



Pals September 2015 Webinar



## STAMPIN' UP! NEWS & PROMOTIONS

### NEWS

- Succeed Weekly (Tuesdays)! New Class Idea – Nutty Notecards
- Business Development Program Registration opens this week.
- Last chance to get Memento Mall items is September 30.
- Errors on the instructional insert for the To You & Yours Shaker Cards Project Kit (item #139647)
- Be in the know! Please watch for (and read) the Pals Weekly Bulletins every Thursday.

### PROMOTIONS

- Stamp Out Breast Cancer. Now thru Oct. 10. October subscribers only. \$1 existing. \$2 new.
- Earn Flex Points through September 30. \$300 in monthly sales = 1500 points. Deposited and available Oct. 20.



## MARK YOUR CALENDAR

Sept. 1 - 30: Earn Flex Points Early!

Sept. 1: 2015 Holiday Catalog Sales Period Began.

Sept. 17: PPA268 - Sketch Challenge

Sept. 24: PPA 269 - Sketch Challenge

Oct. 1: New compensation plan begins. See eight page reference booklet.

Oct. 1: PPA270 - Color Challenge

Oct. 3: World Card Making Day (WCMD2015) - Atlanta, GA

Oct. 5: Silver Elite Retreat - Atlanta, GA

Oct. 8: PPA271 - Color Challenge

Oct. 10: Last Day Paper Pumpkin Going Pink

Oct. 10: Demos Day Out - West Des Moines, IA

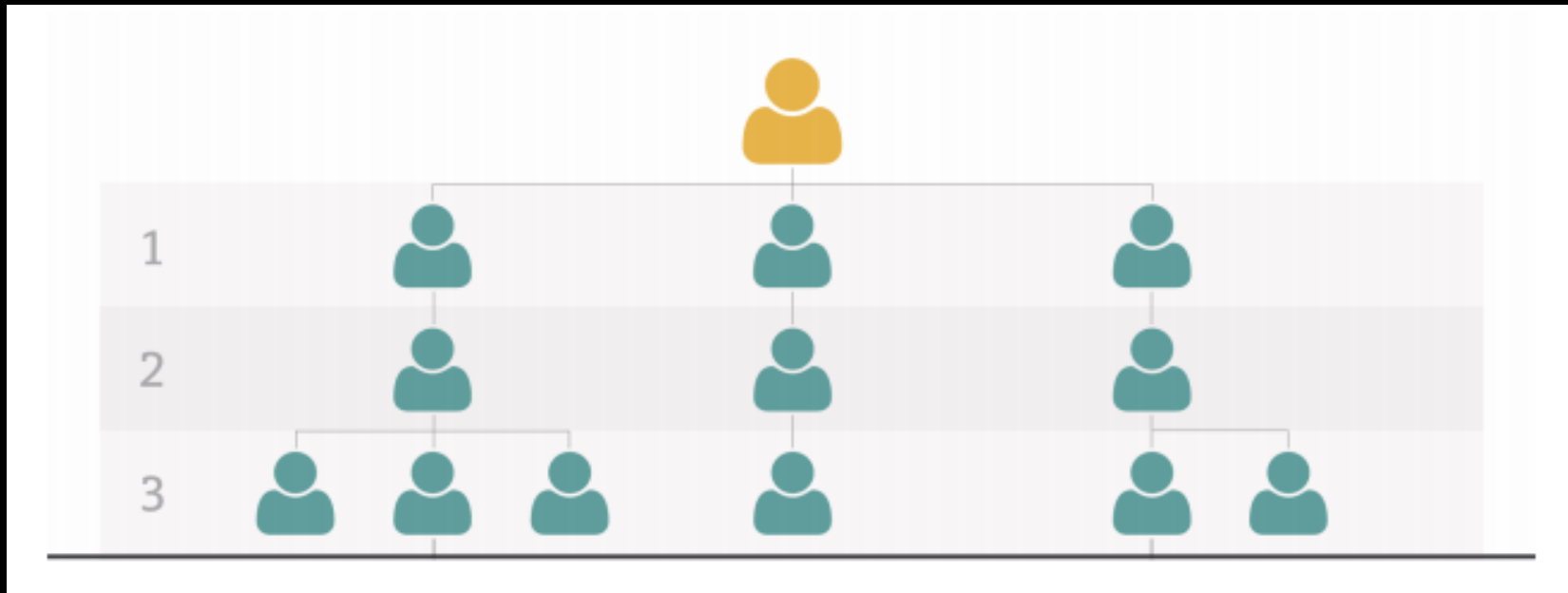
Oct. 14: Halloween & Harvest Pals Blog Hop

Oct. 15: PPA272 - Sketch Challenge

Oct. 21: Stampin' Up! closed for innovation day.

