

# Tupperware®



---

CAREER GUIDE

- 4 The Real Party People
- 6 **Step up to:  
Manager**
- 8 The Rewards of  
Becoming a Manager
- 10 One2One Success  
Formula for Managers
- 12 **Step up to:  
Star Manager**
- 14 **Step up to:  
Executive Manager**
- 16 Director-in-Qualification  
(DIQ) Program
- 18 **Step up to: Director**
- 20 One2One Success  
Formula for Directors
- 22 Trips for Directors
- 24 Chevy Trax for Directors
- 26 WOW Programs
- 34 Director Highlight:  
Debbie Gerszewski
- 36 What's Your Drive?  
Car Program
- 44 **Become an  
Organization Leader**
- 46 Career Levels Overview

# THIS IS THE REAL TUPPERWARE

Throughout our nearly 70 years of partying, there have been plenty of Tupperware ladies and gents who only partied for a little extra cash. And though we're still proud to welcome those with small, short-term goals, there's also real money to be made in this business, and real careers to be had.

When you're looking for an opportunity to advance your career while maintaining flexibility and control (and having tons of fun along the way), look no further than the original home partiers. No matter your reason for starting your Tupperware business, we're glad you're here. We want to make sure you know the full opportunity, and benefits, that await you.

**ARE YOU READY** to get real with yourself about your goals for your life and start doing what it takes to achieve them?

As you'll read in this guide, there are so many reasons to **LOVE WHAT YOU DO** as you build your business and share your success with others along the way.



# STANDARDS FOR SUCCESS

Growing your career with Tupperware has lots of benefits, and it might seem a little complicated at first, but it's really not. You really only have to do these two things:

- Hold personal parties
- Build first a unit (as a Manager) then team (as a Director) and then organization (as a Star Director or higher) of people holding their own parties

Yeah, that's it! Once you're up and running as a party pro, you simply start sharing the earning opportunity you know and love, and teach and support others as they party.

And to truly maximize not only your own success, but that of your people, it's important to try to make sure each party reaches at least the **standard party** amount of \$500. You'll also see the standard party amount reflected in sales challenges from the Home Office.

## YOUR PATH TO SUCCESS

### MANAGER

- 1 Welcome 1 new Consultant to your unit each week
- 2 HOLD 2 personal parties each week
- 1 Support every Consultant in your unit to HOLD 1 party each week

### DIRECTOR

- 1 WELCOME 1 new Consultant per Manager unit each week
- 2 HOLD 2 personal parties each week
- 1 PROMOTE 1 new Manager each month

### ORGANIZATION LEADER (STAR DIRECTOR & ABOVE)

- 1 PROMOTE 1 new Manager per Director team each month
- 2 HOLD 2 personal parties each week
- 1 PROMOTE 1 Director in your organization each quarter

# COME FOR THE PARTY, STAY FOR THE PEOPLE

A great career starts with the right support system. As you become a part of our community, you'll learn why relationships are at the heart of everything we do. As we like to say, you're in business *for* yourself, but never *by* yourself.

A Tupperware Friend Forever (TFF) is a girlfriend you meet through your Tupperware business who ends up becoming a partner in crime, shoulder to cry on, friend to rely on and lifelong confidant.



“What I love most about Tupperware is the friendships I’ve made. I have more friends now than I’ve probably ever had. We have Tupperware in common, but our friendships extend so much further than Tupperware now. Friendships and connections are the best part of the business.”

—ANITA ASHE,

Director,

East Coast Tupperware with Top of the Line

“I love what I do because of the people. I’ve made some really great friends by being invited into people’s homes for a party. I love having the opportunity to meet women from different kinds of backgrounds that I might not have ever run into or met otherwise. The other reason I love what I do is because of my team; my team is everything to me. I love watching women succeed.”

—HEIDI MEYER,

Star Director,

Team Smartini with Rock On!





# DON'T PARTY ALONE. START BUILDING YOUR UNIT.

**YOU ALREADY KNOW** that it's so much more than just "selling" when you're really excited about what you're sharing. Think about how it feels to show people a Tupperware® product, give them a few tips and know that you've really improved their lives. The same goes for sharing the earning opportunity. When you start building a unit, you're sharing an opportunity that changes lives for the better.

Along the bottom of each career level page, you'll see this chart explaining the expanding earning opportunities. It will help you compare the differences between levels and plan your career goals. See pages 46–47 for an overview of all career levels.

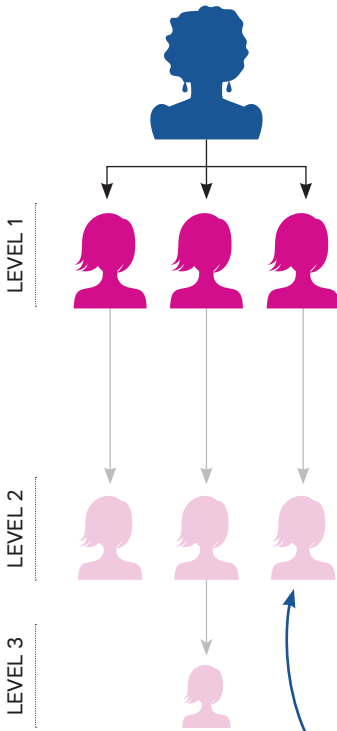
*You continue to earn retained profit and volume bonus on your personal sales as you grow to any career level. (See page 8 for bonus details.)*

*As a Manager, you begin to earn Profit Plus on the commissionable volume (75%) of your unit sales (your sales plus the sales of the three levels below you). You can also earn the Vanguard Bonus based on your monthly unit sales.*

TITLE	PERSONAL SALES		UNIT/TEAM SALES		
	RETAINED PROFIT	VOLUME BONUS	UNIT SALES PROFIT PLUS	VANGUARD SALES AMOUNT	TEAM SALES PROFIT PLUS
<b>Manager</b> 	<b>25%</b>	\$4,000 = 10% \$1,500 = 5%	<b>2%</b>	See page 8 or 66	—



- 1 Welcome 1 new Consultant to your unit each week
- 2 HOLD 2 personal parties each week
- 1 Support every Consultant in your unit to HOLD 1 party each week



**TO BE A SUCCESSFUL MANAGER**, you continue holding personal parties while growing a unit and teaching them how to hold great parties of their own.

To become a Manager, meet or exceed these qualifications in a sales month.

**5+ standard unit parties** (\$2,500+ in unit sales)

**1+ standard personal parties** (\$500+ in personal sales)

**3+ active, personally recruited, level one unit members\***

You receive a one-time **step-up bonus of \$100** for achieving the title for the first time. You receive title and are eligible to begin earning as a Manager effective the following sales month.

