

2017 INCENTIVE TRIP PROGRAM

Earning period: Jan. 1 – Dec. 31, 2017

TITLE*	Gold Level Trip for two 2018 travel dates to be confirmed		Platinum Level Trip for two 2018 travel dates to be confirmed	
	TOTAL points required	PERSONAL recruiting points requirement**	TOTAL points required	PERSONAL recruiting points requirement**
Consultants, Senior Consultants & Team Leaders	62,000	8,000	105,000	8,000
Directors, Advanced Directors & Senior Directors	60,000	8,000	100,000	8,000
Executive Directors, Senior Executive Directors & National Executive Directors	40,000	8,000	62,000	8,000

*You must earn the incentive at the title you hold as of Jan. 1, 2018.

** 4 qualified recruits @ 2,000 points each = 8,000 points.

Earning Points

The total points required to achieve are listed above as well as the Personal Recruiting Points minimum requirement. The total points achieved can be any combination of points earned in the following areas of business as long as 8,000 points of the total are earned in Personal Recruiting.

1. 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. 30, 2017, (for non-electronic orders) and midnight CT on Dec. 31, 2017 (for electronic orders).
- Sales points are earned from all forms of commissionable sales including cooking shows, catalog shows, wedding showers, fundraisers, individual orders, and online sales.

2. Personal Recruiting Points

- Earn **2,000 points for each qualified recruit**. A qualified recruit is a new consultant who submits his or her first \$1,500 in career sales during 2017. To receive points for a personal recruit, the recruiter's name must appear on the appropriate line of the Consultant Agreement.
- A recruit counts toward the 2017 incentive program upon submitting his or her first \$1,500 in career sales received in the Home Office between Jan. 1, 2017, and midnight CT on Dec. 30, 2017 for non-electronic orders and midnight CT on Dec. 31, 2017 for electronic orders. Points for a qualified recruit are only awarded once.
- No points will be awarded for a recruit who counted toward a prior incentive program.
- **The new consultant is also awarded 2,000 points** once submitting his/her first \$1,500 in career sales during 2017.

3. Developing Directors

Earn **5,000 points for each new director** from your Personal Team who promotes in 2017 and holds the title of director on Jan. 1, 2018.

- Re-promotes are excluded. Points for developing a new director from your Personal Team are awarded only once. A new director must hold his or her title as of Jan. 1, 2018.
- A new director is anyone who promotes to a director title anytime from Feb. 1, 2017 to Jan. 1, 2018.
- To be considered a new director, the new director may not have held director title anytime since the new career plan started which was March 1, 2010.
- To be eligible to receive the 5,000 points, the upline must hold the title of director or above when the new director from the Personal Team promotes and hold title of director or above as of Jan. 1, 2018.

4. Bonus Points

- Jan. 1 – 31, 2017 — Double sales points for all commissionable sales held and submitted Jan. 1 through to 11:59 pm CT on Jan. 31, 2017. Each \$1 in commissionable sales submitted will be awarded 2 points.

Alternative Award

Those who earn at any level and are unable to travel or choose not to travel, may select an alternate gift card option.

- Gold Level — \$1,500
- Platinum Level — \$2,000

The alternate award for Gold Level is \$1,500, and Platinum Level is \$2,000. Alternative awards will be issued after the conclusion of the 2018 travel dates and will be issued in the form of a commission adjustment.

Group Travel Incentive Rules

- The travel award is a trip for two (2) people. Your guests may be of any age.
- The achiever may not take another Pampered Chef consultant on the group trip as a guest. No other person may be substituted for the achiever. Group incentive trips are not transferable.
- The achiever may elect a trip for less than two (2) people. There will be no refunds on unused portions of the trip. The achiever's T4A amount will be adjusted if less than two (2) people travel.
- Only dependent children of the achiever may be bought in on the group trip. The cost of the children's buy-in package at each level will be determined by the company and will be based on the age of the child at the time of travel. Children's buy-in packages may require a second room to comply with hotel occupancy regulations.
- The group incentive trip must be taken as scheduled and unused portions are not refundable. Achievers who have earned a group travel award and later find they're unable to travel must notify the Pampered Chef Canada office in writing. Pampered Chef will consider this notification final. Achievers will be notified of the substitute award they will receive. Appropriate deductions for any non-refundable payments made on their behalf will be reflected in the award's value. All such decisions made by the company are final.
- Inclusions for the group incentive trip are listed on Consultants' Corner.

- Air travel for group incentive trips will be arranged through an incentive company 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. Guests of the achievers must depart from the same major gateway city airport or the achiever pays the cost difference.
- Achievers may extend their personal travel after the scheduled trip date up to a total of five (5) days only. 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. Please note: airport transfers are provided on group arrival/departure days only, and only for those taking the air travel option booked through Travel Headquarters.
- If you travel on days that are not group departure days, your transfer is at your own expense. If you're extending, airport transfers are at your own expense.
- 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.
- Pampered Chef reserves the right to substitute other venue(s) of equal or higher value for any listed.
- If you are not able to attend the incentive trip after registering for it, the cancellation costs associated with the trip including airline, hotel, food, and beverage may be your responsibility.

General Program Rules

- If you change career plan levels after Jan. 1, 2018, the earning requirements or eligibility will not change. Only consultants in good standing who have an effective consultant Agreement with the company during the earning period and at the time of group 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 show 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 T4A form for the year in which you receive the award and will reflect the fair market value of the award.
- Submit written questions regarding the incentive program rules to the Home Office Solution Center via email to SolutionCenterCA@pamperedchef.ca. Or, send them to the Canadian office in Markham via fax at (905) 475-7966, or by mail, Attention: Incentive Trip Inquiry. (Only emailed or written replies signed by Pampered Chef will be considered official.)