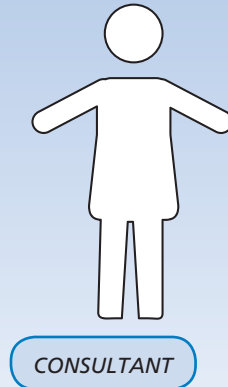


CONSULTANT

Your Journey begins here



Get off to a BRITE START

The key to success during the first two (2) months of your PartyLite business is to build a strong customer base through both Parties and your personal Web site. The more people you share PartyLite with, the more you develop a consistent and profitable business and earn Brite Start rewards along the way. (See Brite Start brochure for more details.)

Profit Awards

A Consultant with PartyLite, you may receive:

- 25% Profit on all personal compensatable sales
- 7% Bonus* with \$2,000[†] or more in personal compensatable sales during a business month

Profile of Excellence – For a Consultant

- Hold and submit 2 or more Parties a week and Bonus each month.
- Host coach for 10 or more Guests in attendance at Parties.
- Book 3 or more Parties from each Party and consistently have 8-10 booked for the next four-week period.
- Identify 2 sponsoring leads at each Party and follow up on them with your Leader.
- Call your Leader for Weekly Business Review Calls.
- Attend all trainings.
- Utilize all PartyLite tools, programs and promotions.

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

CHOOSE YOUR INCOME
CHOOSE YOUR LIFESTYLE
CHOOSE YOUR FUTURE

The pathway to the income YOU want to achieve!

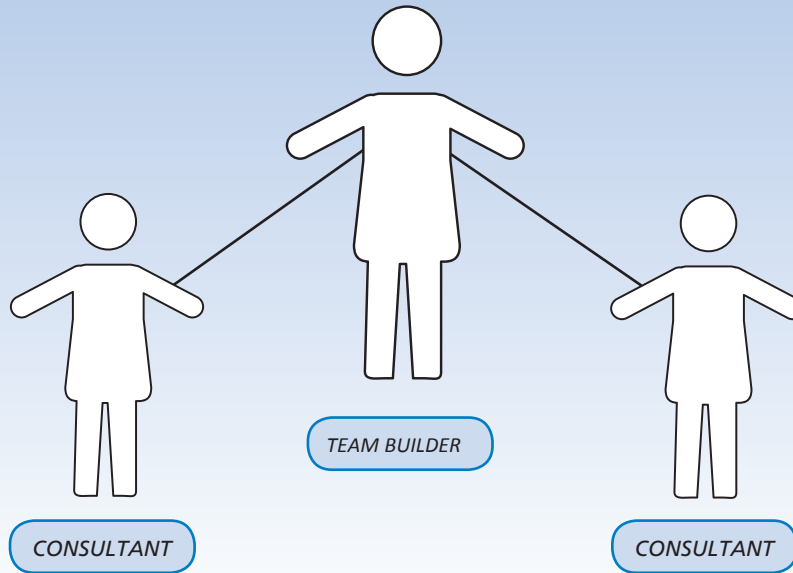
- 1 Hold Parties
- 2 Sponsor New Consultants
- 3 Become a Leader
- 4 Develop Leaders

With each level YOU achieve in PartyLite
YOUR OPPORTUNITY GROWS!

Let's begin your journey....

TEAM BUILDER

Your first step toward Leadership



Team Builder Qualifications

Prior to promoting-out, the prospective Team Builder must:

- Have personally sponsored two (2) Consultants within the six (6) months prior to the end of the qualifying month.

During the month of qualification, the prospective Team Builder must:

- Be an Active* Consultant (\$500 or more in sales)
- Have two (2) personally sponsored Consultants who are selling (selling - submitting compensatable sales)
- Positively promote PartyLite and be in good standing

Profit Awards

A Team Builder may receive:

- 25% Profit on all personal compensatable sales
- 7% Bonus* with \$2,000[†] or more in personal compensatable sales during a calendar month
- \$200 PartyLite Product Certificate Award, once per lifetime

NOTE: A Team Builders Team consists of personally sponsored Consultants and Team Builders. Unit Leaders and above are not included.

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Team Builder Award Level

To maintain the rank of Team Builder, you must:

- Be personally active as a Consultant each month.

Should a Team Builder be reclassified to Consultant, she may requalify when, she has sponsored two (2) Consultants in the last six (6) months, and during a business month, she is personally Active and has two (2) personally sponsored Consultants who are selling.

Example of how profit, Bonus and awards are earned for Team Builder.

Monthly Personal Compensatable Sales	Percentage (%)	Award
\$2,000	25% Profit	\$500
	<u>7% Bonus</u>	<u>\$140</u>
Total Profit on Personal Sales	32%	\$640
AWARD: PartyLite Product Certificate (PPC) \$200		

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

YOUR ROLE AS A LEADER

From Unit Leader to Senior Regional Vice President

Whether you are a Unit Leader with a team of four Consultants* or a Senior Regional Vice President with a Region of many Leaders and Consultants, every Leader has a personal business to conduct and a Central Unit to influence. The role of a Leader includes being an example to the Consultants in the Unit and to the Consultants and

Leaders in the Region. A Leader is always focused on her personal business and influencing her team to build their business through increased bookings, sponsoring and Leadership Development.

Use the following Leader Profile of Excellence as a guideline to develop a strong, growing team.

Leader Profile of Excellence

Personal

- ✓ Sponsor 2+ personally each month
- ✓ Hold two or more Parties/Starter Parties every week
- ✓ Take Consultants to every Party with you
- ✓ Call Upline Leader for your Weekly Business Review Call
- ✓ Attend all Regional and Leader meetings and National Events

Unit

- ✓ Master and teach Consultants a Party Success Formula
- ✓ Conduct Weekly Business Review Calls with Consultants and hold monthly Unit meetings
- ✓ Influence 10+ selling Consultants with an average of 4+ Parties a month and 4+ Bonus earners in your Unit
- ✓ Follow through with sponsoring leads generated by Consultants to influence a total of 4 sponsored new Consultants in your Unit
- ✓ Identify and develop Future Leaders
- ✓ Support new Consultants holding 6+ Parties per month during Brite Start

SUCCESS GUIDELINES

1 Maintain a consistent personal business

Book and hold enough Parties to meet enough people to sponsor 2+ a month. This ensures growth. Set a goal of holding 10 or more Parties and sponsoring 2 or more Consultants a month.

2 Build a strong Central Unit

Increase the number of Consultants in your Unit and you will increase Unit sales, Unit sponsoring and your income. Maintain Central Unit with sales of \$10,000 or more a month and influence 4 or more new Consultants sponsored into your Unit every month.

3 Start new Consultants strong

Starting new Consultants off strong by helping them set their goals and reach for their dreams. Influence new Consultants to achieve their 2 months of the Brite Start program and set them up to succeed.

4 Develop Leaders

Help Consultants to grow and develop into successful Leaders. Inspire Consultants to become Leaders by sharing the Leadership opportunity regularly. Identify your Future Leaders. Invite them to work closely with you. Invest your time in developing Future Leaders. This is the way to a six figure income.

5 Develop your Leadership and communication skills

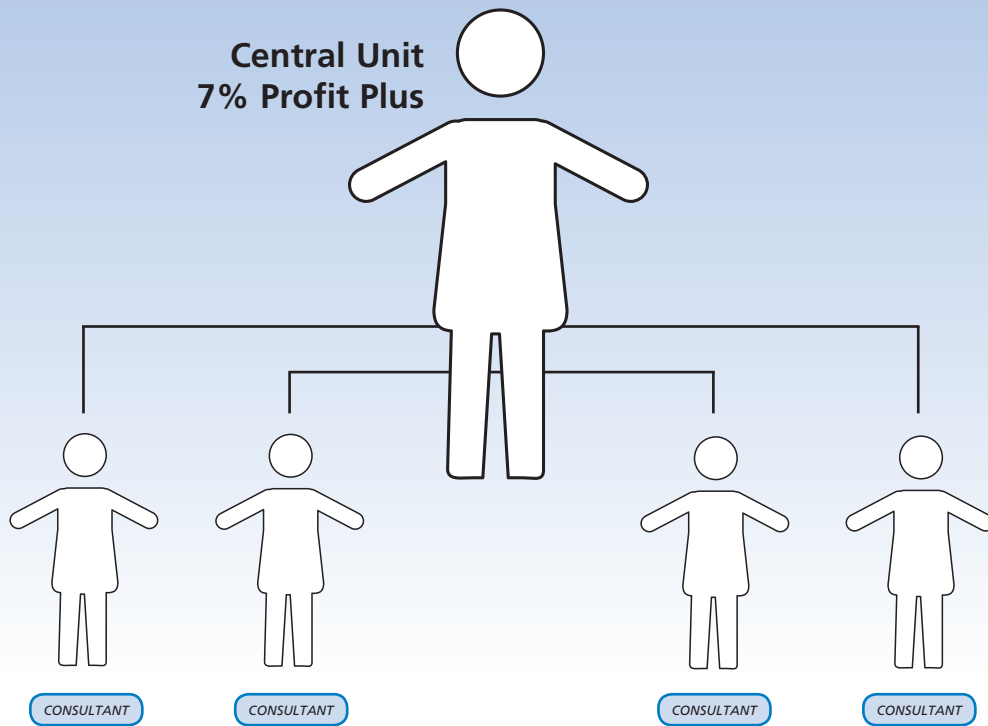
Leadership is the combination of being a strong role model and providing direction to your team. Your ability to influence others as a Leader increases as you develop your skills to coach others and communicate well.