To maintain and be **PAID AS A MANAGER** each sales month, meet or exceed the same qualifications each month (though for you to maintain and be paid, your three active, level one unit members do not need to be personally recruited, they may be those who have moved up through compression).

*If someone below you fully leaves the business\*\*, anyone they recruited will move up a level. This is referred to as compression.*

*As a Star Director, you'll begin to earn Leadership Commission on your downline Director teams.*

- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

Note: Bold head icons required to achieve and maintain title, lighter colors are not but indicate additional earning potential.

LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES						
1 <sup>ST</sup> GENERATION	2 <sup>ND</sup> GENERATION	3 <sup>RD</sup> GENERATION	4 <sup>TH</sup> GENERATION	5 <sup>TH</sup> GENERATION	6 <sup>TH</sup> GENERATION	7 <sup>TH</sup> GENERATION
—	—	—	—	—	—	—

\*Active with \$250 or more in personal sales in a rolling four-month period.

\*\*After going inactive (submits less than \$250 in personal sales in a rolling four-month period), they remain "inactive open" for eight sales months, during which time they can submit regular orders; however, they will not receive the active Consultant sample price or be able to submit recruits. If they do not reactivate within eight months, by submitting \$350 in cumulative sales, they go inactive closed at the start of the ninth month, and compression occurs at this time.







# THE REWARDS OF BECOMING A MANAGER

**YOU'RE INSPIRING OTHERS** and helping them improve their lives, and that's rewarding in and of itself. But what makes that even sweeter? More money. And seeing your success is also what inspires your new unit to set their own goals.

As a Manager, you're eligible to begin receiving the **VANGUARD BONUS** based on your monthly unit sales. In 1954, Brownie Wise unveiled the Vanguard Manager Program to an excited Jubilee audience. She said "The common goal for all Vanguard Managers is leadership!" And that's as true today as ever. As in Brownie's day, Vanguard Managers enjoy special recognition in addition to the bonus. We're so proud of our long legacy of supporting, recognizing and rewarding new leaders!

As you grow your business, we're dedicated to making sure you get not only the compensation but the **RECOGNITION** your expanded efforts deserve. You will be recognized in one of four Vanguard categories based on your bonus: V1, V2, V3 or V4.

	MONTHLY UNIT SALES	VANGUARD BONUS AMOUNT
	FOR EACH ADDITIONAL \$2,000	\$25
	\$16,000	\$210
	\$14,000	\$185
	\$12,000	\$160
	\$10,500	\$140
	\$9,000	\$120
	\$7,500	\$105
	\$6,000	\$90
	\$5,000	\$80
	\$4,000	\$70
	\$3,000	\$60
	\$2,500	\$50

**PLUS,** don't forget to lead by example when you add the **PERSONAL SALES VOLUME BONUS** to your earnings, and encouraging everyone on your unit to qualify for it, too.

- When you personally hold 3+ standard personal parties (\$1,500+ in personal sales) in a sales month, you earn a 5% bonus on your total personal sales.
- When you personally hold 8+ standard personal parties (\$4,000+ in personal sales) in a sales month, you earn a 10% bonus on your total personal sales.



The **VANGUARD MANAGER CREST**, based on the original design from 1954, is heart-shaped to symbolize that Managers are truly the heart of the business. The words “activity, recruiting, training and promoting” represent the foundation of a Manager’s success. And each element of the design holds special significance.

**Acorn:**  
both unit and  
personal growth

**Ruler:**  
excellent  
service

**Jester’s wand:**  
the ridiculously  
awesome fun we all  
have together

**Tupperware seal:**  
our extraordinary  
products

**Tupperware rose:**  
the enduring beauty  
of our relationship-  
based earning  
opportunity

**Door:**  
symbol of both  
opportunity and the  
home, around which  
our business is built



**Gold key:**  
the key to success  
you hold out to  
everyone

**Stars:**  
the stars we  
shoot for and the  
stars you’re truly  
becoming

**Lamp of knowledge:**  
sharing knowledge  
as you help others  
grow

**Bee:**  
the activity that is  
vital to unit success

**Hands:**  
the partnerships between sales  
force, leaders, customers and the  
home office



One<sup>2</sup>  
One

# BEHAVIORS OF SUCCESSFUL MANAGERS

Though you run a unique business, it's helpful to explore the habits of our most successful business owners. We've captured those habits in our **ONE2ONE** success formulas. Build a growing business by focusing on these simple goals. Remember that attending and supporting all of your upline Director's meetings, trainings and coaching sessions will also help you and your growing unit to really thrive.

## MANAGERS



Welcome **1 new Consultant** to your unit each week



**HOLD 2 personal parties** each week



Support every Consultant in your unit to **HOLD 1 party** each week



## YOU COULD BE ON YOUR WAY TO HEMINGWAY

As you invest more time and energy into your business, we like to find ways to invest in you and help you get to know Tupperware even better. For example, Managers and above have had the opportunity to qualify for an all-expenses-paid trip to Myrtle Beach, S.C., where they've enjoyed the beautiful coastline and took an exclusive tour of our global manufacturing and distribution center in nearby Hemingway, S.C.



As I was walking through the factory on my first trip to Hemingway, talking with a Business Leader about how this company is so much more than just a plastic bowl, I was so moved I actually started to tear up. It was in that moment that I knew I wanted this, and I truly LOVED what I do. How could a company be this amazing? I've been blessed with not one but now TWO trips to Hemingway, a Tupperware car I don't have to make payments on, the ability to visit my sister in Alaska, and a honeymoon to Hawaii this September, which my husband and I never had nor would have been able to afford. What more could I ask for?"

—LEIGHANA WING,

Star Director,

The TupperWings with Unity Sales





# STEP UP TO STAR MANAGER

As you share the opportunity, you're really becoming a star. Taking this next step, to Star Manager, involves growing your unit with at least **6** active, personally recruited, level one unit members. You continue to hold your own parties while teaching your unit how to hold their own parties.

To achieve the title of **STAR MANAGER**, meet or exceed these qualifications in a sales month.

