don't receive commissions on discounted purchases (e.g., Hostess Credit, Hostess half-price items, Hostess Exclusive items, Add-On Kits, and Business Supplies), sales tax and shipping & handling fees, and these amounts don't count toward Personal Volume totals.

**Qualified Consultant** is a Consultant who submits \$1,000 in Personal Volume.

**Qualified Sponsored Consultant (QSC)** is a first-level, personally sponsored Consultant (including permanent roll-ups) with at least \$200 Personal Volume in the current and prior two commission periods combined and at least \$1,000 in career Personal Volume.

**Rolling Three-Month Period** is the period of time used to determine the active status of a Consultant. It is determined by looking at the current month's Personal Volume (PV), combined with the PV of the prior two months. For example, Consultant Sally has \$100 in sales in January, then \$100 in sales in February, but \$0 in March and \$0 in April. Sally would go inactive because February/March/April only had \$100 in sales. If Sally had turned in \$100 in April, she would not go inactive. The three months February/March/April must have \$200 in sales.

**Sponsor** is the person who enrolls an individual as a Thirty-One Consultant, or the person a Consultant is transferred to through a permanent roll-up or pass-by.

**Status** refers to a Consultant's standing with Thirty-One. There are different status levels:

- **Active** – A Consultant who submits \$200 in Personal Volume in a rolling three-month period (look at current month and two months prior).
- **Qualified** – An active Consultant who submits \$1,000 in Personal Volume.
- **Inactive** – A Consultant is considered inactive if she has not sold \$200 in Personal Volume in any rolling three-month period. She may reactivate by submitting a \$200 party.

**Stepped Back** refers to when a Leader does not meet their "Paid-At" maintenance requirements within the appropriate title retention time frame and they are stepped back to a lower level by the company.

**Team Volume (TV)** includes all PV + GO sales.

**Title Change** refers to when a Leader requests to step down to a lower level.

**Titled Director\*** is when a Leader maintains their Leader title, but may not be meeting their current "Paid-At" Leader title for a particular month.

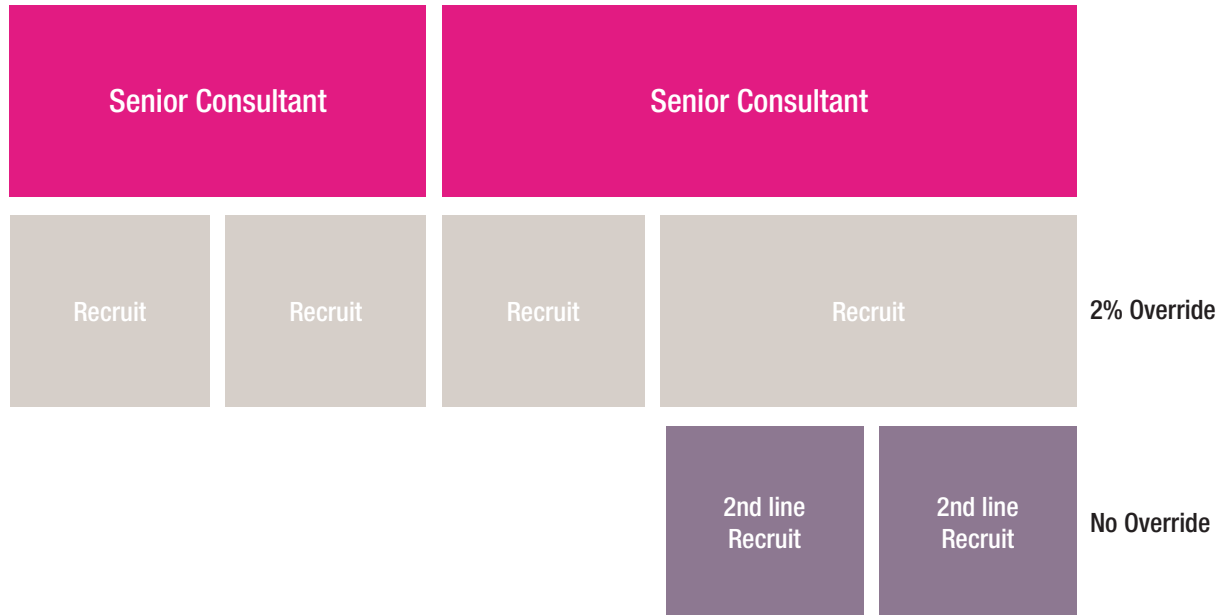
**Upline** means a Consultant's Sponsor and the Consultants sponsored above her.

\*Director refers to all levels of leadership based on title of Director, Senior Director, Executive Director, Senior Executive Director and National Executive Director.

# Senior Consultant Commissions & Promotion Qualifications

**Senior Consultant:** 25% commission on Personal Volume. Must stay active.

**Qualifications:** Senior Consultant has two personally enrolled & qualified active Consultants (PEQA) and is paid 2% on personally Sponsored Consultants sales only, not 2nd+ level sponsored Consultants. Senior Consultants do not have a minimum sales requirement to earn overrides.



# Director Commission & Promotion Qualifications

A Thirty-One Consultant must meet Director promotion qualifications two consecutive months to promote to Director. Director maintenance requirements must be met each month thereafter in order to be "paid" as a Director for the prior month.

The first month a Consultant meets Director requirements she is in DIQ (Director in Qualification), and will not be paid as a Director for that month and her title will not change. If she meets all Director requirements the month following DIQ, she will promote to Director and receive overrides.

Director Promotion Qualifications:

- Submit a minimum of \$1,000 in Personal Volume
- Have minimum of \$4,000 in Team Volume (includes PV + GO sales)
- Have 4+ PEQAs (Roll-ups do not count.)