6 Hold effective Unit Workshops

Make the most of your time with your Consultants by training them to focus on the Party success formula. Unit workshops are a key time each month that you can maximize your influence, train your Central Unit, and develop teamwork.

UNIT LEADER

You Plus Four



Unit Leader Qualifications

Prior to promoting-out, the prospective Unit Leader must:

- Be a consistent Bonus earner (\$2,000[†] or more in compensatable sales monthly), and
- Positively promote PartyLite and be in good standing, and
- Have a minimum of four Consultants

During the month of qualification, the prospective Unit Leader must:

- Be a Bonus earner (\$2,000[†] or more in compensatable sales), and
- Have a minimum of four (4) participating Consultants* each with a minimum of \$250 in compensatable sales, and
- Have Unit Sales of \$5,000, including the Leader's compensatable Sales

Within the first month following promoting-out to Unit Leader:

- PartyLite must receive a signed **Leader Commitment Agreement**

Profit Awards

A Unit Leader may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on compensatable sales of the Central Unit, including the Unit Leader's personal compensatable sales



NOTE: If a Consultant or Team Builder promotes-out to Senior Unit Leader or above rank by promoting-out a Unit in the same month that she promotes-out, this new Senior Unit Leader must qualify with four (4) Consultants, not including any of the promoted-out Unit's Consultants or Leader.

The Leader Commitment Agreement is one powerful way we describe and define how important and influential our Leaders are. As a team, we take our culture seriously because we are indeed "committed to each other's success." Through it, all Leaders can declare their commitment to their business, to each other, to the team and to their special position.

[†] All elements of the PartyLite Profit Program are subject to change.

Unit Leader Award Level Central Unit Maintenance*

To maintain rank, every month a Unit Leader must:

- Be personally Active with \$1,400[†] or more in personal compensatable sales, and
- Have an Active Central Unit* with three (3)[†] selling Consultants (selling = submitting compensatable sales), and
- Central Unit sales volume of \$3,000[†] or more, including the Leaders' personal compensatable sales, and
- Adhere to all Company policies, procedures and programs

Note: Minimum maintenance levels are not indications of growth or success and should only be considered for emergencies.

A Unit Leader will be allowed two (2) grace months and one (1) rebuilding month per calendar year. A grace month is given when a Unit Leader does not meet the Central Unit and/or personal activity requirements above. During a grace month, the Unit Leader continues to earn Profit Plus awards. The month immediately following the second grace month, a Unit Leader will be given one (1) rebuilding month to meet or exceed the Central Unit maintenance requirements; however, during the rebuilding month, Profit Plus is not awarded.

Should the Central Unit maintenance requirements not be met, and the Leader has taken a rebuild moth, the Unit Leader will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) the Unit Leader will be reclassified to Consultant.

A Healthy Monthly Unit Goal is \$10,000+ including the Leader's sales.

Example of how profit, Bonus and Profit Plus awards are earned by a Unit Leader on a \$10,000 Unit

Monthly Personal Compensatable Sales	Percentage (%)	Award
\$2,000	25% Profit	\$500
	6% Bonus	\$120
	7% Profit Plus	\$140
Total Profit on Personal Sales	38%	\$760
Central Unit Sales**		
\$8,000	7% Profit Plus	\$560
Total Profit on Personal & Central Unit Sales		\$1,320
Potential Annual Earnings \$1,320 x 12 = \$15,840		

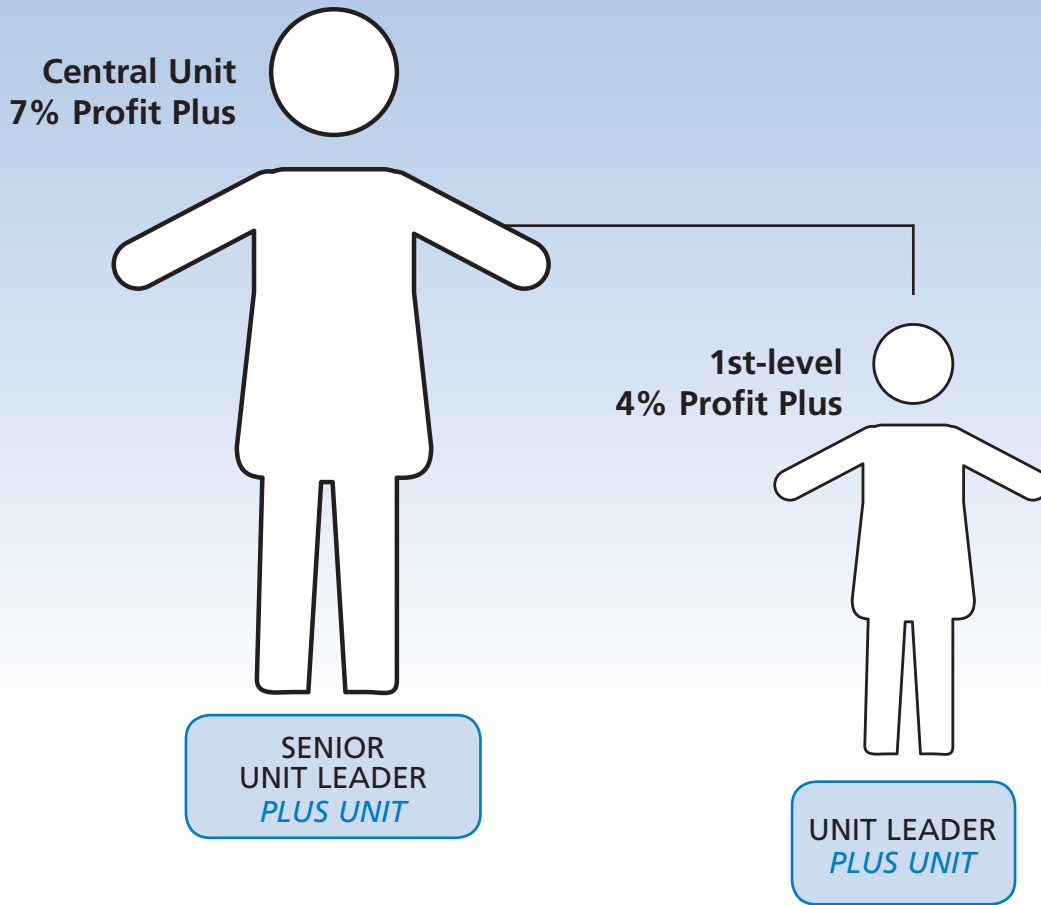
The example above is for explanatory purposes only. It does not represent average earnings and is not a promise or representation of what you as a Unit Leader will experience.

[†] All elements of the PartyLite Profit Program are subject to change.

^{††} For this example the Central Unit sales does not include those of the Unit Leader, since the total profit on personal sales includes the Central Unit Profit Plus the Leader is awarded.

* For further explanation refer to the definitions and clarifications section of this booklet.

SENIOR UNIT LEADER



Senior Unit Leader Qualifications

During the month of qualification, the prospective Senior Unit Leader must:

- Be an Active* Unit Leader with an Active Central Unit* (could formerly be a Team Leader/Builder or Consultant; see Unit Leader qualifications), and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first business day of the month following qualification, the prospective Senior Unit Leader must:

- Have one (1) first-level Unit Leader or above rank

Profit Awards

A Senior Unit Leader may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus* with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the Senior Unit Leader's personal compensatable sales
- 4% Profit Plus award based on the compensatable sales of the first-level Unit, including the Unit Leader's personal compensatable sales

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A Senior Unit Leader needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month, the Senior Unit Leader will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A Senior Unit Leader with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four (4) consecutive months, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

Senior Unit Leader Award Level Proper Structure

To have the award level of Senior Unit Leader, the Senior Unit Leader must:

- Be personally Active, and
- Have an Active Central Unit, and
- Have one (1) first-level Unit Leader or above rank

Should a Senior Unit Leader lose her first-level Unit, she has four (4) consecutive months to regain structure (i.e. promote-out one first-level Unit Leader or above rank) before she is reclassified to Unit Leader.

A Healthy Monthly Unit Goal is \$10,000+ including the Leader's sales.

