

ZIJA COMPENSATION PLAN

UNITED STATES

Ways To Earn Income With Zija

- ❖ DIRECT SALES
- ❖ FIRST ORDER BONUS (FOB)
- ❖ BUILDER BONUS
- ❖ VOLUME ORDER REBATE (VOR)
- ❖ TEAM COMMISSIONS
- ❖ LEADERSHIP CHECK MATCH (LCM)
- ❖ DIAMOND POOL
- ❖ MULTIPLE BUSINESS CENTERS

DIRECT SALES

- ❖ **Retail Sales** allow you, the Distributor, to earn income by purchasing product at the wholesale price and then selling it at the retail price.
- ❖ **Retail Sales Profits** can be earned on the difference between the wholesale and the retail price that your retail customers pay when they order products directly from Zija. *(You don't need to be active or qualified to earn profit from sales made to your retail customers).*
- ❖ **Retail Commissions** can be earned on up to 25% of all PV of your personally sponsored retail and preferred customer purchases by being a qualified Active 75 *(An Active 75 must purchase a minimum of 75 PV every four weeks).*
- ❖ **Preferred Customer Benefit** allows your customers who enroll in our Autoship Program up to an 18% discount on the retail price by purchasing product at the wholesale price.

FIRST ORDER BONUS (FOB)*

- ❖ When your personally sponsored Distributors place a first-time order of Zija products, qualified Active 75 Distributors can earn a one-time-only FOB of 10% of the total PV (up to a maximum of \$50); a qualified Active 150 can earn a one-time-only FOB of 20% of the total PV (up to a maximum of \$100).
- ❖ If you are not qualified in the week the first order is placed, you will have the following three weeks to become qualified in order to earn the FOB.

* FOB is paid on the first volume order within the first 30 days

BUILDER BONUS

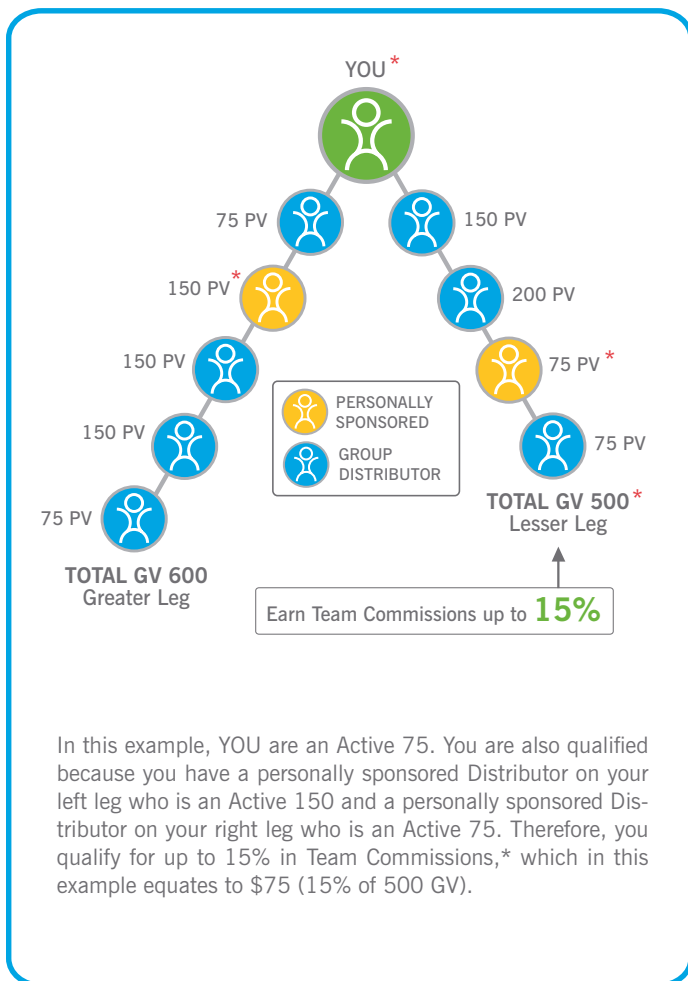
- ❖ Qualified Active 150 Distributors may participate in the Builder Bonus. Each time one of your personally sponsored Distributors reaches the rank of Builder, you earn a \$30 Builder Bonus.

