

SUCCESS BUILDER

A Career
that
Changes
the World





Join

Dear Friends,

Thank you for your interest in becoming a Norwex Independent Sales Consultant.

At Norwex, people are our most important asset! In fact, the reason we exist is *to improve quality of life by radically reducing chemicals in our homes*, while offering people an outstanding business opportunity. Our Independent Sales Consultants decide how to market our products, whether it is by organizing home presentations, participating in trade shows or through catalog sales.

Norwex is a dynamic company devoted to working with our Consultants and their families. We are committed to providing motivated people with a solid entrepreneurial opportunity. Our purpose is to find women and men who have dreams and goals in common with ours and to offer them the advantages of a global organization.

If you are powered by a desire to work for yourself, determined to succeed and interested in helping our environment, Norwex is the opportunity you have been searching for. Join us part-time, full-time or big-time, and together we can improve the quality of life!

Sincerely yours,

Kristi Hubbard

Chief Executive Officer, Norwex USA

Debbie Bolton

Chief Sales Officer, North America



the Norwex Team!

Norwex has set out to create a very different environmentally friendly direct sales company. We are dedicated to helping our customers reduce the use of chemicals while cleaning their homes and using personal care products. We are proud of our track record of providing a unique service, proven products and an uncompromising commitment to customer satisfaction.

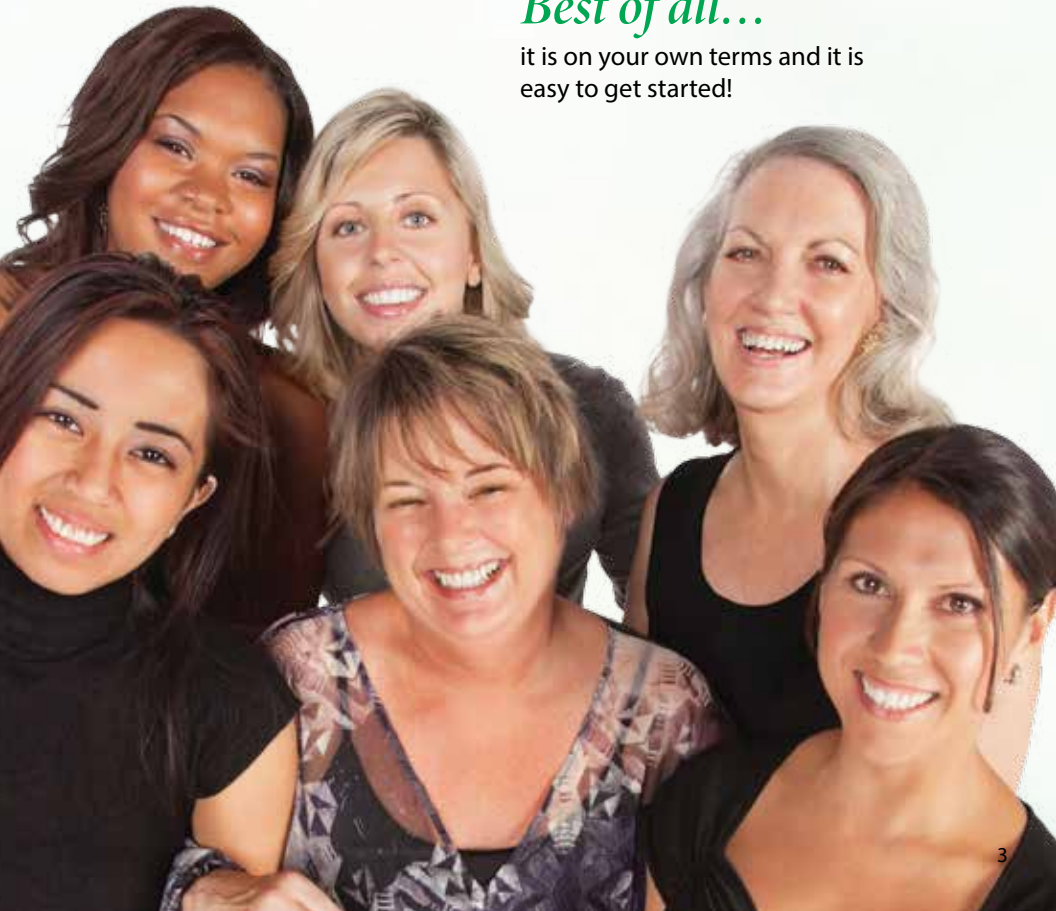
We would love for you to be a part of the Norwex Team.

As a Norwex Independent Sales Consultant you can:

- Be your own boss
- Have financial independence
- Work flexible hours
- Earn incentives and bonuses
- Set your own goals
- Make new friends

Best of all...

it is on your own terms and it is easy to get started!