Feb. 6-7, 2016: Gathering for Greatness

# Levels 1 - 3

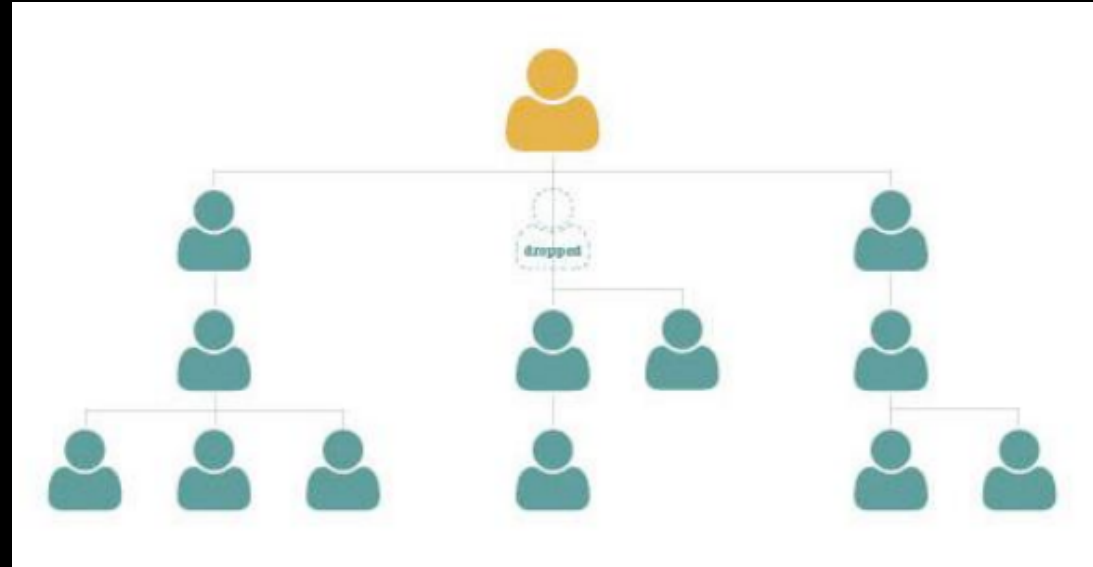


Each person you sign up becomes a part of your first level; each person they sign up becomes a part of your second level, and their recruits become a part of your third level.

# Direct Demonstrators

## WHO ARE MY DIRECT DEMONSTRATORS?

Direct demonstrators are demonstrators in either a team leader's level one, two, or three who have a DIRECT LINE to the team leader.



In this team, one of the team leader's level-one demonstrators has dropped. Now, the level-two demonstrators will be direct demonstrators for the team leader for sales, recruiting and leadership income and rewards.

# Title Requirements

TITLES TABLE				
Title	Minimum Rolling 12-Month Personal Sales	Minimum Direct Demonstrators	Minimum Direct Leadership	Title Benefit
Bronze	0 CSV	0		
Bronze elite	1,800 CSV	0		Bronze elite bonus
Silver	3,600 CSV	1		Silver necklace or money clip
Silver elite	7,200 CSV	5	1 silver	CentreStage
Gold	10,800 CSV	10	1 silver elite	Gold necklace or pen
Gold elite	14,400 CSV	15	2 silver elites	Gold Elite Bonus
Platinum	18,000 CSV	20	4 silver elites	Platinum necklace or watch
Platinum elite	18,000 CSV	30	6 silver elites	Wall of Fame

When you sign up as a demonstrator, you receive the title of bronze. Because bronze is entry-level, there are really no requirements to achieve the title. As you build your business, you can advance to subsequent titles by meeting the requirements in the Titles Table above.

Title advancements are calculated at the end of each month. You cannot lose your title for the balance of the Stampin' Up! year. However, you still **MUST** maintain your \$300 per quarter sales minimums to renew.

# Income/Volume Rebate

INSTANT INCOME AND VOLUME REBATES TABLE						
Monthly Personal Sales Range	Bronze			Bronze Elite and Above		
	Instant Income	Volume Rebate	Total	Instant Income	Volume Rebate	Total
0 to 599.99 CSV	20%	0%	20%	25%	0%	25%
600 to 899.99 CSV	20%	4%	24%	25%	4%	29%
900 to 1,199.99 CSV	20%	5%	25%	25%	5%	30%
1,200 to 1,499.99 CSV	20%	7%	27%	25%	7%	32%
1,500 to 2,499.99 CSV	20%	9%	29%	25%	9%	34%
2,500 to 3,499.99 CSV	20%	11%	31%	25%	11%	36%
3,500 + CSV	20%	13%	33%	25%	13%	38%

As a demonstrator, you automatically receive 20 or 25 percent of your order in instant income. You can also receive an additional percentage of your monthly commissionable sales total through a volume rebate. That percentage is determined according to how much you sell in that month. Remember, your monthly sales only include commissionable sales. Monthly sales do not include non-commissionable items, shipping and handling, or taxes.

The Instant Income and Volume Rebates Table shows the volume rebate percentages. The total represents the percentage of monthly personal earnings (instant income and volume rebate).

# Flex Account

The Flex Account is an incentive program that focuses on your efforts in personal sales, recruiting, personal title advancements, and direct team member advancements.