VOLUME ORDER REBATE (VOR)

- ❖ **Personal VOR Benefit** is earned when your Period PV exceeds 250 in any commission Period. You will receive up to a 10% **personal** rebate on your PV greater than 250.
- ❖ **Sponsor VOR Benefit** is earned each time someone you've personally sponsored places a volume order purchase that exceeds 250 PV in any commission Period. You will receive up to a 10% rebate on **their** PV greater than 250.
 - ❖ If you are a Qualified Active 75, you will receive a 5% bonus on the volume greater than 250 with the Sponsor VOR Benefit.
 - ❖ If you are a Qualified Active 150, you will receive a 10% bonus on the volume greater than 250 with the Sponsor VOR Benefit.

TEAM COMMISSIONS

- Team Commissions are the backbone of the Compensation plan and you can benefit greatly from Team Commissions based upon the volume in your organization.
- The Team Commission portion of our compensation plan is binary. Our binary plan means that you will have the benefit of being placed in one of two legs (left or right) in your sponsor's group. You will then be compensated based on successfully building two legs of your own. Your sponsor, and upline, may also place people in your organization.
- Understanding Team Commissions:*** If you and your two personally sponsored Distributors are Active 75s or greater, you will have earned the rank of Builder and qualify for up to 15% in Team Commissions.



* Team Commissions are earned on your lesser volume leg and begin at 500 accumulated GV (group volume) on this leg, and on every 100 points thereafter. All unpaid team volume carries over each week, as long as you remain an Active 75. For Team Commissions to be paid in subsequent weeks, there must be a minimum of 500 accumulated GV in your lesser leg. Team Commissions are limited to \$10,000 per week, per Business Center.

Although Team Commissions may be earned by being an Active 75, you can maximize your earnings with our FOB, VOR, LCM, Diamond Pool, and Builder Bonus by being an Active 150.

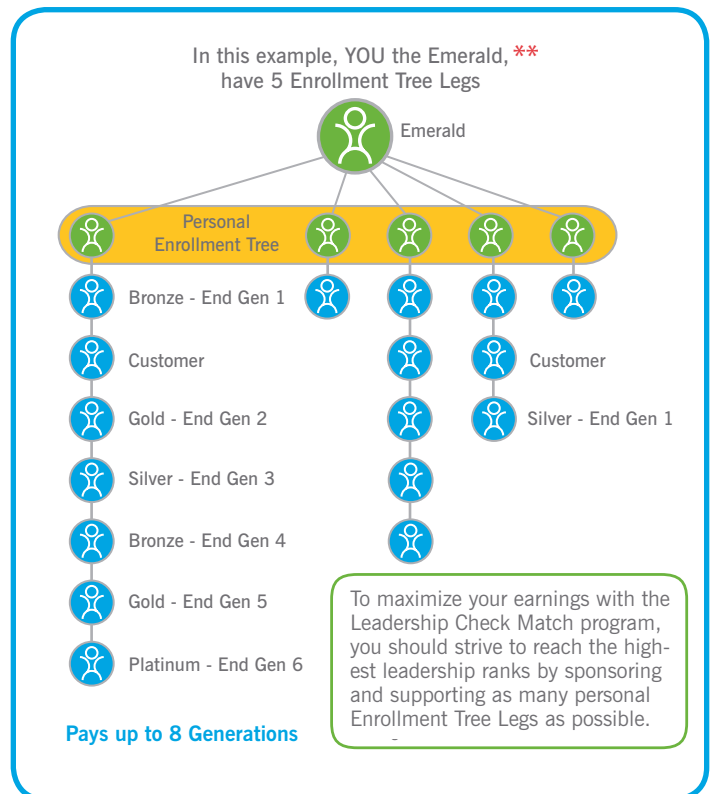
LEADERSHIP CHECK MATCH (LCM)

- A Leadership Check Match is paid on Team Commissions earned by all qualified Distributors in your Enrollment Tree.
- The higher your rank, the more generations you match. A generation ends when a leader is found.**
- LCM is paid to Emeralds and above that are an Active 150.

The LCM allows you to earn above and beyond Team Commissions on Distributors you personally sponsor, the Distributors they personally sponsor, and so on—up to **8 (eight) generations** of leaders in your personal Enrollment Tree.

LCM is paid weekly and is based on a floating percentage of the company-wide commissionable volume. As your leadership rank increases, so does the number of generations on which you can be paid an LCM.

You may earn an LCM not only on leaders found in each of your personal Enrollment Tree legs, but also on Distributors at the various leadership ranks.



** A generation ends when a qualified leader is found, regardless of depth. The LCM has unlimited width. Zija guarantees a 50% weekly payout of company-wide commissionable volume. After calculating the various other ways of earning commissions, any remaining available commissions (up to the 50% figure) are allocated to the LCM and then paid, along with other earned commissions for the week. Emeralds and above must be an Active 150 to earn an LCM. Weekly commissions from an LCM cannot exceed the volume from your lesser volume leg.

