



CGM 05 Consultant Reward Plan

At a Glance

- The Kaszazz range of paper craft products is mostly exclusive to Kaszazz, but it is made even more appealing by including some other brands. Designated as “high cost” items, these have “hc” at the end of their codes.
- You retain 10% of **all** sales (exc. GST), and earn “personal sales bonus commission” (on sales inc. GST) at a rate dependent on your total sales each month. The rate quickly steps up through 12 levels – there is always a new level not far off to aim for!
- Earn up to 28% personal sales bonus commission on non “hc” (standard) items, and up to 14% personal sales bonus commission on “hc” items. Personal sales bonus commission is paid very soon after the end of each month, and is based only on your sales for that month – no waiting for any account balances to accumulate.
- You may wish to lead a team by recruiting new Kaszazz consultants. Qualify to earn team commission of up to 9% of the sales (inc. GST) made by your team members.
- Build and maintain a rolling 12 month sales balance to qualify to earn team commission and receive other exciting benefits.

All the Details

Gross Profit plus Personal Bonus Commission on Monthly Sales

| Level | Month Sales (inc GST) | Gross Profit* | Bonus Commission “hc” Items** | Bonus Commission Standard Items** |
|---|-----------------------|---------------|-------------------------------|-----------------------------------|
| 1 | 0 – 99.99 | 10% | 0% | 0% |
| 2 | 100 – 199.99 | 10% | 2% | 5% |
| 3 | 200 – 299.99 | 10% | 5% | 10% |
| 4 | 300 – 399.99 | 10% | 7% | 15% |
| 5 | 400 – 499.99 | 10% | 10% | 20% |
| 6 | 500 – 699.99 | 10% | 11% | 22% |
| 7 | 700 – 999.99 | 10% | 12% | 23% |
| 8 | 1,000 – 1,399.99 | 10% | 12% | 24% |
| 9 | 1,400 – 1,999.99 | 10% | 13% | 25% |
| 10 | 2,000 – 2,999.99 | 10% | 13% | 26% |
| 11 | 3,000 – 3,999.99 | 10% | 14% | 27% |
| 12 | 4,000 + | 10% | 14% | 28% |
| * calculated on total monthly sales <i>excluding</i> GST | | | | |
| ** calculated on total monthly sales <i>including</i> GST | | | | |



Rolling 12-Month Total Sales (“Sales Balance”)

| Sales Balance | Team Commission* | Additional Benefits (see CGM 27 for more information about some of these) |
|---------------|------------------|--|
| 1,000 | 2% | Once only Up and Away Bonus if reached before the end of your second month with Kaszazz- \$100 worth of Kaszazz Vouchers plus a \$100 surprise pack! |
| 2,000 | 3% | Once only Up and Away Bonus if reached before the end of your third month with Kaszazz - \$200 worth of Kaszazz Vouchers plus a \$200 surprise pack! |
| 3,000 | 3% | Once only Up and Away Bonus if reached before the end of your fourth month with Kaszazz - \$300 worth of Kaszazz Vouchers plus a \$300 surprise pack! |
| 6,000 | 4% | <ul style="list-style-type: none"> • If you have at least 1 team member, qualify to lead a Team Training Day • Pre-release bundle in the month before each TTD release (RRP Value \$100 - sent with next order) • Added to Consultant Fast Find • Continuous Active Status Award - \$100 voucher and certificate (and trophy each 5 consecutive years) awarded on the anniversary of you first reaching a sales balance of 6,000 |
| 12,000 | 5% | <ul style="list-style-type: none"> • Kaszazzaversary Gift - \$200 surprise bundle (sent with your next order after your Kaszazzaversary) (plus above) • Receive an invitation to create and submit a project for possible publication in the next catalogue! • Participate in any new product design option surveys. |
| 24,000 | 6% | Birthday Gift - \$250 surprise bundle (sent with your next order after your Birthday) (plus above) |
| 36,000 | 7% | If this is your balance in December, you will receive \$500 worth of Kaszazz vouchers (all items) Christmas Gift sent with your next order (plus above) |
| 48,000 | 8% | If this is your balance in July, you will be a Kaszazz Super Star (plus above) (see CGM27) |
| 60,000 | 9% | If this is your balance in January, you will receive \$1,000 worth of Kaszazz vouchers (all items) New Year Celebration Gift sent with your next order (plus above) |

