

# Consultant Earning Opportunities




## Consultant

**Bonuses:**

- Earn 20%–25% on all sales
- Earn an extra 2% after \$15,000 in career sales
- 50 Pampered Chef dollars Recruiting Bonus\*\*

**Active Requirement:**

- \$150 monthly personal sales\*




## Senior Consultant

**Bonuses & Overrides:**

- 1% override on personal sales
- 1% override on personal recruits' sales
- 50 Pampered Chef dollars Recruiting Bonus\*\*

**Monthly Requirements:**

- \$150 personal sales
- 1 active recruit



## Team Leader

**Bonuses & Overrides:**

- 2% override on personal sales
- 2% override on personal recruits' sales
- 1% override on indirect recruits' sales
- 50 Pampered Chef dollars Recruiting Bonus\*\*

**Monthly Requirements:**

- 2 active lines
- \$750 personal sales
- \$2,500 team sales



## Director

**Bonuses & Overrides**

- 3% override on Personal Team sales
- 3% override on 1<sup>st</sup> Generation
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant

**Promotion Requirements:**

- 5 active Personal Team Consultants
- \$750 personal sales/\$5,000 Personal Team sales

**Monthly Maintenance Requirements:**

- \$750 personal sales/\$5,000 Personal Team sales

**Elite Seller: (alternate Director requirements)**

- \$75,000 personal sales in past rolling 12 months and \$6,000 personal sales in current month



## Advanced Director

**Bonuses & Overrides:**

- 4% override on Personal Team sales
- 4% override on 1<sup>st</sup> Generation
- 3% override on 2<sup>nd</sup> Generation Directors
- ½% override on 2<sup>nd</sup> Generation Team
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant
- \$100 Bonus per qual. 2<sup>nd</sup> Generation Directors (max. \$300 monthly)
- 2<sup>nd</sup> Generation Director Leadership Development Bonus†

**Monthly Requirements:**

- 1 – 1<sup>st</sup> Generation Director
- \$750 personal sales/\$5,000 Personal Team sales
- \$12,000 organizational sales




## Senior Director

**Bonuses & Overrides:**

- 4% override on Personal Team sales
- 4% override on 1<sup>st</sup> Generation
- 3% override on 2<sup>nd</sup> Generation Directors
- 1% override on 2<sup>nd</sup> Generation Team
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant
- \$100 Bonus per qual. 2<sup>nd</sup> Generation Directors (max. \$300 monthly)
- 2<sup>nd</sup> Generation Director Leadership Development Bonus†

**Monthly Requirements:**

- 3 – 1<sup>st</sup> Generation Directors/1 – 2<sup>nd</sup> Generation Director
- \$750 personal sales/\$5,000 Personal Team sales
- \$24,000 organizational sales



## Executive Director

**Bonuses & Overrides:**

- 4% override on Personal Team sales
- 4% override on 1<sup>st</sup> Generation
- 3% override on 2<sup>nd</sup> Generation Directors
- 1% override on 2<sup>nd</sup> Generation Team
- ½% override on 3<sup>rd</sup> Generation
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant
- \$500 Car Allowance
- 2<sup>nd</sup> Generation Director Leadership Development Bonus†

**Monthly Requirements:**

- 6 – 1<sup>st</sup> Generation Directors/2 – 2<sup>nd</sup> Generation Directors
- \$750 personal sales/\$5,000 Personal Team sales
- \$48,000 organizational sales



## Senior Executive Director

**Bonuses & Overrides:**

- 4% override on Personal Team sales
- 4% override on 1<sup>st</sup> Generation
- 3% override on 2<sup>nd</sup> Generation Directors
- 1¼% override on 2<sup>nd</sup> Generation Team
- ½% override on 3<sup>rd</sup> Generation
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant
- \$700 Car Allowance
- 2<sup>nd</sup> Generation Director Leadership Development Bonus†

**Monthly Requirements:**

- 9 – 1<sup>st</sup> Generation Directors/5 – 2<sup>nd</sup> Generation Directors/1 – 3<sup>rd</sup> Generation Director
- \$750 personal sales/\$5,000 Personal Team sales
- \$100,000 organizational sales



## National Executive Director

**Bonuses & Overrides:**

- 4% override on Personal Team sales
- 4% override on 1<sup>st</sup> Generation
- 3% override on 2<sup>nd</sup> Generation Directors
- 1½% override on 2<sup>nd</sup> Generation Team
- ½% override on 3<sup>rd</sup> Generation
- 50 Pampered Chef dollars Recruiting Bonus\*\*
- \$10 Activity Bonus per active Consultant
- \$900 Car Allowance
- 2<sup>nd</sup> Generation Director Leadership Development Bonus†

**Requirements:**

- 12 – 1<sup>st</sup> Generation Directors/9 – 2<sup>nd</sup> Generation Directors/3 – 3<sup>rd</sup> Generation Directors
- \$500 personal sales/\$5,000 Personal Team sales
- \$200,000 organizational sales



\*Personal sales = commissionable sales

\*\*On personal recruits who reach \$1,250 in sales within their first 90 days, as long as recruiter is active in the month that occurs.

† \$500 Bonus awarded when a new 2<sup>nd</sup> Generation Director is promoted. Effective July 29, 2019. See Consultant Policy Guide for complete details.