DIAMOND POOL

- ✔ We have reserved up to 4% of the company's total commissionable Group Volume for qualified Diamond Executives.
- ✔ For each personal Enrollment Tree leg where there is a qualified Bronze or higher, Diamonds and above earn points in the Diamond Pool. The more qualified leadership legs and leaders you create, the more points you earn in the pool. This bonus is paid weekly based on your earned portion of the pool.

MULTIPLE BUSINESS CENTERS

- ✔ As your organization expands, you can potentially benefit by adding additional Business Centers.
- ✔ With each additional Business Center you may earn up to another \$10,000 per week in Team Commissions. You will receive your second Business Center at Triple Diamond, and your remaining two Business Centers at Diamond Elite. You must maintain the requirements of a qualified Triple Diamond and be an Active 150 to earn income on multiple Business Centers.

Quick Glossary

Volume: PV is personal volume (personal purchases) and GV is group volume (purchases in your organization). Volume refers to the points assigned to products. For example, a case of Zija has 75 points of volume. Commissions are earned on points.

Active 75: To earn commissions and bonuses you must be active. An Active 75 must purchase a minimum of 75 PV every four weeks.

Active 150: To earn commissions and bonuses you must be active. An Active 150 must purchase a minimum of 150 PV every four weeks.

Qualified: You must also be qualified to earn commissions and bonuses. This means you must have at least one personally sponsored and active Distributor on both your left and right legs.

Organization: Your organization consists of all Distributors and Customers in your downline. Other terms used for this are "tree" and "genealogy."

Business Center: Your Business Center is where you are personally placed within the Zija organization. We may also refer to your Business Center as a position in the organization.

Personal Enrollment Tree: This refers to those you have personally sponsored and who they have sponsored.

All references to income, implied or stated, through the Zija Compensation Plan are for demonstration purposes only. Zija does NOT guarantee any level of income or earnings to any distributor. Earnings from the Zija Compensation Plan solely depend on sales and each Distributor's skill, ability, and personal application.



ZIJA RANK QUALIFICATIONS



CUSTOMER		QUALIFICATIONS	
RETAIL CUSTOMER		Anyone is qualified.	
PREFERRED CUSTOMER		Retail Customer that is signed up to receive Autoship.	
BUILDER		QUALIFICATIONS	
DISTRIBUTOR		1 Active personally sponsored Distributor or Customer.	
BUILDER		75 GV and 1 Active personally sponsored Distributor in 2 separate legs.	Total Weekly Earning Potential \$500
BUILDER 500		500 GV in your lesser volume leg during a 1 week cycle and qualified.	Total Weekly Earning Potential \$500
BUILDER 1000		1,000 GV in your lesser volume leg during a 1 week cycle and qualified.	Total Weekly Earning Potential \$750
LEADERSHIP		QUALIFICATIONS	
BRONZE		1,500 GV in your lesser volume leg during a 1 week cycle and a minimum of 1 personal enrollment tree leg that includes a qualified Builder 500 or above.	Total Weekly Earning Potential \$750
SILVER		2,500 GV in your lesser volume leg during a 1 week cycle and a minimum of 1 personal enrollment tree leg that includes a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$1,000
GOLD		4,000 GV in your lesser volume leg during a 1 week cycle and a minimum of 2 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$1,500
PLATINUM		8,000 GV for 2 consecutive weekly cycles: Maintain 8,000 GV in your lesser volume leg and a minimum of 3 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$2,000
SENIOR LEADERSHIP		QUALIFICATIONS	
EMERALD		12,000 GV for 2 consecutive weekly cycles: Maintain 12,000 GV in your lesser volume leg and a minimum of 4 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$4,000
DIAMOND EXECUTIVE		QUALIFICATIONS	
DIAMOND		15,000 GV for 3 consecutive weekly cycles: Maintain 15,000 GV in your lesser volume leg and a minimum of 5 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$7,500
DOUBLE DIAMOND		20,000 GV for 4 consecutive weekly cycles: Maintain 20,000 GV in your lesser volume leg and a minimum of 6 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$10,000
TRIPLE DIAMOND		30,000 GV for 4 consecutive weekly cycles: Maintain 30,000 GV in your lesser volume leg and a minimum of 7 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$15,000
DIAMOND ELITE		QUALIFICATIONS	
DIAMOND ELITE		500,000 GV for each actual period in enrollment tree volume with no more than 160,000 GV coming from any single enrollment tree leg, and a minimum of 8 personal enrollment tree legs that include a qualified Builder 500 or above in each leg.	Total Weekly Earning Potential \$20,000

