



The Pampered Chef®
career plan
maximize your opportunity!
Effective June 1, 2013



For complete details on the Career Plan rules, qualifications, descriptions, privileges and rewards, please see the *Consultant Policy Guide* on Consultant's Corner > Managing Your Business.



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Career Plan Highlights!

Personal Commissions

- 20% – 25% monthly ... determine your own income
- 2% increase after reaching \$20,000 in career sales
- Earn even more as an Elite Seller

Bonuses

- Recruiting Bonus on every personal recruit ... starting with your very first!
- Monthly Activity Bonus for Directors and above
- Monthly Car Allowance for Executive Directors and above

Overrides (a percentage of Team sales)

- Overrides with your very first recruit
- Overrides on both personal and indirect recruits
- Overrides on three Generations in your organization



All Consultants

Commission on Personal Sales

Maximize your Monthly Earnings

	<u>Base</u>	<u>After \$20,000 in career sales</u>
\$5,000 and over	25%	27%
\$3,500 – \$4,999.99	24%	26%
\$1,500 – \$3,499.99	23%	25%
\$850 – \$1,499.99	22%	24%
\$1 – \$849.99	20%	22%

Success Strategy: Maximize your monthly commission!

- **Set a specific earnings goal.** For example, \$3,500 in sales would mean about 6 Cooking Shows* ... and you'd earn \$840!
- **Overbook.** It's normal for some Shows to reschedule or postpone.
- **Host coach consistently.** You'll have more Show guests and outside orders, which means higher commissions for you and more free products for your host.
- **Market your Personal Web Site.** The average online order is \$50, which can add up nicely for you.

*Assuming Show average of \$560.

Recruiting Bonus

One-time bonus on every personal recruit!

Earn 30 Pampered Chef® dollars when your recruit reaches \$1,500 in commissionable sales in his or her first 90 days.

Q&A

Q: How is the Recruiting Bonus paid?

A: The Recruiting Bonus is added to your Pampered Chef® dollars account at the end of the month in which the new Consultant reaches \$1,500 in commissionable sales within his or her first 90 days. You must be active in that month in order to earn the Recruiting Bonus. It is reflected on your month-end commission statement.

Success Strategy: Actively support every new Consultant!

- **Set booking goals together.** Have them circle on their calendar every date on which they could hold a Show in their first three months of business.
- **Practice prospecting calls.** Point out sample word choices in the *Succeed with Us* guide and make a few phone calls together.
- **Help out at their Grand Opening Show.** It's often easier for you to ask their family and friends to book and to consider the business opportunity.

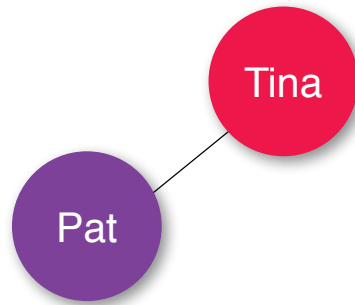
Senior Consultant

Rewards

- 1% override on personal sales
- 1% override on personal recruits' sales
- 30 Pampered Chef® dollars Recruiting Bonus

Requirements

- \$200 monthly personal sales
- 1 active recruit



You're rewarded for both selling and recruiting from the very start!

Success Strategy: Start duplicating yourself!

- Earn the Recruiting Bonus on every personal recruit. Guide your new Consultants to reach \$1,500 or more in sales in their first 30 days. This is a win/win: They earn Pampered Chef® dollars in the **New Consultant Rewards Program**. You earn the Pampered Chef® dollars Recruiting Bonus, a 1% override, and you have an active Consultant.
- Help your new Consultants promote to Senior Consultant as well! Ask them this question: *"As you look at your List of 100, who are three people who could use some extra income? ... Who are three people you'd love to work with? ... Who are three people who love Pampered Chef® products?"*

Q&A

Q: I'm a new Consultant and still learning about the business. How can I support someone else?

A: The New Consultant Kit, Getting Started Resource Center, Online Training Center and more will help both of you. And of course, you'll both get support from your Director. It's more fun to learn the business along with a friend!



Active Consultant

Q&A

Q: What is an active Consultant?

A: If a Consultant submits \$200 or more in commissionable sales, she is active that month. If she doesn't, she is inactive that month.

Q: If an active Senior Consultant has an inactive direct recruit, but an active indirect recruit, is she a Senior Consultant that month?

A: Yes. In this example, Tina is a Senior Consultant because she is active herself, and her indirect recruit Sue is active. As a Senior Consultant, Tina earns 1% override on her own sales and 1% override on her direct recruits' sales.

In this example, Tina will earn 1% on her own sales and 1% on Pat's sales.

Tina will begin earning on indirect recruits' sales (Sue in this example) by promoting to Team Leader.



Q: What happens if a Consultant doesn't sell \$200 every month?

A: After two inactive months in a row, career sales and the 2% commission increase (if already earned) are forfeited.

Consultants do not lose their recruits. We want Consultants who have already started building a Team to re-engage in the business with their Team in place.

To provide help in a prolonged situation, a Consultant may request a one-month extension. This gives her one additional month in which to submit \$200 in sales, so that she can retain her career sales and 2% commission increase.

