



COMPENSATION PLAN

———— SOUTH PACIFIC EDITION ————



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Previous material—printed or electronic—may be outdated. Please reference the most recent version of this document, which can be found under Business Resources > Compensation Plan on the demonstrator website.

The information provided in this document is intended for Stampin' Up! demonstrators in the Australia and New Zealand only. Demonstrators from countries outside of those listed above should reference their respective documents. As this is a demonstrator document, it should not be posted on customer-facing blogs or websites.



COMPENSATION PLAN

The Compensation Plan is an opportunity for demonstrators to buy quality paper crafting products at a discount, fund a worthwhile hobby, earn modest supplemental income, or more. This document presents each part of the plan for demonstrators to determine how the Stampin' Up! opportunity works best for them.

Some program and benefit requirements in the Compensation Plan must be met during an annual cycle. In this document, the term Stampin' Up! year is used to identify this annual cycle which is from 1 October to 30 September. A new Stampin' Up! year begins each 1 October.

A demonstrator must be in active or pending status to receive earnings, rewards, and benefits under this Compensation Plan. For details, see the Status Policy in the Demonstrator Policies Document.

THE BASICS

This introductory section includes information on demonstrator discounts and commissions, payment, quarterly minimum sales requirements, and the Quick Start program for new demonstrators.

DISCOUNT AND COMMISSIONS

A demonstrator receives a discount on products they buy or earns commissions on products they sell. In both cases, the amount is calculated on the net total of commissionable product prices and does not include GST, shipping and handling, or any product credits used.

- **Order discount:** A demonstrator receives a 20% discount on commissionable products they buy for personal or business use.
- **Order commission:** A demonstrator earns a 20% order commission on products they sell.
- **Volume rebate:** A demonstrator may also earn a monthly rebate based on their personal commissionable sales volume or CSV, our common, global monetary measurement. For details about CSV, visit Business Resources > Compensation Plan > Commissionable Sales Volume on the demonstrator website.

VOLUME REBATE

MONTHLY CSV RANGE	VOLUME REBATE
0 to 599.99 CSV	0%
600 to 899.99 CSV	4%
900 to 1,199.99 CSV	5%
1,200 to 1,499.99 CSV	7%
1,500 to 2,499.99 CSV	9%
2,500 to 3,499.99 CSV	11%
3,500 + CSV	13%

*When a demonstrator reaches 1,800 CSV in rolling 12-month sales, they receive an increase to 25% order discount and order commission. Rolling 12-month sales and titles are defined in the **Demonstrator Titles** section of this document.*

PAYMENTS

Based on the type of payment, demonstrators are paid at the time of the order, weekly, or monthly.

- **Instant order commission:** When a customer pays the demonstrator with cash or a cash equivalent, the demonstrator keeps the order commission (product price without GST and shipping and handling) and remits the remaining amount to Stampin' Up!
- **Deferred order commission:** When a customer pays with a credit card, the order commission will be paid directly into the demonstrator's bank account, in their local currency, on a weekly* basis.
- **Volume rebate:** Paid directly into the demonstrator's bank account on a monthly* basis.

*The actual deposit date depends on the demonstrator's banking systems payment timeline.

*As a demonstrator's business grows, they can earn additional cash benefits such as team commissions and non-cash rewards like product credits. For details, see the **Team Commissions**, **Title Benefits**, and **Performance Bonuses** sections of this document.*

For more information about payments, please refer to the CSV and Payout Factor document, under Business Resources > Compensation Plan > CSV and Payout Factor on the demonstrator website.

QUARTERLY SALES MINIMUM

To remain active and receive discounts and commissions, a demonstrator must meet the quarterly sales minimum of 300 personal CSV. If a demonstrator does not meet the quarterly sales minimum or chooses to leave their demonstratorship, they will not remain active and will not receive future discounts and commissions; but they will be gladly welcomed back again when the time is right for them. For details, see the Status and the Minimum Sales Requirement Policies in the Demonstrator Policies Document.

A demonstrator may not purchase a large quantity of products that cannot be reasonably sold or consumed in an appropriate amount of time. The company will repurchase, on reasonable terms, currently marketable inventory in the demonstrator's possession, under specific conditions. For details, see the Cash-and-Carry and Repurchase Policies in the Demonstrator Policies Document.

