

Earn Rewards with Discovery Toys

Effective September 1, 2008



As you recruit and build your team, there are multiple earning opportunities as part of our Compensation Plan.

New Business Bonus

- **Earn a 5% New Business Bonus on your New Recruits' First Six Months of Sales***

Earn A 5% Bonus Each Month from your New Recruits' Sales
(within their first 6 months of joining)
when you qualify in that month with \$100 in Net Retail

*Six-month period begins the first calendar month following entry date. You will also earn the bonus for the first/partial month.

Personal Sales Bonus

- **Earn 20% Base Commission on Your Net Retail**
- **Sell More to Earn an additional Personal Sales Bonus on your Monthly Sales**

Sell at least \$100 in Net Retail in one month and earn an additional 5% Bonus on your Monthly Sales

Promote to Group Manager and Earn More. The More You Sell, the More You Earn!

Educational Consultant
Sell \$0.01 – \$99.99 = Earn 20%
Sell \$100 – \$1249.99 = Earn 25%
Sell \$1250+ = Earn 28%

Group Managers and Above
Sell \$0.01 – \$99.99 = Earn 20%
Sell \$100 – \$624.99 = Earn 25%
Sell \$625 – \$1249.99 = Earn 30%
Sell \$1250+ = Earn 35%

Team Sales Bonus

- **Earn a Team Sales Bonus on your Personal Team Sales Each Month**

Sterling Consultants and Above: Earn a Team Sales Bonus on Team Sales when you achieve your monthly qualifications (both personal & team sales).

	Personal Sales (Net Retail)	Team Sales (Includes Personal Sales)	Monthly Bonus*
Sterling Consultant:			
January through September	\$750	\$1,750	4%
October and December	\$1,200	\$3,500	
December	\$750	\$2,000	
Group Managers and Above:			
January through September	\$750	\$3,500	8%
October and November	\$1,500	\$8,500	
December	\$1,500	\$5,000	

*Bonus Amount is paid on Team Sales less Personal Sales.

Note: Net Retail does not include non-commissionable sales.

Rank Promotion



ECs and LCs Promote to Group Manager in One Month when you

- Have Rank Structure for the Group Manager level
- Achieve the Group Manager and Above Team Sales Bonus Qualifications
- Add Five New Recruits to your Team (at least 2 must be Personal Recruits)

Promote to EM, SD, ED, RD or DD in two consecutive months when, in each month you:

- Have Rank Structure for your Target Rank
- Earn Your Team Sales Bonus (Group Manager and Above Level)
- Add Five New Recruits to your Team (at least 2 must be Personal Recruits)

RANK STRUCTURE

	Number of Active ECs	Number of Active GMs	Minimum Number of GMs (1st Generation)
Educational Consultant	0	0	0
Sterling Consultant	3	0	0
Group Manager	5	0	0
Executive Manager	5	2	1
Sales Director	5	4	3
Emerald Sales Director	5	6	4
Ruby Sales Director	5	8	5
Diamond Sales Director	5	10	6

Structure Bonus

Group Managers and Above – Earn a **\$130 Monthly Structure Bonus** when you Earn your Team Sales Bonus and Have Structure for your Rank.

Executive Managers and Above – Earn a **Quarterly Structure Bonus** for your rank when you achieve the Monthly Structure Bonus all three months of the calendar quarter.

Executive Manager	\$120	Ruby Director	\$480
Sales Director	\$240	Diamond Director	\$600
Emerald Director	\$360		

Group Manager Bonus (GMB)

- 1) Earn your Team Sales Bonus and Add Five New Team Recruits (at least 2 must be Personal Recruits) and earn a **\$130 Personal GM Bonus**
- 2) Earn Your Personal GM Bonus and earn an additional **\$130 1st Generation Bonus** for each Group Manager and above in your first generation who earns their Personal GM Bonus
- 3) Earn a **\$260 New Group Manager Promote Bonus** when you earn your personal GM bonus and promote a 1st time Group Manager from your personal team that promotes in the one month qualification.

Leadership Bonus

Earn an Additional Bonus on Net Retail for each Comissionable Generation in your Organization.

	Generation		
	1st	2nd	3rd
Group Manager	4%	–	–
Executive Manager	5%	2%	1%
Sales Director	5%	2.5%	1.25%
Emerald Sales Director	5%	2.5%	1.25%
Ruby Sales Director	5%	2.5%	1.25%
Diamond Director	5%	2.5%	1.25%