- **Example:** Lori is moving to another province and didn't sell at all in June. In July, she sold \$150 but didn't reach the \$200 active requirement. She requests and is granted a one-month extension, which means that she will need to submit at least \$200 in commissionable sales in August to retain her career sales and 2% commission increase.

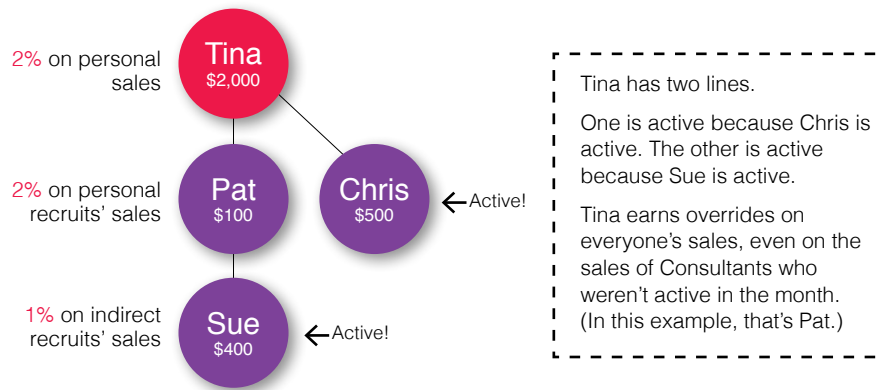
After six months of continuous inactivity, the Consultant Agreement is dissolved. At this point, recruits are reassigned to the next upline active Consultant. If the person would like to sell again, she needs to submit a new agreement and will start over as a new Consultant.



Team Leader

Rewards	Requirements
<ul style="list-style-type: none"> • 2% override on personal sales • 2% override on personal recruits' sales • 1% override on indirect recruits' sales • 30 Pampered Chef® dollars Recruiting Bonus 	<ul style="list-style-type: none"> • 2 active lines • \$1,000 personal sales • \$3,000 Team sales (including personal sales) <p>(NOTE: All Team members' sales count toward the \$3,000, even those who don't reach the \$200 active level.)</p>

(Note: Items in red are increased rewards from the previous level.)



Success Strategy: Build your foundation for promoting to Director!

- **Sell at least \$3,000 a month yourself.** You'll meet your Team sales requirement, boost your income, and meet more people ... so you'll generate new booking and recruiting leads.
- **Recruit at least one person a month.** The first step is to do a full-service checkout at every Show, inviting each guest to consider the business opportunity. (Learn how from the online training course *Recruiting: From Invitation to Interview*.)
- **Keep a calendar of your Team's upcoming Shows.** Set a goal of 10 or more Team Shows a month, not including your own. Teach your Team to add their Shows in Consultant Connection; their Shows will display on your Personal Team Calendar!

Team Leaders have special privileges & awards!

- 30% merchandise discount on personal orders

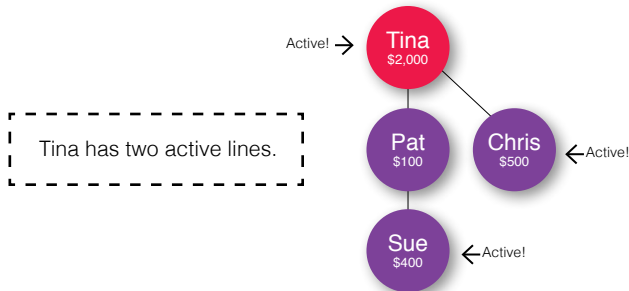


What is a Line?

What Makes a Line Active?

When you personally recruit someone, you start a new line. When your personal recruit brings on a new Consultant, the line continues.

A line is active when at least one person in the line is active, that is, submits at least \$200 commissionable sales in the month.



Success Strategy: Any Consultant can make the line active.

So, pay attention to both direct and indirect recruits. Try these ideas:

- **Check Consultant Connection weekly** for Consultants who have reached \$200 or more in the month. Contact those who haven't done so by mid-month to offer ideas and encouragement.
- **Set a goal to always recruit "2 for 1"**. Work with new Consultants to brainstorm names and identify potential Team members from people on their List of 100. Make a few calls together, because most people learn best when they can observe first and then practice the skill.

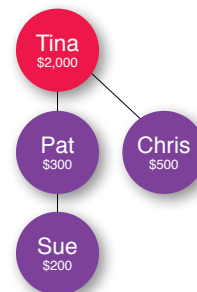
Q&A

Q: Is a line active if there are two Consultants in the line and they each submit \$100 in sales, for a total of \$200?

A: No. A line is active when at least one Consultant in the line has submitted \$200 or more in personal commissionable sales.

Q: Can a Team Leader have a Senior Consultant in her Team?

A: Yes! In the example shown, Tina is a Team Leader because she has two active lines, and Pat is a Senior Consultant because she is active and has one active Consultant. Everyone gets paid based on their performance!



