



The Spagirl Gourmet Compensation Plan

COMPENSATION PLAN AT-A-GLANCE

COMPENSATION PLAN	Personal Retail Sales	Group Retail Sales	Bonus Active 1st. Line Consultants	1st. Line Bonus Active Consultants with Pay Level of Star Consultant or above	Retail Commission	1st Line	2nd Line	3rd Line	4th Line	Promotion Bonus	Product Incentive	
National Director	\$100	\$50,000		12	35%	12%	3%	2%	1%	\$4,000	\$1,000 Products	
Executive Director	\$100	\$16,000		8	35%	11%	3%	2%		\$2,000	\$800 Products	
Regional Director	\$100	\$8,000		4	35%	10%	3%	1%		\$1,000	\$500 Products	
Star Director	\$100	\$2,500		2	35%	9%	3%	1%		\$100	\$100 Products	
Star Consultant	\$100	\$1,000	4		35%	8%	2%			Spagirl Tote Bag	\$50 Products	
Team Leader	\$100	\$500	2		35%	4%	1%					
Sr. Spa Consultant	\$100	\$200	1		35%	4%						
Spa Consultant	N/A	N/A	N/A	N/A	35%							
RANK	RESPONSIBILITIES				REWARDS							

Career Path

Today, more than ever, it's important to be in control of your income and financial security. The Spagirl Gourmet Career Path has 8 levels that offer you the ability to do just that. Many Consultants work part time, while others choose to reap the rewards of a full-time business.

At Spagirl Gourmet you are in control of your pay raises, bonuses and your career - the flexibility offers unlimited potential with a custom fit.

Most importantly this is a rare opportunity for you to join us at the ground level. We are a growing party plan company with a fresh new approach. We reward both the Consultants who want to focus on developing a strong customer base as well as the Consultant that wants to be a Director, building and training a large team!

Please take the time to review the career plan and if you have any questions don't hesitate to contact us.

TERMS AND DEFINITIONS

.....

KEY TERM:	DEFINITION:
Active Consultant:	An Independent Consultant of Spagirl Gourmet. A person becomes a Spagirl Gourmet Consultant by submitting an Independent Consultant agreement and purchasing a Starter Kit. Consultants are active for one year with option to renew.
Starter Kit:	A selection of Spagirl Gourmet training materials, product samples, and business support literature that each new Consultant purchases.
Bonus Active Consultant:	A Consultant that has Personal Retail Sales (PRS) of \$100+ in the current calendar month.
Personal Retail Sales (PRS):	Commissionable retail sales from Spa Re-Treats, personal orders, website orders, A Consultant must have a minimum of \$100 in PRS in the month to qualify for team bonuses.
Group Retail Sales (GRS):	The sum of a Consultant's PRS and the GRS of all lines of the Consultant's team that she is being paid on that month in accordance with her Paid-As Rank.
Bonus Volume (BV):	This is the commissionable value assigned to a product, usually 65% of the retail price. Sales aids, such as order forms and catalogs, items purchased with bonus certificates, etc. are non commissionable and have 0 BV.
Personal Bonus Volume (PBV):	The commissionable value of Spagirl Gourmet products sold in a calendar month by the Company to a Consultant; and by the Company to the Consultant's customers.
Group Bonus Volume (GBV):	Group Bonus Volume is the commissionable amount of your group sales, typically 65% of retail. A Consultant's own PBV is not included in the GBV. (Starter Packages and sales aids have no Bonus Volume.)
Paid-As Rank:	A monthly achievement based on qualifications of PRS, GRS and team activity as detailed in the Spagirl Gourmet Compensation Plan, used to determine override earning level for the current calendar month.
Sponsor:	A Consultant who enrolls another Consultant into the Company, and is listed as the Sponsor on the Consultant Application and Agreement. The act of enrolling others and training them to become Consultants is called "sponsoring."
Downline:	All the Consultants that have been sponsored by a Consultant and all those that have been added to their 2nd, 3rd, and 4th downlines.
Upline:	This term refers to the Consultant or Consultants above a particular Consultant in a sponsorship line up to the Company.
Retail Commission:	The money received by the Consultant for selling Spagirl Gourmet commissionable products. Consultants generally receive 35% of their Personal Retail Sales (PRS).
Commissionable Products:	All Spagirl Gourmet products on which commissions and bonuses are paid. Starter Kits and sales aids are not commissionable products.
Roll-Up	The method by which a vacancy in a Consultant's Organization left by a Consultant whose Consultant Agreement has been canceled is filled.