**10+ standard unit parties** (\$5,000+ in unit sales)

**1+ standard personal parties** (\$500+ in personal sales)

**6+ active, personally recruited, level one unit members\***

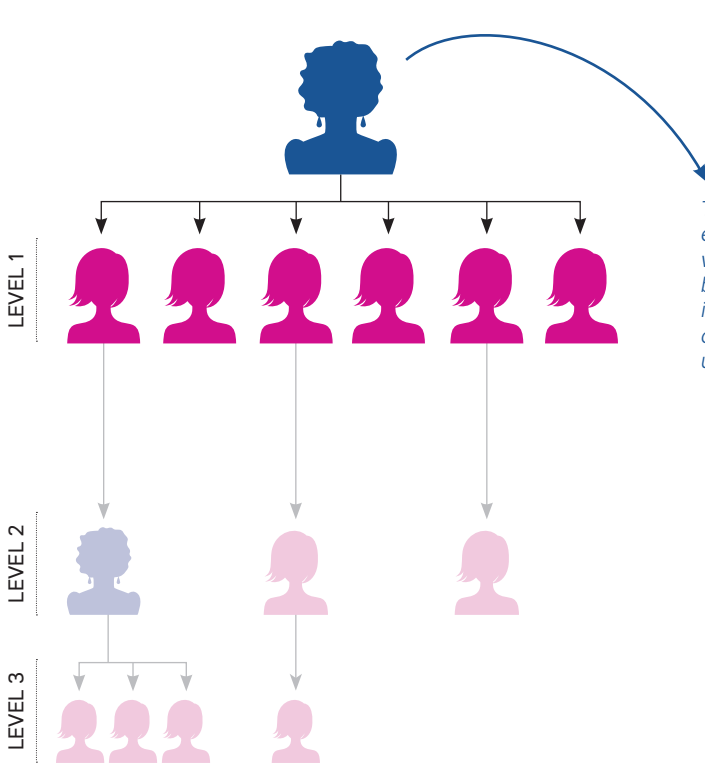
You receive a one-time **step-up bonus of \$150** for achieving the title for the first time. You receive title and begin earning as a Star Manager effective the following sales month.

Step from Consultant to Star Manager in one month? Then you receive both one-time step-up bonuses (for Manager and Star Manager) for a total of \$250!

To maintain and be **PAID AS A STAR MANAGER**, meet or exceed the same qualifications each month (though for you to maintain and be paid, your six active, level one unit members do not need to be personally recruited, they may be those who have moved up through compression).

TITLE	PERSONAL SALES		UNIT SALES PROFIT PLUS	UNIT/TEAM SALES		TEAM SALES PROFIT PLUS
	RETAINED PROFIT	VOLUME BONUS		VANGUARD SALES	AMOUNT	
Star Manager 	<b>25%</b>	\$4,000 = <b>10%</b> \$1,500 = <b>5%</b>	<b>3%</b>	See page 8 or 66	—	

*\*Active with \$250 or more in personal sales in a rolling four-month period.*



- 1** Welcome **1 new Consultant** to your unit each week
- 2** **HOLD 2 personal parties** each week
- 1** Support every Consultant in your unit to **HOLD 1 party** each week

Throughout this guide, we're showing you examples of the minimum structure you would need to achieve each career level in bold, though more Managers or Consultants in your unit (examples shown in lighter colors) of course make it easier to reach your unit sales goals and increase your earnings.

- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

Note: Bold head icons required to achieve and maintain title, lighter colors are not but indicate additional earning potential.

LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES						
1 <sup>ST</sup> GENERATION	2 <sup>ND</sup> GENERATION	3 <sup>RD</sup> GENERATION	4 <sup>TH</sup> GENERATION	5 <sup>TH</sup> GENERATION	6 <sup>TH</sup> GENERATION	7 <sup>TH</sup> GENERATION
—	—	—	—	—	—	—



# STEP UP TO EXECUTIVE MANAGER

As an executive, you're really driving your career. You're continuing to build a powerful unit that can develop right alongside you as you encourage and support each other.

To achieve the title of **EXECUTIVE MANAGER**, meet or exceed these qualifications in a sales month.

**15+ standard unit parties** (\$7,500+ in unit sales)

**1+ standard personal parties** (\$500+ in personal sales)

**9+ active, personally recruited, level one unit members\***

You receive a one-time **step-up bonus of \$200** for achieving the title for the first time. You receive title and begin earning as an Executive Manager effective the following sales month.

Step from Consultant right on up to Executive Manager in one month? It's possible when you say **I'M POSSIBLE!** If you do so, you receive all three one-time step-up bonuses for achieving Manager titles for a total of \$450!

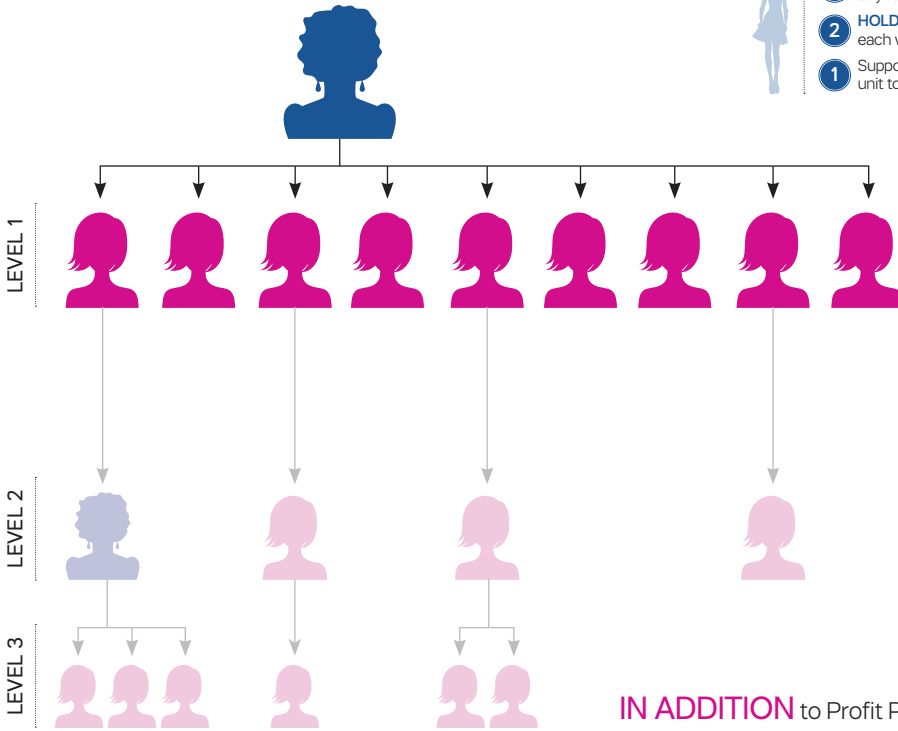
To maintain and be **PAID AS AN EXECUTIVE MANAGER** each sales month, meet or exceed the same qualifications each month (though for you to maintain and be paid, your nine active, level one unit members do not need to be personally recruited, they may be those who have moved up through compression).