*Note: No title compression, does not need four new PEQAs to re-promote.*

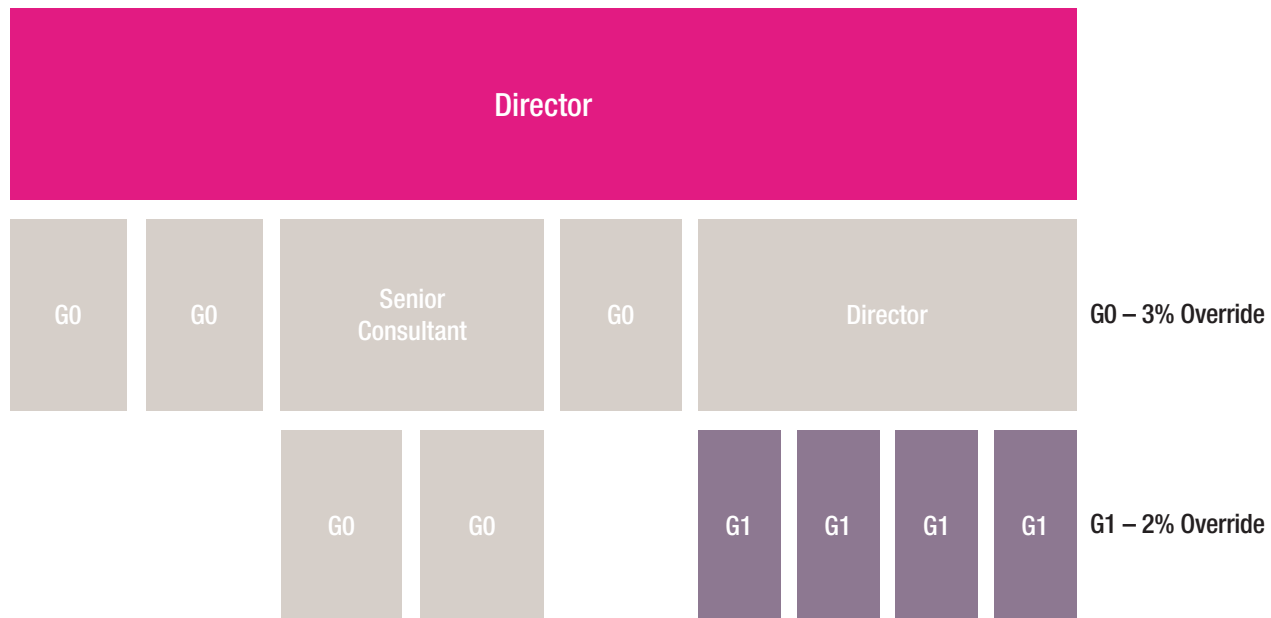
**Director** = 25% commission on Personal Volume

## DIRECTOR OVERRIDES

3% Personal sales bonus on Personal Volume

3% Generation 0 "G0" Override (G0 = all Consultants and Directors who do not have a Director between you and them)

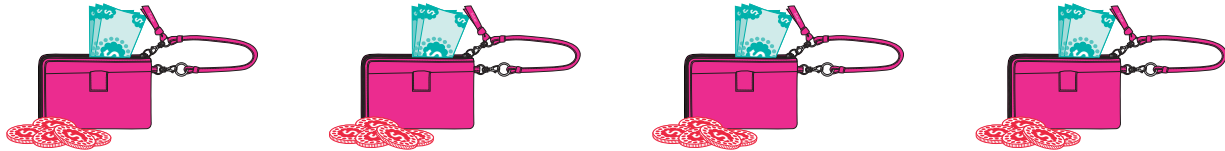
2% Generation 1 "G1" Override (G1 = all Consultants and Directors who fall below a G0 Director)



# Director Bonus

Once you meet your Director requirements for your First Three **Consecutive Months as a Director** following the initial DIQ (Director in Qualification) Month, the Director will receive a **\$1,000 one-time Director Bonus**. (Re-promotes are not eligible.)

Our first level of Directorship is the only promotion for which you earn a bonus for promoting to a new title. Senior Directors and above do not earn a bonus when they promote.



DIQ	Director Month 1	Director Month 2	Director Month 3
January	February	March	April
You meet all Director Promotion Qualifications. You do <b>not</b> earn Director pay or overrides for January.	You meet all Director Promotion Qualifications. You earn Director title, pay & overrides for February.  (Paid on March 10)	You meet all Director Maintenance Requirements. You earn Director pay & overrides for March.  (Paid on April 10)	You meet all Director Maintenance Requirements. You earn Director pay & overrides for April. You also earn your one-time \$1,000 Director Bonus.  (Paid on May 10)



# Examples of Director Promotion Bonus



DIQ	C	DIQ	Director Month 1	Director Month 2	Director Month 3
January	February	March	April	May	June
Requirements Met	Requirements <b>Not Met</b>	Requirements Met	Requirements Met	Requirements Met	Requirements Met
This Director promotes in April and gets paid at Director level for April on May 10th. She and her Director earn bonuses paid July 10th.					

**DIQ...** is the first month within a 2-month qualification period when a Consultant meets Director requirements. The second month within the 2-month qualification period is a Consultant's promotion month. DIQ helps your new Director to make sure she has a healthy team before promoting and potentially missing her bonus!

# Missing Director Promotion Bonus



DIQ	Director Month 1	Director Month 2	Director Month 3	Director Month 4
March	April	May	June	July
Requirements Met	Requirements Met	Requirements <b>Not Met</b>	Requirements Met	Requirements Met

This Director **does not** get paid overrides during the month of May.  
She and her Director **do not** earn bonuses.

**TIP...** As a new Director you may be worried about meeting your team volume requirement. Try to ask all Consultants to submit their parties by the 28th of the month so you'll know if you will meet your team volume requirement of \$4,000! Maybe have a prize drawing for everyone who submits their parties by the 28th! This way you will know if you are only \$10 short in team volume!



# Missing Director Maintenance Requirements



Director Month 4	Director Month 5	Director Month 6	Director Month 7
May	June	July	August
Requirements Met	Requirements <b>Not Met</b>	Requirements <b>Not Met</b>	Requirements <b>Not Met</b>

This Director **does not** get paid overrides during months 5, 6, & 7.  
She is stepped back to Senior Consultant in September

**TIP...** This does happen, so make sure you stay in touch with your Generation-1 because someone may roll up to Generation-0 and you may have a Consultant close to promoting to Director.

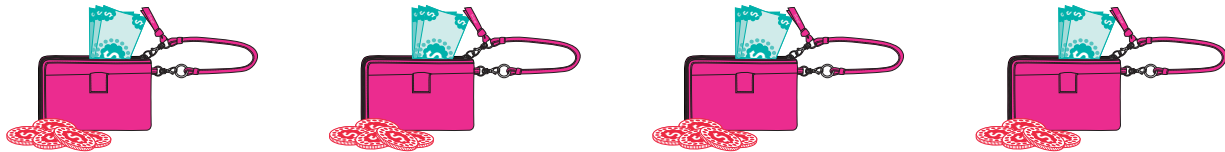
# Developing Director Bonus

A **\$1,000 Promotion Bonus** is paid to the upline Director when **both the upline Director and newly developed Director** attain all “paid-at” requirements for their current title during the first three consecutive months of the newly developed Director. (Re-promotes are not eligible.)

Director Bonuses are paid after of the 3-month bonus period if all “paid-at” requirements are met. The Promotion Bonuses are paid to the upline Director who is the Director during Director promotion month 1. If Connie promotes in February, whomever is her Director during the month of February is who will be working with Connie to help her meet her 3-month goal, and that is also who will be paid the promotion bonus. If Connie’s Director does not meet her requirements, the bonus will NOT roll up to the next Director.

