

I Believe I Can Step Up to Executive Manager

To Achieve Executive Manager Title — In a Tupperware sales month:

- Hold personal parties each week
 - 1 or more standard personal parties (*\$500 or more in personal sales*)
- Teach your unit to hold personal parties each week
 - 15 or more standard unit parties (*\$7,500 or more in unit retail sales 3 levels deep*)
- 9 or more active personally recruited level 1 unit members.
- Your title is effective the month after you qualify.

To Maintain and Be Paid as an Executive Manager Title — In a Tupperware sales month:

- 1 or more standard personal parties (*\$500 or more in personal sales*)
- 15 or more standard unit parties (*\$7,500 or more in unit retail sales 3 levels deep*)
- 9 or more active* level 1 unit members. These level 1 unit members do not need to be personally recruited, they may be those who have moved up through compression.

Note: Executive Managers are allowed 3 qualification “misses” in a calendar year. On the 4th miss in a calendar year, you are repositioned to the level you achieved during the sales month of the 4th miss.

Earnings — Commissions

- 25% on personal retail sales.

Earnings — Personal Sales Volume Bonus (PSVB)

PSVB is: 5% for personal sales of \$1,500 – \$3,999
 10% for personal sales of \$4,000 & up

example: 3 standard parties (*\$1,500 in personal sales*) = 5% bonus
 $\$1,500 \times .05 = \75

example: 8 standard parties (*\$4,000 in personal sales*) = 10% bonus
 $\$4,000 \times .10 = \400

Earnings — First Time Step Up Bonus

Sales Force Members earn a one-time \$200 bonus the first time they step up to Executive Manager.

Earnings — Profit Plus Bonus

- 4% on commissionable volume 3 levels deep. Commissionable volume is 75% of the unit’s total retail sales.
 For example: unit retail sales = \$7,500 x .75 = \$5,625
 $\$5,625 \times .04 = \225 Profit Plus Bonus

Earnings — Executive Manager Bonus: See page 3

Earnings — Vanguard Bonus on Retail Sales 3 Levels Deep

- Vanguard bonus amounts are awarded as follows in this chart.

For each additional + \$2,000 add \$25

V ⁴	\$16,000	\$210

V ³	\$14,000	\$185
	\$12,000	\$160
	\$10,500	\$140

V ²	\$9,000	\$120
	\$7,500	\$105
	\$6,000	\$90
	\$5,000	\$80

V ¹	\$4,000	\$70
	\$3,000	\$60
	\$2,500	\$50



NOTES: The Tupperware sales month runs from the first Saturday after the month-end close, through the last Friday of the calendar month.
To be considered "active", a Sales Force Member must have \$250 or more in sales during a rolling four-month period.

Potential Executive Manager Earnings

Personally Hold Parties and Build a Unit that Holds Parties

You holding **TWO** standard parties/week

$\$500 \times 2 = \$1,000 \times 4 \text{ weeks} = \$4,000 \times .25 = \$1,000$ Personal Profit

Personal Sales Volume Bonus = \$400 PSVB

15 standard unit parties a month

$15 \times \$500 = \$7,500$ (unit Sales) + $\$4,000$ (personal sales) = \$11,500

$\$11,500 \times .75 = \$8,625 \times .04 = \$414$ = \$345 Profit Plus

$\$11,500$ unit retail sales (V3 bonus) (based on retail sales 3 levels deep) = \$140 Vanguard Bonus

Totals = \$1,885 Potential Income*

Executive Manager Bonus (if qualified- see below for details) = \$150

GRAND TOTAL = \$2,035

- To become an Executive Manager, you need 9 or more active, personally recruited level 1 unit members.

Unit Structure



YOU

In this structure, you can also have Managers at any one of these levels.



Level 1

- If someone below you fully leaves the business (inactive closed) anyone they recruited will move up a level. This is referred to as compression.



Level 2



Level 3

Executive Manager Bonus

Executive Managers qualify for an Executive Manager bonus when they meet or exceed qualifications to be paid as an Executive Manager for two consecutive months. After the two consecutive month qualification period, Executive Managers will receive a \$150 bonus every month they meet or exceed the qualifications to be paid as an Executive Manager.

Example of Bonus Qualification Period

<u>March</u>	<u>April</u>	<u>May</u>
1+ standard personal parties, 15+ standard unit parties & 9+ active personally recruited level 1 unit members	1+ standard personal parties, 15+ or more standard unit parties & 9+ active level 1 unit members	1+ standard personal parties, 15+ standard unit parties & 9+ active level 1 unit members
ACHIEVE TITLE	MAINTAIN TITLE	MAINTAIN TITLE & \$150 BONUS
You achieved title qualification this month. Your title will be effective April. 1 st qualifying month towards your Executive Manager Bonus	This is your 1 st month to be paid as an Executive Manager & 2 nd qualifying month towards your Executive Manager Bonus.	This is your 2 nd month to be paid as an Executive Manager & your 1 st month to receive your Executive Manager Bonus. Bonus paid with May commissions in June.

Example of Bonus Qualification Period with a Miss Month

<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>
1+ standard personal parties, 15+ standard unit parties & 9+ active personally recruited level 1 unit members	1+ standard personal parties, 15+ standard unit parties & 9+ active level 1 unit members	1+ standard personal parties, 11-12 standard unit parties (\$6,000 unit sales) & 9 active level 1 unit members	1+ standard personal parties, 15+ standard unit parties & 9+ active level 1 unit members
ACHIEVE TITLE	MAINTAIN TITLE	TITLE MISS / NO BONUS	MAINTAIN TITLE & \$150 BONUS
You achieved title qualification this month. Your title will be effective April. 1 st qualifying month towards your Executive Manager Bonus	This is your 1 st month to be paid as an Executive Manager & 2 nd qualifying month towards your Executive Manager Bonus.	1 st miss on your title; you will be paid as a Star Manager as that is the qualification level you achieved in this month. You get a total of 3 misses in a calendar year.	This is your 2 nd month to be paid as an Executive Manager & your 1 st month to receive your Executive Manager Bonus. Bonus paid with June commissions in July.