


Summary COMPENSATION PLAN

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Being an Independent Scentsy Consultant allows you to have a flexible schedule and set your own goals. No matter what your background is or how many hours you wish to work, you can have a successful Scentsy business that fits your lifestyle! Scentsy's Compensation Plan offers commissions on personal sales and leadership bonuses as you build a team. For detailed information on Scentsy's Compensation plan, go to **Training Center** on your Workstation.

 COMPENSATION PLAN	Personal Retail Volume (PRV)	Group Wholesale Volume (GWV)	Team Wholesale Volume (TWV)	Active Frontline Consultants/Directors	Commission from Personal Retail Volume	Bonus from Personal Wholesale Volume	Frontline Essential or Certified Consultant TWV Bonus	Frontline Lead Consultant TWV Bonus	Frontline Star Consultant TWV Bonus	Frontline SuperStar Consultant TWV Bonus	1st Generation Director TWV Bonus	2nd Generation Director TWV Bonus	3rd Generation Director TWV Bonus
	RANK	RESPONSIBILITIES			REWARDS								
SuperStar Director	500*	80,000	10,000	3/4	25%	9%	9%	7%	5%	2%	3%	4%	5%
Star Director	500*	30,000	6000	3/2	25%	9%	9%	7%	5%	2%	3%	4%	
Director	500*	10,000	2000	3	25%	9%	9%	7%	5%	2%	3%		
SuperStar Consultant	500*	6000	N/A	3	25%	7%	7%	5%	3%				
Star Consultant	500*	2500	N/A	2	25%	4%	4%	2%					
Lead Consultant	500*	1000	N/A	1	25%	2%	2%						
Certified Consultant	1000**	N/A	N/A	N/A	25%								
Essential Consultant	N/A	N/A	N/A	N/A	20%								

* Monthly Personal Retail Volume ** Lifetime Personal Retail Volume



Summary **COMPENSATION PLAN**, CONTINUED

COMPENSATION PLAN TERMS AND DEFINITIONS

ACTIVE FRONTLINE CONSULTANT – All Frontline Consultants who have 150 in Personal Retail Volume in a given month. All Scentsy Consultants begin every month being inactive. They become active each month when they do 150 in PRV.

BONUS – The compensation paid to a Consultant for leadership activities and earned incentives.

COMMISSION – The compensation paid to a Consultant for the sales of commissionable Scentsy products represented as a percentage of retail price.

FRONTLINE – All Consultants in the first level of a Consultant's downline.

GENERATION – The arrangement of all Directors, and their Teams, in a downline.

GROUP – A Consultant and her entire downline.

PERSONAL RETAIL VOLUME (PRV) – The value of all commissionable products sold to a Consultant or to a Consultant's customer.

RANK – The qualification level at which a Consultant's compensation will be determined from month to month.

TEAM – A Consultant and her downline excluding any Director in her Group and that Director's downline.

TITLE – The highest rank achieved by a Consultant.

WHOLESALE VOLUME – 75% of Retail Volume. The residual value of Retail Volume after Commissions have been subtracted. Personal Wholesale Volume or PWV is 75% of a Consultant's Personal Retail Volume. Team Wholesale Volume or TWV is the sum of the PWV of all members of a Team. Group Wholesale Volume or GWV is the sum of the PWV of all members of a Group.