Director

Rewards

- **3%** override on Personal Team sales (including your own sales)
- **3%** override on 1st Generation sales
- 30 Pampered Chef® dollars Recruiting Bonus
- **\$15 Activity Bonus** each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team

Promotion Requirements

- 5 active Consultants in your Personal Team
- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)

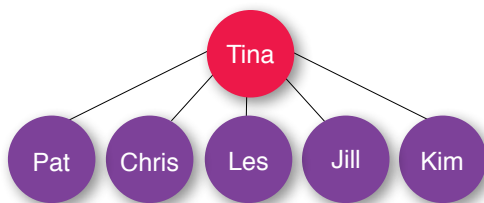
Monthly Maintenance Requirements

- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)

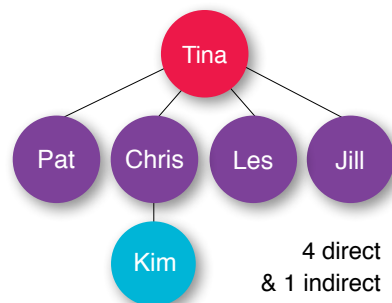
- The Recruiting Bonus continues for every personal recruit who reaches \$1,500 in sales in their first 90 days. That's for every Consultant you recruit throughout your career!
- The monthly Activity Bonus rewards a Director with \$15 per month for every active Consultant, Senior Consultant, and Team Leader — whether they're a direct or indirect recruit.

Director Structure Examples

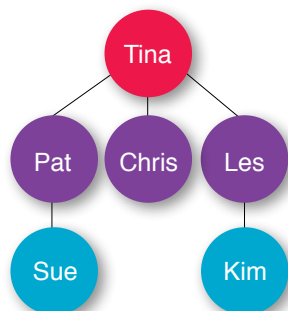
Look at some of the ways Tina could have 5 active Consultants.



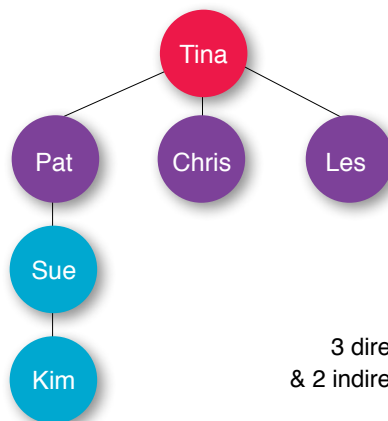
5 direct



4 direct
& 1 indirect

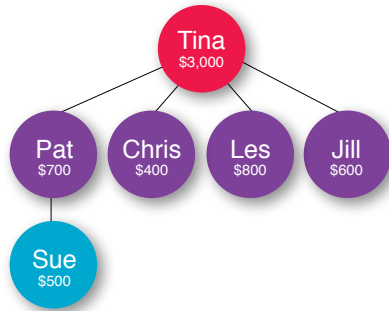


3 direct
& 2 indirect



3 direct
& 2 indirect

Director Overrides and Bonuses



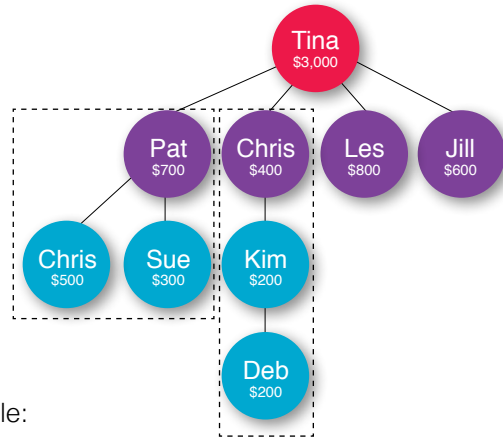
An aspiring Director is paid for the month she meets the qualifications!

- For example, if Tina meets the qualifications in June, she is awarded the Director title on July 1. She'll be paid-as a Director for her June performance, because she reached all the requirements in June.

When a Director meets the requirements, she's a "qualified" Director that month and earns Director-level overrides and bonuses.

- If she doesn't "qualify" in the month, she will be paid at the level at which she met the requirements, such as Team Leader.

Success Strategy: Develop Senior Consultants and Team Leaders in your Personal Team!



In this example:

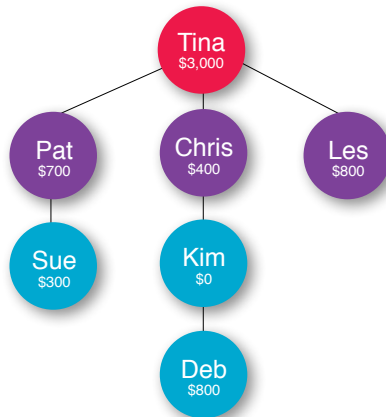
- **Pat is a Team Leader.** She's motivated to keep her sales solid and support her Consultants, so that she can earn overrides and be eligible for Home Office leads.
- **Chris is a Senior Consultant.** Since she already has both a direct and indirect recruit, she's more likely to work for one more direct recruit, so she can become a Team Leader, too.

Director

Q&A

Q. If an inactive Consultant has an active recruit, how does the active person count toward my Director structure for promotion?

A. In this example, Kim is inactive, but her recruit Deb is active. Deb counts as one of Tina's five total actives.



Q: What happens if a Director doesn't meet all the requirements in a given month?