Save Time and Money

Our cleaning products save time and money. In today's busy world it has been proven that our products greatly reduce cleaning time. Save money by reducing the use of chemicals, sponges and paper towels by up to 90%. The average household spends \$600 – \$800 a year on these items.



Improve Health

By using Norwex products and cleaning methods, you don't breathe, touch or ingest harmful chemicals. Dirt and dust are removed instead of being spread on surfaces, resulting in a cleaner indoor climate, which helps reduce allergies and promote a healthy home environment.

Better Environment

Enjoy the satisfaction of knowing you are doing your part to preserve the environment for our children and our children's future.



*The Norwex Mission
Improve quality of life
by radically reducing chemicals
in our homes.*



Lucrative Host Program!

With one of the best Host Programs in the direct selling industry, succeeding with Norwex is easy. Norwex provides all Host benefits at no cost to our Sales Consultants. The 4-Star Host Program encourages higher party sales and increases bookings by providing your Hosts with generous rewards for their guests' purchases.



Star #1*

- 5 buying guests = 1 Enviro Cloth
- 8 buying guests = 1 Enviro Cloth, 1 Body Pack
- 10 buying guests = 1 Enviro Cloth, 1 Body Pack, 1 Car Cloth
- 13 buying guests = 1 Enviro Cloth, 1 Body Pack, 1 Car Cloth, 1 Dusting Mitt
- 15 buying guests = 1 Enviro Cloth, 1 Body Pack, 1 Car Cloth, 1 Dusting Mitt, 1 Kitchen Scrub Cloth



Star #2*

Host allowance for customer orders of party:

- 8% of total customer sales in free products with sales up to \$249.99.
- 10% of total customer sales in free products with sales of \$250.00 – \$749.99.
- 12% of total customer sales in free products with sales of \$750.00 and above.



Star #3*

For each party booked, the Host will receive a free Window Cloth.



Star #4*

Host will receive a Special of the Month (based on customer sales and bookings). Changes each month.

* Items subject to change if necessary.

Live the Life You Want!

Norwex can help you live the life you want and give you the freedom to set your own goals!

The following chart is an example of what you can earn as you progress through the Career Plan!

Parties are based on a \$500 sale average and personal sales only. When you build a team, you have the opportunity to earn on your Downline as well.

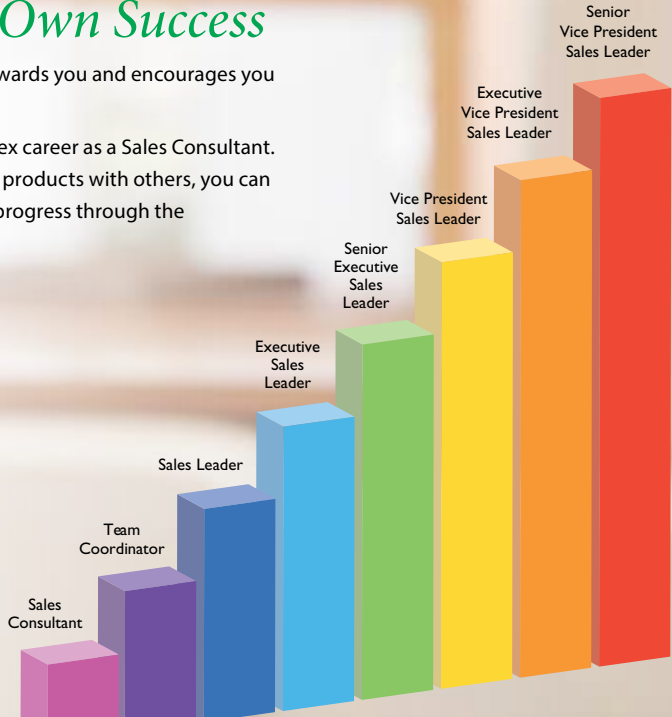
Week	1 Party	2 Parties	3 Parties	4 Parties	5 Parties
One	\$175	\$350	\$525	\$700	\$875
Two	\$175	\$350	\$525	\$700	\$875
Three	\$175	\$350	\$525	\$700	\$875
Four	\$175	\$350	\$525	\$700	\$875
Cumulative Profit	\$700	\$1,400	\$2,100	\$2,800	\$3,500

Note: The information provided is not a guarantee of earnings with the company.

Build Your Own Success

The Norwex Career Plan rewards you and encourages you to reach for success.

Everyone starts their Norwex career as a Sales Consultant. By sharing our Mission and products with others, you can begin to grow a team and progress through the Norwex Career Plan.



