

# Origami Owl® CAREER PLAN

ACTIVITY	TITLE	REQUIREMENTS					SALES REWARDS						ADVANCEMENT BONUS***		GENERATION BONUS		ESTIMATES†
		PERSONAL SALES	TEAM (PERSONALLY SPONSORED QUALIFIED)	DIRECT TEAM LEADERS	TOTAL TEAM LEADERS	TEAM VOLUME (TV)	COMMISSION RANGE*	SPONSOR BONUS**	L1 MENTOR BONUS	L2 MENTOR BONUS	L3 MENTOR BONUS	L4 MENTOR BONUS	PERSONAL BONUS	MENTOR BONUS	1ST GEN DIRECTORS	2ND GEN DIRECTORS	
LEAD A TEAM	<b>FIELD VICE PRESIDENTS</b>																
	EXECUTIVE FIELD VICE PRESIDENT	500 PV	10	10	100	1,000,000 TV	30-50%	10%	7%	7%	6%	6%	\$25,000	\$50 TL / \$500 Director Bonus	1%	1%	\$60,690 min
	SENIOR FIELD VICE PRESIDENT		10	10	75	750,000 TV	30-50%	10%	7%	6%	6%	6%	\$10,000	\$50 TL / \$500 Director Bonus	0.75%	1%	\$45,290 min
	FIELD VICE PRESIDENT		10	10	45	450,000 TV	30-50%	10%	6%	6%	6%	6%	\$5,000	\$50 TL / \$500 Director Bonus	0.5%	1%	\$27,280 min
	<b>DIRECTORS</b>																
	EXECUTIVE DIRECTOR	500 PV	9	9	30	250,000 TV	30-50%	9%	6%	6%	5%	5%	\$2,500	\$50 TL / \$500 Director Bonus	0.5%	0.75%	\$13,185 min
	SENIOR DIRECTOR		8	7	15	100,000 TV	30-50%	9%	6%	5%	5%	4%	\$1,000	\$50 TL / \$500 Director Bonus	0.5%	0.5%	\$5,150 min
DIRECTOR	7		5	8	50,000 TV	30-50%	9%	5%	5%	5%	3%	Director's Pack/ Director's Academy	\$50 TL / \$500 Director Bonus	0.5%		\$2,625 min	
BUILD A TEAM	<b>TEAM MANAGERS</b>																
	EXECUTIVE TEAM MANAGER	500 PV	5	4	6	30,000 TV	30-50%	8%	5%	5%	5%		1/2 Owlchiever Trip	\$50 New Team Leader Bonus			\$1,765 min
	SENIOR TEAM MANAGER		5	3	4	15,000 TV	30-50%	8%	5%	5%	4%		LEAD Registration	\$50 New Team Leader Bonus			\$845 min
	TEAM MANAGER		5	2	3	10,000 TV	30-50%	8%	5%	5%	3%		\$250	\$50 New Team Leader Bonus			\$415 min
	<b>TEAM LEADERS</b>																
	EXECUTIVE TEAM LEADER	250 PV	4	1	1	5,000 TV	30-50%	7%	5%	4%	3%		Convention Registration	\$50 New Team Leader Bonus			\$350 min
	SENIOR TEAM LEADER		4			2,500 TV	30-50%	7%	5%	4%			Rolling Tote	\$50 New Team Leader Bonus			\$275 min
TEAM LEADER	3				1,500 TV	30-50%	7%	4%	4%			\$50	\$50 New Team Leader Bonus			\$225 min	
SHARE	<b>DESIGNERS</b>																
	EXECUTIVE DESIGNER	250 PV	2			1,000 TV	30-50%	6%	4%								\$180 min
	SENIOR DESIGNER	100 PV	1			500 TV	20-50%	6%									\$56 min
	DESIGNER	75 PV					20-50%										\$24 min

\* Retail sales commissions is based on PV only - it is not dependent on sponsoring. Less than 250PV = 20-40%. More than 250PV = 30-50%.

\*\* Sponsor Bonus is paid on PV generated by anyone you sponsor or refer to any Origami Owl Family of Brands company.

\*\*\* Advancement Bonuses are paid after qualifying two consecutive months at the new Career Title (if accomplished within 12 months of earning the new title for the first time). This qualifier does not apply to Team Leader Advancement Bonus of \$50.

† Please refer to Income Disclosure Statement for additional details.