**Developing Director Bonuses are paid as you promote new Generation-0 upper level Directors.** See details on page 17.

*If either the newly promoted Consultant or sponsor fail to maintain the “paid-at” requirements of their title during the qualification period for the developing Director bonus, the bonus for the title will be forfeited.*



DIQ	Director Month 1	Director Month 2	Director Month 3
January	February	March	April
You meet all Director Promotion Qualifications You do <b>not</b> earn Director pay or overrides for January.	You meet all Director Promotion Qualifications. You earn Director title, pay & overrides for February.  (Paid on March 10)	You meet all Director Maintenance Requirements. You earn Director pay & overrides for March.  (Paid on April 10)	You meet all Director Maintenance Requirements. You earn Director pay & overrides for April. You also earn your one-time \$1,000 Director Bonus.  (Paid on May 10)



# Director Step Back

A Director must maintain “paid-at” maintenance requirements to be paid as a Director each month. She must meet the requirements for at least one month in every three consecutive months to maintain her Director title.

If a Director fails to meet “paid-at” maintenance requirements for three consecutive months, she will be **stepped back** to a Senior Consultant. She will keep her active Consultants on her team for the 2% override on her sponsored Consultants. Any upline Directors will see a reorganization of those G1 Consultants moving to G0 or G2 moving to G1 for the month that the Director is stepped back. If you have a Director’s team roll up to your G0 then please support them with newsletters and other support that you give your G0 team. Please work with the Director who did not meet requirements to see how much she is supporting her team so that you can know what they are receiving or not receiving from their Director. You never know if one of those Consultants may be your next superstar if her Director does not meet her requirements in the upcoming months.

To **re-qualify** to be a Director upon losing the Director title, a Senior Consultant must meet Director in Qualification (DIQ) again.

*(If she goes inactive at any period of time, she would lose her team and would not be paid on those Consultants she lost for going inactive)*

**TIP...** Support all of your Gen-0 as if they are your sponsored Consultants!

# Director Pass-by

**Passing by:** This occurs when a Consultant, Director or Senior Director has personally enrolled someone and that person promotes past the level of her sponsor.

**Pass by to Director:** If a Consultant promotes to the title of Director before her enroller, the enroller will have three months after the promotion month to promote to Director or a higher title. If at the end of the three-month period the enroller has not promoted to Director or above, the recruit will be reassigned to the next qualified upline Director or above title.

**Example:** If team member Connie meets DIQ in January and promotes to Director at the end of February, then her sponsor, Michelle, who is still a Consultant, has 3 months to promote to Director before she loses her new Director, Connie. In the example, Michelle must DIQ during April, then promote to Director during the month of May (March, April, May). If Michelle does not promote in May (upline change will reflect after commission run in June) then Connie will roll up to Michelle's Director.

**Pass by to Senior Director:** If a Director promotes to the title of Senior Director or above before her sponsor (who is a Director), the sponsor will have 12 months to promote to Senior Director. If at the end of the 12-month period the sponsor has not promoted to Senior Director, the sponsored Consultant will be reassigned to the next qualified upline Senior Director or above.

**Pass by to Executive Director:** If a Senior Director promotes to the title of Executive Director before her sponsor (who is a Senior Director), the sponsor will have 12 months to promote to Executive Director. If at the end of the 12-month period the sponsor has not promoted to Executive Director, the sponsored Consultant will be reassigned to the next qualified upline Executive Director or above.

**Pass by to Executive Director and above:** Once a Consultant has attained the title of Executive Director or above, pass by no longer applies and the sponsor is entitled to maintain the recruit regardless of their title as long as all title maintenance requirements are met.

**TIP...** Support all of your Gen-0 and Gen-1 so you can recognize potential pass-by Directors as early as possible!

# Senior Director Commission & Promotion Qualifications

## Promotion Qualifications:

A Thirty-One Director must meet all of these qualifications for one month in order to promote to Senior Director:

- Meet and maintain Director “paid-at” requirements and have TWO Directors with a “paid-at Director” status within her G0 (Re-promotes and permanent rollups count)
- Submit a minimum of \$1,000 in Personal Volume
- Have a minimum of \$4,000 in Team Volume (PV + G0) and \$12,000 from Personal Volume + G0 + G1 to receive additional overrides

*Note: No title compression, does not need four new PEQAs to re-promote.*

**Senior Director** = 25% commission on Personal Volume

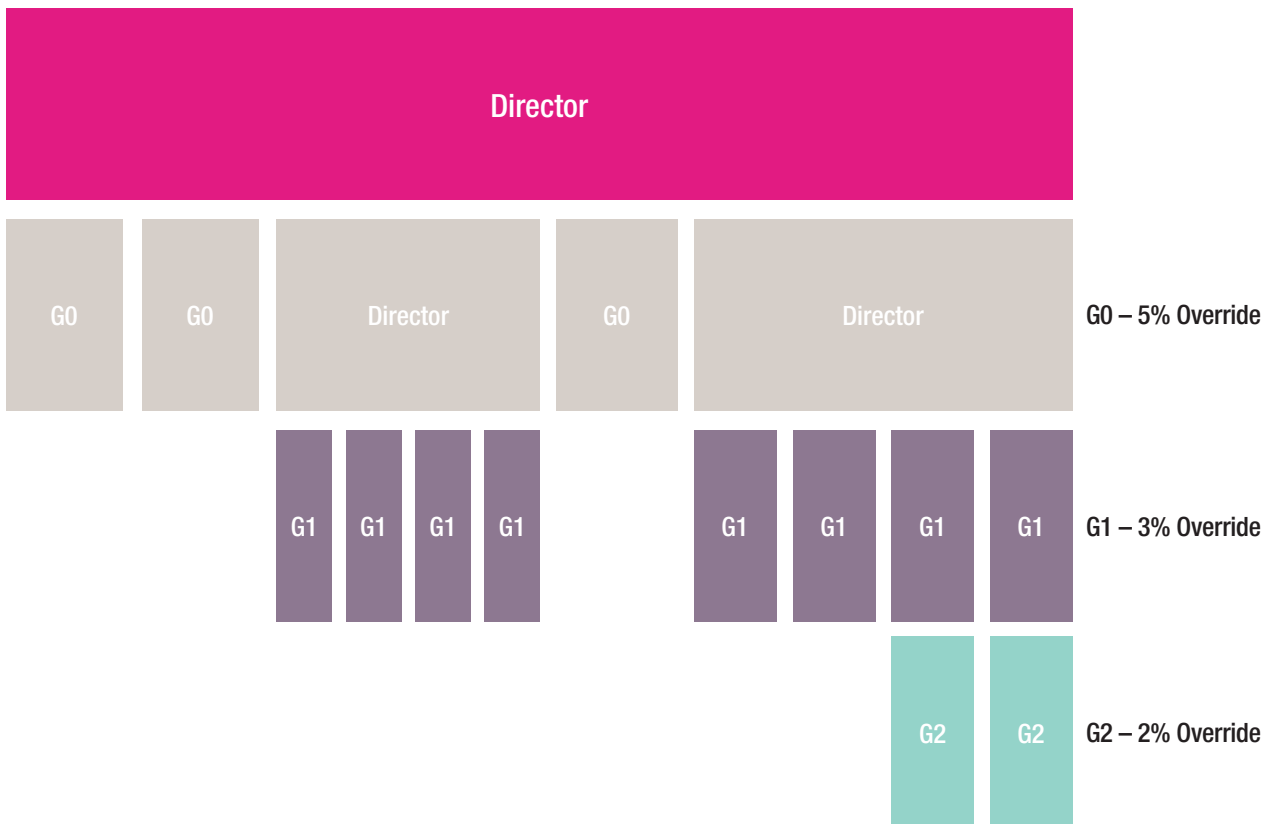
## SENIOR DIRECTOR OVERRIDES

5% Personal sales bonus on Personal Volume

5% Generation 0 “G0” Override (G0 = all Consultants and Directors who do not have a Director between you and them)