QUICK START PROGRAM

The Quick Start program is designed to reward new demonstrators for prompt accomplishment in their business. In the Quick Start program, new demonstrators can earn product credits for meeting sales goals in the first full three months or in the first full six months of their business. Each of the Quick Start sales goals and rewards are available to every new demonstrator in the amounts shown below and can be achieved independently of each other. For details about Quick Start, visit Stampin' University > Getting Started on the demonstrator website.

QUICK START PROGRAM

SALES GOAL	PRODUCT CREDITS EARNED
Achieve 900 CSV within first full three months	50 CSV
Achieve 1,800 CSV (and advance to Bronze Elite) within first full six months	100 CSV

The six-month goal is also the threshold to advance to Bronze Elite and receive an increase to 25% order commission/discount.

While not compensation, Stampin' Rewards is a marketing program designed to help a demonstrator find customers and sell products. Find the most updated information about Stampin' Rewards in the current catalogue or on the Stampin' Up! website.

BEYOND THE BASICS

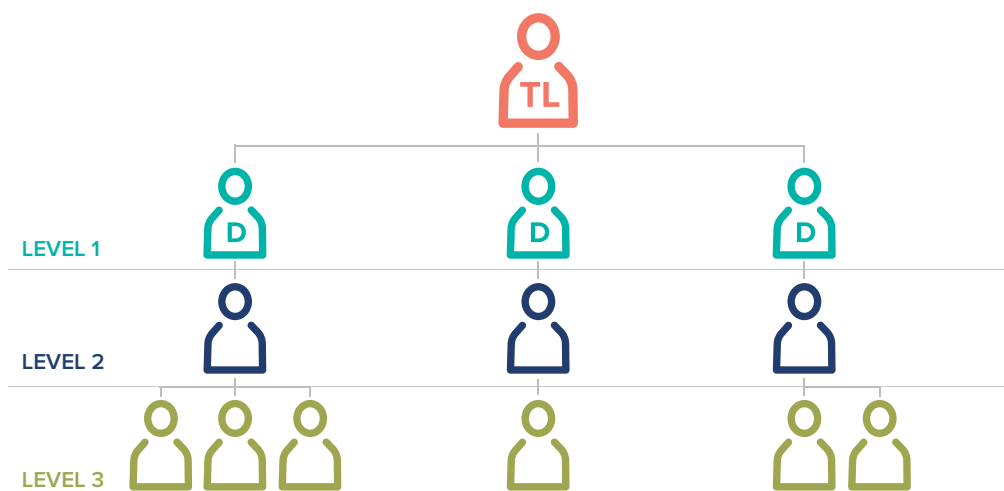
This section builds on the previous and outlines how a demonstrator can increase their earnings, rewards, and benefits by becoming a team leader and training and mentoring other demonstrators.

A demonstrator must be in active or pending status to receive earnings, rewards, and benefits under the Compensation Plan. For details, see the Status Policy in the Demonstrator Policies Document.

DEMONSTRATOR TEAMS

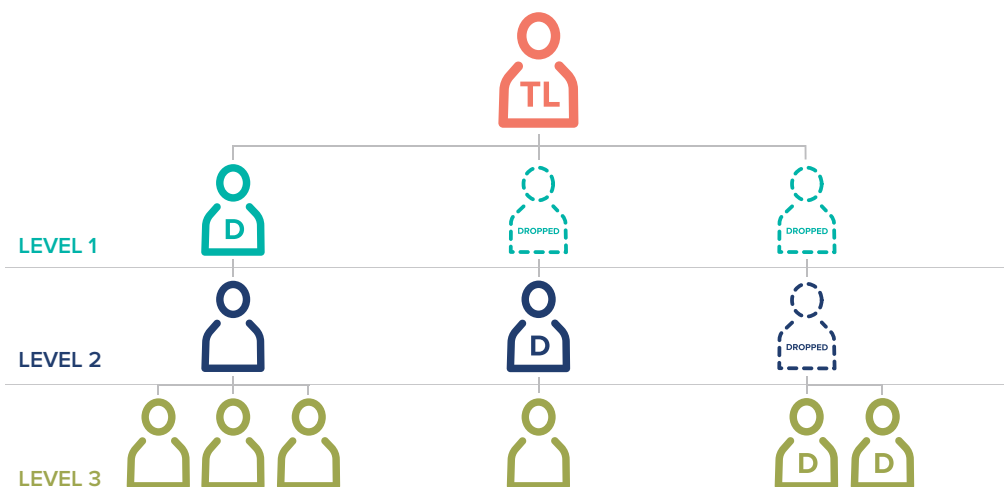
All demonstrators are part of a team, and each demonstrator can also build a team with up to a maximum of three levels, as illustrated below.