TITLE	PERSONAL SALES		UNIT SALES PROFIT PLUS	UNIT/TEAM SALES		TEAM SALES PROFIT PLUS
	RETAINED PROFIT	VOLUME BONUS		VANGUARD SALES	AMOUNT	
Executive Manager 	25%	\$4,000 = 10% \$1,500 = 5%	4%	See page 8 or 66	—	

*\*Active with \$250 or more in personal sales in a rolling four-month period.*



- 1 Welcome 1 new Consultant to your unit each week
- 2 HOLD 2 personal parties each week
- 1 Support every Consultant in your unit to HOLD 1 party each week



- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

Note: Bold head icons required to achieve and maintain title, lighter colors are not but indicate additional earning potential.

**IN ADDITION** to Profit Plus and the Vanguard Bonus, you can also begin receiving the **EXECUTIVE MANAGER BONUS**. As an Executive Manager with \$7,500 or more in unit sales for two consecutive sales months (which can include the month in which you first achieved title qualifications), you qualify to add a \$150 bonus during the third sales month and again for each month in which your unit achieves \$7,500 or more in sales (as long as you maintain the Executive Manager title).

## LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES

1 <sup>ST</sup> GENERATION	2 <sup>ND</sup> GENERATION	3 <sup>RD</sup> GENERATION	4 <sup>TH</sup> GENERATION	5 <sup>TH</sup> GENERATION	6 <sup>TH</sup> GENERATION	7 <sup>TH</sup> GENERATION
—	—	—	—	—	—	—



# MAKE YOUR DREAM A REALITY

## IN THE DIRECTOR-IN-QUALIFICATION PROGRAM

The **DIRECTOR-IN-QUALIFICATION (DIQ) PROGRAM** is your path to leadership and the rewards of being a Director. When you become a Director, you'll be rewarded with higher income and awesome awards—including a first-time **\$1,000 CASH STEP-UP BONUS**.\*

To be eligible to start the program, you hold personal parties and support your unit as they hold personal parties to meet or exceed these qualifications during a given sales month.

**15+ standard Dream Team parties**  
(\$7,500+ in total Dream Team sales)

**Dream Team sales** are your unit sales plus the sales of all of your recruits' recruits (all levels deep), excluding the teams of any downline Directors and the units of any downline Managers who have completed one month of qualifying sales in the DIQ Program.\*\*

**5+ standard unit parties**  
(\$2,500+ in unit sales)

**1+ standard personal parties**  
(\$500+ in personal sales)

**6+ active, personally recruited,  
level one unit members**\*\*\*

To remain active in the program, meet or exceed the above sales qualifications each sales month.



When I started Tupperware, I really just started for the kit. Where I'm located in Indiana, Tupperware had not been present for several years. So while I was holding a few parties, people were approaching me asking to sell. That's how I started building my team. In nine months, I was driving my first Tupperware car. I have the best support system with my Business Leader and Director, who inspire me daily. This has been a great opportunity for myself and my family, and it's only getting better!"

—**MEGAN CRAYS,**

2 Star Director,  
Party Plastics with Elite Party Sales Inc.



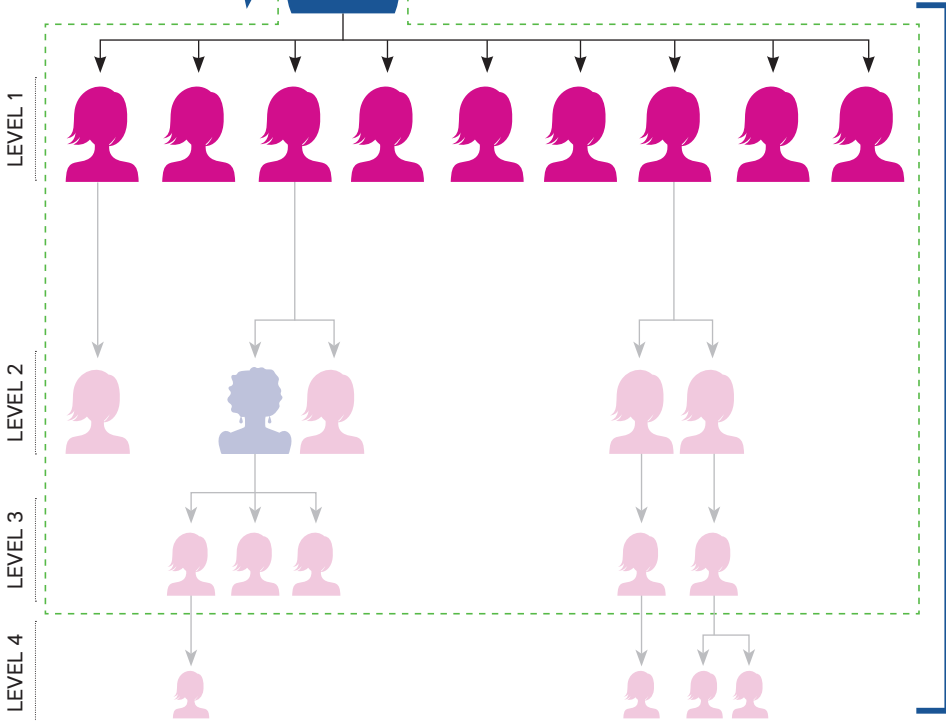
# DIRECTOR-IN-QUALIFICATION PROGRAM

Reminder: you're still earning Profit Plus on the sales of your unit (you + 3 levels deep)



## Example of an Executive Manager in the DIQ Program

Though six active, personally recruited, level one unit members are needed to enter DIQ, this example shows an Executive Manager (with nine level one unit members).



Your Dream Team sales are all levels deep but showing more than four levels here got a little crazy, so just picture it in your mind. There you go.

- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

Want to begin earning Profit Plus on all levels? Turn your Dream Team into a reality when you complete the program by promoting to Director (see next page).

\*The \$1,000 bonus is paid to Sales Force Members stepping up to Director for the first time.

\*\*Though their first month of qualifying sales will count toward both of your individual Dream Team sales for both you and their DIQ Programs.

\*\*\*Active with \$250 or more in personal sales in a rolling four-month period.



# STEP UP TO DIRECTOR

When you complete the DIQ Program and promote to Director, you begin to enjoy exclusive programs and **earning Profit Plus** on all of your recruits' recruits (all levels deep), excluding the teams of any downline Directors. This was your DIQ Dream Team but is now considered your team.

