



Paperly's Commission & Career Plan

Conceptually, Paperly's plan enables you to earn income 3 different ways:

1. Personal Sales

- a. Commissions range from 20–26%
- b. Sales bonuses can add an additional 4–12%

2. Overrides

- a. Commissions on downline levels 1, 2 and 3 that range from 3–6%
- b. Team bonuses of between 2–3%
- c. Generational bonuses of between 2–8%

3. Bonuses

- a. Cash bonuses that range from \$50–\$1,000
- b. Paperly Dollars to help you purchase business supplies

Imagine the following scenarios...

Consultant: As a brand new Consultant, imagine you sell \$1,000 in your first month: you'll earn 20%, plus a 4% bonus, on your personal sales, meaning your commissions would total \$240. Plus, you'd earn 25 Paperly Dollars, good towards the purchase of additional business supplies (e.g. catalogs, order forms and sample sets).

Rising Star: Imagine you've now recruited your first downline Consultant. Moreover, in the current month, you sell \$1,000, as does your Recruit. That means you'll earn 22%, plus a 4% bonus, on your personal sales, and a 5% override on your Recruit's sales, meaning your earnings would total \$310. Furthermore, you'd earn another 35 Paperly Dollars to purchase additional business supplies.

Team Director: Imagine, a few months later, you've met the requirements to become a Team Director. That means, you'll earn 26%, plus up to a 10% bonus, on your personal sales. In addition, you'll earn 5, 4 and 3% on your 1st, 2nd and 3rd level Recruits, respectively, as well as an additional 2% bonus on your team's sales. You also have the opportunity to earn a \$1,000 bonus after you've remained a Team Director for 3 consecutive months, not-to-mention the Paperly Dollars you can earn.

As you can see, your earning potential at Paperly is significant, especially as you promote from Consultant to Director Level titles.

Of course, Paperly can offer no guarantees; however, we are confident your rewards at Paperly will reflect your efforts!

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All numbers and scenarios described above are subject to the terms of Paperly's Plan in effect at that time.

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Commission & Career Plan

					Director Level				
Title	Consultant	Rising Star	Shooting Star	Team Leader	Team Director	Senior Director	Silver Director	Diamond Director	
Paid As Titled	Commission on PSV	20%	22%	25%	25%	26%	26%	26%	26%
	PSV Bonus								
	\$1,000 in a calendar month	4%	4%	4%	4%	4%	4%	4%	5%
	\$1,750 in a calendar month	6%	6%	6%	6%	6%	6%	6%	8%
	\$2,500 in a calendar month	10%	10%	10%	10%	10%	10%	10%	12%
Requirements to Qualify / Maintain Title									
PSV in a calendar month	Paperly accepts application	\$300	\$500	\$500	\$500	Be qualified Team Director, plus...	Be qualified Team Director, plus...	Be qualified Team Director, plus...	
TSV in a calendar month		\$1,000	\$2,000	\$4,000	\$8,000				
GSV in a calendar month	-	-	-	-	-	\$25,000	\$40,000	\$60,000	
# of Active, Frontline Consultants	-	1	2	4	6	-	-	-	
# of Active, Frontline Directors	-	-	-	-	-	2	4	6	
Paid As Ranked	Downline Commissions								
	1 st level override	-	5%	5%	5%	5%	5%	5%	6%
	2 nd level override	-	-	4%	4%	4%	4%	4%	5%
	3 rd level override	-	-	-	3%	3%	3%	3%	4%
	Team Bonus (on non-Director Teams)	-	-	-	-	2%	2%	2%	3%
	Generation Bonus								
	1 st generation Director override	-	-	-	-	2%	2%	2%	3%
	2 nd generation Director override	-	-	-	-	-	4%	4%	5%
3 rd generation Director override	-	-	-	-	-	-	6%	8%	
One-Time Cash Bonuses									
		\$50 when lifetime PSV exceeds \$3,500							
			\$100 when TSV exceeds \$1,000 for 3 consecutive months						
				\$250 when maintained for 3 consecutive months					
					\$500 when maintained for 3 consecutive months				
						\$1,000 when maintained for 3 consecutive months			
Paperly Dollar Bonus									
		25 for every \$1,000 in PSV							
			10 for every \$1,000 in TSV, net of PSV						

PSV = Personal Sales Volume
 TSV = Team Sales Volume
 GSV = Group Sales Volume



Definitions: Commission & Career Plan

Below is an alphabetized listing of key terms used in Paperly’s Commission & Career Plan. These definitions, alongside Paperly’s Policy Statement and Consultant Agreement, should provide guidance as to the significant income opportunities available at Paperly.

