

Usborne Books at Home Compensation Program

Title	Consultant	Supervisor	Senior Supervisor	Executive Supervisor	Senior Executive Supervisor	Director	
Qualifications	To Become a Consultant: Purchase a Consultant Business Kit	To Maintain Title: \$700 Personal Net Sales per quarter	To Achieve Title: Maintain Supervisor Requirements Plus	To Achieve Title: Maintain Supervisor Requirements Plus	To Achieve Title: Maintain Supervisor Requirements Plus	To Achieve Title: Maintain Supervisor Requirements Plus	
	To Promote to Supervisor: Minimum 5 Bronze Recruits Minimum 5 Active Recruits	\$2,000 Central Group Net Sales 1 month each quarter	2 First Level Supervisors 1 Second Level Supervisor	3 First Level Supervisors 1 Second Level Supervisor 1 Third Level Supervisor	4 First Level Supervisors 2 Second Level Supervisors 1 Third Level Supervisor	6 First Level Supervisors, 1 of them an Executive Supervisor	
	The following are required the two consecutive months before promotion:	Sponsor 2 new recruits with a total of \$700 in net sales every 6 months	To Receive Promotion Bonus for this Title: Combined net sales of \$20,000 from Central, 1st & 2nd Levels***	To Receive 3rd Level Override & Promotion Bonus for this Title: Combined net sales of \$30,000 from Central, 1st, 2nd & 3rd Levels***	To Receive 3rd Level Override: Combined net sales of \$30,000 from Central, 1st, 2nd & 3rd Levels	To Receive 3rd Level Override: Combined net sales of \$30,000 from Central, 1st, 2nd & 3rd Levels	
	Personal Sales \$700 net Group Sales \$2,000 net	Overrides paid on Central, 1st & 2nd Levels			To Receive Promotion Bonus for this Title: Combined net sales of \$50,000 from Central, 1st, 2nd & 3rd Levels***	To Receive Promotion Bonus for this Title: Combined net sales of \$100,000 from Central, 1st, 2nd & 3rd Levels***	
Personal Sales Commission	See Grid Below						Book Fairs, Fund Raisers, & Reading Programs
Personal Sales Bonus	3% @ \$350 5% @ \$700	5% @ \$700	5% @ \$700	5% @ \$700	5% @ \$700	5% @ \$700	
Central Group		11%	11%	11%	11%	11%	5.5%
First Level		7%	7%	7%	7%	7%	3.5%
Second Level		5%	5%	5%	5%	5%	2.5%
Third Level				1%	1%	1%	0.5%
Promotion Bonus**		\$500	\$1,000	\$1,000	\$1,000	\$2,000	
Recruiting Bonus*	Consultant 4% @ \$350*	2% @ \$350	2% @ \$350	2% @ \$350	2% @ \$350	2% @ \$350	
	Home Show	Direct Sales	Book Fairs, Fund Raisers, & Reading Incentive Programs	Educational Services	Web Sales		
Personal Sales Commission	25% @ \$85	15% @ \$25-\$85 30% @ \$85	17% @ \$500 20% @ \$499	17% @ \$200 if discount given 25% if no discount given	15% up to \$85 25% over \$85		
* 2% of Consultant Recruiting Bonus is provided by their Supervisor			** Payment of Promotion Bonus: 1/2 paid at Supervisor Promotion, 1/2 paid at completion of Step #14				
Sell \$350 net to receive 4% recruiting bonus on your personal recruit's sales			*** Until sales requirement is met, you will receive the previous level promotion bonus			effective 9/1/04	