A: If a Director doesn't qualify in a particular month, she is paid at the level whose requirements were met, such as Team Leader.

A Director loses her title after three consecutive months of not qualifying.

A Director who loses her title reverts to Team Leader, Senior Consultant, or Consultant, based on her actual performance.

*The Director moves back into her upline's Personal Team, but doesn't give up her direct or indirect recruits. In fact, as soon as she meets all three Director requirements in a single month, she repromotes to Director.**

*\$1,000 in Personal Sales

\$6,000 in Personal Team Sales

5 NEW active Consultants

Activity Bonus

Qualified Directors and above earn a \$15 Activity Bonus every month for each active Consultant, Senior Consultant, and Team Leader in their Personal Team — on both direct and indirect recruits.

It can grow as much as you want!

- 10 active Consultants = \$150
- 20 active Consultants = \$300
- and so on!

***Success Strategy:* Maximize your Activity Bonus by setting the expectation to sell every month.**

- **Start at the recruiting interview.** If you're asked about minimums, try this: *"Selling \$200 a month is all it takes to stay active. That's a nice safety net for us, but I know you want to earn more than that would give you. What would you like your Pampered Chef® business to pay for?"*
- **Share simple ideas for selling.** Brainstorm ways of selling that match your Consultant's lifestyle and level of commitment. Every Consultant has contacts from family, work, friends, and community who want to purchase Pampered Chef® products, even if they may not host a Show right now.
- **Stay in touch!** Consultants who feel connected to you and your Personal Team are more likely to sell regularly. A quick phone call of encouragement may be just what a Consultant needs to take action.



Elite Seller

The Elite Seller Program is unique to The Pampered Chef®.

Rewards

- Earn an **additional 2% commission** on personal sales!
- **Qualify as a Director!** You'll enjoy the same overrides, bonuses, privileges and awards.
- Elite Seller is **another way to become a Director**. Performance as an Elite Seller substitutes for the Personal Team structure requirement.

Requirements

- \$85,000 in personal sales in the past rolling 12 months. The rolling 12 months includes the current month and the 11 prior months.
- \$7,000 in monthly personal sales

This is based on a rolling 12-month period, so you can qualify as an Elite Seller in any month that you meet the requirements!

Q&A

Q: As an Elite Seller, what commission will I earn on my personal sales?

A: Qualifying as an Elite Seller means that you've already reached more than \$20,000 in career sales. With sales of at least \$7,000 in the month, your commission percentage is 27%, plus the 2% Elite Seller bonus, totaling 29%.

In addition, you'll earn 3% override on your sales and your Personal Team sales — 4% if you're an Advanced Director or above.

Q: Can an Elite Seller be an Advanced Director or above without the required structure?

A: No. To qualify as an Advanced Director or above, you must meet the regular requirements. However, you can be an Advanced Director or above and also be an Elite Seller, earning the additional 2% commission on personal sales.

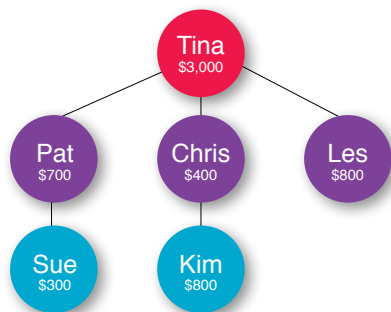


Personal Teams & Promoting a Director

A Personal Team consists of:

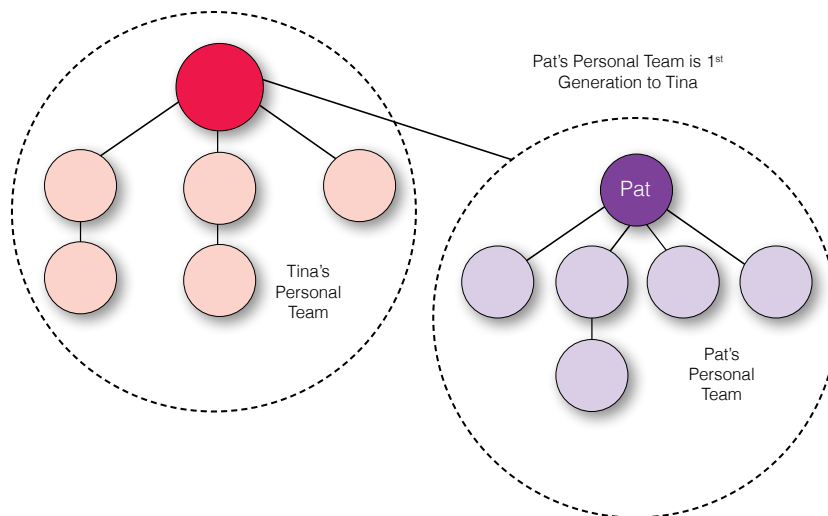
- The Director.
- All direct and indirect Consultants, Senior Consultants, and Team Leaders who are not downline to another Director.

Directors at all levels must maintain a Personal Team with a monthly sales minimum of \$6,000.



