

thirty-one[®] career path

Career Path	Promotion Requirements	Reward	Expectations
Consultant	<ul style="list-style-type: none"> Submit at least \$200 in Personal Volume (PV) every rolling 3 months Qualify with \$1,000 in PV 	<ul style="list-style-type: none"> 25% Commission on PV Opportunity to earn free products and cash in StartSwell incentive for new Consultants 	<ul style="list-style-type: none"> Book Sell Sponsor
Senior Consultant	<ul style="list-style-type: none"> 2-4 Personally Enrolled, Qualified and Active Consultants (PEQA) Submit \$200 PV every rolling 3 months 	<ul style="list-style-type: none"> 25% Commission on PV 2% Override on PEQA 	<ul style="list-style-type: none"> Same as Consultant Engage New Consultants to Book, Sell & Sponsor
Director	<ul style="list-style-type: none"> 4+ PEQA Consultants (Roll-ups do not count) Submit \$1,000 PV every month A min. of \$4,000 Team Sales (PV + Generation 0 volume) Promotion occurs the month following DIQ month* if requirements are met 	<ul style="list-style-type: none"> 25% Commission on PV 3% Personal Sales Bonus 3% Generation 0 Override 2% Generation 1 Override \$1,000 one-time Director Promotion Bonus** \$1,000 Developing Director Bonus*** 	<ul style="list-style-type: none"> See Leadership Roles & Responsibilities Chart
Senior Director	<ul style="list-style-type: none"> 4+ PEQA Consultants (Roll-ups do not count) 2 "Paid-at" Generation 0 Directors \$1,000 PV every month A min. of \$4,000 Team Sales and a min. of \$12,000 in PV + G0 + G1 volume 	<ul style="list-style-type: none"> 25% Commission on PV 5% Personal Sales Bonus 5% Generation 0 Override 3% Generation 1 Override 2% Generation 2 Override \$1,000 Developing Director Bonus*** Leadership Circles Opportunity 	<ul style="list-style-type: none"> See Leadership Roles & Responsibilities Chart
Executive Director	<ul style="list-style-type: none"> 4+ PEQA Consultants (Roll-ups do not count) 4 "Paid-at" Generation 0 Directors \$1,000 PV every month A min. of \$4,000 Team Sales and a min. of \$20,000 in PV + G0 + G1 + G2 volume 	<ul style="list-style-type: none"> 25% Commission on PV 7% Personal Sales Bonus 7% Generation 0 Override 3% Generation 1 Override 2% Generation 2 Override Up to \$3,000 Developing Director Bonus*** Leadership Circles Opportunity 	<ul style="list-style-type: none"> See Leadership Roles & Responsibilities Chart
Senior Executive Director	<ul style="list-style-type: none"> 4+ PEQA Consultants (Roll-ups do not count) 8 "Paid-at" Generation 0 Directors \$1,000 PV every month A min. of \$4,000 Team Sales and a min. of \$36,000 in PV + G0 + G1 + G2 volume 	<ul style="list-style-type: none"> 25% Commission on PV 9% Personal Sales Bonus 9% Generation 0 Override 3% Generation 1 Override 2% Generation 2 Override Up to \$10,000 Developing Director Bonus*** Leadership Circles Opportunity 	<ul style="list-style-type: none"> See Leadership Roles & Responsibilities Chart
National Executive Director	<ul style="list-style-type: none"> 4+ PEQA Consultants (Roll-ups do not count) 16 "Paid-at" Generation 0 Directors Personally promote one G0 Director of the 16 needed within the previous 12 months (Rollups do not count) \$1,000 PV every month A min. of \$4,000 Team Sales and a min. of \$200,000 in PV + G0 + G1 + G2 volume 	<ul style="list-style-type: none"> 25% Commission on PV 9% Personal Sales Bonus 9% Generation 0 Override 4% Generation 1 Override 2% Generation 2 Override Up to \$10,000 Developing Director Bonus*** Leadership Circles Opportunity 	<ul style="list-style-type: none"> See Leadership Roles & Responsibilities Chart

*DIQ (Director in Qualification) Month - The first month a Consultant meets all Director Promotion Qualifications. Title and pay will change the month following DIQ.

**A one-time Director bonus is earned when all Director qualifications are met for the first 3 consecutive months following the DIQ month.

***Developing Director bonuses are paid when you promote new Directors and above and meet the "Paid-at" requirements of your current title during the first three months for the upper-level Director. Refer to the complete Career Path on the ThirtyOneToday.com Director's page for all qualifications. Paid-at Maintenance requirements can be found in the CER 200 binder on ThirtyOneToday.com

Generation 0 = G0 All Consultants under a Director, down to and including the next Director

Generation 1 = G1 All Consultants and Directors who are under a G0 Director, down to and including the next Director

Generation 2 = G2 All Consultants and Directors who are under a G1 Director, down to and including the next Director

Paid-at Title This is the title you maintained during the prior month. You must continue to maintain your "Paid-at" requirements in order to be paid at your title.

See specific requirements above for each title.

The Career Path is subject to change at any time at the sole discretion of Thirty-One Gifts LLC.