

# Origami Owl® CAREER PLAN

ACTIVITY	TITLE	REQUIREMENTS					SALES REWARDS					ADVANCEMENT BONUS***	GENERATION BONUS		
		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	1ST GEN DIRECTORS
LEAD A TEAM	<b>FIELD VICE PRESIDENTS</b>														
	EXECUTIVE FIELD VICE PRESIDENT		10	10	100	500,000 TV	30-50%	10%	7%	7%	6%	6%	\$10,000 Cash Bonus	1%	1%
	SENIOR FIELD VICE PRESIDENT	500 PV	10	10	75	350,000 TV	30-50%	10%	7%	6%	6%	6%	\$5,000 Cash Bonus	0.75%	1%
	FIELD VICE PRESIDENT		10	10	45	200,000 TV	30-50%	10%	6%	6%	6%	6%	\$2,500 Cash Bonus	0.5%	1%
	<b>DIRECTORS</b>														
	EXECUTIVE DIRECTOR		9	9	30	100,000 TV	30-50%	9%	6%	6%	5%	5%	\$1,000 Cash Bonus	0.5%	0.75%
	SENIOR DIRECTOR	500 PV	8	7	15	50,000 TV	30-50%	9%	6%	5%	5%	4%	\$750 Cash Bonus	0.5%	0.5%
DIRECTOR		7	5	8	25,000 TV	30-50%	9%	5%	5%	5%	3%	\$500 Cash Bonus	0.5%		
BUILD A TEAM	<b>TEAM MANAGERS</b>														
	EXECUTIVE TEAM MANAGER		5	4	6	15,000 TV	30-50%	8%	5%	5%	5%		\$300 Cash Bonus		
	SENIOR TEAM MANAGER	500 PV	5	3	4	8,000 TV	30-50%	8%	5%	5%	4%		\$200 Cash Bonus		
	TEAM MANAGER		5	2	3	5,000 TV	30-50%	8%	5%	5%	3%		\$150 Cash Bonus		
	<b>TEAM LEADERS</b>														
	EXECUTIVE TEAM LEADER		4	1	1	2,000 TV	30-50%	7%	5%	4%	3%		Rolling Tote		
	SENIOR TEAM LEADER	250 PV	4			1,000 TV	30-50%	7%	5%	4%			\$75 Cash Bonus		
TEAM LEADER		3			750 TV	30-50%	7%	4%	4%			\$50 Cash Bonus			
SHARE	<b>DESIGNERS</b>														
	EXECUTIVE DESIGNER	250 PV	2			500 TV	30-50%	6%	4%						
	SENIOR DESIGNER	100 PV	1			300 TV	20-50%	6%							
	DESIGNER	75 PV					20-50%								



\* Retail sales commission 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 into the business, regardless of who is assigned to be the Mentor for the new Independent Business Owner

\*\*\* Advancement Bonuses are one-time payment and are paid after qualifying one month at the new Career Title.

\*\*\*\* Independent Business Owners have an opportunity of earning \$50USD/\$65CAD in Bella Bucks when they newly promote an Independent Designer in their first level to a Paid-As rank of Team Leader for the first time (with the exception of IDs who roll-up and are re-promoted under a new Mentor).