* commission paid on that part of each team members monthly sales that is less than or equal to your total sales in the same month

Sales Balance

Your sales balance is a rolling 12 month total. This means that if you have been a consultant for more than 12 months, your sales balance is your total sales for the previous 12 months. If you have been a consultant for less than 12 months, your sales balance is the sum of the sales for each month you have been with Kaszazz. At the end of this CGM there is an

illustration showing how the rolling 12-month sales balance is calculated.

Team Commission

Your team are the consultants in your level 1 downline. The percentage used to calculate your team commission each month depends on your current sales balance as shown in the “Sales Balance” table above. You receive this percentage of that part of each team



member's monthly sales (inc. GST) that is equal to, or less than, your own sales for that month (inc. GST).

Example

Imagine in July 2021:

- Your total sales were \$3,527.65
- Your sales balance (at the end of July) is 24,277.56
- You have 3 team members who achieved the following sales in July:

| | |
|--------|------------|
| Susan | \$4,334.45 |
| Sally | \$3,297.35 |
| Sandra | \$945.25 |

From the "Sales Balance" table above, the commission rate is 6% as your sales balance is greater than 24,000 but less than 36,000.

The commission you receive from each team member is:

| | | | |
|--------|------------------|---|-----------------|
| Susan | 6% of \$3,527.65 | = | \$211.66 |
| Sally | 6% of \$3,297.35 | = | \$197.84 |
| Sandra | 6% of \$945.25 | = | <u>\$56.72</u> |
| | Total | | \$466.22 |

You receive 6% of all of Sally's and Sandra's sales as your monthly sales were higher than theirs, but only 6% of your own sales for commission from Susan as her sales were higher than yours.

Consultant Reward Plan Payments

Your personal bonus and team member commission is paid directly into your nominated bank account as soon as possible (usually within 3 business days) after the end of each month.

You will be emailed a Consultant Reward Plan (CRP) statement that fully explains how you

earned the payment. You will also receive a CRP statement if you have not qualified for a CRP payment but you do have team members.

Recipient Created Tax Invoice (for GST registered Consultants only)

If you are registered for GST you are required by law to send 10% of whatever CRP payment you receive to the ATO. If you have sent us a signed Kaszazz "Recipient Created Tax Invoice" (RCTI) Agreement, we will increase your CRP payment (and send you a special CRP statement that is also a RCTI) so that you end up keeping your full CRP payment. You only need to send us a RCTI Agreement once, *but please remember to inform us if you later decide to de-register for GST.*

Gross Profit

All consultants retain 10% of the Recommended Retail Price (RRP) (*excluding* GST) of their personal consultant sales. This is your personal sales gross profit.

Personal sales gross profit is not shown on your CRP statement.

Your Kaszazz Web Store

You earn 10% gross profit on orders placed on your Kaszazz web store. This gross profit, and reimbursement of GST Kaszazz has collected on your behalf from your web store, is shown on your CRP statement.

Birthday Gift

Please ensure you've told us the month and year of your birthday (login to the Kaszazz website and choose My Kaszazz > Online



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Ordering System > Consultant Information) so we can send you the \$250 surprise pack gift with your next order received in or after your birthday month (provided your sales balance is at least 24,000 in your birthday month).

If your birthday has already passed and you qualified on your birthday but hadn't advised

us your birth date, please enter this information in your online ordering system then send us an email (enquiries@kaszazz.com) and we'll be happy to arrange your \$250 surprise bundle with your next order (we can offer this for your previous birthday only – not multiple years of missed gifts)

Illustration Showing How Your Rolling 12-Month Sales Balance is Calculated