When you promote a Director:

- She becomes the leader of her own Personal Team.
- Her Personal Team is 1st Generation to you.
- You earn the same override percentage on her entire Personal Team as you do on your own Personal Team.
- She is part of your organization, and her Personal Team sales count toward your organizational sales requirements.



Pay Based on Performance

The career plan pays based on your personal and Team performance each month. When you meet all the requirements of a level, you're paid at that level.

As soon as you meet a higher level's qualifications, you are paid at that level.

Example: A Team Leader meets the Director requirements in August, so he is paid for his August performance at the Director level. His August performance triggers his promotion to Director, which is effective Sept. 1.

When a Director meets both maintenance requirements, he has "qualified" that month and is paid as a Director for the month.

Example: In August, a Director has \$1,000 in personal sales and \$6,000 in Personal Team sales. He is a qualified Director for August. An **Elite Seller** is also a qualified Director.

When a Director doesn't meet maintenance requirements in a month, he is paid at the level whose requirements were met.

Example: In September, a Director has \$1,000 in personal sales and \$5,200 in Personal Team sales. Since he didn't meet all the Director requirements for September, he is paid as a Team Leader, because that's the level whose requirements were met.

For upper level Directors to be paid the maximum override for their title, they must have the required number of qualified Directors for the month.

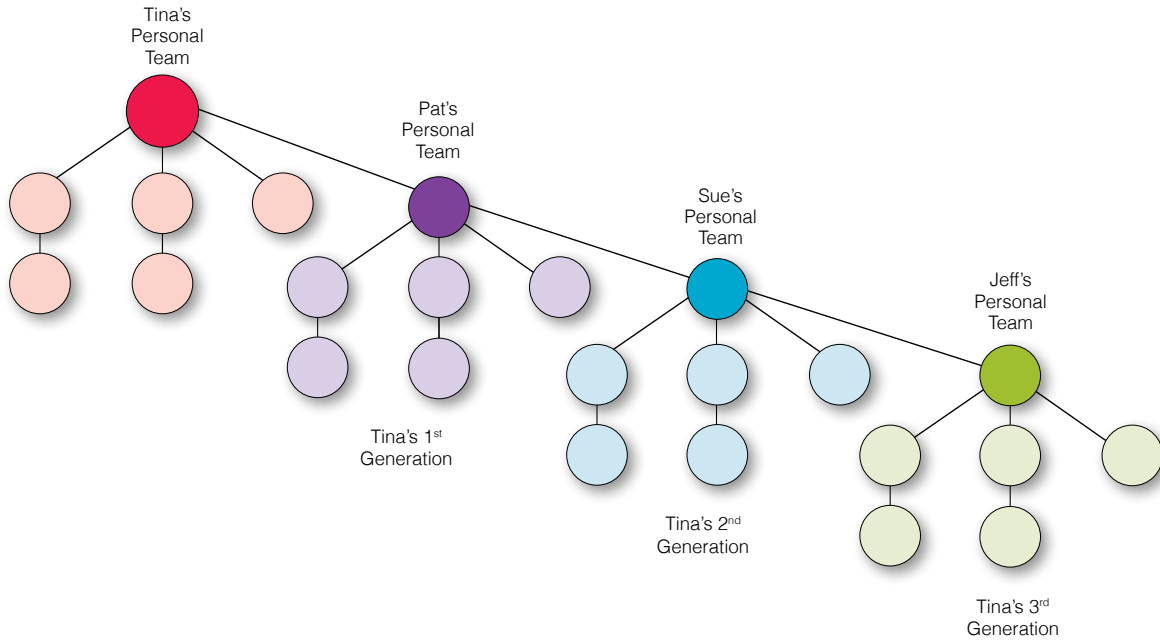
Success Strategy: Think "over!"

- **Just like you "overbook" your Show calendar to make sure you actually hold the number of Shows you want, you want to "overfill" your organization.**
- **Keep recruiting!** A large Personal Team will have lots of potential to develop Senior Consultants and Team Leaders.
- **Continue developing new Team Leaders and Directors** so that you always have more than the minimum number of Directors for your level. That way you'll be poised to promote to the next level and increase your income.



Opportunity to Earn on 3 Generations

In the Career Plan, you have the **opportunity to earn on three generations**, which means you can earn deep in your organization.



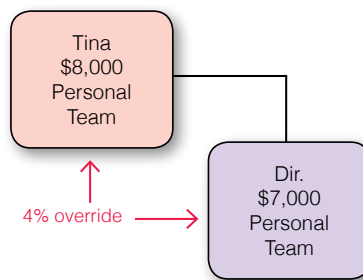
Advanced Director

Rewards

- **4%** override on Personal Team sales (including your own sales)
- **4%** override on 1st Generation
- **3%** override on 2nd Generation Directors (who sell \$1,000)
- **½%** override on 2nd Generation Teams
- 30 Pampered Chef® dollars Recruiting Bonus
- \$15 Activity Bonus each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team
- **\$100 Bonus** on every qualified 2nd Generation Director (maximum \$300 per month)
- **\$600** 2nd Generation Director Leadership Development Bonus is awarded when a new 2nd Generation Director is promoted.