- **Level one** includes demonstrators the team leader (TL) personally recruits. All demonstrators in level one are direct demonstrators (D) to the team leader.
- **Level two** includes demonstrators that level-one team members recruit.
- **Level three** includes demonstrators that level-two team members recruit. Three is the maximum number of levels for a team.



DIRECT DEMONSTRATORS

All demonstrators in level one are direct demonstrators (D) to the team leader (TL). Level two or level three demonstrators can be direct demonstrators to the team leader only if they have a direct line to the team leader, meaning that the demonstrator between the team leader and the level-two demonstrator or the two demonstrators between the team leader and the level-three demonstrator have left their demonstratorship.

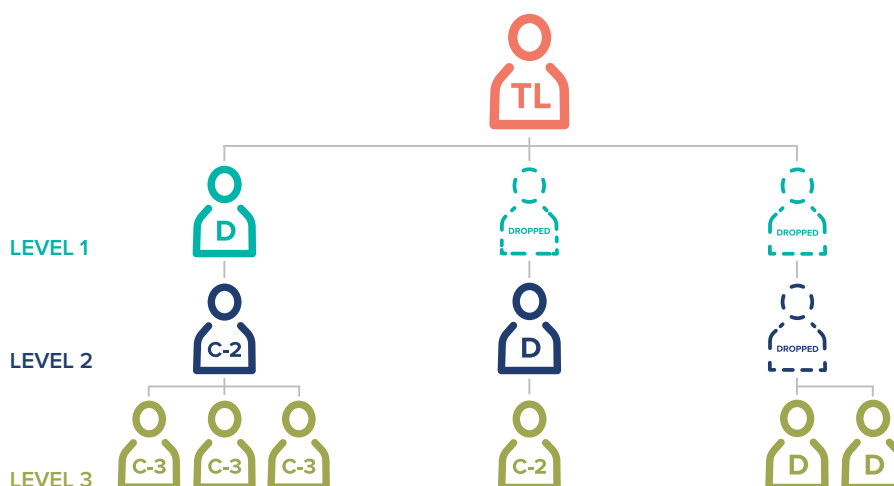


TEAM COMMISSIONS

A demonstrator earns team commissions as a team leader based on the demonstrator's personal CSV, the number of active and pending direct demonstrators on the team, and the total CSV of the team leader and the direct demonstrators.

The graphic below illustrates team commission levels—which may be different than actual levels of the demonstrators on the team.

- **Team commission level one**, or direct level (D) includes direct demonstrators as explained in the Direct Demonstrators section above.
- **Team commission level two** (C-2) includes all level-two demonstrators whose original team leader is active and level-three demonstrators with one dropped demonstrator between them and the team leader.
- **Team commission level three** (C-3) includes all level-three demonstrators with no dropped demonstrators above them. Demonstrators beyond three levels are not considered part of the team leader's team.



A demonstrator's total team commissions percentage is determined by the lowest level achieved of the following three requirements:

- **Monthly personal sales** amount is the team leader's monthly personal CSV.
- **Direct demonstrator count** includes both active and pending demonstrators in a team leader's level one and those in levels two and three who have a direct line to the team leader.
- **Monthly personal and direct-level sales** are the team leader's monthly CSV and the CSV of the direct demonstrators added together.

TEAM COMMISSIONS

MINIMUM MONTHLY PERSONAL SALES	MINIMUM DIRECT DEMONSTRATOR COUNT	MINIMUM MONTHLY PERSONAL & DIRECT-LEVEL SALES	TEAM COMMISSION LEVEL 1 (DIRECT LEVEL)	TEAM COMMISSION LEVEL 2	TEAM COMMISSION LEVEL 3
300 CSV	1	300 CSV	3.0%	-	-
600 CSV	3	1,500 CSV	5.0%	2.5%	1.0%
900 CSV	6	2,500 CSV	5.5%	3.0%	1.5%
1,200 CSV	12	5,000 CSV	6.0%	3.5%	2.0%
1,200 CSV	18	10,000 CSV	6.5%	4.0%	2.5%
1,500 CSV	25	15,000 CSV	6.5%	5.0%	3.0%
1,500 CSV	32	20,000 CSV	6.5%	5.5%	3.5%

Team Commissions are converted from CSV to local currency using the applicable payout factor and paid directly into the demonstrator's bank account on a monthly basis. The actual deposit date depends on the demonstrator's banking systems payment timeline.