FLEX ACCOUNT EARNING		
Earning Categories	Flex Points	
<b>Sales</b>		
Point(s) per CSV	9,999 CSV or less (YTD)	1 pt/1 CSV
	10,000 CSV or more (YTD)	5 pts/1 CSV
<b>Recruiting</b>		
Qualified Recruit <sup>1</sup>	5,000 (each)	
<b>Leadership</b>		
Personal Title Advancement	<b>Title Advancement</b> 5,000 (each)	<b>Ongoing Title Benefit<sup>2</sup></b> Bronze elite = 1,500 Silver and silver elite = 4,000 Gold and gold elite = 7,500 Platinum and platinum elite = 10,000
	<b>Title Advancement</b> Bronze elite and silver = 7,500 Silver elite and above = 10,000	
Direct Team Member Title Advancement		
<b>Quick Start Program</b>		
Achieve 900 CSV within First Full Three Months	5,000	
Achieve 1,800 CSV within First Full Six Months	10,000	
<b>Tenure</b>		
Stampin' Up! Anniversary	1 year = 2,000    5 year = 5,000	
	10 year = 7,500    15 year = 10,000	
	20 year = 12,500    25 year = 15,000	
	30 year = 17,500	

<sup>1</sup>A qualified recruit is a new demonstrator who sells at least 900 CSV. The recruit must be a direct demonstrator.

<sup>2</sup>Ongoing title benefit is paid twice a year with October and April commissions



# Quick Start

QUICK START PROGRAM	
Sales Goal	Points Earned
Sell 900 CSV in first full three months	5,000
Sell 1,800 CSV (and achieve bronze elite) within first full six months	10,000

Quick Start is a six-month program that provides a way for new demonstrators to earn rewards.

The Quick Start period begins on the first day of the month following the month in which Stampin' Up! processed your Independent Demonstrator Agreement and ends on the last day of the sixth full month. Sales during the partial month count toward quick start as well.

# What do I get for my Flex Points?

- Product credits (5000 = \$40, 11,000 \$100)
- Event registration
- Catalogs (2200 = case of annual catalog)
- Incentive Trip
- More to come Oct. 20. Numbers subject to change.
- Points earned before Oct. 1, will be available for redemption on Oct. 20.
- Points earned after Oct. 1 will be available after commissions are finalized the month after they are earned.

# Team Commissions

TEAM COMMISSIONS TABLE					
Minimum Monthly Personal Sales	Minimum Direct Demonstrator Count	Minimum Monthly Personal and Direct Level 1 Sales	Direct Level 1	Commissionable Level 2	Commissionable Level 3
300 CSV	1	300 CSV	3.0%		
600 CSV	3	1,500 CSV	5.0%	2.5%	1.0%
900 CSV	6	2,500 CSV	5.5%	3.0%	1.5%
1,200 CSV	12	5,000 CSV	6.0%	3.5%	2.0%
1,200 CSV	18	10,000 CSV	6.5%	4.0%	2.5%
1,500 CSV	25	15,000 CSV	6.5%	5.0%	3.0%
1,500 CSV	32	20,000 CSV	6.5%	5.5%	3.5%

Not only can you receive a percentage of the commissionable sales from your direct level demonstrators, you can also receive a percentage of the sales from your second and third levels.

# Performance Bonuses

A performance bonus is a cash bonus that is awarded to any demonstrator who meets a predefined goal. There is no limit on the number of demonstrators who can earn a performance bonus—each demonstrator who qualifies in a category will receive the bonus.

Each demonstrator can earn a bonus based on their performance alone; each demonstrator's performance is not compared with that of other demonstrators.

PERFORMANCE BONUS CATEGORIES		
Earning Options	Qualifications	Bonus
<b>Sales</b>		
Career-to-Date (CTD) Sales Milestones	Each 100,000 CSV CTD	1,000 CSV
	Each 1,000,000 CSV	10,000 CSV
Quarterly Sales	10,000 CSV per quarter	500 CSV
	Each additional 5,000 CSV per quarter	250 CSV
<b>Recruiting*</b>		
(Must be in your direct level)	Five qualified recruits**	700 CSV
	Each additional qualified recruit above your fifth	300 CSV
<b>Leadership*</b>		
Title Advancement (Must be in your direct level)	Eight title advancements to bronze elite and above	1,600 CSV
	Each additional title advancement above your eighth	200 CSV
	Silver elite boost***	300 CSV

\* This is an annual award earned during the Stampin' Up! year (October 1–September 30)  
 \*\*A qualified recruit is a new demonstrator who sells at least 900 CSV  
 \*\*\*Each advancement to silver elite or above will receive an additional 300 CSV once the initial threshold of eight title advancements is met.

# Compensation Plan Documents

Demonstrator Compensation Plan (full document)

[http://su-media.s3.amazonaws.com/media/docs/compensation\\_plan/Compensation%20Plan%20Document\\_US\\_10\\_15.pdf](http://su-media.s3.amazonaws.com/media/docs/compensation_plan/Compensation%20Plan%20Document_US_10_15.pdf)

Compensation Plan Overview –

[http://su-media.s3.amazonaws.com/media/docs/compensation\\_plan/Comp\\_Plan\\_Booklet\\_NA\\_0715.pdf](http://su-media.s3.amazonaws.com/media/docs/compensation_plan/Comp_Plan_Booklet_NA_0715.pdf)

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