Requirements

- 1 qualified 1st Generation Director
- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)
- \$15,000 monthly organizational sales (includes everyone through your 3rd Generation)



\$15,000 monthly organizational sales through the 3rd Generation

Success Strategy: Think beyond the minimums!

- **Build organizational sales!** The \$15,000 monthly organizational sales requirement will help build strong Team sales. Advanced Directors are not required to have a 2nd Generation, but if they do, they can earn an override on them.
- **Support your downline Directors!** Use the *Guide to Mentoring Directors* to create a plan to help each Director with her individual needs.

Q&A

Q: *I'm about to promote a Director, but I may not meet my Personal Team sales requirement when her Team's sales no longer count toward my Personal Team.*

A: *The Career Plan helps a Director with "rebuild" months after promoting a 1st Generation Director. For the three months following the promotion, your Personal Team sales requirement is reduced to \$3,000. Continue to focus on direct and indirect recruiting to rebuild your Personal Team.*

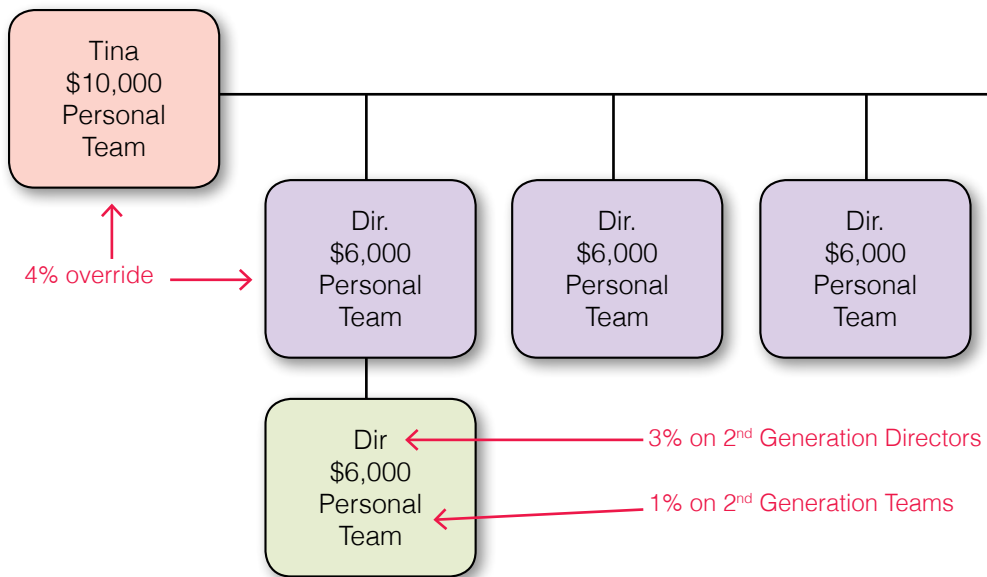
Senior Director

Rewards

- 4% override on Personal Team sales (including your own sales)
- 4% override on 1st Generation
- 3% override on 2nd Generation Directors (who sell \$1,000)
- 1% override on 2nd Generation Teams
- 30 Pampered Chef® dollars Recruiting Bonus
- \$15 Activity Bonus each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team
- \$100 Bonus on every qualified 2nd Generation Director (maximum \$300 per month)
- \$600 2nd Generation Director Leadership Development Bonus is awarded when a new 2nd Generation Director is promoted.

Requirements

- 3 qualified 1st Generation Directors
- 1 qualified 2nd Generation Director
- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)
- \$30,000 monthly organizational sales (includes everyone through your 3rd Generation)



\$30,000 monthly organizational sales through the 3rd Generation

Success Strategy: Foster a Team spirit among your Directors

- Spend time together! Whether it's on the phone or in person, leaders value the support and idea-sharing that occurs when you have regularly scheduled meetings or conference calls.

Executive Director

Rewards

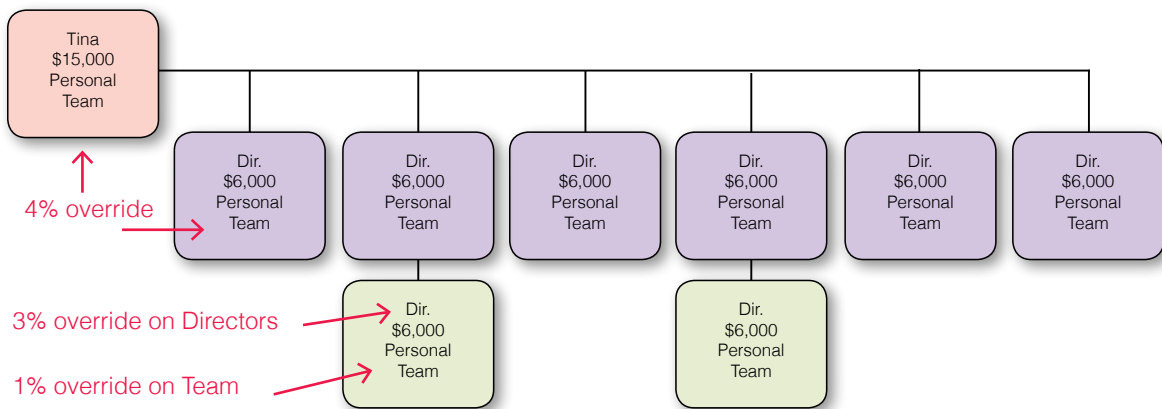
- 4% override on Personal Team sales (including your own sales)
- 4% override on 1st Generation
- 3% override on 2nd Generation Directors (who sell \$1,000)
- 1% override on 2nd Generation Teams
- ½% override on 3rd Generation
- 30 Pampered Chef® dollars Recruiting Bonus
- \$15 Activity Bonus each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team
- \$600 Car Allowance
- \$600 2nd Generation Director Leadership Development Bonus is awarded when a new 2nd Generation Director is promoted.