For more information about payments, please refer to the [CSV and Payout Factor document](#), under [Business Resources > Compensation Plan > Commissionable Sales Volume](#) on the demonstrator website.

DEMONSTRATOR TITLES

A demonstrator can advance to higher titles as they grow personal CSV, increase the number of direct demonstrators in their team, and help their team achieve title requirements. The demonstrator titles are Bronze, Bronze Elite, Silver, Silver Elite, Gold, Gold Elite, Platinum, and Platinum Elite.

A demonstrator qualifies for an advancement in title in three areas:

- **Rolling 12-month personal sales** include personal CSV from the current month and the previous 11 months. In other words, if the current month is April, the rolling 12-month period would be May of last year until April of this year (included).
- **Direct-level demonstrators** are active and pending demonstrators in a team leader's level one and those in levels two and three who have a direct line to the team leader.
- **Direct leadership** refers to the number of direct demonstrators required in a team and the titles they must hold for a team leader to meet the corresponding title requirements.

TITLE REQUIREMENTS

TITLE	MINIMUM ROLLING 12-MONTH SALES	MINIMUM DIRECT DEMONSTRATORS	MINIMUM DIRECT LEADERSHIP
Bronze	-	-	-
Bronze Elite	1,800 CSV	-	-
Silver	3,600 CSV	1	-
Silver Elite	7,200 CSV	5	1 Silver
Gold	10,800 CSV	10	1 Silver Elite
Gold Elite	14,400 CSV	15	2 Silver Elites
Platinum	18,000 CSV	20	4 Silver Elites
Platinum Elite	18,000 CSV	30	6 Silver Elites

TITLE TERMS

A few title terms are unique to Stampin' Up! and are used to specifically describe how a demonstrator can move through titles to be eligible for benefits and rewards. Demonstrator titles are evaluated on 1 October at the beginning of each Stampin' Up! year. A demonstrator will be titled based on their performance at that time.

- **Title advancement** means a demonstrator earns a higher title not previously held. Advancements can happen at any time during the year.
- **Retitlement** means a demonstrator returns to a lower title that aligns with their current performance as of the beginning of the Stampin' Up! year, on 1 October. Retitlements only happen once a year.
- **Reinstatement** means a demonstrator returns to a higher title previously held. Reinstatements can happen at any time during the year.

TITLE BENEFITS

As a demonstrator advances through titles, they receive compensation and benefits intended to recognise hard work, reduce expenses, and provide incentives. Refer to the chart below for available benefits at each title.

- **Order discount and order commission:** This is the percentage a demonstrator receives as a discount on products they buy for personal or business use and the percentage they receive as a commission for products they sell. When a demonstrator advances from Bronze to Bronze Elite, their order discount/order commission increases from 20% to 25%.
- **Title advancement pins:** When a demonstrator advances to a higher title, they receive a title advancement pin in recognition of their accomplishment.
- **Product bonus:** Starting at Silver, a demonstrator receives product credits equal to 2% of their personal quarterly CSV, with a maximum of 600 CSV per quarter. A demonstrator must meet the quarterly sales minimum to qualify.
- **Leader perks:** Starting at Silver Elite, a demonstrator has access to a Leaders' Lounge on the demonstrator website, early communication from the company, and early event registration. They also have the option to register for our leader events CentreStage and BackStage—for details, visit the Events page on the demonstrator website.
- **Free event:** Starting at Silver Elite, a demonstrator receives an event registration waiver each year for one Stampin' Up! event from 1 October to 30 September.
- **Personal sales bonus:** Starting at Silver Elite, a demonstrator earns a quarterly cash bonus equal to 1-3% of their personal CSV.
- **Direct-level sales bonus:** Starting at Gold Elite, a demonstrator earns a quarterly cash bonus equal to 2% of their direct-level demonstrators' CSV.
- **Personal title advancement bonus:** Starting at Silver Elite, a demonstrator earns a cash bonus for each personal title advancement.
- **Platinum elite allowance:** A Platinum Elite demonstrator is given a cash allowance to offset the cost of professional photography for displays on the demonstrator website and at the Stampin' Up! Riverton office, in Utah, United States.

