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Overview

What is this program?

A. This is a 12-month program consisting of two 6-month phases. Grow your Team Sales month over month for 6 months and achieve your goal by the end of each phase with no month under \$11,000 (paid as Director) to earn an award in each phase. In each 6-month phase, you will need to meet or exceed a total accumulated goal based on monthly 10% growth month over month in Phase I and 5% growth month over month in Phase II.

How does this program work?

A. During each phase of the program, you need to meet a total goal for the end of each 6-month phase. In addition, you must be paid as a Director during each month.

In this example, we are showing what your minimum goal of 10% month over month would look like, however if you only maintain the Director minimum of \$11,000 each month, you wouldn't reach the goal by the end of the 6 month period. However, since you can make up the sales in another month to reach the 6 month goal, you continue to play and do not have a miss.

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Total	Goal Achieved
Goal	\$12,100	\$13,310	\$14,641	\$16,105	\$17,715	\$19,487	\$93,358	
Minimum Monthly Goal to avoid miss	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$66,000	No
Actual Team Sales	\$11,000	\$15,000	\$15,000	\$15,000	\$18,000	\$19,400	\$93,400	Yes

*See Misses section for example when a month is missed within the program.

Enrollment

How do I enroll in this program?

A. First Time Directors are automatically enrolled in this program starting the month when their new Director title is effective. All other Directors and above can enroll by clicking on the Grow for More tab at the top of their Business Dashboard.

Who is eligible to enroll in the Grow for More Program?

A. All Directors through Business Leaders.

I'm currently enrolled in the WOW Growth or WOW New Director Program. Can I switch to the Grow for More program?

A. Yes. However, if you make the decision to switch into the Grow for More Program, you will not have the opportunity to switch back.

Can I restart my program before using up all my misses?

A. No. There are no restarts allowed in this program. You will have to exhaust all your misses or complete the program before you may begin again.

I am a first time New Director. How do I enroll in the Grow for More Program?

A. First Time Directors are automatically enrolled in this program starting the month when their new Director title is effective.

Goals

How are my goals determined for Phase I?

A. For Phase I, your accumulated sales goal is established using an average of your previous 6 months of Team Sales (using a minimum of \$11,000 for each month when Team Sales are less than \$11,000) plus 10% growth month over month for the 6-month period.

Example: Your Team Sales for the prior 6 months totaled \$90,000. Your average Team Sales would be \$15,000. Your accumulated goal for Phase I would be \$127,307.56

Phase I Month	10% Growth	Goal
1	$\$15,000 \times 10\% = \$1,500$	$\$15,000 + \$1,500 = \$16,500$
2	$\$16,500 \times 10\% = \$1,650$	$\$16,500 + \$1,650 = \$18,150$
3	$\$18,150 \times 10\% = \$1,815$	$\$18,150 + \$1,815 = \$19,965$
4	$\$19,965 \times 10\% = \$1,996.50$	$\$19,965 + \$1,996.50 = \$21,961.50$
5	$\$21,961.50 \times 10\% = \$2,196.15$	$\$21,961.50 + \$2,196.15 = \$24,157.65$
6	$\$24,157.65 \times 10\% = \$2,415.76$	$\$24,157.65 + \$2,415.76 = \$26,573.41$
Accumulated Goal		\$127,307.56

How are my goals determined for Phase II?

For Phase II, your accumulated sales goal is established using the month 6 Phase I goal plus 5% growth month over month for the 6-month period.

In the example above, your month 6 goal was \$26,573.41.

Phase II Month	5% Growth	Goal
1	$\$26,573.41 \times 5\% = \$1,328.67$	$\$26,573.41 + \$1,328.67 = \$27,902.08$
2	$\$27,902.08 \times 5\% = \$1,395.10$	$\$27,902.08 + \$1,395.10 = \$29,297.18$
3	$\$29,297.18 \times 5\% = \$1,464.86$	$\$29,297.18 + \$1,464.86 = \$30,762.04$
4	$\$30,762.04 \times 5\% = \$1,538.10$	$\$30,762.04 + \$1,538.10 = \$32,300.14$
5	$\$32,300.14 \times 5\% = \$1,615.00$	$\$32,300.14 + \$1,615.00 = \$33,915.15$
6	$\$33,915.15 \times 5\% = \$1,695.76$	$\$33,915.15 + \$1,695.76 = \$35,610.91$
Accumulated Goal		\$189,787.50

Are there any minimums?

A. Yes. When establishing your accumulated goal for each 6-month phase, a minimum of \$11,000 in Director Team Sales will be used for the base for any month that is below \$11,000. In addition, any month in which you did not hold a Director title, a minimum of \$11,000 in Team Sales is applied to the base.

