

Independent Scentsy 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 Independent Scentsy Consultants in Canada performed, on average, in 2018. 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 to Consultants in 2018.

We have divided our Consultants into two groups for this disclosure. Group 1 consists of Consultants who were with Scentsy for all 12 months of 2018. Group 2 consists of Consultants who were with Scentsy for less than 12 months in 2018, including those who joined Scentsy for the first time, and those who left Scentsy either due to inactivity or for other reasons.

## CANADA

2018	Group 1	Group 2
Number of Consultants	6,032	13,839
Minimum annual commissions	\$237.47	\$0
Maximum annual commissions	\$411,775	\$15,775
Average annual commissions	\$2,073	\$287
Median annual commissions	\$919	\$144

All currency listed in Canadian dollars.

The average annual commission was calculated by dividing the total commission paid in each group by the total commissions paid to the Consultants in that category. Half of Consultants earned more than the median annual commission, while the other half of Consultants earned less than the median annual commission. 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.