Sales Consultant

As an Independent Norwex Sales Consultant, you receive

- 35% Retail Commission on your personal retail sales (no minimum sales required)
- Receive your Starter Kit FREE* when you achieve the appropriate country threshold shown below within your first 90 days
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and rewards from sales and recruiting efforts

Requirement to retain current status

- You must maintain a minimum of \$250 in cumulative personal retail sales in a rolling three-month period to remain Active
- If this requirement is not met for six (6) consecutive months, your account is considered Dormant, and a Reactivation Fee will be charged
- If a Consultant has \$0 in retail sales for twelve (12) consecutive months, they will be removed from the organization

Qualified Personal Recruit

A Consultant you personally recruit who meets the required threshold for their country in 90 days*

Note: All entitlement calculations are based on "Subtotal A" Sales values only.

*To receive a Starter Kit for FREE, you must reach \$2,000 in retail sales within your first 90 days. If you do not generate the minimum \$2,000 in retail sales, you will be charged \$200 plus tax for the Starter Kit.

Team Coordinator



Qualifying Requirements

- Minimum of 3 Engaged Personal Recruits
- Must submit a minimum of \$250 in personal retail sales in the qualifying month

Team Coordinator Benefits

- 35% Retail Commission on personal retail sales
- 3% Commission on sales from Personal Recruits
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and rewards from sales and recruiting

Requirement to Retain Status

- Must submit a minimum of \$250 in personal retail sales in each calendar month to be eligible for Commission on your Personal Recruits' sales
- Must maintain a minimum of 3 Personal Active Consultants
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Sales Leader



Qualifying Requirements

- Minimum of 5 Engaged Personal Recruits
- Minimum of 10 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit a minimum of \$250 in personal retail sales in the qualifying month

Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 1% Commission on 1st Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and rewards from sales and recruiting

Requirement to Retain Status

- Must submit a minimum of \$300 in personal retail sales in each calendar month to receive Commission on Commissionable Downline sales
- Must maintain a minimum of 10 Active Consultants in your Commissionable Downline at all times, of which 5 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Executive Sales Leader

Qualifying Requirements

- Minimum of 10 Engaged Personal Recruits
- Minimum of 25 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit \$300 in personal retail sales in the qualifying month

Executive Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 2% Commission on 1st Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and rewards from sales and recruiting

Requirement to Retain Status and Commissions

- Must submit a minimum of \$400 in personal retail sales in each calendar month to receive earnings on Commissionable Downline sales
- Must maintain a minimum of 25 Active Consultants in your Commissionable Downline at all times, of which 10 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned



Example:

Team-Generated Sales

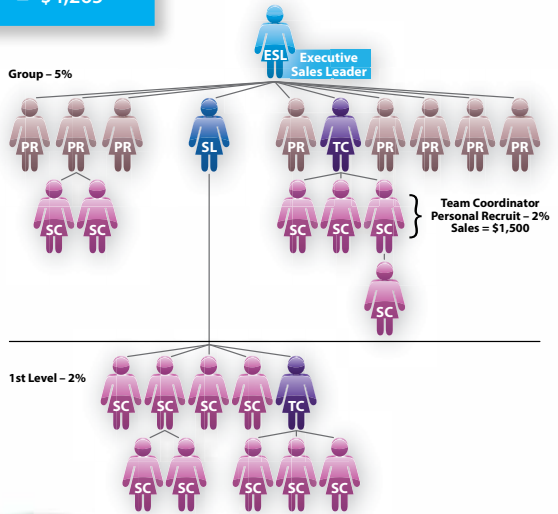
Personal Sales	= \$4,500
Group Sales (Includes everyone except Personal Recruits of a Team Coordinator)	= \$50,000
Personal Recruits of TCs	= \$1,500
1st Level Sales	= \$8,000

Commission Earned

35% Commission	= \$1,575
5% Commission	= \$2,500
2% Commission on TC's Personal Recruits	= \$30
2% Commission on Level 1	= \$160
Total Monthly Earnings:	= \$4,265

Note: The information provided is not a guarantee of earnings with the company.

PR = Personal Recruit
TC = Team Coordinator
SC = Sales Consultant



Senior Executive Sales Leader

Qualifying Requirements

- Minimum of 25 Engaged Personal Recruits
- Minimum of 75 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit \$400 in personal retail sales in the qualifying month

Senior Executive Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 2% Commission on 1st Level
- 1% Commission on 2nd Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and awards from sales and recruiting
- Awarded Norwex Red Jacket

Requirement to Retain Status and Commissions

- Must submit a minimum of \$550 in personal retail sales in each calendar month to receive Commission on Commissionable Downline sales
- Must maintain a minimum of 75 Active Consultants in your Commissionable Downline at all times, of which 25 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Vice President Sales Leader

Qualifying Requirements

- Minimum of 45 Engaged Personal Recruits
- Minimum of 200 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit \$550 in personal retail sales in the qualifying month