EIGHT WAYS TO PROFIT WITH SPAGIRL GOURMET

.....

1. COMMISSION ON YOUR PERSONAL SALES

As soon as you sign up, you qualify to earn generous commissions on your personal retail sales, our Consultants earn 35% on their retail sales:

- EXAMPLE: \$500 Spa Re-Treat x 35% = \$175.00! That's an amazing \$75 an hour!

2. FREE PRODUCTS EVERY MONTH

Each month you sell \$1000 commissionable sales, you'll earn \$50 in retail value of free products. Sell \$2000+ commissionable sales and you'll earn \$100 in retail value!

3. FREE BUSINESS SUPPLIES EVERY MONTH

Each month you sell \$1000 commissionable sales, you'll earn a FREE Literature Package, filled with Catalogs, Customer Order Forms and Marketing Brochures

4. NO COST, HOSTESS REWARDS

Spagirl Gourmet pays for the Hostess Rewards program, keeping cash in your pocket! As a Consultant, you can be your own hostess too and are eligible for hostess rewards.

5. PROMOTION CASH

Promote in Career Levels and earn one time Bonuses of \$100-\$4,000!

6. PROMOTION PRODUCT INCENTIVES

Promote in Career Levels and earn one time Bonuses of \$50-\$1,000 in retail value of products.

7. GENEROUS, UNLIMITED OVERRIDE BONUSES ON TEAM SALES

The higher your Pay Level, the more you get paid on each of your Consultants. You start with earning 4% commission (override earnings) on the Group Bonus Volume (GBV) of your team. The percentages grow all the way up to 12% as you promote in Pay Level. You can earn on up to 4 levels deep on your team!

8. CELEBRATION PARTIES

As a Spagirl Gourmet Consultant you have the opportunity to market your business to more people and earn additional income by offering pre-paid Celebration Spa Parties! These are perfect for Bachelorette, Bridal, Baby Shower, Mommy N' Me, Red Hat Society Parties and more!

THREE KEYS TO SUCCESS WITH SPAGIRL GOURMET

1. CONSISTENT SALES FROM SPA RE-TREATS

Consistent personal sales from home Spa Re-Treats is the foundation of your business. Spa Re-Treats are the best source of new customers, hostesses, new team members and sales. Double your Spa Re-Treats and you double your income this month! Using your personalized Ecommerce website you can also sell products online to your growing customer contact list, but you build this list by doing parties and providing exceptional personal service!

You decide how much you earn by deciding how many Spa Re-Treats you hold each month. With our generous Hostess Rewards, you'll find people eager to partner with you and put on a Spa Re-Treat. When other guests realize your hostess just earned over a hundred dollars in FREE products, tons of half price items AND gets free shipping, she'll want to book too!

1.
Personal Sales
Consistent personal sales, with
3+ Spa Re-Treats a month



2. BUILD A TEAM WITH ACTIVE SELLERS IS KEY TO EARNING A LARGE INCOME

Increase your income by selling AND helping others to do the same You'll love how good it feels to earn a living helping others succeed! You can earn significantly more by building a recurring income stream of bonuses paid to you based on your team sales. If you train a team, you earn based on the hours they are working too! If you are working 10 hours a week, then help 4 others do the same - you'll earn on the results of a 50 hour work week. The potential for bonuses is truly unlimited.