Example of how profit, Bonus and Profit Plus awards are earned by a Unit Leader on a \$10,000 Unit

Monthly Personal Compensatable Sales	Percentage (%)	Award
\$2,000	25% Profit	\$500
	6% Bonus	\$120
	<u>7% Profit Plus</u>	<u>\$140</u>
Total Profit on Personal Sales	38%	\$760
Central Unit Sales†		
\$8,000	7% Profit Plus	\$560
One First-Level Unit Sales		
\$10,000	4% Profit Plus	\$400
Total Profit on Personal & Central Unit Sales and one First-Level Unit Sales		\$1,720

That's a 30% increase from Unit Leader!

Potential Annual Earnings \$1,720 x 12 = \$20,640

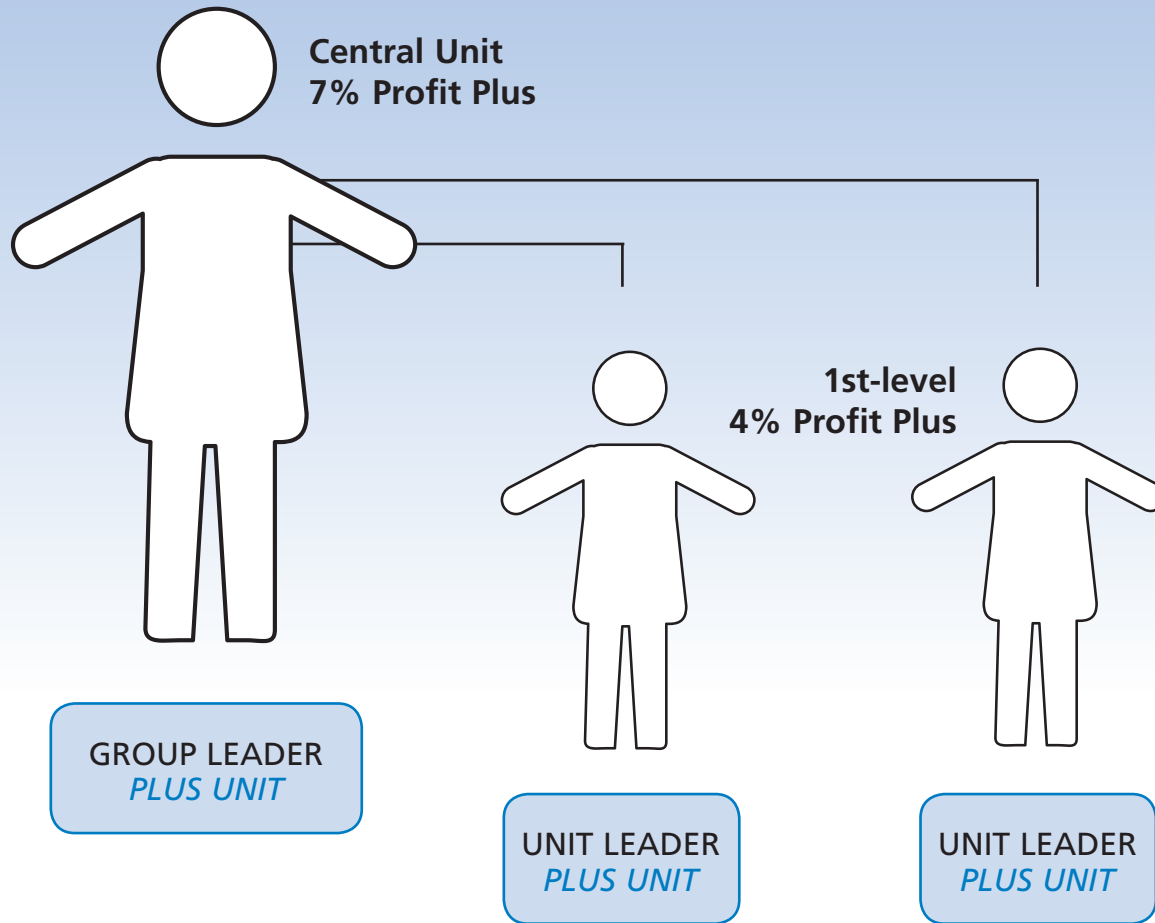
The example above is for explanatory purposes only. It does not represent average earnings and is not a promise or representation of what you as a Leader will experience.

† All elements of the PartyLite Profit Program are subject to change.

†† For this example, the Central Unit sales does not include those of the Senior Unit Leader, since the total profit on personal sales includes the Central Unit Profit Plus the Leader is awarded.

* For further explanation refer to the definitions and clarifications section of this booklet.

GROUP LEADER



Group Leader Qualifications

During the month of qualification, the prospective Group Leader must:

- Be an Active* Unit Leader with an Active Central Unit*, and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first business day of the month following qualification, the prospective Group Leader must:

- Have two (2) first-level Unit Leaders or above rank

Profit Awards

A Group Leader may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the Group Leader's personal compensatable sales
- 4% Profit Plus award based on the compensatable sales of the first-level Unit(s), including the Unit Leaders personal compensatable sales

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A Group Leader needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month, the Group Leader will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A Group Leader with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four (4) consecutive months, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

Group Leader Award Level Proper Structure

To have the award level of Group Leader, the Group Leader must:

- Be personally Active, and
- Have an Active Central Unit, and
- Have two (2) first-level Unit Leaders or above rank

Group Leader Award Level Title Maintenance

To maintain the award level title of Group Leader, a Group Leader must:

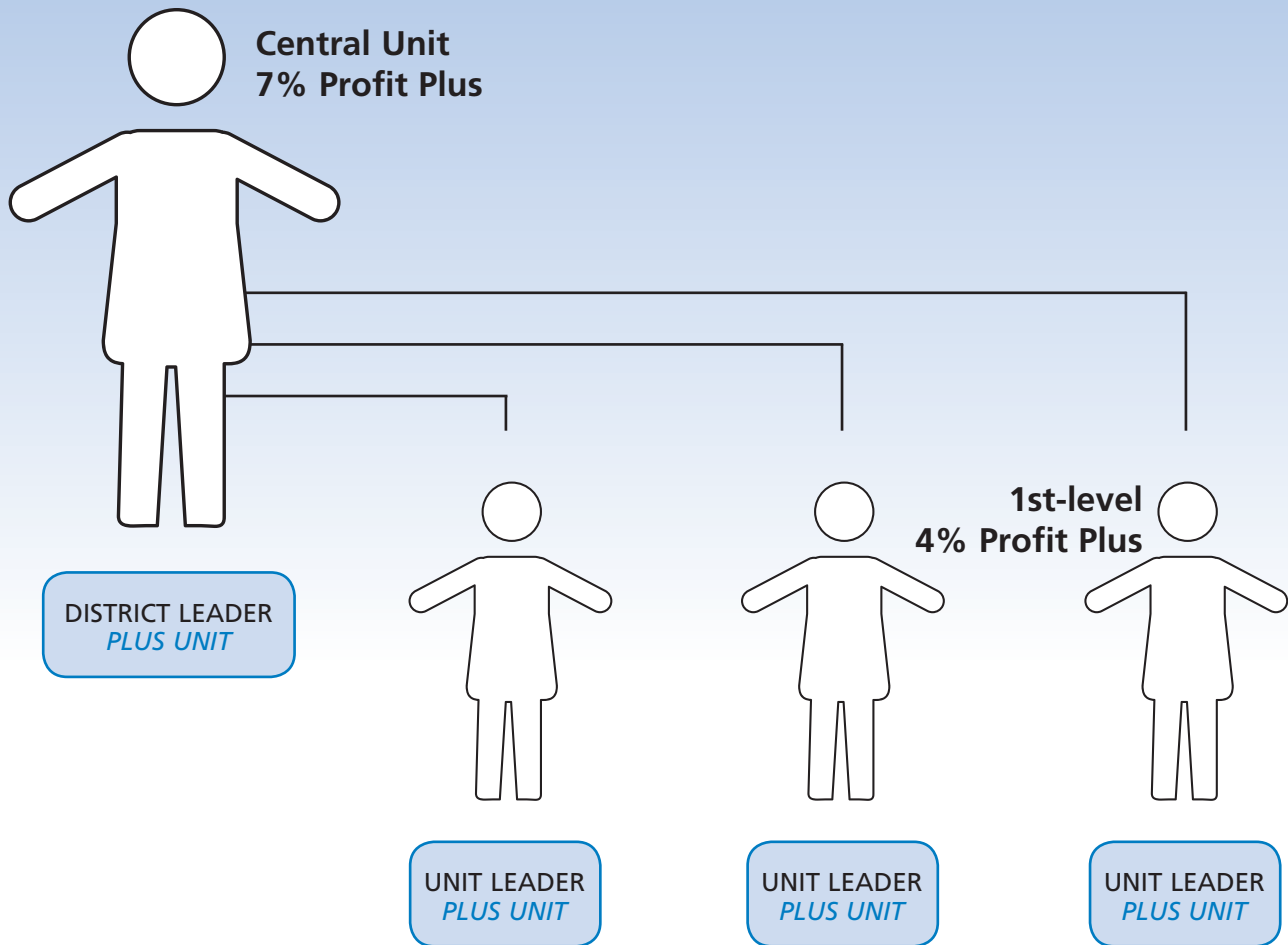
- Have one (1) first-level Unit Leader or above rank

