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Sabika brings beauty, joy and opportunity  
through products and services designed  
and hand-crafted with love.



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**Compensation Plan Chart**

# Compensation Plan Chart

Career level	Requirements	Reward	Career level	Bonus Qualified Requirements	Bonus Qualified Reward
<b>Consultant</b>	<ul style="list-style-type: none"> <li>Must have \$500 or more in retail orders in every rolling 3 month period to retain "active" status</li> </ul>	<b>20%</b> Profit (commission) on personal RETAIL sales	<b>Bonus Qualified Consultant</b>	<ul style="list-style-type: none"> <li>Must have \$500 or more in personal retail sales for the month</li> </ul>	<b>20%</b> Profit (commission) on personal RETAIL sales <b>4-5%</b> Lifetime Personal Sponsoring Override on the RETAIL sales of each of your personally sponsored Consultants: 4% in the months that you are "Bonus Qualified" with personal retail sales of \$500 or more for the month, 5% in the months you have personal retail sales of \$3000 or more

**PERSONAL SALES CONSISTENCY BONUS: \$500.00 CONSISTENCY PAYS AT SABIKA FOR ALL CONSULTANTS AND HIGHER LEVELS!**

Consultants who sell at least \$3,000 or more in personal retail sales per month for three consecutive months will receive a Personal Sales Consistency Bonus of \$500 in cash at the conclusion of their third month.

In addition, for each additional consecutive month of Personal Sales Consistency, the qualifying Consultant will receive an additional \$150 bonus payment for those consecutive months.

If a Personal Sales Consistency Qualifier/Consultant misses a month of qualifying at the \$3,000 in sales level, that Consultant must once again achieve the Personal Sales Consistency with qualifying sales for three consecutive months to regain Personal Sales Consistency status and the bonus payment.

Career level	Promotion Qualifications (monthly)	Reward (monthly)	Career level	Promotion Qualifications (monthly)	Reward (monthly)
<b>Director</b>	<ul style="list-style-type: none"> <li>\$1500 or more in Personal Retail Sales</li> <li>3 or more personally sponsored bonus qualified Consultants</li> <li>Combined Central Team and personal sales of \$5000 or more</li> </ul>	<b>20%</b> Profit (commission) on personal RETAIL sales <b>5%</b> Personal Sales Bonus on personal RETAIL sales <b>4-5%</b> Lifetime Personal Sponsoring Override <b>3%</b> Central Team Override on all Directly and Indirectly sponsored Consultants on your Central Team	<b>Star Director</b>	<ul style="list-style-type: none"> <li>\$1500 or more in Personal Retail Sales</li> <li>6 or more personally sponsored, bonus qualified Consultants</li> <li>Combined Central Team and personal sales of \$5000 or more</li> </ul>	<b>20%</b> Profit (commission) on personal RETAIL sales <b>7%</b> Personal Sales Bonus on personal RETAIL sales <b>4-5%</b> Lifetime Personal Sponsoring Override <b>4%</b> Central Team Override

Consultant must meet or exceed director qualifications for two consecutive months to achieve Director level. Qualifying new Directors will be paid as Directors for the second month of qualification as a Director.

<b>Crystal Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 1 qualified first generation Director or higher title in Central Team for the month</li> </ul>	<b>20%</b> Profit (commission) <b>6%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>3%</b> Central Team Override <b>5%</b> First Generation Override on the total Promote-out Director's Personal Retail Sales as well as her Central Team's Retail Sales.	<b>Star Crystal Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 1 qualified first generation Director or higher title in Central Team for the month</li> <li>Have 6 Personally Sponsored Bonus Qualified Consultants</li> </ul>	<b>20%</b> Profit (commission) <b>8%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>4%</b> Central Team Override <b>5%</b> First Generation Override on the total Promote-out Director's Personal Retail Sales as well as her Central Team's Retail Sales.
<b>Silver Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 3 or more qualified first generation Directors or higher titles in Central Team for the month</li> </ul>	<b>20%</b> Profit (commission) <b>7%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>3%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override on the total Promote-out Director's Personal Retail Sales as well as her Central Team's Retail Sales.	<b>Star Silver Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 3 or more qualified first generation Directors or higher titles in Central Team for the month</li> <li>Have 6 Personally Sponsored Bonus Qualified Consultants</li> </ul>	<b>20%</b> Profit (commission) <b>9%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>4%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override
<b>Gold Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 5 or more qualified first generation Directors or higher titles in Central Team for the month</li> </ul>	<b>20%</b> Profit (commission) <b>8%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>3%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override <b>1.25%</b> Third Generation Override on the total Promote-out Director's Personal Retail Sales as well as her Central Team's Retail Sales.	<b>Star Gold Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 5 or more qualified first generation Directors or higher title in Central Team for the month</li> <li>Have 6 Personally Sponsored Bonus Qualified Consultants</li> </ul>	<b>20%</b> Profit (commission) <b>10%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>4%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override <b>1.25%</b> Third Generation Override
<b>Platinum Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 10 or more qualified first generation Directors or higher titles in Central Team for the month</li> </ul>	<b>20%</b> Profit (commission) <b>8%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>3%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override <b>1.5%</b> Third Generation Override	<b>Star Platinum Director</b>	<ul style="list-style-type: none"> <li>Qualify as Director or higher title for the month</li> <li>Have 10 or more qualified first generation Directors or higher title in Central Team for the month</li> <li>Have 6 Personally Sponsored Bonus Qualified Consultants</li> </ul>	<b>20%</b> Profit (commission) <b>10%</b> Personal Sales Bonus <b>4-5%</b> Lifetime Personal Sponsoring Override <b>4%</b> Central Team Override <b>5%</b> First Generation Override <b>2.5%</b> Second Generation Override <b>1.5%</b> Third Generation Override

**DIRECTOR PROMOTION BONUS: \$750.00**

A one-time career bonus paid only if a first time qualifying Director or higher title manages to maintain that "paid as" Director rank for the first three consecutive months after her initial directorship promotion.

**For additional information see your Sabika Compensation Plan Booklet.**