2.
Sponsor
Recruit and train new
Consultants that will do
the same



3. DEVELOP STAR CONSULTANTS

People will join your team for different reasons, and our compensation plan is geared to welcome them all. If a new team member is only interested in doing her business part-time (a re-treat or two a month), you'll still get a significant bonus on her bonus volume. However, when you find those who want to work 10 to 15+ hours a week with 3+ Spa Re-Treats a month so they can be strong sellers AND recruiters - you've found yourself a Star Consultant in the making! Provide coaching and encourage them to succeed. **Stars are key to promoting** yourself to the next level. Having Stars on your team will make a big difference in your business. Focus on promoting yourself to Star Consultant and develop team members to be Stars too!

3.
*Develop Star
Consultants*
on your 1st line

Focus on developing 4 team members at a time. Why four? Because we know that if your focus is spread over a large number of people, you will not be able to teach and train any of them effectively. But when you focus on a smaller group of active people, you can provide the training they need to succeed. Once your first four team members are succeeding, then the cycle repeats itself and you look for four more to train. The key is to develop first line Consultants that are not only selling but sponsoring and training their own teams.

AN OVERVIEW OF QUALIFICATIONS FOR A PAY LEVEL

	1st. Line Consultants with PRS > \$100 (Bonus Active)	1st. Line Bonus Active Consultants with Pay Level of Star Consultant or above	Minimum PRS	Minimum GRS
Spa Consultant	N/A	N/A	N/A	N/A
Sr. Spa Consultant	1	N/A	\$100	\$200
Team Leader	2	N/A	\$100	\$500
Star Consultant	4	N/A	\$100	\$1,000
Star Director		2	\$100	\$2,500
Regional Director		4	\$100	\$8,000
Executive Director		8	\$100	\$16,000
National Director		12	\$100	\$50,000

LEADERSHIP DEVELOPMENT PROGRAM

.....

Expectations of Spagirl Gourmet Leaders

The Spagirl Gourmet Compensation Plan provides the opportunity for a Consultant to both make a profit when they sell Spagirl Gourmet products, and bonuses when they recruit and help others in starting a Spagirl Gourmet Business of their own. Each Spagirl Gourmet Consultant has the opportunity to become a leader in the Company, and because there are no artificial barriers to advancement, you can decide the level of activity in Spagirl Gourmet that best suits your situation. Study the program so that you can confidently explain it to friends, prospects and new recruits. A firm understanding of the leadership opportunities at Spagirl Gourmet will be your best tool in recruiting and training others, as well as helping you best to utilize the Spagirl Gourmet Opportunity in your own life.

RANK STRUCTURE

Spa Consultant Level

- Qualification
- Active Spagirl Gourmet Consultant
- Benefit
- 35% Discount on Spagirl Gourmet products
 - 35% Profit on Personal Retail Sales

Sr. Spa Consultant Level

- Qualification
- Bonus Active Spagirl Gourmet Consultant
 - Personal Retail Sales of \$100 in the month
 - Achieve \$200 in GRS in the month
 - One Bonus Active 1st. Line Consultant
- Benefit
- 35% Discount on Spagirl Gourmet products
 - 35% Profit on Personal Retail Sales
 - 4% Sponsorship Bonus on 1st. Line Consultants GBV

Team Leader Level

- Qualification
- Bonus Active Spagirl Gourmet Consultant
 - Personal Retail Sales of \$100 in the month
 - Achieve \$500 in GRS in the month
 - Two Bonus Active 1st. Line Consultants
- Benefit
- 35% Discount on Spagirl Gourmet products
 - 35% Profit on Personal Retail Sales
 - 4% Leadership Bonus on 1st. Line Consultants GBV
 - 1% Leadership Bonus on 2nd Line Consultants GBV

LEADERSHIP DEVELOPMENT PROGRAM

RANK STRUCTURE

Star Consultant Level

- | | |
|---------------|--|
| Qualification | <ul style="list-style-type: none">• Bonus Active Spagirl Gourmet Consultant• Personal Retail Sales of \$100 in the month• Achieve \$1,000 in GRS in the month• Four Bonus Active 1st. Line Consultants |
| Benefit | <ul style="list-style-type: none">• 35% Discount on Spagirl Gourmet products• 35% Profit on Personal Retail Sales• 8% Leadership Bonus on 1st. Line Consultants GBV• 2% Leadership Bonus on 2nd Line Consultants GBV• Beauty Tote Bag Promotion Bonus• \$50 Product Incentive |

Build Star Consultants To Increase Your Earnings

First, promote yourself to Star Consultant! Then help those on your first line to do the same.