TITLE BENEFITS

TITLE	ORDER DISCOUNT/ COMMISSION	TITLE ADVANCEMENT PIN	PRODUCT BONUS	LEADER PERKS	FREE EVENT	PERSONAL SALES BONUS	DIRECT-LEVEL SALES BONUS	PERSONAL TITLE ADVANCEMENT BONUS
Bronze	20%	-	-	-	-	-	-	-
Bronze Elite	25%	✓	-	-	-	-	-	-
Silver	25%	✓	2%	-	-	-	-	-
Silver Elite	25%	✓	2%	✓	✓	1%	-	200 CSV
Gold	25%	✓	2%	✓	✓	1.5%	-	300 CSV
Gold Elite	25%	✓	2%	✓	✓	2%	2%	400 CSV
Platinum	25%	✓	2%	✓	✓	2.5%	2%	500 CSV
Platinum Elite	25%	✓	2%	✓	✓	3%	2%	600 CSV + 500 CSV Platinum Elite Allowance

The product bonus, personal sales bonus, and direct-level sales bonus are paid quarterly with the December, March, June, and September commissions. These bonuses are retroactive to the beginning of the quarter in which the demonstrator advanced or was reinstated to the applicable title, meaning that a demonstrator will be paid the bonuses on the entire quarter.

The personal sales bonus, direct-level sales bonus, and personal title advancement bonus are cash bonuses, converted from CSV to local currency (using the applicable payout factor) and paid directly into the demonstrator's bank account. The actual deposit date depends on the demonstrator's banking systems payment timeline.

Check demonstrator reports on the demonstrator website for product credit amounts and expiration dates.

PERFORMANCE BONUSES

A performance bonus is a cash bonus awarded to a demonstrator who meets the bonus criteria in sales, team building, and/or leadership. There are two types of performance bonuses described in this section: annual performance bonuses and career-to-date sales performance bonuses.

Performance bonuses are converted from CSV to local currency (using the applicable payout factor) and paid directly into the demonstrator's bank account, paid with commissions for the month when the criteria are finalised. A demonstrator will not have to wait until the end of the Stampin' Up! year to receive the bonus. The actual deposit date depends on the demonstrator's banking systems payment timeline.

ANNUAL PERFORMANCE BONUSES

Annual performance bonuses are based on qualifications during the Stampin' Up! year. Qualifications include personal sales, qualified team members, and team members who have advanced in title.

- **Personal sales:** A 1,000 CSV bonus for 30,000 personal CSV and an additional 500 CSV bonus for each 10,000 personal CSV beyond the initial amount.
- **Team building:** A 750 CSV bonus for five direct qualified team members and an additional 250 CSV for each additional direct qualified team member beyond the initial five.
- **Leadership:** A 750 CSV bonus for five direct team member advancements to any title and an additional 250 CSV for each advancement beyond the initial five.

ANNUAL PERFORMANCE BONUSES

EARNING CATEGORIES	QUALIFICATIONS	BONUS
Personal Sales	30,000 CSV	1,000 CSV
	Each additional 10,000 CSV	500 CSV
Team Building (Must be in direct level)	5 qualified team members	750 CSV
	Each additional qualified team member above the 5 th	250 CSV
Leadership (Must be in direct level)	5 title advancements to Bronze Elite and above	750 CSV
	Each additional title advancement above the 5 th	250 CSV

A demonstrator becomes a qualified team member when they reach 900 CSV in career-to-date (CTD) sales.

CAREER-TO-DATE SALES PERFORMANCE BONUSES

Career-to-date sales performance bonuses are awarded as a demonstrator reaches certain personal sales milestones throughout their time at Stampin' Up! If a demonstrator drops and rejoins, their career-to-date sales amount begins at zero.

- **Sales milestones:** A 1,000 CSV bonus is awarded each time a demonstrator reaches a 100,000 CSV milestone. For example, when they reach 100,000 CSV, they will receive a 1,000 CSV bonus, and when they reach 200,000 CSV, they will receive another 1,000 CSV bonus. They also receive a pin with each sales milestone.
- **Million sales achievers:** A 10,000 CSV bonus is awarded to a demonstrator who reaches a million CSV* mark. For example, when they reach 1,000,000 CSV, they will receive a 10,000 CSV bonus, and when they reach 2,000,000 CSV they will receive another 10,000 CSV bonus.