Should a Group Leader lose both of her first-level Units, she has four (4) consecutive months to regain structure (i.e. promote-out one first-level Unit Leader or above rank) before she is reclassified to the award level title of Unit Leader.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

DISTRICT LEADER



District Leader Qualifications

During the month of qualification, the prospective District Leader must:

- Be an Active* Unit Leader with an Active Central Unit*, and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first calendar day of the month following qualification, the prospective District Leader must:

- Have three (3) first-level Unit Leaders or above rank

Profit Awards

A District Leader may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus* with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the District Leader's personal compensatable sales
- 4% Profit Plus award based on the compensatable sales of the first-level Unit(s), including the Unit Leader's personal compensatable sales

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A District Leader needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month, the District Leader will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A District Leader with downline Units in place prior to being reclassified can recapture those Unit(s) when she requalifies within four consecutive months of being reclassified, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

District Leader Award Level Proper Structure

To have the award level of District Leader, the District Leader must:

- Be personally Active, and
- Have an Active Central Unit*, and
- Have three (3) first-level Unit Leaders or above rank

District Leader Award Level Title Maintenance

To maintain the award level title of District Leader, a District Leader must:

- Have two (2) first-level Unit Leaders or above rank

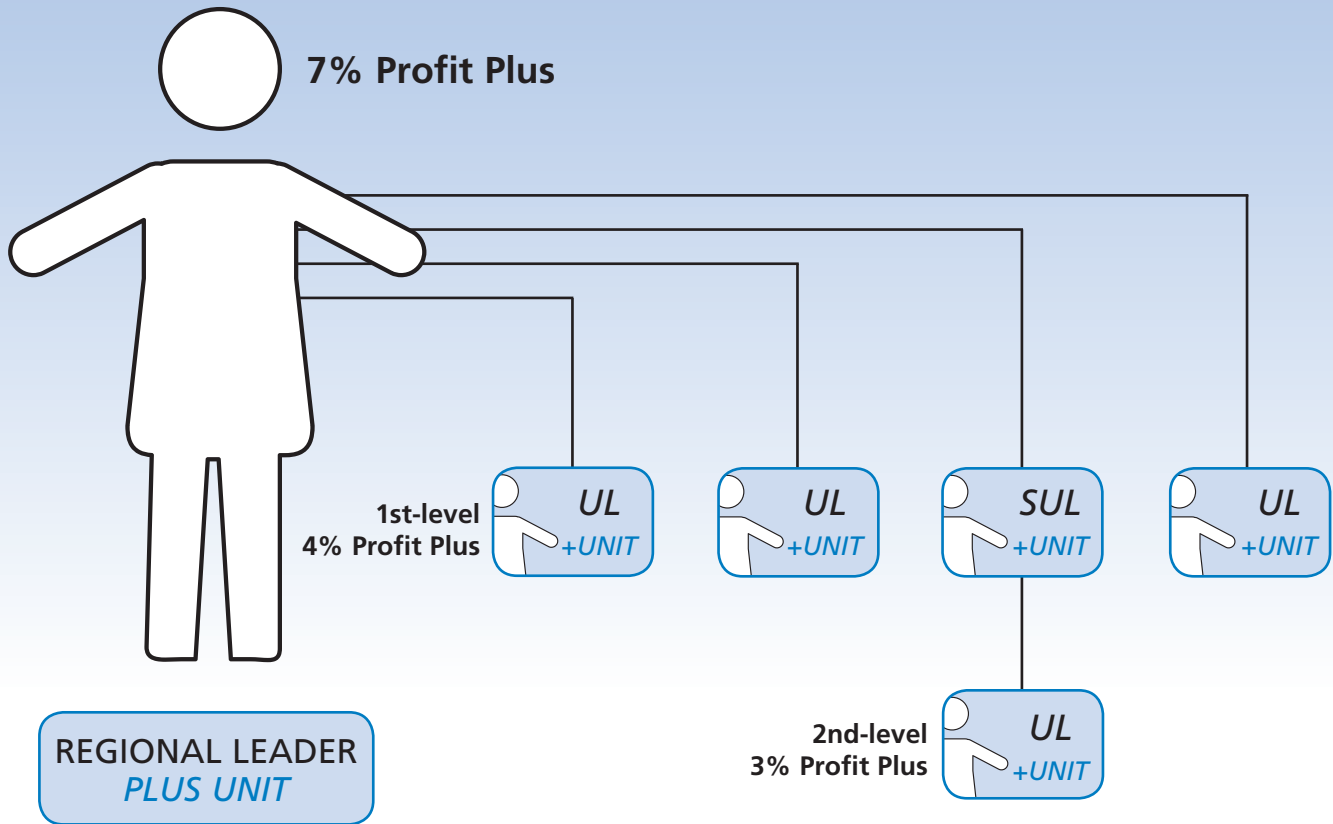
Should a District Leader lose all three of her first-level Units, she has four (4) consecutive months to regain structure (i.e. promote-out two (2) first-level Unit Leaders or above rank) before she is reclassified to the award level title of Unit Leader. If at the end of the four-month period, the District Leader only has:

- One (1) first-level Unit Leader or above rank, she will be reclassified to the award level title of Group Leader

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

REGIONAL LEADER



Regional Leader Qualifications

During the month of qualification, the prospective Regional Leader must:

- Be an Active* Unit Leader with an Active Central Unit*, and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first calendar day of the month following qualification, the prospective Regional Leader must:

- Have four (4) first-level Unit Leaders or above rank, and
- Have one (1) second-level Unit Leader or above rank

Profit Awards

A Regional Leader may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus with \$2,000[†] or more in personal compensatable sales during a calendar month

Profit Awards (cont.)

- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the Regional Leader's personal compensatable sales
- 4% Profit Plus award based on the compensatable sales of the first-level Unit(s)
- 3% Profit Plus award based on the compensatable sales of the second-level Unit(s), provided that the Regional Leader has four (4) first-level Units
- 2% Profit Plus award based on the compensatable sales of the third-level Unit(s), provided that the Regional Leader has six (6) first-level Units
- 1% Profit Plus award based on the compensatable sales of the fourth-level Unit(s), provided that the Regional Leader has eight (8) first-level Units

Upon achieving and maintaining four (4) first-level Units, a Leader will be paid to her second level. She will be paid one additional level for every two (2) Units promoted-out on the first-level.

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A Regional Leader needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month, the Regional Leader will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A Regional Leader with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four consecutive months of being reclassified, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

Regional Leader Award Level Proper Structure

To have the award level of Regional Leader, the Regional Leader must:

- Be personally Active, and
- Have an Active Central Unit*, and
- Have four (4) first-level Unit Leaders or above rank, and
- Have one (1) second-level Unit Leader or above rank

Regional Leader Award Level Title Maintenance

To maintain the award level title of Regional Leader, a Regional Leader must:

