

ATTACHMENT A TO INDEPENDENT SALES DIRECTOR AGREEMENT

INDEPENDENT SALES DIRECTOR AGREEMENT

DIRECTOR	ADVANCED DIRECTOR	SENIOR DIRECTOR
Bonuses & Overrides: <ul style="list-style-type: none"> - 3% override on Personal Team sales - 3% override on 1st Generation - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant Promotion Requirements: <ul style="list-style-type: none"> - 5 active Personal Team Consultants - \$1,000 Personal sales - \$6,000 Personal Team sales Monthly Maintenance Requirements: <ul style="list-style-type: none"> - \$1,000 Personal sales - \$6,000 Personal Team sales Elite Seller: (alternate Director Requirements) <ul style="list-style-type: none"> - \$85,000 Personal sales in past rolling 12 months and \$7,000 Personal sales in current month 	Bonuses & Overrides: <ul style="list-style-type: none"> - 4% override on Personal Team sales - 4% override on 1st Generation - 3% override on 2nd Generation Directors - ½% override on 2nd Generation Team - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant - \$100 bonus per qualified 2nd Generation Director (maximum of \$300 monthly) - 2nd Generation Director Leadership Development Bonus Monthly Maintenance Requirements: <ul style="list-style-type: none"> - 1—1st Generation Director - \$1,000 Personal sales - \$6,000 Personal Team sales - \$15,000 Organizational sales 	Bonuses & Overrides: <ul style="list-style-type: none"> - 4% override on Personal Team sales - 4% override on 1st Generation - 3% override on 2nd Generation Directors - 1% override on 2nd Generation Team - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant - \$100 bonus per qualified 2nd Generation Director (maximum of \$300 monthly) - 2nd Generation Director Leadership Development Bonus Monthly Maintenance Requirements: <ul style="list-style-type: none"> - 3—1st Generation Directors - 1—2nd Generation Director - \$1,000 Personal sales - \$6,000 Personal Team sales - \$30,000 Organizational sales
EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR	NATIONAL EXECUTIVE DIRECTOR
Bonuses & Overrides: <ul style="list-style-type: none"> - 4% override on Personal Team sales - 4% override on 1st Generation - 3% override on 2nd Generation Directors - 1% override on 2nd Generation Team - ½% override on 3rd Generation - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant - \$600 Car Allowance - 2nd Generation Director Leadership Development Bonus Monthly Maintenance Requirements: <ul style="list-style-type: none"> - 6—1st Generation Directors - 2—2nd Generation Directors* - \$1,000 Personal sales - \$6,000 Personal Team sales - \$60,000 Organizational sales - Paid-as Executive Director for 2 consecutive months (required to promote) <p>*2nd Generation Directors may not both be downline from the same 1st Generation Director.</p>	Bonuses & Overrides: <ul style="list-style-type: none"> - 4% override on Personal Team sales - 4% override on 1st Generation - 3% override on 2nd Generation Directors - 1¼% override on 2nd Generation Team - ½% override on 3rd Generation - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant - \$800 Car Allowance - 2nd Generation Director Leadership Development Bonus Monthly Maintenance Requirements: <ul style="list-style-type: none"> - 9—1st Generation Directors - 5—2nd Generation Directors* - 1—3rd Generation Director - \$1,000 Personal sales - \$6,000 Personal Team sales - \$120,000 Organizational sales - Paid-as Senior Executive Director for 3 consecutive months (required to promote) <p>*2nd Generation Directors may not both be downline from the same 1st Generation Director.</p>	Bonuses & Overrides: <ul style="list-style-type: none"> - 4% override on Personal Team sales - 4% override on 1st Generation - 3% override on 2nd Generation Directors - 1½% override on 2nd Generation Team - ½% override on 3rd Generation - 50 Pampered Chef® dollars Recruiting Bonus - \$15 Activity Bonus per active Consultant - \$1,000 Car Allowance - 2nd Generation Director Leadership Development Bonus Monthly Maintenance Requirements: <ul style="list-style-type: none"> - 12—1st Generation Directors - 9—2nd Generation Directors* - 3—3rd Generation Directors** - \$750 Personal sales - \$6,000 Personal Team sales - \$240,000 Organizational sales - Paid-as Senior Executive Director for 3 consecutive months (required to promote) <p>*2nd Generation Directors may not both be downline from the same 1st Generation Director. **3rd Generation Directors may not all be downline from the same 2nd Generation Director.</p>

Key

Personal sales = commissionable sales

Recruiting Bonus is paid on personal recruits who reach \$1,500 in sales within their first 90 days

2nd Generation Director override is paid on 2nd Generation Directors who have monthly personal sales of \$1,000 or higher

2nd Generation Director Leadership Development Bonus is a \$500 bonus awarded when a new 2nd 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 3rd Generation (even if Director does not receive overrides on all generations)

Elite Seller Bonus

To qualify as an Elite Seller, you must have \$85,000 in personal commissionable sales in the past rolling 12 months and \$7,000 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
DIRECTOR	30%	\$150
ADVANCED DIRECTOR	35%	\$250
SENIOR DIRECTOR	40%	\$250
EXECUTIVE DIRECTOR	40%	\$350
SENIOR EXECUTIVE DIRECTOR	40%	\$350
NATIONAL EXECUTIVE DIRECTOR	40%	\$350

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 \$1,500 in each of the other three qualifying months or a minimum of \$6,000 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 \$600 to offset travel expenses to 1st Generation Directors. This Travel Award is available to reimburse travel once a year to 1st Generation Directors who reside more than 160 kilometres away. Eligible expenses include transportation (car, train, air) 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 1st Generation Director lives more than 160 kilometres away, up to \$600 can be reimbursed to offset the 1st Generation Director's travel expenses.

	REQUIREMENTS FOR PRODUCT SAMPLES	REQUIREMENTS FOR TRAVEL
DIRECTOR	\$1,500 or more in monthly personal commissionable sales in three of the four months before the sample packages are issued or a minimum of \$6,000 in personal commissionable sales in the four qualifying months	
ADVANCED DIRECTOR SENIOR DIRECTOR	\$1,500 or more in monthly personal commissionable sales in three of the four months before the sample packages are issued or a minimum of \$6,000 in personal commissionable sales in the four qualifying months	\$1,500 in monthly personal commissionable sales in three of the four months prior to travel and one new personal recruit in the same time period
EXECUTIVE DIRECTOR	\$1,500 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	\$1,500 in monthly personal commissionable sales in three of the four months prior to travel and one new personal recruit in the same time period
SENIOR EXECUTIVE DIRECTOR	Privilege of title	Must have met their annual personal sales requirement of \$12,000 in the prior year
NATIONAL EXECUTIVE DIRECTOR	Privilege of title	Must have met their annual personal sales requirement of \$9,000 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 \$275 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. The National Conference Award will be paid upon receiving itemized expense receipts.