**The level of sales required to achieve this result is accomplished by less than .001 percent of Stampin' Up! demonstrators.*

CAREER-TO-DATE SALES PERFORMANCE BONUSES

EARNING OPTIONS	QUALIFICATIONS	BONUS
Career-to-Date (CTD) Sales Milestones	Each 100,000 CSV CTD	1,000 CSV
	Each 1,000,000 CSV CTD	10,000 CSV

An additional benefit for million sales achievers is an exclusive million sales retreat. This unique and personal experience in Salt Lake City, Utah is designed for achievers to celebrate while they relax and spend time with one another. Each achiever may bring one guest. If an achiever is unable to attend, they may choose a cashout of 2,000 CSV to be paid after the retreat. The achiever must be an active demonstrator at the time of the retreat to receive a cashout.

INCENTIVE TRIP

Each Stampin' Up! year, we offer demonstrators with extraordinary achievement* an exciting trip filled with relaxation, entertainment, business training, and fun. The destination and dates are announced before the beginning of the Stampin' Up! year, 1 October.

When a demonstrator earns 40,000 incentive trip points (as outlined below), they automatically earn the trip. All point totals are reset to zero at the beginning of a new Stampin' Up! year.

- **Sales:** A demonstrator earns one incentive trip point for every personal CSV unit.
- **Team building:** A demonstrator earns 1,500 incentive trip points for every direct demonstrator who becomes a qualified team member.
- **Leadership:** A demonstrator earns 2,500 incentive trip points for each personal title advancement and 1,500 incentive trip points for each direct team member title advancement.

**The incentive trip is earned by less than 1 percent of Stampin' Up! demonstrators annually.*

INCENTIVE TRIP EARNING CRITERIA

TOTAL POINTS REQUIRED TO EARN THE INCENTIVE TRIP	40,000
Sales: points per CSV in personal sales	1
Team building: points per direct-level qualified team member	1,500
Leadership: points per personal title advancement	2,500
Leadership: points per direct team member title advancement	1,500

If a demonstrator who earns the incentive trip is unable to attend, they may choose a cashout of 2,000 CSV, to be paid in local currency after the trip. A deadline for this decision will be communicated before the trip. A demonstrator who earns the incentive trip must be an active demonstrator at the time of the trip to receive the cashout.

RECOGNITION

We love to recognise the success of our demonstrators by sending pins for certain achievements, awarding product credits, and highlighting accomplishments at our OnStage event and on the demonstrator website.

A demonstrator is entitled to recognition for earnings, rewards, and benefits under this Compensation Plan only if the demonstrator is in active status. For details, see the Status Policy in the Demonstrator Policies Document.

ANNIVERSARY MILESTONES

We celebrate demonstrator anniversary milestones to show appreciation for their time with us—as a long-time member of the Stampin' Up! community. We recognise demonstrators for every five years they have been with the company with an anniversary pin, a digital badge, and a 50 CSV product credit.

EVENT RECOGNITION

Our biggest event of the year is OnStage, and one of the main features is recognition and celebration for demonstrator achievements during the previous Stampin' Up! year. For details, visit the Events page on the demonstrator website.

At OnStage, demonstrators are recognised for achieving Quick Start, the incentive trip, title advancements, sales milestones, and anniversary milestones. In addition, demonstrators are recognised for annual achievements in sales, team building, and leadership, and recognition for top performing demonstrators in each country.

DEMONSTRATOR WEBSITE

Find monthly and annual recognition for a variety of achievements on the In the Spotlight section of the demonstrator website including new demonstrators, Quick Start, title advancements, performance bonuses, sales milestones, anniversary milestones, annual achievements, and top performers.

ADDITIONAL RESOURCES

For more information about the Compensation Plan, please see the following resources on the demonstrator website:

- **Compensation Plan:** Business Resources > Compensation Plan
- **CSV and Payout Factor document:** Business Resources > Compensation Plan > CSV and Payout Factor document
- **Titles at a Glance document:** Business Resources > Compensation Plan > Titles at a Glance document
- **Compensation Plan Charts:** Business Resources > Compensation Plan > Compensation Plan Charts document
- **Demonstrator Policies Document:** Business Resources > Print Lab > Demonstrator Policies Document
- **Understanding the Compensation Plan:** Stampin' University > Understanding the Compensation Plan
- **My Ready Reference:** Stampin' University > My Ready Reference
- **My Reports**
- **Monthly Recognition:** In the Spotlight > Monthly Recognition
- **Milestones and Annual Achievements:** In the Spotlight > Milestones and Annual Achievements
- **Events**

For additional questions, please contact Demonstrator Support at 1800-SUSTMP or dsau@stampinup.com.