



2017 Incentive Program Rules & Earning Requirements

2017 Point Structure

	Omni Amelia Island Florida 3 nights / 4 days	El Conquistador Puerto Rico 4 nights / 5 days
Consultant Senior Consultant Team Leader	52,500	78,500
Director Advanced Director Senior Director	48,500	73,500
Executive Director	33,500	52,500
Senior Executive Director	26,500	37,000
National Executive Director	21,000	26,500

The management title you hold on Jan. 1, 2018 determines your earning requirements

Top 100! The Top 100 overall points achievers will be awarded an extra night and be invited to an exclusive event.

Earning Period is Jan. 1, 2017 – Dec. 31, 2017

Earning Points:

The total points required to achieve are listed above by level; this is the only point requirement for this program. Points are earned for commissionable sales, qualified recruits, and developing new 1st generation directors.

Points Model:

How can I earn points?

- 1 point for every \$1 of personal commissionable sales
- 3,000 points for each qualified new team member
- 6,000 points for developing a NEW director from your personal team

Sales Points: Earn one point for each \$1 in commissionable sales.

All sales must be received in the Home Office between Jan. 1, 2017 and midnight (CT) on Dec. 31, 2017. Sales points are earned from all forms of commissionable sales including cooking parties, catalog parties, wedding showers, fundraisers, and individual orders.

Recruiting:

Earn 3,000 points for each qualified recruit.

A recruit counts toward the 2017 incentive program when they submit their first \$1,250 in career sales between Jan. 1, 2017, and midnight (CT) Dec. 31, 2017. To receive points for a personal recruit, the recruiter's name must appear on the appropriate line on the Consultant Agreement.

Points for a qualified recruit are awarded only once to the same recruiter for the current incentive earning period. This means if a recruit has been counted toward the current incentive program and drops due to inactivity, that recruit cannot renew and be counted again for the same recruiter and program.

Consultants who submit their first \$1,250 in Career Sales in 2017 receive 3,000 points.

How do I track my qualified recruits?

My Incentive Calculator tracks your qualified recruits. Go to the "choose your goal" section of the calculator and click on [Details] next to Points. This will take you to the screen that lists your monthly sales and recruiting points. When you click on each month under Recruiting, the names of your qualified recruits will appear.

What if my recruit has two consecutive months of inactivity before submitting \$1,250 in career sales?

When your recruit has two consecutive months of inactivity, they forfeit their career sales. To become a qualified recruit in 2017, a recruit must have at least \$1,250 in career sales by Dec.31, 2017.

Developing Directors:

HOT NEWS! Earn 6,000 points for each new director from your personal team who promotes in 2017 and holds the director title on Jan. 1, 2018.

This is double the points earned in the past for developing a director! We know that developing directors is key to having a strong organization and we are aligning the points awarded to the effort it takes. You can earn 6,000 points for new director promotes. A new director is anyone who promotes from your personal team to a director title from Feb. 1, 2017, to Jan. 1, 2018, and has not held a director title since April 2009. You must hold a director title at the time of your downline's promotion to receive the points. Your new director must maintain a director title on Jan. 1, 2018.

When will developing director points be awarded?

These points will be awarded for the month the director promotes (title changes are effective the first day of the month following the promotion). Points are not final until the end of the earning period.

Example:

Stacy is a senior director. Two senior consultants on her personal team, Emily and Kelly, promote to director in March 2017. On Jan. 1, 2018, Emily holds the director title, but Kelly doesn't and is a Team Leader. Stacy will only earn 6,000 points for developing Emily as a new director because Emily held the director title through Jan. 1, 2018.

Are the total points required higher than last year's incentive program?

Yes, the points are a bit higher this year. When the point structure is developed, we look at a number of factors, including Show averages and overall travel costs. With our current Show average increase of about 6% over the prior year, we believe that the new requirements are reasonable to achieve.

Tracking Your Incentive Points

My Incentive Calculator will always reflect your current title and the earning requirements for that title. The calculator is updated on a daily basis. Incentive program points in the incentive calculator are unaudited. It's the consultant's responsibility to ensure the points reported match their records. Discrepancies should be reported in writing to career_solutions@pamperedchef.com.

Can I lose my incentive points?

Only if you have six consecutive months of inactivity and your Consultant Agreement is dissolved or terminated.

Executive Director and Above Points:

What happens if I do not hold my executive director title on Jan. 1, 2018?

In recognition of their leadership, executive directors and above have reduced point requirements. If you don't hold your executive director title as of Jan. 1, 2018, you'll need to meet the earning requirements for the title you hold as of Jan. 1, 2018.