To complete the DIQ program and qualify to become a Director achieve:

**60+ standard Dream Team parties** (\$30,000+ in cumulative Dream Team sales) within three consecutive sales months\*

**2+ members of your Dream Team with qualified Manager sales** in your last qualifying month

As a Director, you hold personal parties and continue coaching and supporting your team as they hold their own parties. You'll also be partnering more closely with your upline Director to conduct more training, and coordinate events and meetings. To be paid as a Director in a given sales month, meet or exceed the following qualifications:

**20+ standard team parties** (\$10,000+ in team sales)

**Hold personal parties each week\*\***

*\*\*Meeting or exceeding 1+ standard parties (\$500+ in personal sales) each month.*

TITLE	PERSONAL SALES		UNIT SALES PROFIT PLUS	UNIT/TEAM SALES		
	RETAINED PROFIT	VOLUME BONUS		VANGUARD SALES	AMOUNT	TEAM SALES PROFIT PLUS
<b>Director</b> 	<b>25%</b>	\$4,000 = <b>10%</b> \$1,500 = <b>5%</b>	—	—	—	\$20,000 += <b>8%</b> \$15,000–\$19,999 = <b>7%</b> \$10,000–\$14,999 = <b>6%</b>

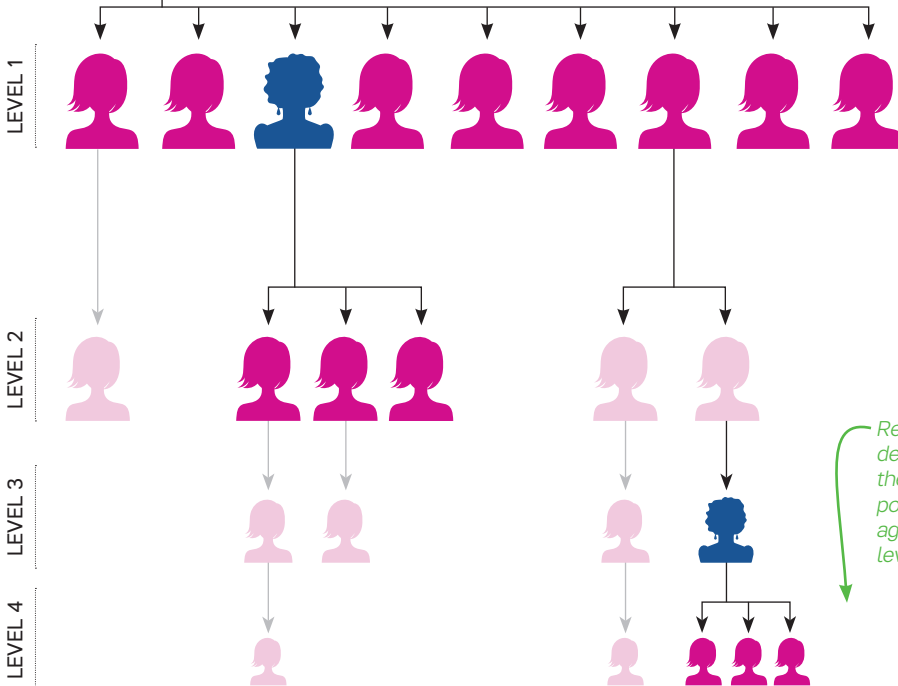
*\*With no month less than 15 standard Dream Team parties (\$7,500 in Dream Team sales).*



*This is your Director team! You now earn Profit Plus on the sales of your Director team which includes all of your recruits' recruits (all levels deep), excluding the teams of any downline Directors.*



- 1 WELCOME 1 new Consultant per Manager unit each week
- 2 HOLD 2 personal parties each week
- 1 PROMOTE 1 new Manager each month



*Remember: all levels deep, so way more than these four. Time for that positive visualization again. Look at all those levels!*

- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

*Note: Bold head icons required to achieve title, lighter colors are not but indicate additional earning potential.*

LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES						
1 <sup>ST</sup> GENERATION	2 <sup>ND</sup> GENERATION	3 <sup>RD</sup> GENERATION	4 <sup>TH</sup> GENERATION	5 <sup>TH</sup> GENERATION	6 <sup>TH</sup> GENERATION	7 <sup>TH</sup> GENERATION
—	—	—	—	—	—	—



One<sup>2</sup>  
One

# BEHAVIORS OF SUCCESSFUL DIRECTORS

As a Director, we know you'll be balancing more responsibilities (developing more Managers, mentoring those Managers as they grow their units, organizing or helping organize events, still serving your own Hosts and customers) so your **ONE2ONE SUCCESS FORMULA** reflects that balance.

## DIRECTORS



**WELCOME**  
1 new Consultant  
per Manager unit  
each week



**HOLD 2**  
personal parties  
each week



**PROMOTE**  
1 new Manager  
each month



## DIRECTOR SUCCESS SEMINAR

A few times each year, we host the Director Success Seminar (usually at our Home Office in Orlando, Fla though future locations may vary). Enjoy three days of training, inspiration and recognition with your fellow new Directors. DSS classes often form remarkable bonds and communities of support that last well beyond the three days of training.



# OUR DIRECTORS BRING THE PARTY ALL OVER THE WORLD



Even as you enjoy more success, we know it's still hard to set aside the time and money for traveling. So why not see the world on all-expense-paid trips? By meeting sales goals, Directors can qualify to do just that.

**NO DEBT, NO REGRETS,  
AND TONS OF  
UNFORGETTABLE MOMENTS.**



I did many outstanding trips with Tupperware: Hawaii, a cruise through Alaska, Monaco, New Orleans. It is an extraordinary life. I went to Hawaii with my husband and my wonderful son. It was the very first time my son was traveling and flying. Now, he is in love with traveling. He wants to come to each and every trip. It opened his mind; it is a total change of life for a 9-and-a-half-year-old child.”

**—MARYSE BELLEVILLE,**  
3 Star Director,  
New Generation with Les Diamants



PARIS



ALASKA



CANCUN



NEW YORK



MONTE CARLO



# QUALIFY FOR A SWEET RIDE

As a Director, you can qualify to drive the **CHEVY TRAX**, through the What's Your Drive? Car Program, by achieving \$12,500 or more in team sales for three consecutive sales months. You can also qualify to become a Director in the DIQ Program while also qualifying for the Trax. This fully branded baby can keep your business (and life!) running a little smoother. It's your **TROPHY ON WHEELS** that helps you show off your achievements as a business owner in your community.

