



## 2022 CANADA INCOME AVERAGES STATEMENT PAMPERED CHEF-CANADA CORP. COMPENSATION PLAN

Active Independent Consultant Title	Average Monthly Commission	Number of Times the Title was Paid at in 2022	Percentage of all Independent Consultants	Percentage of all Leaders (Senior Consultant and Above)	Average Yearly Commission (Avg. Monthly x 12)	Lowest Monthly Commission	Highest Monthly Commission
Consultant	\$44.74	44527	90.086%	-	\$536.94	\$0.00	\$3,187.89
Senior Consultant	\$255.65	2600	5.260%	53.061%	\$3,067.82	\$36.74	\$3,247.94
Team Leader	\$699.67	523	1.058%	10.673%	\$8,396.09	\$270.11	\$3,986.32
Director	\$1,696.59	1078	2.181%	22.000%	\$20,359.05	\$441.15	\$8,883.72
Advanced Director	\$3,302.68	570	1.153%	11.633%	\$39,632.11	\$1,142.97	\$11,689.26
Senior Director	\$7,168.51	88	0.178%	1.796%	\$86,022.15	\$2,743.17	\$24,198.36
Executive Director	\$11,151.08	19	0.038%	0.388%	\$133,813.00	\$6,485.19	\$14,689.52
Senior Executive Director	\$15,512.08	17	0.034%	0.347%	\$186,144.94	\$11,576.79	\$26,198.45
National Executive Director	\$22,513.11	5	0.010%	0.102%	\$270,157.32	\$17,660.53	\$28,460.34

Numbers are for Canadian Consultants only.  
All income figures are in CAD.

The above figures are reflective of the average income earned under the Pampered Chef-Canada Corp Compensation Plan (“the Plan”) by Pampered Chef Canada-Corp’s (“Pampered Chef”) independent consultants (“Consultants”) for the period beginning January 1, 2022 through December 31, 2022. This includes the earnings for all Pampered Chef Consultants regardless of rank and title qualifications (as further defined below). Pampered Chef operates on a fiscal calendar year. As of December 31, 2022, Pampered Chef had a total of 4421 Consultants in Canada. 2488 new Consultants joined Pampered Chef in 2022. This number does not include customers as they do not earn commissions or otherwise participate in the Plan.

All income is earned on the sale of Pampered Chef products. No commissions, bonuses, or incentive awards are paid or received solely from recruiting other Consultants into the Plan and no earnings are guaranteed for mere participation in the Plan.

Consultants must supply sales receipts to all retail customers, including those who pay in cash, and must maintain copies of any paper sales receipts for at least two years.

The figures in the above chart does not include expenses incurred by Consultants in the operation and promotion of their Pampered Chef business. These expenses vary from Consultant to Consultant. By way of example, these expenses may include product samples, training, event space rental, travel expenses, telephone and Internet costs, and other business-related expenses. In 2022, the minium cost to sign up as a Consultant was \$70.00, with three other options of \$130.00, \$250.00 and \$320.00. Purchase of any kit (other than the \$70 Stoneware Launch Bundle) is entirely OPTIONAL. There is no additional cost to maintain your status as a Consultant. You are not required to purchase products when you sign up as a Consultant, nor are you required to hold or maintain any inventory while you’re an Consultant. If you purchase Pampered Chef products for resale at trade shows or similar type events or purchase products for use in demonstrations to your customers, then the cost of those products would be part of your expenses in operating your business.

Pamperd Chef offers product and sales training, launches new products, and hosts recognition functions at its annual North American National Conference event which take place annually in Chicago, IL, USA. The ticket price to attend the National Conference 2022 in-person event was \$315.00, which included new products and other gifts. Consultants were responsible for all costs related to transportation to and from the event, as well as lodging and food during travel and the event itself. Additionally, Pampered Chef offered a virtual attendance option, with no products, for National Conference 2022 at a cost of \$75.00 to our Consultants.

With respect to tools for analyzing and managing your Pampered Chef business, Pampered Chef offers a free trial for your first 90 days of our PC Digital Toolkit, which includes access to a personal website and our very own virtual party platform, Table. Thereafter, Pampered Chef offers 3 different subscription options ranging from \$13.00 to \$16.00 per month. Subscriptions to this service are optional and not required. Pampered Chef charges \$4.75 per month for demonstration insurance, which gives you protection for incidents that might occur during your parties. As your business develops, you may be eligible for certain tax benefits related to operating a home-based business. You may need to consult with tax or other business advisors for advice.

The Consultant earnings in the above chart are not necessarily representative of the income that an individual can or will earn through his or her participation in the Plan. These figures should not be regarded as a guarantee or projection of actual earnings. Actual earnings depend on your individual efforts, the customer base available to you and the time devoted to your business. These factors differ from Consultant to Consultant.

Upon termination of their Consultant Agreement, Pampered Chef will refund to the Consultant 90 percent of Consultant’s purchase price on any unused and resaleable product samples or inventory purchased within 12 months of the date of termination should Consultant return such products. Please see section B6 of the Terms and Conditions of the Pampered Chef Consultant Agreement.