

Business Bulletin No. 177

Jan. 28, 2009

Creative Memories will implement the following Career Plan changes effective March 1, 2009. The Policy and Procedure manual on CMC-Network will be updated to reflect these changes.

Consultant Discount

Effective March 1, 2009, the Consultant discount will be 30% on all retail products excluding Persona and standard-size photo prints.

New Retail Product Certificate and Sales Rebates

Effective March 1, 2009, non-Leaders can earn up to 45% in discounts and rebates on their monthly sales, and Leaders can earn up to 50% in discounts and rebates. All Consultants are eligible to receive a retail product certificate based on their monthly personal volume. The product certificate can be applied to any order placed on CMOnline for immediate savings.

Monthly Personal Volume	Consultant Discount	All Consultants	Total Discount & Rebates Non-Leader	Leader Sales Rebate	Total Discount & Rebates Leaders	Retail Product Certificate
Less than \$1,000	30%		30%		30%	
\$1,000-\$1,499	30%		30%		30%	\$50
\$1,500-\$1,999	30%	5% rebate	35%		35%	\$50
\$2,000-\$2,999	30%	10% rebate	40%	5% rebate	45%	\$50
\$3,000+	30%	15% rebate	45%	5% rebate	50%	\$50

Monthly Group Volume Bonus

Effective March 1, 2009, the Group Volume Bonus will be updated to the award levels listed below. This bonus is available to Leaders based on their group volume.

Monthly Group Volume	Bonus
\$10,000	\$50
\$25,000	\$100
\$50,000	\$250
\$100,000	\$500

The following will be discontinued Feb. 28, 2009:

1. The \$100 product certificate awarded to New Consultants, Consultants and Senior Consultants.
2. 10% Leadership Sales Commission
3. Sales Consistency Bonus: If you began qualifying for a Sales Consistency Bonus between Jan. 1 and Feb. 28, 2009, you'll remain eligible for that bonus through April 30.