3% Generation 1 “G1” Override (G1 = all Consultants and Directors who fall below a G0 Director)

2% Generation 2 “G2” Override (G2 = all Consultants and Directors who fall below a G1 Director)



# Executive Director Commission & Promotion Qualifications

## Promotion Qualifications:

A Thirty-One Senior Director must meet all of these qualifications in one month in order to promote to Executive Director:

- Meet and maintain Director “paid-at” requirements and have FOUR Directors all with a “paid-at Director” status within her G0 (Re-promotes and permanent rollups count)
- Submit a minimum of \$1,000 in Personal Volume
- Have a minimum of \$4,000 in Team Volume (PV + G0) and \$20,000 in Organization Volume (PV + G0 + G1 + G2) to receive additional overrides

*Note: No title compression, does not need four new PEQAs to re-promote.*

**Executive Director** = 25% commission on Personal Volume

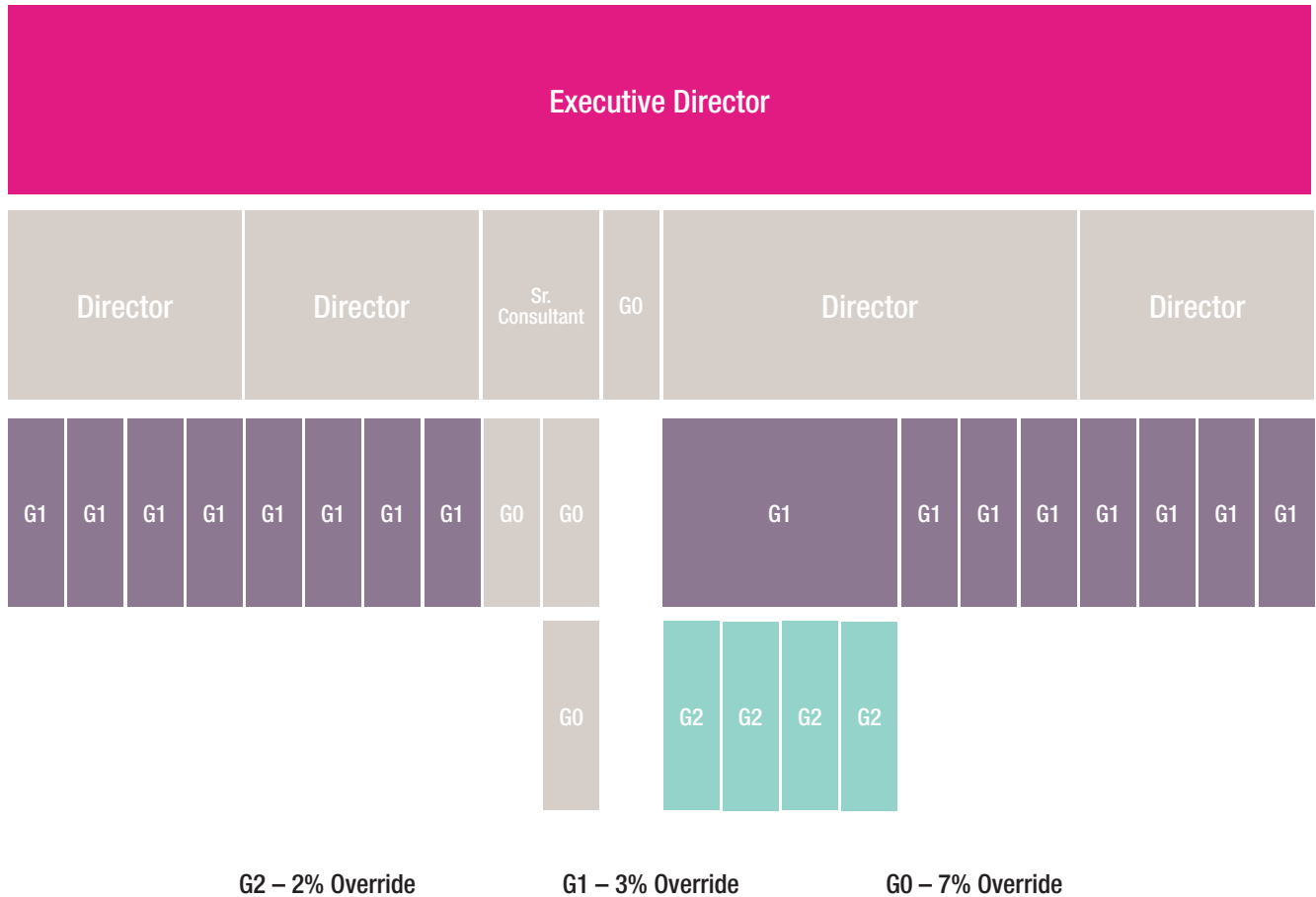
## EXECUTIVE DIRECTOR OVERRIDES

7% Personal Sales Bonus on Personal Volume

7% Generation 0 “G0” Override (G0 = all Consultants and Directors who do not have a Director between you and them)

3% Generation 1 “G1” Override (G1 = all Consultants and Directors who fall below a G0 Director)

2% Generation 2 “G2” Override (G2 = all Consultants and Directors who fall below a G1 Director)



# Senior Executive Director Commission & Promotion Qualifications

## Promotion Qualifications:

A Thirty-One Executive Director must meet all of these qualifications in one month in order to promote to Senior Executive Director:

- Meet and maintain Director “paid-at” requirements and have EIGHT Directors all with a “paid-at Director” status within her G0 (Re-promotes and permanent rollups count)
- Submit a minimum of \$1,000 in Personal Volume
- A minimum of \$4,000 in Team Volume (PV + G0) and \$36,000 in Organization Volume (PV + G0 + G1 + G2) to receive additional overrides