- Have three (3) first-level Unit Leaders or above rank

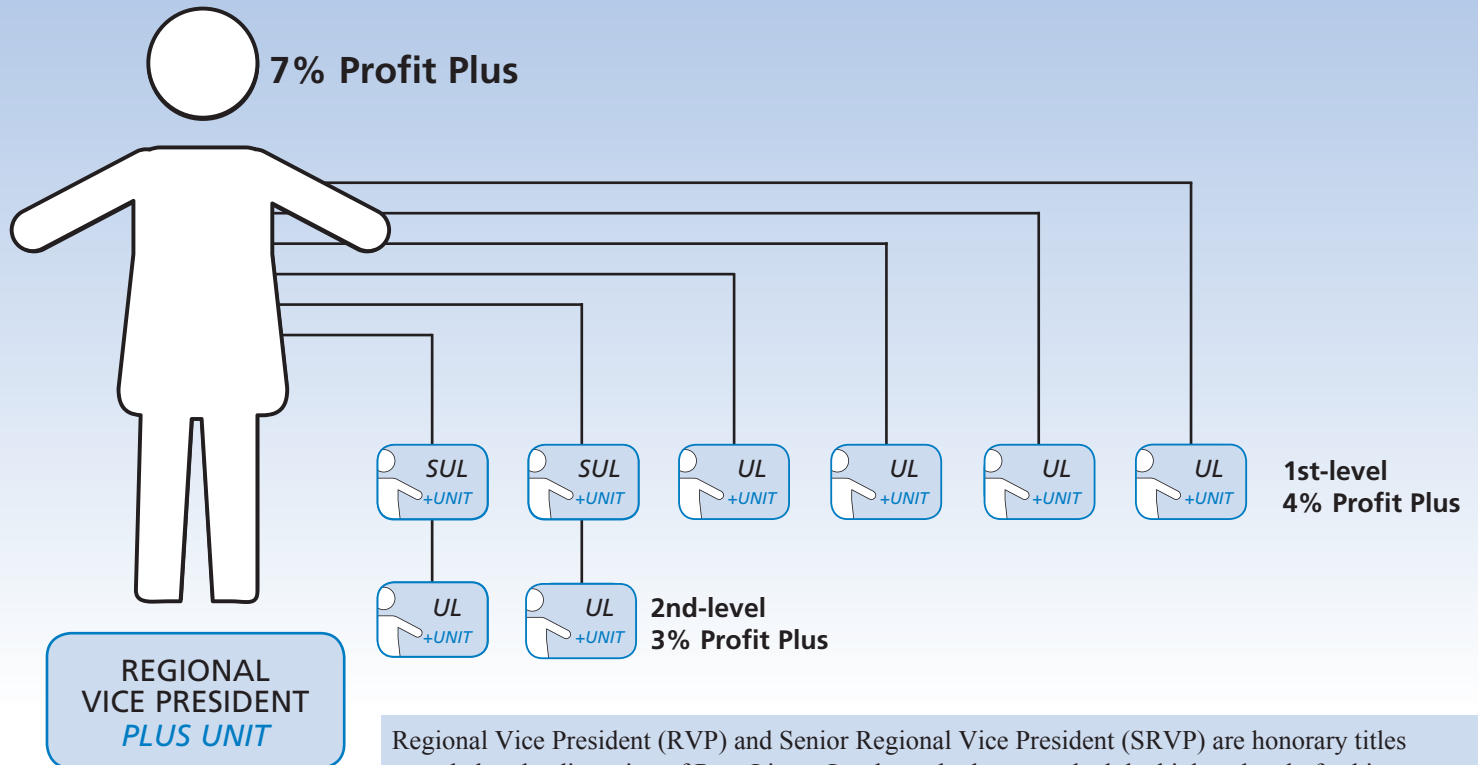
Should a Regional Leader lose all four (4) of her first-level Units, she has four (4) consecutive months to regain structure (i.e. promote-out three (3) first-level Unit Leaders or above rank) before she is reclassified to the award level title of Unit Leader. If at the end of the four-month period, the Regional Leader only has:

- One (1) first-level Unit Leader or above rank, she will be reclassified to the award level title of Group Leader; or
- Two (2) first-level Unit Leaders or above rank, she will be reclassified to the award level title of District Leader.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

REGIONAL VICE PRESIDENT



Regional Vice President (RVP) and Senior Regional Vice President (SRVP) are honorary titles awarded at the discretion of PartyLite to Leaders who have reached the highest level of achievement building an organization and who have demonstrated the highest standards upholding the Pillars of PartyLite. RVPs and SRVPs are not officers or employees of PartyLite Gifts, Inc., and they do not have the authority to bind the Company or act on its behalf.

Regional Vice President Qualifications

During the month of qualification, the prospective Regional Vice President must:

- Be an Active* Unit Leader with an Active Central Unit*, and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first calendar day of the month following qualification, the prospective Regional Vice President must:

- Have six (6) first-level Unit Leaders or above rank, and
- Have two (2) second-level Unit Leaders or above rank

Profit Awards

A Regional Vice President may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the Regional Vice President's

Profit Awards (cont.)

personal compensatable sales

4% Profit Plus award based on the compensatable sales of the first-level Unit (s)

3% Profit Plus award based on the compensatable sales of the second-level Unit(s), provided that the RVP has a minimum of four (4) first-level Unit Leaders or above rank 2% Profit Plus award based on the compensatable sales of the third-level Unit(s), provided that the RVP has six (6) first-level Units

1% Profit Plus award based on the compensatable sales of the fourth-level Unit(s), provided that the RVP has eight (8) or more first-level Units

1/2% Profit Plus award based on the compensatable sales of the fifth-level Unit(s), provided that the RVP has ten (10) or more first-level Units

SPECIAL INCENTIVE BONUS AWARDS (SIBs)

Regional Vice Presidents are eligible for Special Incentive Bonuses (see page 24).

Upon achieving and maintaining four (4) first-level Units, a Leader will be paid to her second level. She will be paid one additional level for every two (2) Units promoted-out on the first-level.

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A Regional Vice President needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month the Regional Vice President will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A Regional Vice President with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four consecutive months of being reclassified, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

Regional Vice President Award Level Proper Structure

To have the award level of Regional Vice President, the Regional Vice President must:

- Be personally Active, and
- Have an Active Central Unit*, and
- Have six (6) first-level Unit Leaders or above rank, and
- Have two (2) second-level Unit Leaders or above rank

Regional Vice President Award Level Title Maintenance

To maintain the award level title of Regional Vice President, a Regional Vice President must:

- Have five (5) first-level Unit Leaders or above rank, or

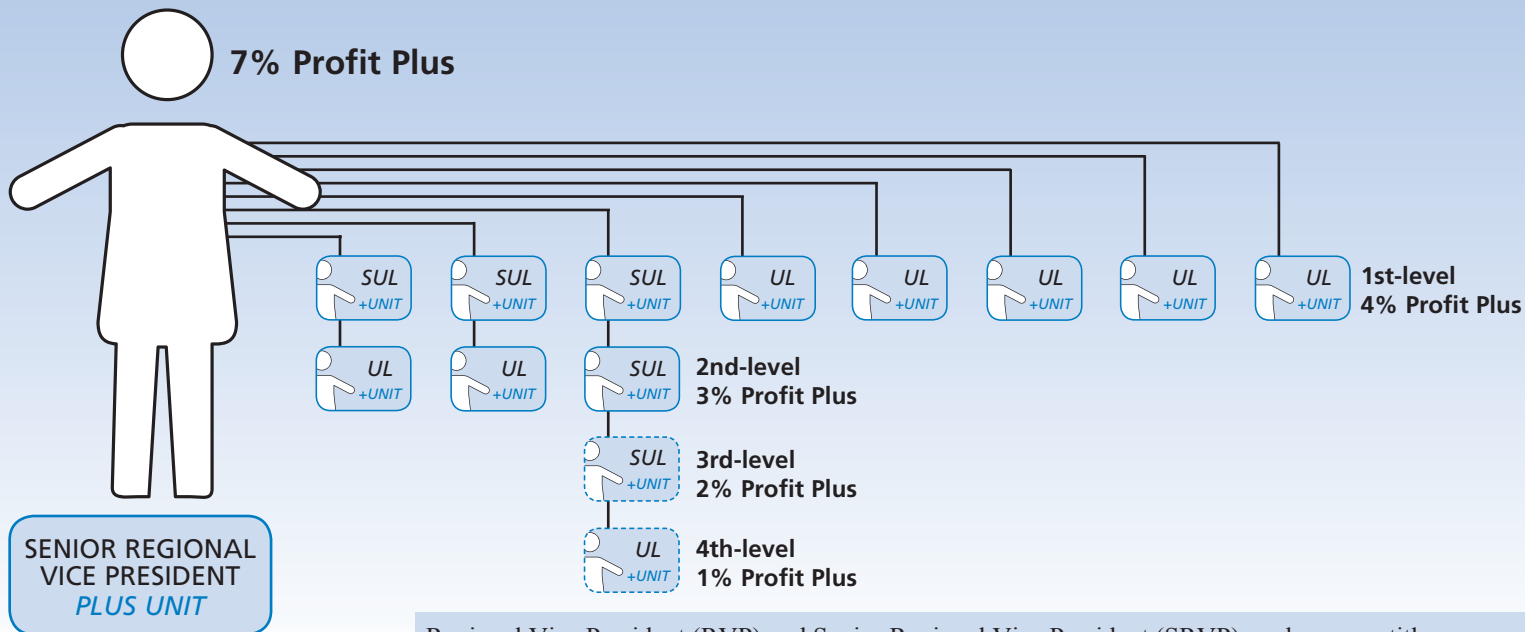
Should a Regional Vice President not meet either of the above Award Level maintenance requirements, she has four (4) consecutive months to regain structure before she is reclassified to the appropriate Award Level. If at the end of the four consecutive month period, the Regional Vice President has:

- No first-level Unit Leader or above rank, she will be reclassified to Unit Leader.
- One (1) first-level Unit Leader or above rank, she will be reclassified to Group Leader.
- Two (2) first-level Unit Leaders or above rank, she will be reclassified to District Leader.
- Three (3) first-level Unit Leaders or above rank, or four (4) first-level Unit Leaders or above rank, she will be reclassified to Regional Leader.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

SENIOR REGIONAL VICE PRESIDENT



Regional Vice President (RVP) and Senior Regional Vice President (SRVP) are honorary titles awarded at the discretion of PartyLite to Leaders who have reached the highest level of achievement building an organization and who have demonstrated the highest standards upholding the Pillars of PartyLite. RVPs and SRVPs are not officers or employees of PartyLite Gifts, Inc., and they do not have the authority to bind the Company or act on its behalf.