Active	A Consultant (or higher Title) is considered Active when her Personal Sales Volume (PSV) is at least \$200 in a “rolling quarter” (i.e. the past 3 months, inclusive of the current month). Being Inactive does <i>not</i> impact the commissions earned on her Personal Sales Volume (PSV).
Commissions on PSV	Consultants (or higher Title) receive a commission on their Personal Sales Volume (PSV). This commission begins at 20% and can grow to 26%.
Commissionable Volume	The volume on which all commissions, overrides and bonuses are calculated. See Paperly’s Policy Statement for additional details.
Demotion Policy	<p>Titles are retained for 6 months, including the month in which a Consultant (or higher Title) qualifies (the “Requalification Period”). For example, if a Consultant is promoted, and Paid As a Rising Star in February, then her Rising Star Title begins in February and is retained through July 31 of that year.</p> <p>At any time during the Requalification Period, the Rising Star (or higher Title) may re-qualify for her existing Title, or qualify for a higher Title, either of which starts a new Requalification Period.</p> <p>If the Rising Star (or higher Title) does not re-qualify for her existing or higher Title during her Requalification Period, she will be demoted to the highest Title she would have qualified for during the Requalification Period.</p> <p>When a Team Director (or higher Title) is demoted to a Title lower than Team Director (a “Demoted Director”), she is moved back into the Team of her immediate up-line Qualified Team Director (or higher Title). The Team Sales Volume (TSV) of the Demoted Director is then included in the TSV of the Director in which she was moved into. Downline Generations then compress up one Generation. The 1st month the Demoted Director re-qualifies for Team Director (or higher Title), she will promote again.</p>



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Downline Commissions	A Rising Star (or higher Title) may earn a commission (called an “override”) on her Frontline (1 st level override), Direct Recruits of her Frontline (2 nd level override), and Direct Recruits of that 2 nd level (3 rd level override) of between 3% and 6%. Downline Commissions cannot go deeper than a 3 rd level.
Frontline	A Consultant (or higher Title) that is the 1 st level of another Consultant (or higher Title). Frontline can be used interchangeably with “Direct Recruit”.
Generation	The concept of Generation does not exist until Team Director. A Team Director and her Team is a Generation to her up-line Qualified Team Director (or higher Title). She and her team are the 1 st Generation to her immediate (or first) up-line Qualified Team Director (or higher Title), a 2 nd Generation to her second up-line Qualified Team Director (or higher Title) and a 3 rd Generation to her third up-line Qualified Team Director (or higher Title).
Generation Bonus	A percentage of commissionable Group Sales Volume (GSV) is paid to the up-line Qualified Team Director (or higher Title) for the number of Generations for which she is eligible and qualified. This commission is paid on the entire GSV of the Qualified Team Director (or higher Title).
Grace Period	When a new Team Director is promoted for the first time, the 1 st up-line Qualified Team Director (or higher Title) receives a 2 month Grace Period to allow her Team Sales Volume (TSV) to rebuild. This Grace Period is applied to the first 2 months starting in the first month of qualification for the new Team Director. The up-line Qualified Team Director may use this Grace Period only 1 time on each promoted Team Director.
Group	Group is a Rising Star (or higher Title) and her entire downline, <i>including</i> all downline Team Directors (or higher Title) and their Teams.
Group Sales Volume (GSV)	The total retail volume of a Team Director’s (or higher Title) entire group.
One-Time Cash Bonuses	Bonuses paid to a Consultant (or higher Title) when certain qualifications are met. These Bonuses are paid only once to a Consultant (or higher Title) and cannot be earned more than once even if an ex-Consultant (or higher Title) is re-instated (see Re-Instatement Policy).
Override	See “Downline Commissions”
Personal Sales Volume (PSV)	The total retail volume of a Consultant (or higher Title) from orders placed by her customers or herself.
PSV Bonus	If during a calendar month, a Consultant’s (or higher Title) PSV is at least \$1,000, she earns a bonus of between 4% and 12%.

Paid As	<p>A Consultant (or higher Title) is Paid As Titled for a calendar month for commission and bonuses related to her Personal Sales Volume (PSV).</p> <p>If during any calendar month, a Rising Star (or higher Title) fails to achieve the qualifications related to her Title, she is Paid As Ranked for that calendar month for all non-PSV overrides and bonuses (e.g. Downline Commissions, Team Bonus and Generation Bonuses) at the highest Rank she does qualify, regardless of her Title.</p> <p>A Rising Star (or higher Title) retains her Title until demoted (see “Demotion Policy”).</p>
Qualified Team Director	A Team Director who meets the requirements necessary to qualify or maintain the Title of Team Director.
Re-Instatement Policy	If a Consultant (or higher Title) is terminated or resigns, she may request, in writing to Paperly, reinstatement at any time and, if approved, will be reinstated as a Consultant (regardless of prior Title) under her original sponsor, assuming that sponsor remains a Consultant (or higher Title). Her former downline will not be reinstated. If a Consultant wishes to enroll under a sponsor different than her original sponsor, she must wait at least 6 months after termination before reapplying.
Team	Team is a Rising Star (or higher Title) and her entire downline, <i>excluding</i> all downline Team Directors (or higher Title) and their Teams.
Team Bonus	A Qualified Team Director (or higher Title) earns a 2% bonus on her Team Sales Volume (TSV).
Team Sales Volume (TSV)	The total retail volume of a Rising Star’s (or higher Title) Team (i.e. excludes all downline Team Directors (or higher Title) and their Teams).
Title	A new enrollee to Paperly is titled as a Consultant, and as qualifications are met and maintained, her Title advances to Rising Star, Shooting Star, Team Leader, Team Director, etc., unless she is demoted per Paperly’s Demotion Policy.