

**The Fuller Brush Company and Stanley Home Products  
Independent Distributor / Consultant Business Guide  
Effective October 1, 2016**

**Fuller & Stanley Retail Income Plan**

**Retail Income**

As a Fuller Brush Independent Distributor or Stanley Home Products Independent Consultant, you earn income on the basis of your personal sales production. You purchase retail products directly from the Company at suggested retail or special retail prices LESS discounts. You earn the difference between your discounted purchase price from the Company and your selling price when you retail to your customer. You also earn income on your customer orders placed directly with the Company when your customer provides your Account Number on each order. (Orders from your customers will be included as personal sales production.)

**Retail Profit Rebate**

When you place multiple retail product orders in the month, you receive a discount at the time each order is placed. At the end of the month, all orders received from you and your customers are added together to determine your monthly discount level. Based on the end of month discount, you will receive any discounts due on your personal sales in the form of a Retail Profit Rebate.

**Titles and Discounts**

All Distributors and Consultants are titled Managers in the Retail Income Plan. As a Manager, you will receive the following Discounts on personal orders placed with the Company. In addition, this Discount Chart will be used in calculating the monthly discount level achieved by all Managers.

<b>Retail Volume</b>	<b>Discount Earned</b>
\$0.00 - 74.99 .....	26%
\$75.00 - 149.99 .....	29%
\$150.00 - 299.99 .....	32%
\$300.00 - 499.99 .....	35%
\$500.00 - 699.99 .....	38%
\$700.00 - 899.99 .....	41%
\$900.00 - 1199.99 .....	44%
\$1200.00 - 1999.99 .....	45%
\$2000.00 + .....	46%

## Fuller & Stanley Retail Income Plan (cont.)

### Quarterly Bonus

Fuller Brush and Stanley Home Products are product-centered companies which reward consistency and excellence in personal retail performance. You are eligible to earn a Quarterly Bonus based on your personal retail volume and the consistency of your production throughout each calendar quarter.

Each calendar quarter that you meet or exceed the volumes specified below, you will receive the applicable percentage bonus.

<b>Manager's Monthly Personal Sales in the Quarter</b>	<b>Quarterly Bonus Paid on Personal Sales</b>
\$2,000.00 - 2,499.99 in each month .....	1%
\$2,500.00 - 2,999.99 in each month .....	2%
\$3,000.00 - 3,499.99 in each month .....	3%
\$3,500.00 + in each month .....	4%

**OR**

<b>Manager's Total Personal Sales in the Quarter</b>	<b>Quarterly Bonus Paid on Personal Sales</b>
\$15,000.00 + .....	4%

## Procedures and Policies

### Order Placement to the Company

All Orders placed with the Company (including Distributor, Consultant and Customer Orders) will be accepted Online and via Mail or Fax.

In order to place Distributor / Consultant Online orders with the Company, you must access your BackOffice by going to:

[www.fullerdirect.com/\(YourAccount#\)](http://www.fullerdirect.com/(YourAccount#)) OR [www.shponline.com/\(YourAccount#\)](http://www.shponline.com/(YourAccount#)).

You must click on Distributor Login in the upper right corner of the Home Page. Your Username is your Account Number and your initial Password is the last 4 digits of your Social Security Number.

Orders placed via Mail or Fax should be mailed (or faxed) to:

Fuller Brush / Stanley Home Products  
Customer Service  
860 Kaiser Road, Suite D  
Napa, CA 94558  
Fax 800-538-3332

The Company will accept customer online orders placed on your Replicated Website at the following Websites:

[www.fullerdirect.com/\(YourAccount#\)](http://www.fullerdirect.com/(YourAccount#)) OR [www.shponline.com/\(YourAccount#\)](http://www.shponline.com/(YourAccount#)).

Customer orders placed by Mail or Fax should be mailed (or faxed) to the above address and must include your Account Number on each order.

### Customer Service

You may call Customer Service at the telephone numbers printed on (prior and current) Order Forms for information regarding product inquiries, order inquiries and other customer service related issues. Customer Service hours are 9:00 a.m. to 4:00 p.m. (Central Time), Monday through Friday. Customer Service is closed on recognized holidays.

### Shipping and Handling Policy

The Company ships only within the 48 contiguous states. Shipping and Handling charges are assessed on valid Distributor / Consultant orders and customer orders as follows:

<b>Product Retail + Business Aids</b>	<b>Shipping &amp; Handling Charge</b>
\$0.00 to \$90.00	\$9.00
\$90.01 and up	10% of Order Total

## Procedures and Policies (cont.)

### Shipping and Handling Policy (cont.)

Due to the additional costs associated with shipping and handling of specific products, the following products will incur a Shipping and Handling Surcharge of \$2.00 per piece ordered (in addition to the above stated Shipping and Handling Charge):

#175	Fuller 86 Powder Laundry Detergent
#630	Fulsol Gallon
#654	Fuller 86 Liquid Laundry Detergent
#56019	Fiesta Red Spin Mop

### Direct Ship Fees to Distributors / Consultants

Orders which are shipped directly to customers (or to an address different than the Distributor / Consultant address on file) will incur a Direct Ship Fee on each order. Fees are deducted after the retail volume and profit for the month is calculated. The Direct Ship Fee will be assessed as follows:

Customer Retail Order \$	Charge to Distributor / Consultant
\$0.00 - 10.00	\$0.75
\$10.01 - 25.00	\$1.50
\$25.01 - 50.00	\$3.50
\$50.01 - 90.00	\$6.50
\$90.01 or greater	7% of Retail

### Issuance of Payments to Distributors / Consultants

Individual Distributor / Consultant personal orders (plus customer orders) are totaled at the close of each monthly sales period, and these volume totals determine the basis for payments to each Distributor / Consultant. Payment, in the form of a check (or direct deposit via ACH transfer), is initiated to each qualifying Distributor / Consultant on the 15<sup>th</sup> day of the following month. (When the 15<sup>th</sup> of the month occurs on a weekend or a recognized holiday, payment will be initiated on the next scheduled business day.)