Senior Regional Vice President Qualifications

During the month of qualification, the prospective Senior Regional Vice President must:

- Be an Active* Unit Leader with an Active Central Unit*, and
- Positively promote PartyLite and be in good standing, and
- Have a signed Leader Commitment Agreement with PartyLite

On the first calendar day of the month following qualification, the prospective Senior Regional Vice President must:

- Have eight (8) first-level Unit Leaders or above rank, and
- Have three (3) second-level Unit Leaders or above rank, OR
- Be a Regional Vice President with proper Regional Vice President structure and have a Regional Vice President in her profit structure.

Profit Awards

A Senior Regional Vice President may receive:

- 25% Profit on all personal compensatable sales
- 6% Bonus with \$2,000[†] or more in personal compensatable sales during a calendar month
- 7% Profit Plus award based on the compensatable sales of the Central Unit, including the Senior Regional Vice President's

Profit Awards (cont.)

personal compensatable sales

- 4% Profit Plus award based on the compensatable sales of the first-level Unit (s)
- 3% Profit Plus award based on the compensatable sales of the second-level Unit(s), provided that the RVP has a minimum of four (4) first-level Unit Leaders or above rank
- 2% Profit Plus award based on the compensatable sales of the third-level Unit(s), provided that the RVP has six (6) first-level Units
- 1% Profit Plus award based on the compensatable sales of the fourth-level Unit(s), provided that the RVP has eight (8) or more first-level Units
- ¹/₂% Profit Plus award based on the compensatable sales of the fifth-level Unit(s), provided that the RVP has ten (10) or more first-level Units
- Plus ¹/₂% On all subsequent levels for each additional two (2) first-level Units

SPECIAL INCENTIVE BONUS AWARDS (SIBs)
Senior Regional Vice Presidents are eligible for Special Incentive Bonuses (see page 24).

Upon achieving and maintaining four (4) first-level Units, a Leader will be paid to her second level. She can be paid one additional level for every two (2) Units promoted-out on the first-level.

* All elements of the PartyLite Profit Program are subject to change.
† For further explanation refer to the definitions and clarifications section of this booklet.

Central Unit Maintenance*

A Senior Regional Vice President needs to be personally Active and maintain an Active Central Unit* each calendar month.

Should the Central Unit maintenance requirements not be met during the rebuilding month, the Senior Regional Vice President will be reclassified to the rank of Team Builder. If inactive (no sales in 60 days) she will be reclassified to Consultant.

A Senior Regional Vice President with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four (4) consecutive months, ONE TIME ONLY in her career with PartyLite. If this Leader reclassifies to Team Builder or Consultant a second time, she cannot reclaim those downline Units the second time she requalifies.

Senior Regional Vice President Award Level Proper Structure

To have the award level of Senior Regional Vice President, the Senior Regional Vice President must:

- Be personally Active, and
- Have an Active Central Unit*, and
- Have eight (8) first-level Unit Leaders or above rank, and
- Have three (3) second-level Unit Leaders or above rank, or
- Be an RVP with proper RVP structure maintaining six first-level Units and two second-level Units and have an RVP in your profit structure

Senior Regional Vice President Award Level Title Maintenance

To maintain the award level title of Senior Regional Vice President, a Senior Regional Vice President must:

- Have six (6) first-level Unit Leaders or above rank, or

Should a Senior Regional Vice President fall below six (6) first-level Units, she has four (4) consecutive months to regain structure before she is reclassified to the appropriate Award Level. If at the end of the four-month period, the Senior Regional Vice President has:

- No first-level Unit Leader or above rank, she will be reclassified to Unit Leader.
- One (1) first-level Unit Leader or above rank, she will be reclassified to Group Leader.
- Two (2) first-level Unit Leaders or above rank, she will be reclassified to District Leader.
- Three (3) or four (4) first-level Unit Leaders or above rank, she will be reclassified to Regional Leader.
- Five (5) first-level Unit Leaders will be reclassified to Regional Vice President.

Regional Vice President (RVP) and Senior Regional Vice President (SRVP) are honorary titles, awarded at the discretion of PartyLite to Leaders with PartyLite who have reached the highest level of achievement. RVPs and SRVPs are not officers of PartyLite Gifts®, Inc. They have not been duly appointed by the Company's Board of Directors or Chief Executive Officer as officers with any authority to bind the Company, nor act on its behalf.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

SPECIAL INCENTIVE BONUS AWARD

A Special Incentive Bonus Award (SIB) for Regional Vice Presidents and Senior Regional Vice Presidents is awarded for Leadership Development.

This Special Incentive Bonus is awarded based on:

1. New Unit Leaders promoted-out at specified levels in payable profit structure; and
2. All Leaders promoted-out in rank (award level) in payable profit structure.

The Regional Vice President (RVP) or Senior Regional Vice President (SRVP) must have proper Regional Vice President structure to receive a Special Incentive Bonus. Proper structure is defined as having an Active Central Unit, six (6) first-level Units and a minimum of two (2) second-level Units. Payable structure is determined by the number of first-level Units.

The Special Incentive Bonus will be awarded after the monthly closing process, when the newly promoted-out Leaders are verified. A Senior Regional Vice President or Regional Vice President must be in good standing to receive the Special Incentive Bonus.

When any Unit Leader or above rank in the Regional Vice President's structure moves up by more than one rank (award level), the Regional Vice President is awarded a total Special Incentive Bonus equal to all Special Incentive Bonuses that apply. For example, if a first-level Senior Unit Leader in a Regional Vice President's structure promotes-out to District Leader (skipping over Group Leader), that RVP would receive a total Special Incentive Bonus Award of **\$4,500** (\$1,500 for the move to Group Leader, \$1,500 for the move to District Leader, and \$750 for each new Units at her second-level) at time of promote-out. Plus, at the end of the six month period following the promote-out to District Leader, with the RVP in proper structure and the District Leader in proper structure, the RVP will receive an additional SIB of **\$1,000** (\$500 for move to Group Leader and \$500 for move to District Leader.) That's a total of **\$5,500!**

Note: Special Incentive Bonuses will not be awarded on the requalification of a Unit Leader or higher rank if the requalification occurs within two (2) years following the reclassification date.

Promote-outs/Rank Changes:	Receive at promote-out:	Received at end of six months**:
First-level	\$1,500	\$500
Second-level	\$750	\$250
Third-level	\$500	–
Fourth-level***	\$250	–

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

** Requires proper structure for RVP/SRVP and promoted-out Leader to receive SIBs.

*** Requires eight (8) first-level Units to secure SIBs at the level.

DEFINITIONS AND CLARIFICATIONS

SECTION I COMPENSATION TERMS

Bonus – A monthly Bonus is awarded on the total personal compensatable sales of a Consultant or Leader whose total personal compensatable sales are \$2,000[†] or more in a calendar month, received and accepted by the Home Office. Consultants and Team Builders receive a 7% Bonus when they qualify. Unit Leaders and above receive a 6% Bonus when they qualify. For Consultants in their first full month of business, sales from bonus days are added to first full month sales. Bonus will be paid following first full month of Brite Start.

Downline Structure – The term refers to the Units promoted-out from your Central Unit and all those promoted-out from those Units.

Payable Structure – The downline structure (Units) on which a Leader receives Profit Plus awards. It is determined by the number of first level Units a Leader has. A Leader can have downline structure but not qualify for a downline Profit Plus award, because she does not have the necessary number of first-level Units.

Profit – All PartyLite Consultants and Leaders receive 25% profit on their personal compensatable sales, with the exception of Fundraiser orders (10%) and Corporate Website orders (12.5%). This profit is awarded weekly. Profit is not paid on Starter Parties (see Consultant Guide on my.partylite.com > Resource Center > Consultant Guide for more information).

Profit Plus Award – Profit Plus is awarded to Unit Leaders and above for leading and developing Consultants and Leaders in their structure.

Profit Plus on Central Unit – Unit Leaders and above ranks receive a weekly Profit Plus award of 7% of eligible compensatable sales of their Central Unit, including the Leader’s personal compensatable sales.

Profit Plus on Downline Structure – In addition to receiving a Profit Plus award on their personal and Central Unit sales, Senior Unit Leaders and above may receive weekly Profit Plus on their eligible downline Units in their structure. Profit Plus, in this case, is awarded based on the number of first-level Units a Leader has in her structure. For example, to receive a Profit Plus award of 3% on any second-level Units, a Leader must promote-out and maintain four (4) first-level Units; to receive the Profit Plus award of 2% on any third-level Units, a Leader must promote-out and maintain six (6) first-level Units; and so on. See table below.

The table below provides further illustration.

