



Discovery Toys 2010 Compensation Plan

Business Opportunities: All Titles

Revised 04/29/2010

Title:	Educational Consultant	Senior Educational Consultant	Educational Leader	Team Leader	Senior Team Leader	Director	Senior Director	Executive Director
Qualifications								
Structure								
Qualified Direct ECs		1	2					
Promote to Team Leader - Qualified Direct ECs				4				
"Paid-as" TL Qualifications - Qualified ECs (Direct/Indirect)				4				
Qualified Team Leaders or higher					2	4 (2 - 1st Gen.)	6 (3- 1st Gen.)	12 (6 - 1st Gen.)
Monthly Personal Sales								
January through September	\$250	\$500	\$500	\$750	\$750	\$750	\$750	\$4,000/ 12 mos.
October through December	\$250	\$750	\$750	\$1,200	\$1,200	\$1,200	\$1,200	\$4,000/ 12 mos.
Monthly Team Sales								
January through September		\$750	\$1,250	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
October through December		\$1,000	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Monthly Organizational Sales								
					\$10,000	\$20,000	\$40,000	\$80,000
Income								
Personal Sales Commission & Bonuses								
Personal Sales Commission	20%	20%	20%	20%	20%	20%	20%	20%
Personal Sales Bonus 1 (\$250+)	+5%	+5%	+5%	+5%	+5%	+5%	+5%	+5%
Personal Sales Bonus 2 (\$750+)			+3%	+4%	+4%	+4%	+4%	+4%
Reach Bonus: Jan-Sep (\$1,500+), Oct-Dec (\$2,400+)	+2%	+2%	+2%	+2%	+2%	+2%	+2%	+2%
Personal Team & Generation Sales Bonuses								
Personal Team Sales Bonus		2%	3%	6%	6%	6%	6%	6%
1st Generation				6.5%	6.5%	6.5%	6.5%	7%
2nd Generation					1.5%	2%	2%	2%
3rd Generation						1%	1.5%	2%
4th Generation								1%
Sponsoring & Promoting Bonuses								
Success Start Sponsor Bonuses								
Success Start Level 1 (Sales)		\$50	\$50	\$50	\$50	\$50	\$50	\$50
Success Start Level 2 (Sales)		\$75	\$75	\$75	\$75	\$75	\$75	\$75
Success Start Level 3 (Sales)		\$100	\$100	\$100	\$100	\$100	\$100	\$100
Success Start Above & Beyond Level (Sales)		\$125	\$125	\$125	\$125	\$125	\$125	\$125
Success Start Indirect (Sponsoring)		\$25 per level	\$25 per level	\$25 per level	\$25 per level	\$25 per level	\$25 per level	\$25 per level
Team Leader Promote Bonuses								
Direct Upline				\$500	\$500	\$500	\$500	\$500
Promoted Team Leader				\$500	\$500	\$500	\$500	\$500
Director Promote Bonuses								
Direct Upline				\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Promoted Director				\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Team Leader Consistency Bonus 2010 (1st 12 months; \$300 per 3 months - payable up to 4x in a year)				\$1,200/yr.				



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Definitions and Notes

Active Status

An Active Consultant is authorized to sell Discovery Toys products, place orders of any size, and receive Company information. A Consultant is considered Active by submitting \$400 or more in sales within a 12-month rolling period. When active status is not maintained, the Consultant Agreement shall be dissolved, and recruits will be reassigned to the next Active upline. To become a Discovery Toys Consultant again, a person must re-apply.

Qualified Educational Consultant

When an Educational Consultant sells \$250 or more in a month, the Educational Consultant is qualified and counts toward an upline's structure qualifications for that month.

Direct/Indirect

A "Direct EC" is one who is personally recruited by you. An "Indirect EC" is any member of a Personal Team who is not personally recruited by you.

Team Leader Promote Bonus

Bonus paid when a team member promotes out to Team Leader and maintains Team Leader qualifications for the three full consecutive months following TL qualification month: \$500 paid to direct upline; \$500 to promoted TL. Bonus payable only once per promoted person. If Team Leader demotes and repromotes, bonuses not payable for second or subsequent promotions.

Team Leader Promotion Qualification

A Consultant will promote to Team Leader when the Consultant:

- A. Has 4 Qualified Direct (personally recruited) ECs;
- B. Achieves Team Leader Personal Sales Qualification; and
- C. Achieves Team Leader Team Sales Qualification

The "Qualification Month." is the month in which a Consultant achieves these qualifications. A Team Leader will be eligible to be paid as a Team Leader in the first month following the Qualification Month.

Example: A Consultant meets Team Leader Promotion Qualifications by February 28. The new Team Leader is eligible to be paid as a Team Leader beginning March 1.

Team Leader "Paid As" Qualification

To be paid as a Team Leader each month, a Consultant must:

- A. Have at least 4 Qualified ECs, who may be Direct or Indirect;
- B. Achieves Team Leader Personal Sales Qualification; and
- C. Achieves Team Leader Team Sales Qualification

Example: A Consultant who achieves Team Leader Promotion in February is eligible to be paid as a Team Leader in March, and each month thereafter, when the Consultant achieves the monthly Team Leader Qualifications.

Promoter Rebuilding Month

When a TL or above promotes (Promoter) a new TL out of their Personal Team, the Promoter will have as a "Rebuilding Month" the first full month following a new TL promotion. During the Rebuilding Month, the Promoter may include Promoted TL's sales toward meeting Team Sales Qualification. Promoter will be paid for those sales at the 1st Generation rate.

Team Leader Consistency Bonus

Pays a \$300 cash bonus to a Team Leader who meets and exceeds all Title qualifications consistently for three months beginning with the 3 full consecutive months following TL Promotion Qualification month. Team Leaders are eligible for this bonus for one year following their promotion to the Title up to \$1,200 per Team Leader.

Example: When a Team Leader qualifies by December 31st, and achieves all Title qualifications for January, February and March, the Team Leader will receive a \$300 cash bonus in April. The next 3-month eligibility period would be April, May and June.



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Director Promote Bonus

Bonus paid when consultant promotes to Director and consistently maintains Director qualification for the 3 full consecutive months following Director qualification month: \$1,000 to promoted Director; \$1,000 paid to direct upline. Bonus payable only once per promoted person. If Director demotes and repromotes, bonuses not payable for second or subsequent promotions.

Organizational Sales

Organizational Sales qualifications are based on the greater of the current month or average for 12 rolling months.

Title Maintenance

Title Maintenance is separate from "Paid As" Title.

- The term Rank will now be referred to as "Title."
- Senior Educational Consultants, Educational Leaders, Team Leaders and Senior Team Leaders maintain their Title for the three months following the month they meet their Title Qualifications.
Example: A Team Leader meets TL Qualifications in February: TL maintains TL Title through May 31st (3 months).
- Directors, Senior Directors and Executive Directors maintain their Title for six months following the month they meet their Title Qualifications.