*Note: No title compression, does not need four new PEQAs to re-promote.*

**Senior Executive Director** = 25% commission on Personal Volume

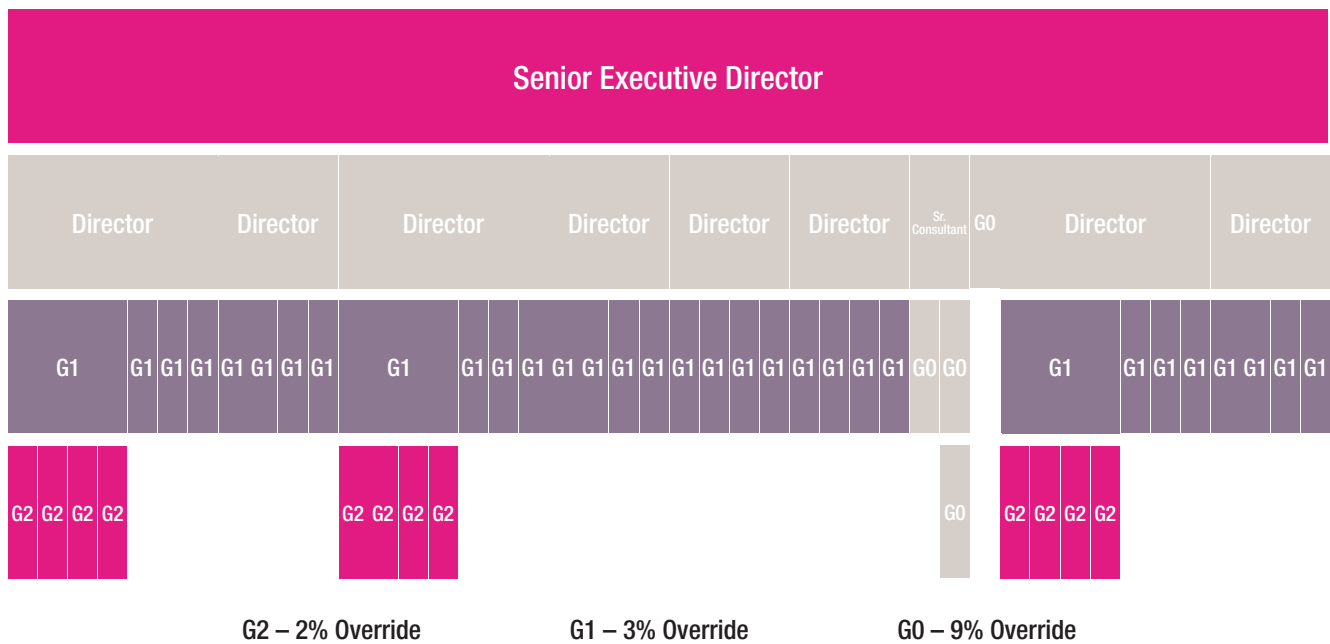
## SENIOR EXECUTIVE DIRECTOR OVERRIDES

9% Personal Sales Bonus on Personal Volume.

9% Generation 0 “G0” Override (G0 = all Consultants and Directors who do not have a Director between you and them)

3% Generation 1 “G1” Override (G1 = all Consultants and Directors who fall below a G0 Director)

2% Generation 2 “G2” Override (G2 = all Consultants and Directors who fall below a G1 Director)



# National Executive Director Commission & Promotion Qualifications

## Promotion Qualifications:

A Thirty-One Senior Executive Director must meet all of these qualifications in one month in order to promote to National Executive Director:

- Meet and maintain Director “paid-at” requirements and have 16 Directors all with a “paid-at Director” status within her G0 (Re-promotes and permanent rollups count)
- Submit a minimum of \$1,000 in Personal Volume
- A minimum of \$4,000 in Team Volume (PV + G0) and \$200,000 in Organization Volume (PV + G0 + G1 + G2) to receive additional overrides

*Note: No title compression, does not need four new PEQAs to re-promote.*

**National Executive Director** = 25% Commission on Personal Volume.

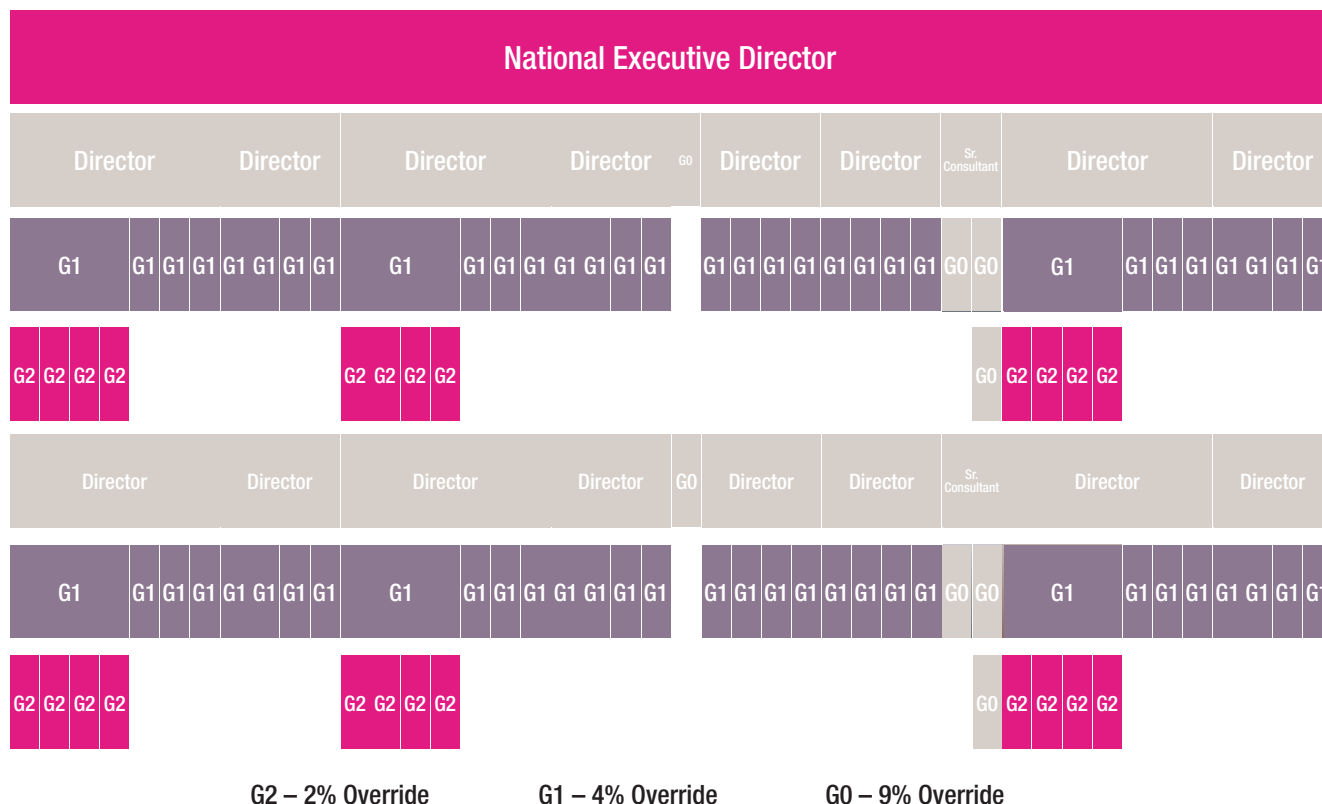
## NATIONAL EXECUTIVE DIRECTOR OVERRIDES