Requirements

- 6 qualified 1st Generation Directors
- 2 qualified 2nd Generation Directors
- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)
- \$60,000 monthly organizational sales (includes everyone through your 3rd Generation)

Promoting to Executive Director

- Perform as Executive Director for two consecutive months.
- You are paid-as an Executive Director for those two months.
- Title is awarded after the two consecutive months of paid-as.



\$60,000 monthly organizational sales through the 3rd Generation

Note: The 2nd Generation Directors may not both be downline from the same 1st Generation Director.

Success Strategy: Partner with your Directors to develop new leaders!

- TEAM = Together Everyone Achieves More! Do joint Step Up to Director programs, coach one another's Team Leaders, and celebrate successes as a group. The energy will be contagious!

Senior Executive Director

Rewards

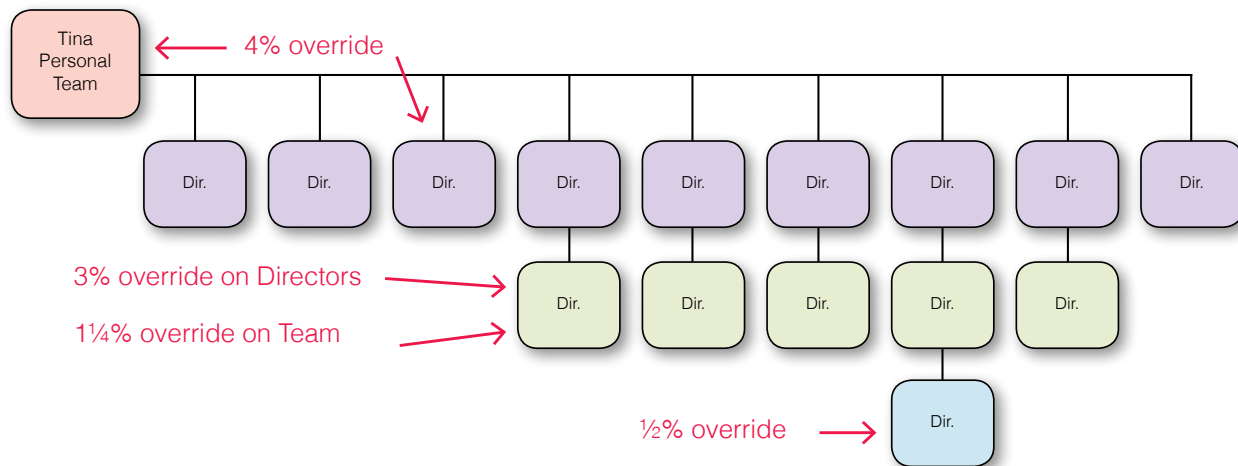
- 4% override on Personal Team sales (including your own sales)
- 4% override on 1st Generation
- 3% override on 2nd Generation Directors (who sell \$1,000)
- 1¼% override on 2nd Generation Teams
- ½% override on 3rd Generation
- 30 Pampered Chef® dollars Recruiting Bonus
- \$15 Activity Bonus each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team
- \$800 Car Allowance
- \$600 2nd Generation Director Leadership Development Bonus is awarded when a new 2nd Generation Director is promoted.

Requirements

- 9 qualified 1st Generation Directors
- 5 qualified 2nd Generation Directors
- 1 qualified 3rd Generation Directors
- \$1,000 personal sales
- \$6,000 Personal Team sales (including personal sales)
- \$120,000 monthly organizational sales (includes everyone through your 3rd Generation)

Promoting to Senior Executive Director

- Perform as Senior Executive Director for three consecutive months.
- You are paid-as a Senior Executive Director for those three months.
- Title is awarded after the three consecutive months of paid-as.



\$120,000 monthly organizational sales through the 3rd Generation

Note: The 2nd Generation Directors may not all be downline from the same 1st Generation Director. The 3rd Generation Directors may not be under the same 2nd Generation Director.

Success Strategy: Develop strong leaders!

- Challenge every downline Director to have a 25-Show Team every month. Then encourage them to stretch higher.
- Focus on developing several Team Leaders within every Director's Personal Team. This is key to continually promoting new Directors.