## MONTHLY TEAM SALES:

25+ standard team parties (\$12,500+)

20–25 standard team parties (\$10,000–\$12,499)

15–20 standard team parties (\$7,500–\$9,999)

0–15 standard team parties (\$0–\$7,499)

## COPAY:

\$0

\$150

\$350

\$650

## OR CASH BONUS

We want to encourage you to succeed, even before you get behind the wheel. Directors can earn cash bonuses by achieving the following in a single month.

## MONTHLY TEAM SALES:

20+ standard team parties (\$10,000+)

15–20 standard team parties (\$7,500–\$9,999)

## RECEIVE:

\$250

\$150

After achieving \$12,500 or more in team sales for three consecutive months, you qualify to participate in the What's Your Drive? Car Program, and then you may choose between the car or continue with an increased cash bonus opportunity:

## MONTHLY TEAM SALES:

25+ standard team parties (\$12,500+)

20–25 standard team parties (\$10,000–\$12,499)

15–20 standard team parties (\$7,500–\$9,999)

## RECEIVE:

\$325

\$250

\$150



*For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*





I've been with Tupperware for eight years now. I started my Tupperware business because my oldest son was going to college at the same time that my youngest son was six months old, and we needed some extra cash. I was able to earn the extra income that we needed to make sure we ended up with more money than month, rather than more month than money. Tupperware has also paid for my car for the last three years (including insurance), so if you add up all of the savings, that's a lot of money."

**—ERICKA GIACOMO,**

Star Director,

Category Five with Superstars





*YOU  
could be  
here!*

# WOW PROGRAMS

TO HELP YOU GROW YOUR TUPPERWARE BUSINESS

Initially, WOW was an acronym, (we were kind of acronym crazy for a few years) that stood for “Wildly Outrageous Wins.” Each WOW Program is designed to help you grow your Tupperware business at a successful pace while wowing you with some very cool awards.



I have earned several trips with Tupperware. I actually never really liked to travel before Tupperware, but when you travel with Tupperware, they treat you really special. My first trip with Tupperware was the WOW trip to Disney with my family. We were really fortunate because we got to stay at the Animal Kingdom resort, where the animals were right outside our window. My boys were seven and eleven at the time, and they had a great time. It was really nice that my husband and family could go. It was so great to take the time to get away as a family.”

**-TAMMY THIRNBECK,**

Star Director,

Icy Orchids with New Beginning Party Sales

## WOW NEW DIRECTOR PROGRAM

First-time Directors enjoy the opportunity to earn an incredible award in only six months (while setting up a very successful business at the same time). That's the best kind of multi-tasking. To qualify:

**ACHIEVE 120+ standard team parties** (\$60,000+ in cumulative Director team sales) within your first six months (or less) as a new Director.

**MAINTAIN 15+ standard team parties** (\$7,500+ in Director team sales) during each of those six months.

**HAVE 4+ Managers** in title at the same time during any of those six months (which may include at the start of your seventh month, as title is effective the following month.)

*Note: Must be titled as a Director at the time you select and receive your award. While you may enroll multiple times in Running Start to WOW Growth and WOW Growth, you only have one opportunity to complete the WOW New Director Program.*

## CELEBRATION AWARD OPTIONS



TRIP for two to Hawaii



TRIP for four to Walt Disney World Resort in Orlando, Fla.



Brilliant 1.5-carat total weight diamond ring

### Technology Essentials Package



*Note: MP3 player pictured with audio system not included.*

For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).

*Can't decide?  
Qualify to choose again through  
WOW Growth (see next page).*



# WOW PROGRAMS

**RUNNING START TO WOW GROWTH:** When you've achieved 20+ standard team parties (\$10,000+ in Director team sales) in a given sales month, you can enter Running Start to WOW Growth.\* This bridge program helps get you to the 30+ standard team party (\$15,000+) level needed to enter WOW Growth (and pick up another great award along the way).

To successfully complete Running Start, achieve 7% month-over-month growth in Director team sales, for six months. Then, you are automatically entered into WOW Growth and can choose one of these incredible rewards:



1-carat total weight  
diamond pendant



GoPro Hero 4



Tupperware Three Piece  
Luggage Collection

*\*For full program details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*

Success plans are cool and all, but success plans with amazing built-in awards are even better. The **WOW GROWTH PROGRAM** gives established Directors the chance to grow their businesses and attain (you guessed it) some wildly outrageous wins. You can enter WOW Growth the month after you've achieved 30+ standard team parties (\$15,000+) in a sales month.



**MONTHS 1-6:**

**Achieve 10% month-over-month growth in Director team sales.**

Successful completion of these first six months means you can choose a **Celebration Award**, even if you already received one during the WOW New Director Program (see previous page). Choose the same award or another option. (Does anyone ever get sick of Hawaii?)

**MONTHS 7-12:**

**WHEW!** During this time, you need to maintain the Director team sales level you reached at the end of month 6. Prepare yourself and your team for the final phase.

**MONTHS 13-18:**

It's time again to achieve 10% month-over-month growth in Director team sales. When you successfully complete this phase, you've completed the program and have achieved an **ULTIMATE WIN** (which is as epic as it sounds).

*Ultimate Win Awards (see next page).*



I love holding parties because I get to know a lot of people who would like to change their lives. Then I talk to them about the Tupperware Opportunity that offers trips, recognition, awards and everything they can dream of. With Tupperware, I feel more confident, I've made friends and my children know that I can help them with whatever they need. I love what I do because I give people the opportunity to join a company that will make them feel more confident, and I always tell them that with hard work and dedication they can achieve whatever they want."

**-MARÍA ARACELI TORRES,**

Star Director,

Poder Femenino with Karisma Enterprises





# WOW ULTIMATE WIN AWARD OPTIONS:

- Ford Mustang V6 2-door convertible
- 14-carat total weight diamond tennis bracelet
- Harley-Davidson Fat Boy® motorcycle
- Two Ski-Doo® Legend Snowmobiles plus trailer
- Two Sea-Doo® personal watercraft plus trailer
- 12-pc. stainless steel GE kitchen appliance package
- Dutchmen Lite Recreational Vehicle
- \$22,000 cash

**WHEN YOU PROMOTE** someone on your team to Director during WOW Growth, you can count 100% of their team sales toward your goal for six months.

*For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*







## ENJOYING THE TASTE OF VICTORY?

Torn between two (or three) of the Ultimate Win Awards? You can re-enter the WOW Growth Program as many times as you want.



# DEBBIE GERSZEWSKI

## DIRECTOR OF JUBILEE 2016

Thirty-three years ago, Debbie Gerszewski got a call from a friend who had just hosted a Tupperware party. Debbie hadn't been able to make it, but her friend hoped that Debbie would date a party to help her get to the Host gift she wanted: a blender. What Debbie didn't realize yet was that this phone call, and the party she would hold, would help her get what she wanted as well (besides some new Tupperware).