9% Personal Sales Bonus on Personal Volume

9% Generation 0 “G0” Override (G0 = all Consultants and Directors who do not have a Director between you and them)

4% Generation 1 “G1” Override (G1 = all Consultants and Directors who fall below a G0 Director)

2% Generation 2 “G2” Override (G2 = all Consultants and Directors who fall below a G1 Director)





# Developing Director Bonus

## DEVELOPING DIRECTOR BONUSES GROW WITH EACH TITLE

Additional Developing Director Bonuses are paid as you promote new upper-level Directors in your Generation O. To earn these you must first be at a qualifying title for that Developing Director Bonus and both you and your new upper-level Director must meet your “paid-at” titles for the month of the new Director’s promotion as well as the second and third maintenance months. The illustration below shows how one can earn additional Developing Director Bonuses for promoting upper-level Directors in your Generation O.

## MULTIPLE RANK PROMOTIONS:

If a Consultant promotes multiple ranks in a commission period, the Developing Director Bonuses for the Director who helps them promote are paid one at a time in succession following the three-month qualification period for each rank, which begins with the lowest promotion rank. The qualification period for the next promoted-to rank begins the month following earning of or forfeiture of the promotion bonus for the previous rank. This process continues until the bonus for the highest promotion rank is either paid or forfeited.

For example, if Senior Executive Director Sally has a Senior Director Jane that promotes to Senior Executive Director in January, skipping the Executive Director title, Sally will be paid her \$5,000 Executive Director bonus on Jane at the end of the third month (will be paid on April 10) if all requirements are met by both leaders.

Sally will then work to earn her \$7,500 bonus on Senior Executive Director Jane during the next three months following the first bonus payout. April, May and June will be the three months that both leaders have to meet all requirements (bonus will be paid on July 10).

Personal Title (Must meet the “paid-at” maintenance requirements for the current level to receive the bonus)	A newly developed Director meeting her promotion requirements the month she promotes & “paid-at” maintenance requirements the 2 months following the promotion.				
	Director	Senior Director	Executive Director	Senior Executive Director	National Executive Director
Director	\$1,000	not eligible	not eligible	not eligible	not eligible
Senior Director	\$1,000	not eligible	not eligible	not eligible	not eligible
Executive Director	\$1,000	\$3,000	not eligible	not eligible	not eligible
Senior Executive Director	\$1,000	\$3,000	\$5,000	\$7,500	\$10,000
National Executive Director	\$1,000	\$3,000	\$5,000	\$7,500	\$10,000

# 2016 Building Bonus

The **2016 Building Bonus** is a bonus paid when you meet the upcoming 2017 Leader maintenance requirements for three consecutive months starting any time in 2016. The Building Bonus eligibility is based on existing leadership title as of December 2015 month-end and the earning period begins with January 2016 month-end. If you promote to a higher level in 2016, and meet the 2017 Career Plan maintenance requirements for three consecutive months, you are eligible to earn another one-time bonus at that level. The earning periods cannot overlap. **For example:** A Senior Director reaches 2017 “Paid-At” maintenance requirements for Senior Director in May, June and July. She promotes to Executive Director in June and reaches the 2017 “Paid-At” maintenance requirements for Executive Director in June, July, August, September and October. She will receive her Senior Director Builder Bonus of \$1,000 on August 10 and her Executive Director Builder Bonus of \$3,000 on November 10. Compression sales will count, but compression structure will not count toward the Building Bonus.

Title	Personal Volume	Team Volume	QSC	G0 Titled Directors	Organization Volume	Building Bonus
Senior Director	\$1,000	\$4,000	4	2	\$20,000	\$1,000
Executive Director	\$1,000	\$4,000	4	4	\$40,000	\$3,000
Senior Executive Director	\$1,000	\$4,000	4	8	\$80,000	\$5,000
National Executive Director	\$1,000	\$4,000	4	16	\$200,000	\$7,500

*Organizational Volume = PV + G0 + G1 + G2*  
*QSC = Qualified Sponsored and Active Consultant*  
*Team Volume = PV + G0 sales*

# Upper Level Guidelines

- Senior Directors and above will promote the first month they meet their Promotion qualification requirements. DIQ is not required for promotion.
- All upper-level Directors must maintain their “paid-at” maintenance requirements for their current title during the 3-month promotion bonus period.
- Once you meet promotion qualification requirements and promote to Senior Director or above, you must maintain the “paid-at” maintenance requirements the months following your promotion to be paid at your title. You must “maintain” all personal Director “paid-at” maintenance requirements and team sales requirements for your title.
- All upper-level Directors must continue to maintain your Personal Director requirements and your team’s sales requirements in order to be paid at your title. If you do not maintain these requirements for 12 months you will be stepped back to the next title down. For example, an Executive Director paid at Senior Consultant from June to January, Director from February to April and Senior Consultant in May will be stepped back to Senior Director.

