

SCENTSY

Scentsy Independent Consultants earn between 20 and 36 percent commissions and bonuses on personal sales and may be eligible for leadership bonuses based on their teams' sales.

The chart below shows how Scentsy Independent Consultants in Australia performed, on average, in 2014. As with any business endeavour, a Consultant's success will be a direct result of the time and effort they devote to selling the product and leading a team. The earnings below represent commissions that Scentsy actually paid Consultants in 2014. These figures do not take into account any expenses Consultants may have incurred in marketing their businesses.

AUSTRALIA	Number of Consultants per title*	Average annual commission**	Median annual commission**	Minimum annual commission**	Maximum annual commission**	Average tenure at Scentsy***
Essential Consultant	1,582	\$108.85	\$106.45	\$0.00	\$277.68	2.94
Certified Consultant	1,981	\$840.27	\$391.01	\$52.42	\$6,781.50	6.13
Lead Consultant	557	\$1,704.82	\$1,148.98	\$134.67	\$6,190.18	7.34
Star Consultant	254	\$3,034.76	\$2,612.06	\$335.13	\$15,321.55	8.77
SuperStar Consultant	77	\$5,502.05	\$4,977.76	\$1,366.78	\$14,881.91	10.70
Director	88	\$10,624.55	\$9,234.97	\$760.55	\$46,147.32	14.68
Star Director	12	\$26,819.77	\$26,697.88	\$15,000.90	\$38,979.12	13.83
SuperStar Director****						

All amounts listed in Australian dollars.

*This chart includes all Scentsy Independent Consultants in Australia who were current at the end of 2014. It does not factor in Consultants who were current in any part of 2014 but not active at the end of the year.

**For Consultants at their respective titles at the end of December 2014. These amounts reflect cash distributions only and do not include product credit or other non-cash awards such as incentive trips. The amounts above reflect gross profits and do not include any business expenses Consultants may have incurred in running their businesses.

***The average number of months for Australian Consultants from their join date to the end of 2014.

****Scentsy does not disclose earnings of a title when there are fewer than five Consultants in a title, to protect the privacy of those Consultants.

The total number of current Consultants in Australia at the end of 2014 was 4,553. A total of 775 Consultants in Australia left Scentsy due to inactivity or other causes. The minimum commission paid to Consultants who left was \$0.00, and the maximum paid was \$2,297.43.