

## **CAREER PLAN FAQs**

### **Q. What is the Career Plan?**

A. This is the plan that outlines how Independent Designers earn money each month through personally selling products and as a result of sales made by those on their Team of Independent Designers.

### **Q. What is an Independent Designer?**

A. An Independent Designer is an independent businessperson working with, not an employee of, Origami Owl.

### **Q. What is a Team?**

A. A Team refers to Independent Designers (Level 1) and their Independent Designers (Levels 1 through 4).

### **Q. What is an Organization?**

A. An Organization includes an Independent Designer (Level 1) and all of her Independent Designers, down through all levels.

### **Q. What is a Level?**

A. Levels are the layers of downline Independent Designers in a particular Independent Designer's Organization. This term refers to the relationship of an Independent Designer relative to a particular upline Independent Designer. The Level is determined by the number of Independent Designers between them who are related by Mentor. For example, if A mentors B, who mentors C, who mentors D, who mentors E, then E is on A's fourth level.

### **Q. What is a Mentor?**

A. A Mentor is the Independent Designer who is directly above another Independent Designer on a Team.

### **Q. What is an Upline?**

A. This term refers to the Independent Designer(s) above a particular Independent Designer in the genealogy up to Origami Owl. It is the genealogy that links any particular Independent Designer to Origami Owl.

### **Q. What is a Downline Genealogy?**

A. Downline Genealogy is Origami Owl's overall organizational structure that indicates where Independent Designers are assigned to be mentored.

### **Q. What is Retail Sales Commission?**

A. Retail Sales Commission (or "Commission") is the profit earned by an Independent Designer for retail sales made to Retail Customers. The Retail Sales Commission is the difference between the retail price charged to Retail Customers and the wholesale price charged to an Independent Designer.

### **Q. What is Personal Volume?**

A. Personal Volume (PV) is a point value assigned to each commissionable product sold. Business supplies and Hostess rewards are not assigned Personal Volume.

### **Q. Does the Personal Volume have to be met every month?**

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A. In order to receive all the benefits of a Career Title, the PV for that Career Title must be met each month.

### **Q. What is a Personally Sponsored Active Independent Designer?**

A. A Personally Sponsored Active Independent Designer is someone who has achieved a monthly minimum of 99 PV in any given month. For details regarding specific Personal Volume requirements, please refer to the Career Plan.

### **Q. What is a Sponsor?**

A. A Sponsor is the Independent Designer under whom a new Independent Designer is enrolled in the system. The Sponsor is the Independent Designer who introduced the new Independent Designer to the Company and/or product.

### **Q. What is an Active Independent Designer?**

A. An Independent Designer who satisfies the minimum Personal Volume requirement as set forth in the Career Plan is an “Active Independent Designer.”

### **Q. What is the minimum Personal Volume requirement?**

A. The monthly minimum Personal Volume (PV) requirement is 99 PV, in order to be considered Active by upline for qualification. It is also required to remain an Active Independent Designer receiving commissions and maintaining a Team (downline).

### **Q. What happens if I do not generate at least 99 PV in a month?**

A. Every Independent Designer is expected to generate a minimum of 99 PV each month to remain an Active Independent Designer for purposes of the Career Plan. If an Independent Designer fails to generate at least 99 PV in a given month, she will be given notice at the beginning of the following month that she is in danger of becoming an Inactive Independent Designer, and she has that month, plus the next month, to return to generating at least 99 PV per month (this is the rolling three-month period) in order to remain an Active Independent Designer.

### **Q. What happens if I am an Inactive Independent Designer?**

A. If you do not generate 99 PV in a month, you will have a two-month grace period to get back to 99 PV in order to maintain your Active status. After three consecutive months of not achieving 99 PV or greater per month, you will become an Inactive Independent Designer; this means a 15% Retail Sales Commission, the loss of your downline team, ranking down to Independent Designer, and no ability to sponsor new Independent Designers.

### **Q. Why is Retail Sales Commission less for Independent Designers than for other Career Titles?**

A. An Independent Designer has to reach Storybuilder level in order to earn an additional 10% commission, for a 30-50% commission. If they do not reach Storybuilder, they will be paid a 20-40% commission, depending on the item sold.

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### **Q. What is Storybuilder?**

A. Storybuilder is a designation given to an Independent Designer who has generated 250 PV in a given month.

### **Q. What is a Direct Team Leader?**

A. A Direct Team Leader is any Independent Designer in the Level 1 of another Independent Designer who achieved the Paid-As Title of Team Leader or above while in the other Independent Designer's Level 1 Team. Roll-ups may count as Direct Team Leaders for purposes of the Career Plan as long as the advancement to Team Leader or above occurs while the new Team Leader is mentored by the Independent Designer needing the Direct Team Leader for a Career Plan qualification.