# 2016 Director Requirements by Title

Career Path	Promotion Requirements	Reward	Expectations	"Paid At" Maintenance Requirements
<b>Consultant</b>	<ul style="list-style-type: none"> <li>Submit at least \$200 in Personal Volume (PV) every rolling three months</li> <li>Qualify with \$1,000 in PV</li> </ul>	<ul style="list-style-type: none"> <li>25% Commission on PV</li> <li>Opportunity to participate in Consultant incentives</li> </ul>	<ul style="list-style-type: none"> <li>Book</li> <li>Sell</li> <li>Sponsor</li> </ul>	
<b>Senior Consultant</b>	<ul style="list-style-type: none"> <li>2-4 Personally Enrolled, Qualified and Active Consultants (PEQA)</li> <li>Submit \$200 PV every rolling three months</li> </ul>	<ul style="list-style-type: none"> <li>25% Commission on PV</li> <li>2% Override on your Active Sponsored Consultants</li> <li>Opportunity to participate in Consultant incentives</li> </ul>	<ul style="list-style-type: none"> <li>Same as Consultant</li> <li>Engage New Consultants to Book, Sell &amp; Sponsor</li> </ul>	<ul style="list-style-type: none"> <li>2-4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>Submit \$200 PV every rolling three months</li> </ul>
<b>Director</b>	<ul style="list-style-type: none"> <li>4+ PEQA Consultants (Roll-ups do not count)</li> <li>Submit \$1,000 PV every month</li> <li>A min. of \$4,000 Team Volume (PV + Generation 0 sales)</li> <li>Promotion occurs the month following DIQ month* if requirements are met</li> <li>No Title Compression**</li> <li>Sales Compression still applies***</li> <li>Do not need 4 new PEQAs to re-promote</li> </ul>	<ul style="list-style-type: none"> <li>25% Commission on PV</li> <li>3% Personal Sales Bonus</li> <li>3% Generation 0 Override</li> <li>2% Generation 1 Override</li> <li>\$1,000 one-time Director Promotion Bonus****</li> <li>\$1,000 Developing Director Bonus*****</li> </ul>	<ul style="list-style-type: none"> <li>Same as Consultant</li> <li>Train your Generation 0, including hosting team meetings</li> <li>Communicate with your team</li> <li>Recognize your team</li> <li>Develop your team</li> <li>Make welcome calls to new GO Consultants</li> <li>Send a monthly newsletter/ recognition letter to GO</li> <li>Attend, host or co-host company events</li> </ul>	<ul style="list-style-type: none"> <li>Must be "Paid-at" a Director once every three consecutive months</li> <li>4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>Submit \$1,000 PV every month</li> <li>A min. of \$4,000 Team Volume (PV + Generation 0 sales)</li> </ul>
<p>* DIQ (Director in Qualification) Month - The first month a Consultant meets all Director Promotion Qualifications. As long as all requirements are met in the 2nd consecutive month, title will change on the 10 of the 3rd consecutive month, and pay will be retroactive to the amount earned in the 2nd month. Director Re-promotes must go through DIQ.</p>				
<b>Senior Director</b>	<ul style="list-style-type: none"> <li>4+ PEQA Consultants (Roll-ups do not count)</li> <li>2 "Paid-At" Generation 0 Directors</li> <li>\$1,000 PV every month</li> <li>A min. of \$4,000 Team Volume and a min. of \$12,000 in PV + GO + G1</li> <li>No Title Compression**</li> <li>Sales Compression still applies****</li> <li>Re-promotes and permanent roll ups count</li> <li>Do not need 4 new PEQAs to re-promote</li> </ul>	<ul style="list-style-type: none"> <li>25% Commission on PV</li> <li>5% Personal Sales Bonus</li> <li>5% Generation 0 Override</li> <li>3% Generation 1 Override</li> <li>2% Generation 2 Override</li> <li>\$1,000 Developing Director Bonus*****</li> <li>\$1,000 one-time Building Bonus (2016 only)*****</li> </ul>	<ul style="list-style-type: none"> <li>Same as Director</li> <li>Make recognition calls to new Directors in GO</li> <li>Host or co-host company events</li> </ul>	<ul style="list-style-type: none"> <li>Must be "Paid-at" a Sr. Director once every 12 consecutive months</li> <li>4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>\$1,000 PV every month</li> <li>A min. of \$4,000 Team Volume and a min. of \$12,000 in PV + GO + G1 Sales</li> </ul>

\*See definition on [ThirtyOneToday.com](http://ThirtyOneToday.com) and/or the Glossary Terms on pages 2 and 3 of this training guide.

<p><b>Executive Director</b></p>	<ul style="list-style-type: none"> <li>• 4+ PEQA Consultants (Roll-ups do not count)</li> <li>• 4 "Paid-At" Generation 0 Directors</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$20,000 in PV + G0 + G1 + G2 sales</li> <li>• No Title Compression**</li> <li>• Sales Compression still applies***</li> <li>• Re-promotes and permanent roll ups count</li> <li>• Do not need 4 new PEQAs to re-promote</li> </ul>	<ul style="list-style-type: none"> <li>• 25% Commission on PV</li> <li>• 7% Personal Sales Bonus</li> <li>• 7% Generation 0 Override</li> <li>• 3% Generation 1 Override</li> <li>• 2% Generation 2 Override</li> <li>• Up to \$3,000 Developing Director Bonus*****</li> <li>• \$3,000 one-time Building Bonus (2016 only)*****</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Senior Director</li> <li>• Make recognition calls to new Senior Directors in G0</li> <li>• Attend events sponsored by the Thirty-One Home Office (Conference)</li> <li>• Participate in Leadership Webinars</li> <li>• Host, co-host or support company events</li> </ul>	<ul style="list-style-type: none"> <li>• Must be "Paid-at" an Executive Director once every 12 consecutive months</li> <li>• 4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$20,000 in PV + G0 + G1 + G2 sales</li> </ul>
<p><b>Senior Executive Director</b></p>	<ul style="list-style-type: none"> <li>• 4+ PEQA Consultants (Roll-ups do not count)</li> <li>• 8 "Paid-At" Generation 0 Directors</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$36,000 in PV + G0 + G1 + G2 sales</li> <li>• No Title Compression**</li> <li>• Sales Compression still applies***</li> <li>• Re-promotes and permanent roll ups count</li> <li>• Do not need 4 new PEQAs to re-promote</li> </ul>	<ul style="list-style-type: none"> <li>• 25% Commission on PV</li> <li>• 9% Personal Sales Bonus</li> <li>• 9% Generation 0 Override</li> <li>• 3% Generation 1 Override</li> <li>• 2% Generation 2 Override</li> <li>• Up to \$10,000 Developing Director Bonus*****</li> <li>• \$5,000 one- time Building Bonus (2016 only)*****</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Executive Director</li> <li>• Make recognition calls to new Executive Directors in G0</li> </ul>	<ul style="list-style-type: none"> <li>• Must be "Paid-at" a Sr. Executive Director once every 12 consecutive months</li> <li>• 4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$36,000 in PV + G0 + G1 + G2 sales</li> </ul>
<p><b>National Executive Director</b></p>	<ul style="list-style-type: none"> <li>• 4+ PEQA Consultants (Roll-ups do not count)</li> <li>• 16 "Paid-At" Generation 0 Directors</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$200,000 in PV + G0 + G1 + G2 sales</li> <li>• No Title Compression**</li> <li>• Sales Compression still applies***</li> <li>• Re-promotes and permanent roll ups count</li> <li>• Do not need 4 new PEQAs to re-promote</li> </ul>	<ul style="list-style-type: none"> <li>• 25% Commission on PV</li> <li>• 9% Personal Sales Bonus</li> <li>• 9% Generation 0 Override</li> <li>• 4% Generation 1 Override</li> <li>• 2% Generation 2 Override</li> <li>• Up to \$10,000 Developing Director Bonus*****</li> <li>• \$7,500 one-time Building Bonus (2016 only)*****</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Senior Executive Director</li> <li>• Make recognition calls to new Senior Executive Directors in G0</li> </ul>	<ul style="list-style-type: none"> <li>• Must be "Paid-at" a National Executive Director once every 12 consecutive months</li> <li>• 4+ Qualified, Sponsored and Active Consultants (QSC)</li> <li>• \$1,000 PV every month</li> <li>• A min. of \$4,000 Team Volume and a min. of \$200,000 in PV + G0 + G1 + G2 sales</li> </ul>

