



COMPENSATION PLAN

TITLE REQUIREMENTS

TITLE	MINIMUM ROLLING 12-MONTH SALES	MINIMUM DIRECT DEMONSTRATORS	MINIMUM DIRECT LEADERSHIP
Bronze	0 CSV	0	-
Bronze Elite	1,800 CSV	0	-
Silver	3,600 CSV	1	-
Silver Elite	7,200 CSV	5	1 silver
Gold	10,800 CSV	10	1 silver elite
Gold Elite	14,400 CSV	15	2 silver elites
Platinum	18,000 CSV	20	4 silver elites
Platinum Elite	18,000 CSV	30	6 silver elites

TITLE BENEFITS

TITLE	INSTANT INCOME	TITLE ADVANCEMENT PIN	PRODUCT BONUS ¹	LEADER PERKS ²	FREE EVENT ³	PERSONAL SALES BONUS ⁴	DIRECT-LEVEL SALES BONUS ⁵	PERSONAL TITLE ADVANCEMENT BONUS
Bronze	20%	-	-	-	-	-	-	-
Bronze Elite	25%	X	-	-	-	-	-	-
Silver	25%	X	2%	-	-	-	-	-
Silver Elite	25%	X	2%	X	X	1%	-	200 CSV
Gold	25%	X	2%	X	X	1.5%	-	300 CSV
Gold Elite	25%	X	2%	X	X	2%	2%	400 CSV
Platinum	25%	X	2%	X	X	2.5%	2%	500 CSV
Platinum Elite	25%	X	2%	X	X	3%	2%	600 CSV + 500 CSV Platinum Elite Allowance

¹ Percentage of personal sales awarded quarterly as a product credit—product credits are valid for six months from the end of the earning period. Maximum payout of 600 CSV per quarter. Demonstrator must meet quarterly sales minimum to qualify.

² Includes DS priority queue, Leaders' Lounge, early communications, early event registration, and eligibility for CentreStage and BackStage.

³ One free event registration per Stampin' Up! year.

⁴ Percentage of personal sales CSV, paid quarterly.

⁵ Percentage of direct-level sales CSV, paid quarterly.

INSTANT AND DEFERRED INCOME*

TITLE	INSTANT/DEFERRED INCOME*
Bronze	20%
Bronze Elite and Above	25%

*Instant and deferred income are calculated in your local currency based on the gross retail value (catalog price before tax and shipping).

VOLUME REBATES

MONTHLY PERSONAL SALES RANGE	VOLUME REBATE
0 to 599.99 CSV	0%
600 to 899.99 CSV	4%
900 to 1,199.99 CSV	5%
1,200 to 1,499.99 CSV	7%
1,500 to 2,499.99 CSV	9%
2,500 to 3,499.99 CSV	11%
3,500 + CSV	13%

TEAM COMMISSIONS

MINIMUM MONTHLY PERSONAL SALES	MINIMUM DIRECT DEMONSTRATOR COUNT	MINIMUM MONTHLY PERSONAL & DIRECT-LEVEL SALES	DIRECT LEVEL	COMMISSIONABLE LEVEL 2	COMMISSIONABLE LEVEL 3
300 CSV	1	300 CSV	3.0%	-	-
600 CSV	3	1,500 CSV	5.0%	2.5%	1.0%
900 CSV	6	2,500 CSV	5.5%	3.0%	1.5%
1,200 CSV	12	5,000 CSV	6.0%	3.5%	2.0%
1,200 CSV	18	10,000 CSV	6.5%	4.0%	2.5%
1,500 CSV	25	15,000 CSV	6.5%	5.0%	3.0%
1,500 CSV	32	20,000 CSV	6.5%	5.5%	3.5%

ANNUAL PERFORMANCE BONUSES

EARNING OPTIONS	QUALIFICATIONS	BONUS
Sales	30,000 CSV	1,000 CSV
	Each additional 10,000 CSV	500 CSV
Team Building (Must be in your direct level)	5 qualified team members*	750 CSV
	Each additional qualified team member above your 5th	250 CSV
Leadership (Must be in your direct level)	5 title advancements to bronze elite and above	750 CSV
	Each additional title advancement above your 5th	250 CSV

*A qualified team member is a demonstrator who has reached 900 CSV in CTD sales.

CAREER-TO-DATE PERFORMANCE BONUSES

EARNING OPTIONS	QUALIFICATIONS	BONUS
Career-to-Date (CTD) Sales Milestones	Each 100,000 CSV CTD	1,000 CSV
	Each 1,000,000 CSV CTD	10,000 CSV

QUICK START

SALES GOAL	Product Credits* Earned
Achieve 900 CSV within first full three months	50 CSV
Achieve 1,800 CSV (and achieve bronze elite) within first full six months	100 CSV

*Product credits are valid for six months from the end of the earning period.

INCENTIVE TRIP EARNING CRITERIA

TOTAL POINTS REQUIRED TO EARN THE INCENTIVE TRIP	40,000
Sales: points per CSV in sales	1
Team Building: points per direct-level qualified team member*	1,500
Leadership: points per personal title advancement	2,500
Leadership: points per direct team member title advancement	1,500

*A qualified team member is a demonstrator who has reached 900 CSV in CTD sales.

ANNUAL RECOGNITION AND PERFORMANCE BONUSES

CATEGORIES	ANNUAL ACHIEVEMENTS ¹	PERFORMANCE BONUSES	TOP PERFORMERS ² SALES, TEAM BUILDING, LEADERSHIP	TOP PERFORMERS OVERALL
SALES (Annual Personal CSV)	10,000 CSV	30,000 CSV = 1,000 CSV bonus + 500 CSV for each additional 10,000 CSV in sales above the initial 30,000 CSV	Highest personal sales CSV	Personal sales CSV +
	20,000 CSV			
	30,000 CSV			
	60,000 CSV			
TEAM BUILDING (Annual Direct-Level Qualified Team Members)	1	5 direct-level qualified team members ³ = 750 CSV bonus + 250 CSV for each additional qualified team member above the 5th	Most direct-level qualified team members <i>Tie breakers:</i> 1. Total new team members 2. Personal sales	Direct-level qualified team members +
	3			
	5			
	10			
LEADERSHIP (Annual Direct-Level Title Advancements)	1	5 direct-level title advancements = 750 CSV bonus + 250 CSV for each additional title advancement above the 5th	Most direct-level title advancements <i>Tie breakers:</i> 1. Silver and above advancements 2. Personal sales	Direct-level title advancements
	3			
	5			
	10			

¹The two highest benchmarks in each Annual Achievement category qualify for a Performance Bonus.

²Top Performers will be recognized in Sales, Team Building, Leadership, and Overall, for each country.

³A qualified team member is a demonstrator who has reached 900 CSV in CTD sales.