

# Compensation Overview

Team Leader Bonus & Override*	Team Leader	Advanced Leader	Senior Leader	Executive Leader	Senior Executive Leader	Director /Senior Director
Central Group	8 1/2%					
First Level	5 1/2%					
Second Level	4%					
Third Level				1%		
Promotion Bonus **	\$200 book credit	\$250 †	\$500	\$1000	\$1500	\$2500/\$5000
Promote Out Bonus ***						\$500

Refer to the Expanded Paid As Policy for more details on overrides.

\*Team Leader override on Special Programs and Cards for a Cause are ½ of the listed overrides for Home Parties, Web, and Educational Services sales.

\*\*Receive a Promotion Bonus for each Leader level you attain. Paid one time at each level.

† Bonus doubles if Advanced Leader is attained within 2 months of promoting to Team Leader.

\*\*\*Promote Out Bonus - Directors and Senior Directors receive \$500 when a TL promotes out of their Central Group, (based on the title held the month prior to the promotion of the Brand Partner).

† † An Active Brand Partner has a minimum of \$500 in total personal sales in the three months prior to your promotion.

## step Up to Leadership

### To maintain Leader Status

*(Applies to all Leader Levels)*

Leader status is reviewed periodically, either quarterly or monthly, depending on your Leader status. Please see Maintaining Leader Paid As Title in the PaperPie Brand Partner Handbook for more details.

Leaders are evaluated for \$1,000 in Personal Sales and \$3,000 in Central Group sales every quarter.

### To Promote to Team Leader (attained in 1 or 2 months)

- 3 personal active Brand Partners † †
- \$1000 in Personal Sales
- \$3000 in Central Group sales

### To Promote to Advanced Leader

- Maintain Leader requirements
- Promote out a Leader from your Central Group

### To Promote to Senior Leader

- Maintain Leader requirements
- Have two First-level Team/Advanced Leaders and one Second-level Leader

## *Continue to* rise

### To Promote to Executive Leader and receive overrides including your 3rd Level Team sales:

- Maintain Leader requirements
- Have three First-level Leaders, one Second-level Leader, and one Third-level Leader

### To Promote to Senior Executive Leader:

- Maintain Leader requirements
- Have four First-level Leaders, two Second-level Leaders, and one Third-level Leader

### To Promote to Director

- Maintain Leader requirements
- Have six First-level Leaders and at least one Executive Leader (in your Executive Group)

### To Promote to Senior Director:

- Maintain Leader requirements
- Have 10 First-level Leaders and at least one Director (in your Executive Group)
- Have been with PaperPie for 2+ years

If a Brand Partner in your group promotes to Team Leader before your own promotion you have the following three months in which to promote to Team Leader yourself and reclaim the promoted out team as a First-level group. If you do not promote within three months the promoted out team will move permanently under your immediate Upline Leader and you will not be able to reclaim them at any time.