# Pampered Chef Career Plan



| Title                              | Requirements           |                     |                       |   |                    | Bonuses & Overrides |                        |   |   |                                  |                |                 |                   |                           |                            |                                      |                                  |                            |  |
|------------------------------------|------------------------|---------------------|-----------------------|---|--------------------|---------------------|------------------------|---|---|----------------------------------|----------------|-----------------|-------------------|---------------------------|----------------------------|--------------------------------------|----------------------------------|----------------------------|--|
|                                    | Monthly Qualifications |                     |                       |   |                    | Bonuses             |                        |   |   |                                  | Team Overrides |                 |                   |                           | Leadership Overrides       |                                      |                                  |                            |  |
|                                    | Personal Sales         | Personal Team Sales | Personal Team Actives | Qualified Director Teams  | Organization Sales | Recruiting Bonus    | Monthly Activity Bonus | 2 <sup>nd</sup> Gen. Dir. Bonus (maximum \$300) | 2 <sup>nd</sup> Gen. Dir. Leadership Dev. Bonus | Executive Director Car Allowance | Personal Sales | Direct Recruits | Indirect Recruits | Team (Including Personal) | 1 <sup>st</sup> Generation | 2 <sup>nd</sup> Generation Directors | 2 <sup>nd</sup> Generation Teams | 3 <sup>rd</sup> Generation |  |
| <b>Consultant</b>                  | \$150                  |                     |                       |   |                    | 50 PC\$             |                        |   |   |                                  |                |                 |                   |                           |                            |                                      |                                  |                            |  |
| <b>Senior Consultant</b>           | \$150                  |                     | 1 active line         |   |                    | 50 PC\$             |                        |   |   |                                  | 1%             | 1%              |                   |                           |                            |                                      |                                  |                            |  |
| <b>Team Leader</b>                 | \$750                  | \$2,500             | 2 active lines        |   |                    | 50 PC\$             |                        |   |   |                                  | 2%             | 2%              | 1%                |                           |                            |                                      |                                  |                            |  |
| <b>Director Promotion</b>          | \$750                  | \$5,000             | 5                     |   |                    | 50 PC\$             | \$10 per active cons.  |   |   |                                  |                |                 |                   | 3%                        | 3%                         |                                      |                                  |                            |  |
| <b>Director* Maintenance</b>       | \$750                  | \$5,000             |                       |   |                    | 50 PC\$             | \$10 per active cons.  |   |   |                                  |                |                 |                   | 3%                        | 3%                         |                                      |                                  |                            |  |
| <b>Director Re-promotion</b>       | \$750                  | \$5,000             | 5 new                 |   |                    | 50 PC\$             | \$10 per active cons.  |   |   |                                  |                |                 |                   | 3%                        | 3%                         |                                      |                                  |                            |  |
| <b>Advanced Director</b>           | \$750                  | \$5,000             |                       | 1 – 1 <sup>st</sup> Gen.  | \$12,000           | 50 PC\$             | \$10 per active cons.  | \$100 per qualified 2 <sup>nd</sup> Gen. Dir.   | \$500**   |                                  |                |                 |                   | 4%                        | 4%                         | 3%                                   | ½%                               |                            |  |
| <b>Senior Director</b>             | \$750                  | \$5,000             |                       | 3 – 1 <sup>st</sup> Gen.<br>1 – 2 <sup>nd</sup> Gen.                                | \$24,000           | 50 PC\$             | \$10 per active cons.  | \$100 per qualified 2 <sup>nd</sup> Gen. Dir.   | \$500**   |                                  |                |                 |                   | 4%                        | 4%                         | 3%                                   | 1%                               |                            |  |
| <b>Executive Director</b>          | \$750                  | \$5,000             |                       | 6 – 1 <sup>st</sup> Gen.<br>2 – 2 <sup>nd</sup> Gen.*                               | \$48,000           | 50 PC\$             | \$10 per active cons.  |   | \$500**   | \$500                            |                |                 |                   | 4%                        | 4%                         | 3%                                   | 1%                               | ½%                         |  |
| <b>Senior Executive Director</b>   | \$750                  | \$5,000             |                       | 9 – 1 <sup>st</sup> Gen.<br>5 – 2 <sup>nd</sup> Gen.*<br>1 – 3 <sup>rd</sup> Gen.   | \$100,000          | 50 PC\$             | \$10 per active cons.  |   | \$500**   | \$700                            |                |                 |                   | 4%                        | 4%                         | 3%                                   | 1¼%                              | ½%                         |  |
| <b>National Executive Director</b> | \$500                  | \$5,000             |                       | 12 – 1 <sup>st</sup> Gen.<br>9 – 2 <sup>nd</sup> Gen.*<br>3 – 3 <sup>rd</sup> Gen.* | \$200,000          | 50 PC\$             | \$10 per active cons.  |   | \$500**   | \$900                            |                |                 |                   | 4%                        | 4%                         | 3%                                   | 1½%                              | ½%                         |  |

\*Elite Seller: (alternate Director requirements) – \$75,000 personal sales in past rolling 12 months and \$6,000 personal sales in current month

\*\*AwarDED when a new 2<sup>nd</sup> Generation Director is promoted.

\*2<sup>nd</sup> Generation Directors cannot all be under the same 1<sup>st</sup> Generation Director, 3<sup>rd</sup> Generation Directors cannot all be under the same 2<sup>nd</sup> Generation Director.

Effective July 29, 2019. See Consultant Policy Guide for complete details.