

Silpada Career & Compensation Plan Summary

YOUR SALES	SILPADA REPRESENTATIVE PAY RANKS		Rep (SDR)	Senior Rep	Star Leader	Silver Manager	Sterling Manager	Silpada Director				
	Personal Profit % on Jewelry, Belt & Watch Sales	Commission on Level 1 GCV <i>The total of all PCV in Level 1</i>						Star	Silver	Sterling		
	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%	30%
	4%	12%	4%	6%	12%	14%	15%	16%	17%	18%	16%	18%
	N/A	6%	N/A	3%	6%	7%	8%	9%	10%	11%	9%	11%
	N/A	N/A	N/A	N/A	N/A	1%	1%	2%	2%	3%	2%	3%
	Min. Monthly PCV to Achieve & Maintain Pay Rank	\$1,250	\$500*	\$1,250	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750
	Min. # of Monthly 'Qualified' Level 1 Reps to Achieve & Maintain Pay Rank	Min. of 2 SDRs or above with \$500 or more PCV each	N/A	Min. of 2 SDRs or above with \$500 or more PCV each	Min. of 4 SDRs or above with \$500 or more PCV each	Min. of 4 SDRs or above with \$500 or more PCV each, of which 2 qual. at Star Leader rank or above	Min. of 4 SDRs qual. at Star Leader rank or above	Min. of 6 SDRs qual. at Star Leader rank or above	Min. of 12 SDRs qual. at Star Leader rank or above	Min. of 18 SDRs qual. at Star Leader rank or above	Min. of 6 SDRs qual. at Star Leader rank or above	Min. of 12 SDRs qual. at Star Leader rank or above
	Min. 4-Month New Level 1 PCV <i>Total PCV from the current month and prior 3 calendar months; from Level 1 SDRs, with entry dates in the current month and prior 3 calendar months.</i>	N/A	N/A	N/A	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
	Min. Monthly Group Sales GCV <i>Your PCV + the total PCV from Levels 1, 2 and 3 in the current month.</i>	\$3,500	N/A	\$3,500	\$8,000	\$30,000	\$80,000	\$200,000	\$400,000	\$600,000	\$200,000	\$600,000
	Rank Achievement Bonus <i>One-time bonus paid when Pay Rank is achieved for 4 consecutive months.</i>	N/A	N/A	N/A	N/A	\$1,000	\$2,000	\$5,000	\$10,000	\$25,000	\$5,000	\$25,000
	Paid Vacation for Two <i>One-time vacation awarded when Pay Rank is achieved for 4 consecutive months.</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

\* An SDR with less than \$1,250 PCV in the month will have the Pay Rank of Representative for the month. In order to be eligible for Override Commission payout, a Representative must have a minimum of \$500 PCV in the current month.