Lineage Level	Profit Plus award percentage received on Unit at that level	Number of first-level Units needed to qualify for this Profit Plus award
Central Unit	7%	-
First-level	4%	1
Second-level	3%	4
Third-level	2%	6
Fourth-level	1%	8
Fifth-level	½%	10
All subsequent levels	½%	An additional 2 first-level Units for each downline level

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

DEFINITIONS AND CLARIFICATIONS

SECTION 2 QUALIFICATIONS AND MAINTENANCE TERMS

Active Leader – A Leader is considered Active upon submitting \$1,400[†] or more in personal compensatable sales each calendar month.

Active Central Unit –

- Have a minimum of three (3) selling Consultants (selling = submitting compensatable sales in calendar month), and
- Have a Central Unit sales volume of \$3,000 or more, including the Leader's sales

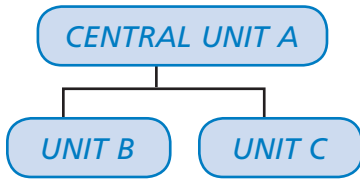
Central Unit Maintenance – Unit Leaders and above needs to be personally Active and maintain an Active Central Unit each calendar month and adhere to all Company policies, procedures and programs. Every Leader is allowed two (2) grace months and one (1) rebuilding month per calendar year. Should the Central Unit maintenance requirements not be met during the rebuilding month the Leader will be reclassified to the rank of Team Builder or Consultant.

Grace Months – All Unit Leaders and above ranks are permitted two (2) grace months per calendar year. A grace month allows a Leader to fall below the Central Unit maintenance level for personal activity and/or Central Unit maintenance. During a grace month, the Leader is awarded Profit Plus based on her profit structure. The two grace months are not necessarily two consecutive months. The month immediately following the second grace month, the Leader will be given one (1) rebuilding month to meet or exceed the Central Unit maintenance requirements, however during the rebuilding month Profit Plus is not awarded.

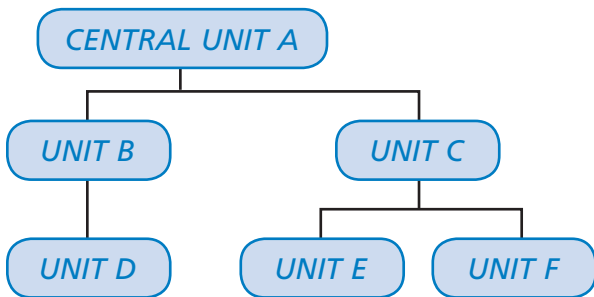
Leader Structure (downline or lineage) – A Leader's structure (or Leader's downline lineage) is made up of the Leader's Central Unit and all Units promoted-out from her Central Unit and her downline Units.

For example:

Example 1 – First-level are all Units (B & C) promoted-out from a Leader's Central Unit.



Example 2 – Second-level are all Units (D, E & F) promoted-out from a Leader's first-level Units (B & C).



[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

DEFINITIONS AND CLARIFICATIONS

SECTION 2 QUALIFICATIONS AND MAINTENANCE TERMS (cont.)

Promoting-out to Unit Leader and Senior Unit Leader in same month – If a Consultant of Team Builder who is promoting-out to Leader is also promoting-out a new Unit Leader in the same month, the two prospective Leaders cannot qualify using any of the same Consultants or Team Builders; they must meet qualifications independent of each other.

Qualifications for Award Level (Rank) of Leadership – PartyLite Leaders can achieve any one of eight (8) Leadership ranks. The qualifications for those ranks are detailed in this booklet. The qualification period (the time needed to meet the qualifications) is always one calendar month. Once the qualifications are met, the Leader will promote-out (or move up in rank) on the first day of the following calendar month. A signed Leader Commitment Agreement needs to be received within the first month following promoting-out to Unit Leader to signify acceptance of participation in the Profit Plus Program. S/RVP rank title is at the discretion of PartyLite.

Rebuilding month – After a Unit Leader or above rank has used her grace months within a calendar year, she is permitted one (1) rebuilding month to rebuild her personal and/or Central Unit activity. The rebuilding month is not the equivalent of a third grace month; it can occur only in the month immediately following the second grace month.

During the rebuilding month, the Leader maintains her title, but she is compensated as a Consultant or Team Builder (that is, no Central Unit or downline Profit Plus is awarded). When a Leader meets the maintenance levels during the rebuilding month, her Leader Profit Plus resumes on the first day of the following month.

If the Leader does not meet the maintenance levels in the rebuilding month, she will be reclassified to Team Builder or Consultant on the first of the following month.

Only one rebuilding month per calendar year is permitted. If the Leader does not meet Central Unit maintenance levels at any other time during the calendar year, she will be reclassified to Team Builder or Consultant.

Should a Leader use both of her grace months and her rebuilding month within a calendar year, reclassify to Team Builder or Consultant and requalify to Unit Leader or above, she does not have any additional grace or rebuilding months during that calendar year. If the Leader does not meet Central Unit maintenance levels at any other time during the calendar year, she will be reclassified to Team Builder or Consultant.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

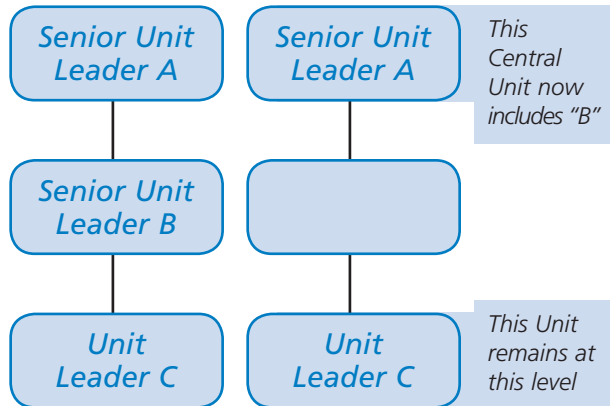
DEFINITIONS AND CLARIFICATIONS

SECTION 3 RECLASSIFICATION AND REQUALIFICATION TERMS

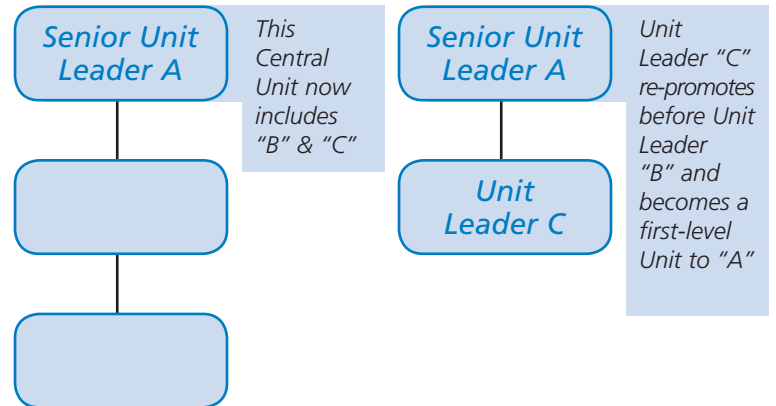
Reclassification – Should a Unit Leader or above rank use both her grace months and her rebuilding month, and she still does not meet the Central Unit maintenance qualifications, that Leader is reclassified to Team Builder. If inactive (no sales for 60 days) will be reclassified to Consultant.

Loss of Leaders during reclassification – Any time a Unit Leader or above rank is reclassified and before she requalifies, has a Consultant or Team Builder, formerly in her Unit, who promotes-out to Unit Leader, the new Leader becomes a first-level Unit of the upline Leader, not the reclassified Leader.

Example 1: SUL B reclassifies to TB and moves to upline Unit



Example 2: UL C reclassifies, then repromotes before SUL B

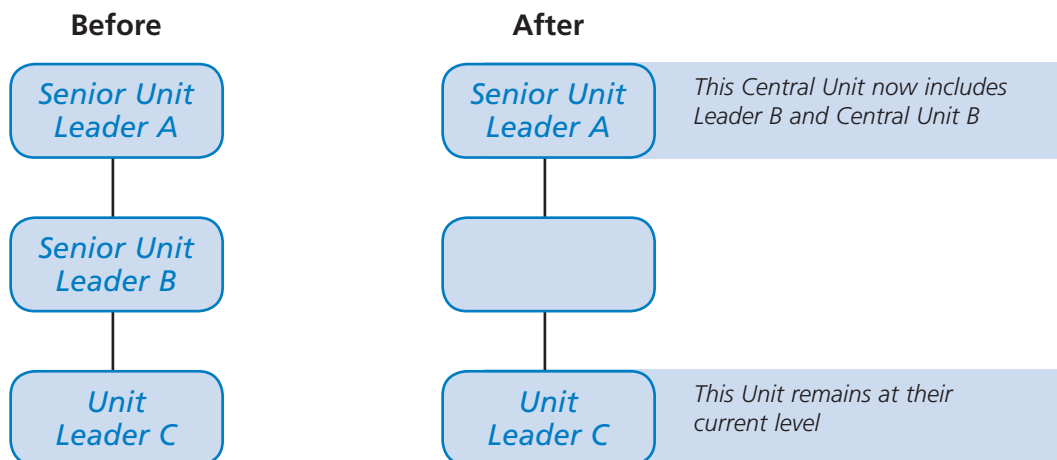


Recapturing Downline – A Unit Leader or above rank with downline Units in place prior to being reclassified can recapture those Units when she requalifies within four (4) consecutive months, ONE TIME ONLY in her career with PartyLite. If this Leader loses her Central Unit a second time, she cannot reclaim those downline Units the second time she requalifies.