Vice President Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 2% Commission on 1st Level
- 1% Commission on 2nd Level
- 1% Commission on 3rd Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and awards from sales and recruiting
- Eligible for a \$500 monthly car bonus
- Awarded Norwex Black Scarf

Requirement to Retain Status and Commissions

- Must submit a minimum of \$750 in personal retail sales in each calendar month to receive Commission on Commissionable Downline sales
- Must maintain a minimum of 200 Active Consultants in your Commissionable Downline at all times, of which 45 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Executive Vice President Sales Leader

Qualifying Requirements

- Minimum of 65 Engaged Personal Recruits
- Minimum of 400 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit \$675 in personal retail sales in the qualifying month

Executive Vice President Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 2% Commission on 1st Level
- 1% Commission on 2nd Level
- 1% Commission on 3rd Level
- 0.5% Commission on 4th Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and awards from sales and recruiting
- Eligible for a \$500 monthly car bonus
- Eligible for bonuses and other promotions
- Awarded Norwex Black Jacket
- Awarded custom Norwex Pin

Requirement to Retain Status and Commissions

- Must submit a minimum of \$1,000 in personal retail sales in each calendar month to receive Commission on Commissionable Downline sales
- Must maintain a minimum of 400 Active Consultants in your Commissionable Downline at all times, of which 65 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Senior Vice President Sales Leader

Qualifying Requirements

- Minimum of 85 Engaged Personal Recruits
- Minimum of 600 Engaged Consultants in your Commissionable Downline (Personal Recruits included)
- Must submit \$750 in personal retail sales in the qualifying month

Senior Vice President Sales Leader Benefits

- 35% Retail Commission on personal retail sales
- 5% Commission on Group sales, except for Personal Recruits of a Team Coordinator
- 2% Commission on Personal Recruits of Team Coordinators in your Group
- 2% Commission on 1st Level
- 1% Commission on 2nd Level
- 1% Commission on 3rd Level
- 1% Commission on 4th Level
- .5% Commission on 5th Level
- \$300 in free product of your choice for each new Qualified Personal Recruit
- An opportunity to earn gifts and awards from sales and recruiting
- Eligible for a \$500 monthly car bonus
- Eligible for bonuses and other promotions
- Awarded Norwex Red Scarf

Requirement to Retain Status and Commissions

- Must submit a minimum of \$1,000 in personal retail sales in each calendar month to receive Commission on Commissionable Downline sales
- Must maintain a minimum of 600 Active Consultants in your Commissionable Downline at all times, of which 85 must be your Personal Recruits
- Consultants not meeting requirements for this level for six (6) consecutive months (and not receiving Commission at this level for six (6) consecutive months) will be Repositioned

Glossary of Terms

Qualified Personal Recruit

A Consultant you personally recruit who meets the required threshold for their country in 90 days.*

Engaged Recruit

A Consultant who submits \$250 in retail sales in a month is considered Engaged for that month only.

Active Consultant

A Consultant who maintains cumulative retail sales of \$250 or more within a rolling three-month calendar cycle.

Commission

The percentages you receive as a Team Coordinator or higher on your Commissionable Downline sales.

Assigned Recruit

A Consultant who has rolled up direct to you but was not personally recruited by you. Assigned Recruits are not Personal Recruits. They are included in your Commissionable Downline and are counted as Commissionable Downline for promotion qualification and title maintenance.

Commissionable Downline

All the Consultants on whom you are eligible to receive Commission.

Group

Includes all of your Personal Recruits and their Downline up to and including the point of Breakaway (Sales Leader).

Breakaway

Any Consultant in your Downline who has been promoted to Sales Leader or higher.

Downline

Consultants who have been recruited in your overall team.

Retail Commission

Percentage a Consultant earns on each retail sales order.

Dormant Consultant

A Consultant who maintains less than \$250 in cumulative sales within a six-month rolling calendar cycle.

Repositioning

After six consecutive months of not meeting his or her maintenance requirements, a Leader will be Repositioned to the highest paid title they are eligible for from the prior six (6) months. The Leader will need to re-qualify to regain the higher title previously achieved. When a Leader is Repositioned, the Commission structure will reflect this change.

Each Consultant will be granted the option to exercise, at his or her discretion, a one-time Repositioning Extension for the life of his or her Norwex contract. A Repositioning Extension Request must be submitted in writing to the Norwex Home Office and must include the reason for the extension. The Leader must also submit a three-month business plan outlining a plan to maintain title.

*See page 9 for threshold requirements.





Looking for an Exciting Career?

Part-time, Full-time, Big-time...

We are looking for energetic, fun-loving, motivated people.

No previous sales experience is necessary.

We have ongoing mentoring and support to develop your sales, marketing and management.

Advancement to leadership positions available for people desiring to build their own team.

Call Your Norwex Consultant Today:

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*For the most up-to-date information,
please check with your Norwex Consultant.*



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