You'll want an active first line team to get a raise. The total amount of active Consultants you have on your first line and the amount you and your total team are selling is how you qualify for your promotions. As you promote to **Star Consultant Level your earnings on your first line jumps from 4% to 8%!** For Example: If you were earning \$26.00 per team member (as a Team Leader), that can turn into \$52.00 per team member doing the same sales volume, with you at the Star Consultant Level.

Star Director Level

- | | |
|---------------|---|
| Qualification | <ul style="list-style-type: none">• Bonus Active Spagirl Gourmet Consultant• Personal Retail Sales of \$100 in the month• Achieve \$2,500 in GRS in the month• Two Bonus Active 1st. Line Star Consultants |
| Benefit | <ul style="list-style-type: none">• 35% Discount on Spagirl Gourmet products• 35% Profit on Personal Retail Sales• 9% Leadership Bonus on 1st. Line Consultants GBV• 3% Leadership Bonus on 2nd Line Consultants GBV• 1% Leadership Bonus on 3rd Line Consultants GBV• \$100 Promotion Bonus• \$100 Product Incentive |

LEADERSHIP DEVELOPMENT PROGRAM

RANK STRUCTURE

Regional Director Level

- | | |
|---------------|--|
| Qualification | <ul style="list-style-type: none">• Bonus Active Spagirl Gourmet Consultant• Personal Retail Sales of \$100 in the month• Achieve \$8,000 in GRS in the month• Four Bonus Active 1st. Line Star Consultants |
| Benefit | <ul style="list-style-type: none">• 35% Discount on Spagirl Gourmet products• 35% Profit on Personal Retail Sales• 10% Leadership Bonus on 1st. Line Consultants GBV• 3% Leadership Bonus on 2nd Line Consultants GBV• 1% Leadership Bonus on 3rd Line Consultants GBV• \$1,000 Promotion Bonus• \$500 Product Incentive |

Executive Director Level

- | | |
|---------------|--|
| Qualification | <ul style="list-style-type: none">• Bonus Active Spagirl Gourmet Consultant• Personal Retail Sales of \$100 in the month• Achieve \$16,000 in GRS in the month• Eight Bonus Active 1st. Line Star Consultants |
| Benefit | <ul style="list-style-type: none">• 35% Discount on Spagirl Gourmet products• 35% Profit on Personal Retail Sales• 11% Leadership Bonus on 1st. Line Consultants GBV• 3% Leadership Bonus on 2nd Line Consultants GBV• 2% Leadership Bonus on 3rd Line Consultants GBV• \$2,000 Promotion Bonus• \$800 Product Incentive |

National Director Level

- | | |
|---------------|--|
| Qualification | <ul style="list-style-type: none">• Bonus Active Spagirl Gourmet Consultant• Personal Retail Sales of \$100 in the month• Achieve \$50,000 in GRS in the month• Twelve Bonus Active 1st. Line Star Consultants |
| Benefit | <ul style="list-style-type: none">• 35% Discount on Spagirl Gourmet products• 35% Profit on Personal Retail Sales• 12% Leadership Bonus on 1st. Line Consultants GBV• 3% Leadership Bonus on 2nd Line Consultants GBV• 2% Leadership Bonus on 3rd Line Consultants GBV• 1% Leadership Bonus on 4th Line Consultants GBV• \$4,000 Promotion Bonus• \$1,000 Product Incentive |