Example:

Executive director Mary is working to earn the incentive trip to the El Conquistador in Puerto Rico. Mary was paid as an executive director in January, February, and March. In April through September she was paid as a senior director. As of October 1, her title is now senior director. As of Oct. 1, she would need to earn the incentive at the senior director level.

Program Rules

- The travel award is a trip for two (2) people. There are no limitations on your guest's age.
- The achiever may not take another consultant on the incentive trip if they're eligible to sell at time of travel.
- You may not substitute another traveler for the achiever.
- Incentive trips are not transferable.
- You may only earn and travel on one Irresistible Destinations trip.
- Achievers may take a lesser award if they choose. No compensation will be made to any achiever for any unused points or portion of a group incentive trip they may have achieved at a higher level.
- Rooms are assigned by point achievement.
- The group incentive trip must be taken as scheduled and unused portions are not refundable.
- Achievers who have earned the trip, registered, and later find they are unable to travel, must notify the travel company to cancel their registration.
- Any achiever who cancels after their air travel has been ticketed will keep the air credit for future personal use as their award. Because the travel has been paid for at this point, no other form of compensation or alternate award will be given. Any cancellation costs associated with the trip including airline, hotel, and food and beverage may be your responsibility.
- All such decisions made by the company are final.

- Only consultants in good standing who have an effective Consultant Agreement with the company during the earning period and at the time of travel are eligible to participate in the 2017 incentive program.
- Pampered Chef reserves the right to audit recruits and sales from each consultant and to make adjustments when warranted. Manipulation of cooking party dates, transferring of sales or recruits from one consultant to another, or breaches of rules as published by the company will result in disqualification for all involved.
- The value of the award will be included on your IRS 1099 form for the year in which you receive the award and will reflect the fair market value of the award.
- Pampered Chef reserves the right to substitute other venue(s) of equal or higher value for any listed.
- Email your questions regarding incentive program rules to career_solutions@pamperedchef.com

Travel Rules

- Inclusions for the earned trips are listed on Consultant's Corner.
- Level 1 may choose the \$600 travel allowance if the preference is to drive or secure your own transportation. The \$600 is the total amount awarded for both the achiever and guest.
- When a travel allowance is offered and chosen in lieu of the program-included airfare, all costs between the achiever's home and the destination, including parking, are the responsibility of the achiever.
- Airfare is included, with transfers to and from the incentive destination airport and hotel.
- Air travel for incentive trips will be arranged through our travel partner from a major gateway city airport determined by Pampered Chef.
- Expenses to and from the airport and any checked baggage fees are the responsibility of the achiever.
- You may not use a nickname or shortened version of a name for your airline ticket. The U.S. Transportation Security Administration (TSA) requires that all passengers enter their full name — as it appears on the government issued identification they will be traveling with — when making airline reservations.
 - *You can find the most up-to-date identification requirements for airline travel on the U.S. Government Transportation Security Administration (TSA) website: www.tsa.gov.*
- Achievers may extend their personal travel before or after the scheduled trip date up to a total of five (5) days.
- Requests to make personal travel arrangements in conjunction with the group incentive trip must be submitted in writing when you register. Any additional costs are the achiever's responsibility, including any ticketing fees.
- Airport transfers are provided on group arrival/departure days only, and only for those taking the air travel option booked through our travel partner. If you travel on days that are not group departure days, your transfer is at your own expense.

Buy-in Rules

- Buy-in information will be posted by September 2017 on Consultant's Corner.
- The cost of the buy-in package at each level is based on what Pampered Chef pays for all inclusions.
- Buy-ins are not limited to dependent children. However, dependent children will be fulfilled first and prioritized on a first-come, first-served basis based on capacity.
- Buy-ins will be confirmed **after** registration closes as this is based on capacity and we have to first accommodate achievers.

- If you buy in more guests than your awarded room can accommodate, you'll be responsible for purchasing a second room at your own expense.
- The request for additional rooms under Pampered Chef's room block rate is not guaranteed.
- Additional rooms cannot be confirmed until after program registration has closed.

Alternate Award

Any consultant, senior consultant, team leader, director, advanced director, or senior director who is unable to travel may select an alternate award. The alternate award for Irresistible Destinations will be a cash award deposited at the time of travel for the earned level. Level 1 receives a \$900 cash award, Level 2 receives a \$1,500 cash award, and the Top 100 Achievers will receive a \$1,750 cash award.

Executive, senior executive, or national executive director who are unable to travel may also select an alternate award. The executive and above alternate award for Level 1 is \$450, and Level 2 is \$875. Any executive, senior executive, or national executive director who earns the incentive trip with a point total that meets or exceeds the consultant point level is eligible to receive the higher alternate award.

If you achieve the Irresistible Destinations Incentive Trip and choose the alternate award, you must still register on the incentive registration website and select the alternate award option.