What happens if I finish my 6 months by meeting my Director standards but do not reach my accumulated goal?

A. To earn either phase award, you must complete the 6-month phase and reach the accumulated sales goal. If you do not achieve the 6-month accumulated goal, you may enroll to restart your program again. See Misses section for examples when a month is missed within the program.

I promoted a Director from my personal Team prior to enrolling in the Grow for More Program. Do those sales count towards my program?

A. 100% of the Team Retail Sales of any 1st generation Director promoted by you during the 2 months or less prior to your entry into the Program count toward your Phase I program as follows:

- 100% of the retail sales of 1st generation Directors promoted by you, 1 month prior, count toward the goals for months 1-2 of Phase I.
- 100% of the retail sales of 1st generation Directors promoted by you, 2 months prior, count toward the goals for month 1 of Phase I.

I promote a Director from my personal Team during my Grow for More program. Do those sales count towards my program?

A. Yes, 100% of the Team Retail Sales from any 1st generation Director promoted during your Grow for More Program, will count for three months.

A downline Director repositions back into my personal Team during my program. Do I get to count their sales towards my program?

A. If a Director is repositioned and their Team rolls back into your Team during the Grow for More Program, the Team Retail Sales volume of the repositioned Director Team will count toward your goal requirements if those Team Sales were included when your goals were originally calculated.

How can I track my progress?

A. A new report screen will be available for you with your goals and actual sales. This report can be located at My Business > Programs > Grow for More.

Misses

Are there any misses in this program?

A. Yes, you have two misses allowed in Phase I and two misses allowed in Phase II.

Do unused misses from Phase I carry over to Phase II?

A. Yes. Unused misses do carry over to the next phase.

What counts as a miss?

A. A miss occurs when you are not paid as a Director and the total qualified sales are below \$11,000 in tTeam Sales.

What happens when I have a miss?

A. If you are not paid at Director title during any month of the phase, this counts as a miss. When a miss occurs, you repeat this month the following month. The missed month does not count towards your accumulated goal.

As shown in this example below, Month 2 was missed so it was repeated in the following month. The Month 2 that was missed did not count towards the accumulated goal.

	Month 1	Month 2	Month 2	Month 3	Month 4	Month 5	Month 6	Total	Goal Achieved
Goal	\$12,100	\$13,310	\$13,310	\$14,641	\$16,105	\$17,715	\$19,487	\$93,358	
Actual Team Sales	\$11,000	\$9,000	\$15,000	\$15,000	\$15,000	\$18,000	\$19,400	\$93,400	Yes
Month Missed	No	Yes	No	No	No	No	No	No	

How do the misses work if I promote a Director from my personal Team?

A. During your 4-month waiver for promoting a new generation 1 Director, when you are paid as a Director by achieving your minimum personal sales of \$500 then the month does not count as a miss.

I have a large personal Director Team. How do misses work for me?

A. If your baseline Team Sales average as calculated is over \$30,000, you will receive one additional miss that may be used at any time during the Program. In addition, for each additional \$20,000 of baseline Team Sales average over \$30,000, you will receive one additional miss, which may be used at any time during the program.

Example: Your Team Sales average for the prior 6-months was \$55,000. You will have the following misses available:

- Two misses for Phase I
- One miss for having Team Sales average over \$30,000
- One additional miss for having \$20,000 over the \$30,000

This would be four misses to use in Phase I or carry over to Phase II.

Awards

How do I know that I qualified for this award?

A. A congratulations email will be sent from OrlandoWOWAwards@Tupperware.com to you by the third week of the sales month after you achieve the qualifications.

How do I order my award?

A. We have partnered with Xceleration Rewarding Works to offer you an experience when ordering your award. We have a new platform called RewardStation where you will be able to view and order your awards.

How do I get to the RewardStation?

A. Go to your MyOffice Business Dashboard, click on the Grow for More tab and click the RewardStation link which will automatically log you into the platform. From there, you may view all the awards available at any time. You will only be able to order your award(s) after you have reached qualifications for each phase and have received your congratulations email. See Grow for More Flyer and Terms & Conditions for specific details on award(s).

How long do I have to order my award?

A. You have a total of 12 months from qualifying for your award to redeem. Any awards not redeemed within this timeframe will be forfeited.

What is included in the Program awards?

A. We have a new platform called RewardStation where you will be able to view and order your awards. In addition, see Grow for More Flyer and Terms & Conditions for specific details on award(s).

What happens if I step down and I am no longer a Director?

A. A Director must be in good standing and hold Director title at the time of redeeming their award.

Is there a 1099 value for this award?

A. Yes.