### **Q. What is Team Volume?**

A. Team Volume is the cumulative Personal Volume for an Independent Designer and her Team down through Level 4 in any given month. For details regarding specific Team Volume requirements, please refer to the Career Plan.

### **Q. What is a Personal Sponsor Bonus?**

A. The Personal Sponsor Bonus is paid to any qualifying Independent Designer on volume generated by Independent Designers they have personally sponsored into the Origami Owl business, or those they have been assigned through the Annie program, regardless of who is assigned to be the Mentor for the new Independent Designer. For details regarding Personal Sponsor Bonus amounts and qualifications, please refer to the Career Plan.

### **Q. What is an Annie?**

A. An Annie is an Independent Designer who enrolls without a Mentor or Sponsor (also referred to as an "Orphan").

### **Q. How do I qualify to have Annies assigned to me?**

A. Annie placements will be based on qualifications established by Origami Owl in its sole and absolute discretion. Qualifications for eligibility will be posted in the Back Office and may be updated from time to time.

### **Q. What is a roll-up?**

A. If an Independent Designer becomes an Inactive Independent Designer at any time, she will forfeit her downline, and all members of the downline will **roll up** to the Independent Designer's Mentor.

### **Q. What is a Downline?**

A. Downline is another term used to describe an Independent Designer's Organization (all other Independent Designers under an Independent Designer's genealogy).

### **Q. What bonuses can an Independent Designer earn?**

A. Independent Designers who have met qualification requirements in the Career Plan will be eligible for monthly bonuses earned on the sales volume of their Organization, with such bonuses including: Personal Sponsoring

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Bonuses; Mentoring Bonuses; Director Generation Bonuses; and Advancement Bonuses. For details regarding specific bonus requirements, please refer to the Career Plan.

### **Q. What does a Total Team Leader refer to?**

A. As used in the Career Plan, this term refers to all Direct Team Leaders in an Independent Designer's Team as well as any others with a Paid-As Title of Team Leader or above in Levels 1-4 of that Independent Designer's Team.

### **Q. What is a Mentor Bonus?**

A. The Mentor Bonus is paid to qualifying Independent Designers on volume generated by Levels 1-4 of their Team. For details regarding Mentor Bonus amounts and qualifications, please refer to the Career Plan.

### **Q. What is a Generation?**

A. When an Independent Designer in the downline of another Independent Designer achieves a Paid-As Title of Director or above according to the Career Plan, a new Generation is created. The new Generation then includes the new Director and her or his Team, down to the next Paid-As Director in the lineage or to the last level of Independent Designers.

### **Q. How do I earn an Advancement Bonus?**

A. The Advancement Bonus is paid to Mentors and their Direct Independent Designers when the Direct Independent Designer advances in rank to Team Leader or Director. For details regarding Advancement Bonus amounts and qualifications, please refer to the Career Plan.

### **Q. What is a Direct Independent Designer?**

A. A Direct Independent Designer is any Independent Designer who is in the Level 1 on the Team of another Independent Designer, including any Independent Designer who is personally sponsored, inherited or otherwise placed in the Level 1 Team.

### **Q. How do I get Independent Designers placed under me?**

A. An Independent Designer can be sponsored by one of your upline team members, but assigned to you by that upline leader. You would then be the new Independent Designer's Mentor. Additionally, you could have an Annie assigned to you by our Career and Guidelines support team.

### **Q. Why would an Independent Designer choose to assign a new Independent Designer to another Independent Designer on their team?**

A. An Independent Designer with a large team may not have the time required to sufficiently mentor a new Independent Designer. They have the option to assign that new Independent Designer to a new Mentor in the first 4 levels of their downline within 10 business days.

### **Q. What benefits does an Independent Designer retain if she places a new Independent Designer under a new Mentor?**

A. The Independent Designer would still earn commission on new Independent Designers placed under a Mentor on Levels 1-3, and would earn

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TV for Designers placed under a Mentor on Level 4. Additionally, by placing new Independent Designers under new Mentors, the Independent Designer is assisting in the growth of her downline and helping downline team members advance in rank.

### **Q. How are Independent Designers “inherited”?**

A. If an Independent Designer becomes an Inactive Independent Designer at any time, she will forfeit her downline, and all members of the downline will **roll up** to the Independent Designer’s Mentor. This is considered an inherited Independent Designer.

### **Q. What is the Director Generation Bonus?**

A. The Director Generation Bonus is paid to Directors, Senior Directors and Executive Directors on volume generated by Directors on their Team (even those below Levels 1-4). For details regarding Director Generation Bonus amounts and qualifications, please refer to the Career Plan.