But at first, she resisted. When her Consultant asked her to join the business, she responded with a quick, "Are you crazy, lady?" She couldn't imagine fitting one more thing into her life. She had two boys (ages four and seven)

and was nursing her six-month-old daughter. She ran a daycare out of her home, managed rental properties, bowled often and who could forget her weekly ceramics date night with her husband? But when she saw how much everyone at her party loved

---

I love what I  
do so much!

---

Tupperware, and saw the potential to go to parties to make money, rather than spend it, she decided to give it a try. Six weeks later, she became a Manager and closed down the daycare to focus more on Tupperware.

She quickly partied her way to success, always leading by example. She continues to hold an average of three personal parties a week. "I've always been a hard worker," Debbie says. She began working at the age of eleven. First as a babysitter, then later at the A&W and KFC, and, at eighteen, at Northwestern Bell Telephone, where she worked for ten years.

And Debbie's hard work in Tupperware has translated to 23 all-expenses-paid trips and driving 23 Tupperware cars. "I love what I do so much!" she said as she took the stage at Jubilee 2016 as Director of Jubilee, the highest annual honor a Director can achieve.

To what does she attribute her success in Tupperware? "Ever since I was a little girl, my dad always taught me to have goals. And my goals aren't always just for myself." Debbie speaks with pride bubbling over in her voice as she describes her team's successes, their personal advancement and what it means for them. The Tupperware community is one Debbie is grateful to be part of: "It is my second family; I've met so many friends in different places, I room with friends when we go to Jubilee. We talk when we're down; we lift each other up."

Debbie's business card reads, Tupperware: We are in the business of changing lives and making dreams come true. "I love to encourage people, I love to change lives," she says, just as hers was changed 33 years ago.

**DEBBIE GERSZEWSKI**  
Star Director,  
Sharp Shooters  
With Above And Beyond





# WHAT'S YOUR DRIVE?

## CAR PROGRAM

From wood-paneled wonders to sleek, powerful beauties, our evolving fleet of vehicles has been helping our Sales Force Members take their careers further, faster for decades. By participating in the What's Your Drive? Car Program, you can qualify to drive a promotional car with no copay. And that kind of success never goes out of style.



**1984–1987**

OLDSMOBILE CUTLASS CIERA

**1988–1991**

DODGE CARAVAN

**1994–2000**

DODGE CARAVAN

**1992–1993**

CHEVROLET LUMINA  
APV MINI VAN

**1994–2000**

JEEP GRAND CHEROKEE





**TODAY**  
MERCEDES-BENZ  
SL550 CONVERTIBLE  
(Available at the \$10 million  
organization level)



2001-2004  
PONTIAC MONTANA



2007-2010  
CADILLAC CTS

2001-2004  
SAAB 9.3 CONVERTIBLE



2005-2006  
GMC YUKON XL





CHEVROLET TRAVERSE AWD



CHEVROLET MALIBU 2LT

## \$300,000–\$499,999

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)
- 0–15 standard team parties (\$0–\$7,499)

### COPAY:

- \$0
- \$450
- \$750

*Note: If your monthly team sales fall below \$10,000, you need to meet or exceed qualifications to be paid as an Executive Manager or you will be charged the full copay amount (or receive zero cash) for that month (compression counts towards your 9 Active Level 1 team members).*

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)

#### RECEIVE:

- \$375
- \$150

*For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*



GMC ACADIA AWD



CHRYSLER PACIFICA

## \$500,000–\$999,999

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)
- 0–15 standard team parties (\$0–\$7,499)

### COPAY:

- \$0
- \$500
- \$850

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)

#### RECEIVE:

- \$425
- \$150

*\*Total of all sales of all levels in your downline (referred to as infinity sales), not just compensated levels. Qualify for the first time using a rolling 12 months. Then, your 12-month requalification period is no longer rolling, but locked into that same 12-month period you used to first qualify. The Bypass Rule applies when you are bypassed by a Director with a higher title, then you count the Director's team sales in your total but you do not count any of the Director teams below the Director who has bypassed you in title. Must also meet or exceed requirements to be paid as your career title.*



BUICK ENCLAVE AWD



CADILLAC ATS AWD

## \$1-\$1.99 MILLION

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15-20 standard team parties (\$7,500-\$9,999)
- 0-15 standard team parties (\$0-\$7,499)

### COPAY:

- \$0
- \$550
- \$1,000

*Note: If your monthly team sales fall below \$10,000, you need to meet or exceed qualifications to be paid as an Executive Manager or you will be charged the full copay amount (or receive zero cash) for that month (compression counts towards your 9 Active Level 1 team members).*

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15-20 standard team parties (\$7,500-\$9,999)

#### RECEIVE:

- \$500
- \$150

*For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*





CHEVY TAHOE LT 4X4



CADILLAC XT5

## \$2–\$4.99 MILLION

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)
- 0–15 standard team parties (\$0–\$7,499)

### COPAY:

- \$0
- \$600
- \$1,200

*\*Total of all sales of all levels in your downline (referred to as infinity sales), not just compensated levels. Qualify for the first time using a rolling 12 months. Then, your 12-month requalification period is no longer rolling, but locked into that same 12-month period you used to first qualify. The Bypass Rule applies when you are bypassed by a Director with a higher title, then you count the Director's team sales in your total but you do not count any of the Director teams below the Director who has bypassed you in title. Must also meet or exceed requirements to be paid as your career title.*

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)

#### RECEIVE:

- \$600
- \$150



MERCEDES-BENZ E-CLASS CONVERTIBLE



MERCEDES-BENZ GLE SUV



GMC YUKON XL 4X4

## \$5–\$9.99 MILLION

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–210 standard team parties (\$7,500–\$9,999)
- 0–15 standard team parties (\$0–\$7,499)

### COPAY:

- \$0
- \$800
- \$1,500

*Note: If your monthly team sales fall below \$10,000, you need to meet or exceed qualifications to be paid as an Executive Manager or you will be charged the full copay amount (or receive zero cash) for that month (compression counts towards your 9 Active Level 1 team members).*

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)

#### RECEIVE:

- \$750
- \$150

*For full award details as well as frequently asked questions and answers, see your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com).*



MERCEDES-BENZ SL550 CONVERTIBLE



MERCEDES-BENZ GLS

## \$10 MILLION+

in total organization sales over 12 months\*

### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)
- 0–15 standard team parties (\$0–\$7,499)

