

PROFIT PROGRAM

Compensation Plan

Consultants who meet and maintain the sales requirements for their rank, and are otherwise in compliance with the Independent Consultant Agreement, qualify for commissions and royalties under the Scentsy Compensation Plan. All commissions are based on a Consultant's Personal Retail Sales of product. Royalties are based Qualified Retail Sales of product. Commission and royalties are not paid on Starter Kits, Business Supply orders, or Kit Enhancement orders.

If you reach Director Status and one of your Frontline Consultants becomes a Director, she is a first generation promoted-out Director. If she promotes a Director from her personal group, the new Director becomes a second- generation Director to you. You may earn Director Royalties on the group wholesale volume of both promoted-out Directors if you meet the requirements outlined in this Compensation Plan.

If one of your Frontline Consultants promotes to your rank or above, her GWV will roll up to her next up-line Consultant of higher rank, and you will lose her wholesale volume in the calculation of your group royalties. However, if you advance to a higher rank than her or are promoted to the rank of Director, she becomes recaptured.

In order to receive royalties as a Star or SuperStar Director, you may not work as a Consultant or in a similar capacity with any other direct selling company. If you reach the rank of Star Director, your relationship with the Company MUST BE EXCLUSIVE in order to receive royalties.


Earnings

- You earn 20% commission until your first \$1,000 in personal retail sales, and 25% on your personal retail sales after your first \$1000.
- You can earn 2-9% personal sales royalty, based on the wholesale value of your qualified personal sales. The % earned is determined by your "paid as" rank in the Compensation Plan.
- You can earn 2-9% team sales royalty, once you become qualified, based on the wholesale value of your team's sales. This % is calculated on any Consultant in your personal team who is at a LOWER rank than you in the Compensation Plan. The % earned is determined by your "paid as" rank in the Compensation Plan.
- You can earn .25%-3% as a Director on your Director teams down through three (3) generations. The % earned is calculated on your Director's GWV. The % earned is determined by your "paid as" rank in the Compensation Plan.

Errors

If you believe an error has been made regarding commissions, royalties, or charges, please contact your upline Director for a review. If, once you speak with your upline Director, you still believe an error has occurred; you must notify Consultant Support in writing within 60 days following your receipt or notice of the discrepancy believed to be in error. The Company will not be responsible for any errors not reported within 60 days. For the purpose of rank qualification and maintenance, the wholesale value of personal retail sales counts toward monthly group wholesale volume. If you fail to meet the qualification requirements of the Compensation Plan at the Director level or above for three consecutive months, you will be demoted in title to the highest level for which you qualified during the previous three commission periods.

COMPENSATION PLAN CHART

 COMPENSATION PLAN	Commission from Personal Retail Sales	Royalty from Personal Wholesale Volume	Frontline Essential or Certified Consultant GWV Royalty	Frontline Lead Consultant GWV Royalty	Frontline Star Consultant GWV Royalty	Frontline SuperStar Consultant GWV Royalty	1st Generation Director TWV Royalty	2nd Generation Director TWV Royalty	3rd Generation Director TWV Royalty
Essential Consultant	20%								
Certified Consultant	25%								
Lead Consultant	25%	2%	2%						
Star Consultant	25%	4%	4%	2%					
SuperStar Consultant	25%	7%	7%	5%	3%				
Director	25%	9%	9%	7%	5%	2%	3%		
Star Director	25%	9%	9%	7%	5%	2%	3%	4%	
SuperStar Director	25%	9%	9%	7%	5%	2%	3%	4%	5%



INCENTIVES AND REWARDS PROGRAM

Scentsy gives each Consultant many opportunities to be recognized for superior effort and achievement. Each award is designed to not only give the company an opportunity to pat you on the back, but also encourage you to do those things which will have the greatest positive impact on your success. As you strive to win an award, or achieve a goal, you become a consultant who has a profitable and enjoyable Scentsy experience. As you familiarize yourself with the Awards available to you, you will learn what it takes to get the most out of your time and effort.

MONTHLY AWARDS

These awards are given monthly to all Consultants who qualify. All consultants are eligible, and each award may be earned numerous times.

Monthly Sales Award

Requirements: • \$2,000 in Personal Retail Sales for the month.

Award: • Special Gift
• Recognition in National Newsletter
• 5% Override on Personal Retail Sales

Monthly Mentor Award

Requirements: • Three (3) Frontline Consultants become active during the month.

Award: • Special Gift
• Recognition in National Newsletter
• \$25 Product Credit

ANNUAL AWARDS

The winner(s) of these awards will be announced at our National Convention. These awards are measured from June 1 thru May 31 each year.

Annual Sales Excellence Award

Requirements: • Annual Personal Retail Sales of \$30,000 or more.

Award: • Special Gifts
• Recognition in National Newsletter
• Recognition at National Convention
• Certificate of Achievement
• Name on the Scentsy Wall of Stars
• \$1,000 Bonus Check.

Annual Mentor Award

Requirements: • Personally Sponsor twenty (20) or more Active Consultants during the year.

Award:

- Special Gifts
- Recognition in National Newsletter
- Recognition at National Convention
- Certificate of Achievement
- Name on the Scentsy Wall of Stars
- \$25 Bonus Check per Active Recruit

Shining Star Award

This award is given to the one Scentsy Consultant who has contributed the most to the fulfilling of the Scentsy Mission, and or best exemplified the Values we strive to represent. The winner will be selected by the Founders, Directors and Executives of Scentsy, Inc.

Requirements: • Be nominated by another Scentsy Consultant or Hostess.
• Nominations must be made in writing and postmarked by May 30

Awards:

- Special Gift
- Recognition at National Convention
- Name on the Scentsy Wall of Stars

SCENTSATIONAL START AWARDS

To help new Scentsy Consultants get a strong, scentsational start, Scentsy offers all new Consultants the opportunity to participate in the Scentsational Start Program. This program rewards new Consultants' achievement during their first sixty (60) days of business. The Scentsational Start Program gives incentives for new Consultants to do those things that will have the greatest impact on their future success—bookings, sales and recruiting. There are three levels of achievement that will be recognized and awarded.

Level One

Requirements: • \$1,250 or more in Personal Retail Sales, OR
• Three (3) Active Personal Recruits

Award:

- Lapel Pin
- Certificate of Achievement
- Recognition in National Newsletter
- \$50 Product Credit

Level Two

Requirements: • \$1,250 or more in Personal Retail Sales, AND Three (3) Active Personal Recruits, OR
• \$2,500 or more in Personal Retail Sales

Award:

- Lapel Pin
- Certificate of Achievement
- Recognition in National Newsletter
- \$125 Product Credit

Level Three

Requirements

- \$2,500 or more in Personal Retail Sales AND Six (6) Active Personal Recruits, OR
- \$5,000 or more in Personal Retail Sales

Award:

- Lapel Pin
- Certificate of Achievement
- Recognition at National Convention
- \$200 Product Credit
- Name on the Scentsy Wall of Fame

Scentsational Trainer Award

This Award is awarded to a Consultant who helps her recruit achieve the Scentsational Start – Level Two or Level Three Award

Requirements:

- Assist a Frontline Consultant to Achieve the Scentsational Start – Level Two or Level Three Award

Award:

- Special Gift
- \$25 Bonus Check

Top Salesperson of the Month

Requirements:

- Turn in the highest amount of Personal Retail Sales during the month.

Award:

- Special Gift
- Recognition in National Newsletter

Sponsor of the Month

Requirements:

- Sponsor the most New Consultants who become active during the month. (Minimum of three (3) to qualify.)

Award:

- Special Gift
- Recognition in National Newsletter