National Executive Director

Rewards

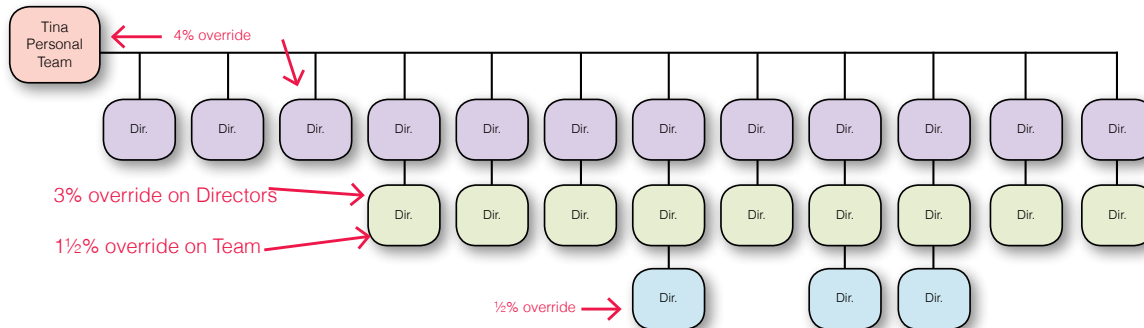
- 4% override on Personal Team sales (including your own sales)
- 4% override on 1st Generation
- 3% override on 2nd Generation Directors (who sell \$1,000)
- 1½% override on 2nd Generation Teams
- ½% override on 3rd Generation
- 30 Pampered Chef® dollars Recruiting Bonus
- \$15 Activity Bonus each month on every active Consultant, Senior Consultant and Team Leader in your Personal Team
- \$1,000 Car Allowance
- \$600 2nd Generation Director Leadership Development Bonus is awarded when a new 2nd Generation Director is promoted.

Requirements

- 12 qualified 1st Generation Directors
- 9 qualified 2nd Generation Directors
- 3 qualified 3rd Generation Directors
- \$750 personal sales
- \$6,000 Personal Team sales (including personal sales)
- \$240,000 monthly organizational sales (includes everyone through your 3rd Generation)

Promoting to National Executive Director

- Perform as National Executive Director for three consecutive months.
- You are paid-as a National Executive Director for those three months.
- Title is awarded after the three consecutive months of paid-as.



\$240,000 monthly organizational sales through the 3rd Generation

Note: The 2nd Generation Directors may not all be downline from the same 1st Generation Director. The 3rd Generation Directors may not be under the same 2nd Generation Director.

Success Strategy: Keep Growing!

- Set your next goal! Every new Director in your organization makes your business stronger and more productive.



Car Allowance Program

The Executive Director Car Allowance Program provides complete flexibility. Choose the vehicle of your choice and drive in style!

Paid monthly to qualified Executive Directors and above

Executive Director	\$600 Car Allowance
Senior Executive Director	\$800 Car Allowance
National Executive Director	\$1,000 Car Allowance



Titles & Performance

You promote to a new level by meeting that level's requirements, and you're paid for the month in which you qualify! To maintain your title, continue to meet that title's requirements. When you do, you'll be paid at that level.

Once you achieve the title of Team Leader or above through performance, you will keep it for the following guaranteed period of time:

Team Leader, Director,	3 months
Advanced Director, Senior Director	6 months
Executive Director	9 months
Senior Executive Director	12 months
National Executive Director	

Example 1: Tina is a Director.

In May, she meets the Advanced Director requirements. She promotes to Advanced Director on June 1, and is paid-as an Advanced Director for May. Her Advanced Director title is guaranteed for three months ... through August.

Month	May	June	July	August	Sept
Title	Dir.	Adv. Dir.	Adv. Dir.	Adv. Dir.	
Met requirement for and paid-as	Adv. Dir.				

Tina meets the Advanced Director requirements in June. She is paid-as an Advanced Director. Her title is guaranteed for three months again, through September.

Month	May	June	July	August	Sept
Title	Dir.	Adv. Dir.	Adv. Dir.	Adv. Dir.	Adv. Dir.
Met requirement for and paid-as	Adv. Dir.	Adv. Dir.			

Example 2: Tina is an Advanced Director who has not met Advanced Director requirements for three consecutive months.

- In July and August, she didn't have \$6,000 in Personal Team sales.
- In September, her 1st Generation Director didn't qualify.

In July, August and September, Tina was paid-as a Director. Therefore, on October 1, she takes the title of Director, which is the level whose requirements she met most recently.

She can repromote to Advanced Director in any month by meeting the Advanced Director qualification requirement.

Month	May	June	July	August	Sept	Oct	Nov
Title	Dir.	Adv. Dir.	Adv. Dir.	Adv. Dir.	Adv. Dir.	Dir.	Adv. Dir.
Met requirement for and paid-as	Adv. Dir.	Adv. Dir.	Dir.	Dir.	Dir.	Adv. Dir.	

The Pampered Chef® offers a real opportunity to earn on a flexible schedule, with unlimited potential for your future.

The 3-2-1 Success Plan is the foundation.

- 3 contacts a day
- 2 Shows a week
- 1 recruit a month

The 1-2-3 Leadership Plan builds a solid downline organization.

- Every month, personally recruit at least 1 new Consultant.
- Every month, help 2 Consultants in your Personal Team to find their first recruit.
- Every month, have at least 3 Team members actively working toward Director promotion.

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