Roll up – When a Unit Leader or above rank is reclassified to Team Builder or Consultant, the reclassified (i.e. former) Leader and the Leader's Central Unit return, or 'roll up', to the upline Leader's Central Unit.

When a Senior Unit Leader or above rank (B) is reclassified to Team Builder or Consultant, downline Central Units (C) remain at the current levels (do not roll up.)

Example A: Senior Unit Leader B is reclassified to Team Builder.



† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

DEFINITIONS AND CLARIFICATIONS

SECTION 3 RECLASSIFICATION AND REQUALIFICATION TERMS (cont.)

Requalification to Unit Leader or above rank – To requalify for the rank of Unit Leader or above, the former Leader must:

- Meet or exceed the qualifications for Unit Leader, using existing and new Consultants and Team Builder.

When a reclassified Leader does requalify (whether during or after the four-month requalification period) her Central Unit will include any 'new' Consultants, along with the Consultants and Team Builders in her former Unit. However, she cannot recapture any new Units promoted-out from the time she was reclassified until the time she requalified as a Unit Leader. (See Loss of New Leaders during reclassification).

Leaders who reclassify to Team Builder or Consultant following two grace months and one rebuilding month then requalify will promote-out from their current Leader's Central Unit to her first-level. However, if this occurs within four (4) consecutive months of reclassification, and the requalifying Leader is able to recapture downline Units, then the requalified Leader will return to their original lineage level.

When a Unit Leader or above requalifies within the same calendar year, she no longer has any grace or rebuilding months. If Central Unit maintenance requirements are not met after requalification to Unit Leader or above, the Leader will be reclassified to Team Builder or Consultant.

Development Points for Requalification – If a former Team Builder or above rank requalifies for her rank, she will not be eligible for Leadership personal development points in any contest, promotion or program, unless that requalification occurs more than two years after the reclassification date. Also, the upline Leader will not be awarded these points, unless that requalification occurs more than two years after the reclassification date.

Relinquishment of Leadership – Should a Leader decide to voluntarily step down from Leadership, she must:

- Notify her upline Leader of her decision, and
- Notify the Home Office of her decision, in writing to the attention of the Sales Administration Manager.
- The notification should include their desire to be reclassified to Consultant or Team Builder.

Notifications of relinquishment of Leadership will take place on the first day of the next calendar month, unless the Leader has indicated that the request to relinquish is immediate. The reporting will be changed to reflect the reclassification, and the Profit Plus compensation will be adjusted. A reclassified Leader's former Unit will become a part of the upline Leader's Unit.

Should the Leader who has notified the Home Office of their decision to step down from Leadership decide to requalify to Unit Leader or above, she must:

- Notify her upline Leader of her decision, and
- Notify the Home Office of her decision, in writing to the attention of the Sales Administration Manager, prior to or within the Qualifying month.

Should the former Leader requalify within four (4) months of her relinquishment, the former Leader will be placed back on her original lineage level.

Structure Maintenance (Award Level/Rank) – Should a Senior Unit Leader or above rank lose the Units in her downline structure that she needs to qualify for maintenance for that specific award level, the Senior Unit Leader or above will have four (4) consecutive months to promote-out the necessary first-level Units to maintain her title.

During this time, the Senior Unit Leader or above rank will receive a Profit Plus award on her downline structure based on the number of first-level Central Units. If the necessary Units are not promoted-out within the four-month period, reclassification to the appropriate rank will take place.

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

DEFINITIONS AND CLARIFICATIONS

SECTION 4 GENERAL TERMS

active – To stay ‘active’:

- Must submit a compensatable sales order within the previous sixty (60) days.

Active – To be considered ‘Active’:

- Consultant or Team Builder must submit \$500[†] or more in personal compensatable sales that are received and accepted at the Home Office each calendar month.
- Unit Leaders and above must submit \$1,400[†] or more in personal compensatable sales that are received and accepted at the Home Office each calendar month beginning with the month they promote-out to Unit Leader or above rank (Award Level).

Award Level – Used synonymously with the term rank.

Central Unit – A Central Unit of a Unit Leader or above rank includes the Leader and all of the directly or indirectly sponsored Consultants and/or Team Builders. It does not include any promoted-out Units.

Compensatable Sales – The total dollar amount of retail orders submitted to and received and accepted by the Home Office, excluding tax and Shipping & Handling charges. Compensatable sales do not include Host selections, Preferred reward redemptions, Gift Certificate redemption unless \$10+ overage, Half-Price Items, personal bonus items or Host Specials.

Consultant Account – PartyLite has established a Consultant account (also known as the Consultant purchase credit account) for each individual Consultant. You agree to participate in this program when you sign your New Consultant Agreement with the Company. For more explanation on this account, please refer to *Policies & Procedures* on **my.partylite.com**.

Credit Policy – Should a Consultant or Leader have a consistent bad debt situation, this may jeopardize promoting-out to higher rank and/or jeopardize current status. PartyLite may not award any profit, awards, or gifts of any kind until the debt is paid in full. If a Consultant or Leader has an outstanding obligation during an award or promotional period, the Consultant or Leader may be automatically disqualified. For further explanation, please refer to *Policies & Procedures* on **my.partylite.com**.

Good Standing – A Consultant/Leader is considered in good standing when they adhere to the policy, procedures and terms of the Company and Leader Commitment Agreement.

Inactive – No previous sales for sixty (60) days.

New Consultant – Someone officially becomes a ‘new Consultant’ when the Home Office receives and accepts her signed, completed New Consultant Agreement and her Starter Party (or payment in full for her Starter Kit). A previous Consultant must be inactive for one (1) full year to be considered a new Consultant.

Participating Consultant – A participating Consultant is one that submits \$250 or more in compensatable sales in a calendar month.

qualified Consultant – A qualified Consultant is one that has reached \$1,400 in personal sales since their start date. Beginning with July 1, 2017 Start Dates, the New Consultant Qualified Sales Amount is \$1,000.

Rank – Title in the Leadership Program.

RVP & SRVP title – Regional Vice President (RVP) and Senior Regional Vice President (SRVP) are honorary titles awarded at the discretion of PartyLite to Leaders who have reached the highest level of achievement building an organization and who have demonstrated the highest standards upholding the Pillars of PartyLite. RVPs and SRVPs are not officers or employees of PartyLite Gifts, Inc., and they do not have the authority to bind the Company or act on its behalf.

Selling Consultant – Consultant submitting \$1 or more in compensatable sales in a calendar month.

Start date – The date the Home Office receives and accepts the new Consultant Agreement with the Starter Party (or payment in full for the Starter Kit).

Upline Leader – A Leader’s “upline Leader” is the Leader of the Unit she was promoted-out from. If that Leader is no longer in Leadership, it is the next existing Leader above her in her lineage.

[†] All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

PARTYLITE PROFIT PROGRAM SUMMARY

	CNS	TB	UL	SUL	GL	DL	RL	RVP	SRVP
Proper Structure									
# of First Level Units Needed				1	2	3	4	6	8
# of Second Level Units Needed							1	2	3
Profit on Personal and Central Unit Sales									
Personal Sales Profit	25%	25%	25%	25%	25%	25%	25%	25%	25%
Bonus, if Sales are \$2,000+	7%	7%	6%	6%	6%	6%	6%	6%	6%
Central Unit Profit-Plus			7%	7%	7%	7%	7%	7%	7%
Profit Potential On Personal Sales	32%	32%	38%	38%	38%	38%	38%	38%	38%
Profit Plus on Downline Units									
First-Level				4%	4%	4%	4%	4%	4%
Second-Level							3%	3%	3%
Third-Level								2%	2%
Fourth-Level									1%
Fifth-Level									½%
Sixth-Level									½%
Seventh-Level – and beyond!									½%

Profit Plus Highlights:

- PartyLite pays all Profits and Profit-plus on suggested retail compensatable sales.
- PartyLite pays all Profits and Profit-plus on Leader personal suggested retail compensatable sales.
- PartyLite pays Profit Plus on unlimited downline Units.

Special Incentive Bonus (SIB) for S/RVPs

Promote-outs/Rank Changes:	Receive at promote-out:	Received at end of six months**:
First-level	\$1,500	\$500
Second-level	\$750	\$250
Third-level	\$500	–
Fourth-level***	\$250	–

† All elements of the PartyLite Profit Program are subject to change.

* For further explanation refer to the definitions and clarifications section of this booklet.

** Requires proper structure for RVP/SRVP and promoted-out Leader to receive SIBs.

*** Requires eight (8) first-level Units to secure SIBs at the level.