**	Title Compression is when a Leader does not meet her "Paid-At" title for a particular month and her <u>structure</u> rolls up to her upline Leader for that particular month only.
***	Sales Compression is when a Leader does not meet her "Paid-At" title for a particular month and her <u>sales volume</u> rolls up to her upline Leader for that particular month only.
****	A one-time Director Promotion Bonus is earned when all Director qualifications are met for the first three consecutive months following the DIQ month. (Re-promotes are not eligible for this Director Promotion Bonus.)
*****	Developing Director bonuses are paid when you promote new Directors and above and meet the "Paid-At" requirements of your current title during the first three months for the upper-level Director. Refer to the complete Career Path on the ThirtyOneToday.com Director's page for all qualifications.
*****	Building Bonus is a bonus paid when you meet the upcoming 2017 Leader maintenance requirements for three consecutive months starting anytime in 2016. The Building Bonus eligibility is based on your existing leadership title as of December 2015 month-end and earning period begins with January 2016 month-end. If you promote to a higher level in 2016, you are eligible to earn another one-time bonus at that level. Compression sales will count, but compression structure will not count toward the Building Bonus.
	<p><b>PEQA</b> = Personally Enrolled, Qualified and Active Consultant</p> <p><b>QSC</b> = Qualified Sponsored and Active Consultant</p> <p><b>PV</b> = Personal Volume</p> <p><b>Team Volume</b> = PV + G0 sales</p> <p><b>Organization Volume</b> = OV All PV + G0 + G1 + G2 sales</p> <p><b>Generation 0</b> = G0 All Consultants under a Director, down to and including the next Director</p> <p><b>Generation 1</b> = G1 All Consultants and Directors who are under a G0 Director, down to and including the next Director</p> <p><b>Generation 2</b> = G2 All Consultants and Directors who are under a G1 Director, down to and including the next Director</p>
	<b>Paid-At Title</b> This is the title you maintained during the prior month. You must continue to maintain your "Paid-At" requirements in order to be paid at your title.

# thirty-one™ Career Path

The Commission Statement will show you what commissions were earned in a specific month. If you are looking for specific details for the current month or for pulling recognition reports, you should use a "Team View" in the downline report.

Select A Year: **2012** ▾

**Commissions**   Rebates

**Period: JUL2012**

Starting Title:	Sr Exec Director	1st Level Qualified Sponsored Consultant:	88
New Title:	Sr Exec Director	Generation 0 Directors or Higher:	13
Title Paid At:	Sr Exec Director	Team Sales:	\$88,717.00
Amount:	\$54,142.77	Senior Director Volume:	\$469,602.50
Personal Volume:	\$194.00	Executive Director Volume:	\$1,833,674.62
Personally Enrolled, Qualified and Active	39		

[Click Here For Details](#)

Select A Year: **2012** ▾

Commissions   **Rebates**

**Rebate Information for 1/15/2012**

**Total Earned:** \$81.00

ordno	paycode	volume	paid	amount	pay_code
3840331	Retail Profit	42.00	0.250	10.50	REBATE
N/A	Adjustment	N/A	N/A	70.15	ADJ

In your Virtual Office go to your commission tab and click on the period you want to view commission details!

# thirty-one™ Career Path

## TEAM VIEW REPORT

Your Personal Volume will not appear in your team view

**Title = Paid-At** – This is the title that each Consultant was paid at for the reporting period. This status may change when commissions have been posted for that period.

Generation: 2 Team: ID # 28640, Amendolare, Elaina (6 members)

Gen	Lev	ID	Name	Email	Tools	Title	Entry Date	St/Prov	Recruits	ACT	PV	QUAL	PTY	TS	QSC	DIR	SDV	EDV
2	3	144259	KRISTINE DILLON	✉	📁 ⬇️ 🌐	Consultant	2/27/2012	NY	0	N	\$0.00	Y	0	\$0.00	0	0	\$0.00	\$0.00
2	3	158819	Karrie Ardolino	✉	📁 ⬇️ 🌐	Consultant	3/29/2012	CO	0	N	\$0.00	N	0	\$0.00	0	0	\$0.00	\$0.00
2	3	194282	Erica Sweet	✉	📁 ⬇️ 🌐	Consultant	5/29/2012	NY	0	Y	\$204.00	Y	1	\$204.00	0	0	\$204.00	\$204.00
2	3	34160	Stacey Heffernan	✉	📁 ⬇️ 🌐	Consultant	8/31/2010	NY	0	Y	\$1,216.00	Y	1	\$1,216.00	0	0	\$1,216.00	\$1,216.00
3	3	44508	Jessica Misencik	✉	📁 ⬇️ 🌐	Director	10/31/2010	NY	0	Y	\$1,603.00	Y	3	\$7,662.00	8	0	\$7,662.00	\$7,662.00
2	3	74926	Jodi Bard	✉	📁 ⬇️ 🌐	Consultant	7/22/2011	NY	0	Y	\$1,676.00	Y	1	\$1,676.00	0	0	\$1,676.00	\$1,676.00
<b>Total:</b>									0		\$4,699.00		9					

You can see each party when you click on the party #.

The Green box represents "Yes" this Consultant is active and qualified for the period you are reporting. This may change when commissions are posted.

## TEAM VIEW REPORT RISK COLUMN

3	4	85075	Christine Heiting	✉	📁 ⬇️ 🌐	Consultant	7/29/2011	MI	0	Y	\$40.00	Y	0	\$40.00	0	0	\$40.00	\$40.00
3	5	99625	Kay VanBrocklin	✉	📁 ⬇️ 🌐	Consultant	9/21/2011	MI	0	N	\$0.00	N	0	\$0.00	0	0	\$0.00	\$0.00
3	4	91614	LaChelle Hoover	✉	📁 ⬇️ 🌐	Consultant	8/17/2011	MI	0	Y	\$546.00	Y	1	\$546.00	0	0	\$546.00	\$546.00
3	4	95651	Krisie Hemminger	✉	📁 ⬇️ 🌐	Consultant	9/2/2011	MI	0	Y	\$103.00	Y	0	\$103.00	0	0	\$103.00	\$103.00
<b>Total:</b>									0		\$3,423.00		6					

If "R" is listed in ACT column, it means Consultant is at risk of going inactive at the end of the month. She will not count for any PEQA/QSC requirements unless she puts in the necessary volume to remain active.



Generation: 4 Team: ID # 103351, Randall, Stacey (12 members)



Generation: 5 Team: ID # 122786, Fox, Amber (10 members)



Each pink bar is one of the Directors on the upline Director's team.

Only Directors "paid-at" a Director title will be able to run a team view report. For any month she is paid at Senior Consultant the team view will not be available. If someone has a title of Director but was not "paid-at" a Director she will appear as the rank she was paid at, and both her and her team will appear in the upline Director's Gen-0 for that period. (No green bar team view will be available.)

Each Director's Personal Volume or statistics will not appear in her green bar team view; her individual stats will appear within the upline Gen-0 team view.