### COPAY:

- \$0
- \$1,100
- \$2,000

### OR CASH BONUS

#### MONTHLY TEAM SALES:

- 20+ standard team parties (\$10,000+)
- 15–20 standard team parties (\$7,500–\$9,999)

#### RECEIVE:

- \$1,000
- \$150

*\*Total of all sales of all levels in your downline (referred to as infinity sales), not just compensated levels. Qualify for the first time using a rolling 12 months. Then, your 12-month requalification period is no longer rolling, but locked into that same 12-month period you used to first qualify. The Bypass Rule applies when you are bypassed by a Director with a higher title, then you count the Director's team sales in your total but you do not count any of the Director teams below the Director who has bypassed you in title. Must also meet or exceed requirements to be paid as your career title.*



One<sup>2</sup>  
One

# BEHAVIORS OF SUCCESSFUL ORGANIZATION LEADERS

By promoting your first Director, you begin to build an organization, truly becoming a leader of leaders. By promoting one Director, you become a Star Director. Promote two Directors, and you become a 2 Star Director, and so on. All Star Directors and above are Organization Leaders (because you're leading an organization of Director teams within it). It's a big step in your Tupperware career and comes with increased earning potential through the Leadership Commission, and other perks and bonuses (see facing page). Ensure your lasting success by following the Organization Leader's **ONE2ONE SUCCESS FORMULA**.

## STAR DIRECTORS & ABOVE



**PROMOTE**  
**1 new Manager**  
per Director team  
each month



**HOLD 2**  
**personal parties**  
each week



**PROMOTE**  
**1 Director**  
in your organization  
each quarter

# DIRECTOR BONUS DEVELOPMENT

BASED ON YOUR TITLE\*

**\$1,500**

DIRECTOR THROUGH  
STAR DIRECTOR

**\$2,000**

2 STAR THROUGH  
5 STAR DIRECTOR

**\$2,500**

EXECUTIVE DIRECTOR  
AND ABOVE

*\*Paid on members of your team stepping up to Director for the first time.*

*Note: To give you time to rebuild your team after promoting out a Director, you receive a promoting waiver which gives you the chance to waive the Director team sales requirement for a maximum of four sales months after the promotion while still being paid as Director.*



## BECOMING ELITE IS PRETTY SWEET

As you grow your organization sales, you can also qualify for exclusive honors and awards created just for Elite Leaders. Achieve \$500,000 or more in organization sales volume throughout one sales year to qualify for Elite status for the following year.

Learn more on your Sales Force website under For You > Programs.

TITLE	PERSONAL SALES		UNIT/TEAM SALES		
	RETAINED PROFIT	VOLUME BONUS*	UNIT SALES PROFIT PLUS	VANGUARD** SALES   AMOUNT	TEAM SALES PROFIT PLUS†
<b>Presidential Director</b> 	25%				
<b>Star Executive Director</b> 	25%				
<b>Executive Director</b> 	25%				\$20,000 += 8%
<b>5 Star Director</b> 	25%				\$15,000– \$19,999 = 7%
<b>3 Star Director</b> 	25%	\$4,000 = 10%			
<b>2 Star Director</b> 	25%	\$1,500 = 5%			\$10,000– \$14,999 = 6%
<b>Star Director</b> 	25%				
<b>Director</b> 	25%				
<b>Executive Manager</b> 	25%		4%	\$16,000 \$210** \$14,000 \$185 \$12,000 \$160 \$10,500 \$140	
<b>Star Manager</b> 	25%		3%	\$9,000 \$120 \$7,500 \$105 \$6,000 \$90 \$5,000 \$80	
<b>Manager</b> 	25%		2%	\$4,000 \$70 \$3,000 \$60 \$2,500 \$50	
<b>Consultant</b> 	25%				

- 5 STAR DIRECTOR AND ABOVE
- STAR TO 3 STAR DIRECTOR
- DIRECTOR
- MANAGER TO EXECUTIVE MANAGER
- CONSULTANT

#### POTENTIAL BENEFITS

- TRAINING
- RECOGNITION
- AWARDS
- CAR PROGRAM
- TRIPS

LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES						
1 <sup>ST</sup> GENERATION	2 <sup>ND</sup> GENERATION	3 <sup>RD</sup> GENERATION	4 <sup>TH</sup> GENERATION	5 <sup>TH</sup> GENERATION	6 <sup>TH</sup> GENERATION	7 <sup>TH</sup> GENERATION
10%	10%	10%	10%	3%	3%	3%
9%	9%	9%	9%	3%	3%	
8.5%	8.5%	8.5%	3%	3%		
8.5%	8.5%	3%	3%			
8.5%	8.5%	3%				
8.5%	3%					
8.5%						

Note: All Profit Plus, bonuses and Leadership Commission are paid on commissionable volume, not retail. Commissionable volume (CV) is 75% of retail sales (as 25% is the initially retained profit).

\*See page 8 for more information.

\*\*The Manager Vanguard Bonus has no cap. Add \$25 for every \$2,000 over \$16,000.

†Team Sales Profit Plus percentage (paid on commissionable volume of team sales) varies based on your monthly Director team sales volume.

# ADDITIONAL BONUS OPPORTUNITIES

STEP UP one time bonus	DIRECTOR DEVELOPMENT one time bonus	EXECUTIVE MANAGER monthly bonus
	\$2500	
	\$2500	
	\$2500	
	\$2000	
	\$2000	
	\$2000	
	\$1500	
\$1000	\$1500	
\$200		\$150
\$150		
\$100		



# SEE WHAT'S POSSIBLE

**AS YOU CAN SEE**, there is very real money to be made as you grow your Tupperware business, especially when you become an Organization Leader (Star Director and higher). There's no limit to where you can take the party!



*\*Based on Tupperware party standard of \$500 in the U.S.*

*Note: The potential income information provided here is not necessarily representative of the income, if any, that Tupperware Sales Force Members can or will earn through their new Tupperware businesses. These figures and information should not be considered guarantees or projections of your actual earnings or benefits. Any representation of earnings or benefits would be misleading. Success with a Tupperware business depends on each individual's skills and personal efforts.*

*All information provided in this guide is subject to change. See your Sales Force website at [My.Tupperware.com](http://My.Tupperware.com) for the latest details on qualifications for programs, bonuses, incentive trips and more.*



THINK **BIG.**  
**START** SMALL.  
BEGIN **NOW.**

**Tupperware®**

©2017 Tupperware. All rights reserved.  
2017-0161-30 EN  
96828 • Ordering # 76769