

COMPENSATION PLAN

Zurvita[®] The Zurvita Compensation Plan is designed to reward Independent Consultants for their efforts in sharing Zurvita products.

The Zurvita Compensation Plan is unique to our industry.

TABLE OF CONTENTS

I Personal Sales

- A. Regular, Preferred Customers and VIP Preferred Customers Customer Loyalty Program
- B. Monthly Sales
- C. The Zurvita VIP Perks Program
- D. Zurvita VIP Program Bonus – Only eligible for VIP Consultants

II Becoming a Zurvita Independent Consultant

III First Order Options

IV Commission Structure

- A. Builders Bonuses
- B. Start Strong Program
- C. Team Bonus
- D. Team Spillover Bonus
- E. Overrides
 - Uni-Level Overrides
 - Infinity Overrides

V Monthly Commission Process

- A. Dynamic Compression
- B. Consultant and Customer Roll-Up

VI Leadership, Promotion, Rank Bonuses and Recognition

- A. Rank Bonuses & Pins
- B. Leadership Position
- C. Promotional Rings & K-Club Requirements
- D. Incentives

VII Changes/Cancellation of Compensation Plan or Components of Plan

Appendix

- i. Volume
- ii. Get 3 Program Requirements
- iii. Team Bonus Qualifications and team Spillover Bonus Qualifications
- iv. Organizational Trees

Zurvita makes no guarantees or projections of income, as such representations may be misleading. Your success depends on your effort, commitment, skill, leadership abilities and how effectively you exercise these qualities.

I Personal Sales

A. Regular, Preferred Customers and VIP Preferred Customers

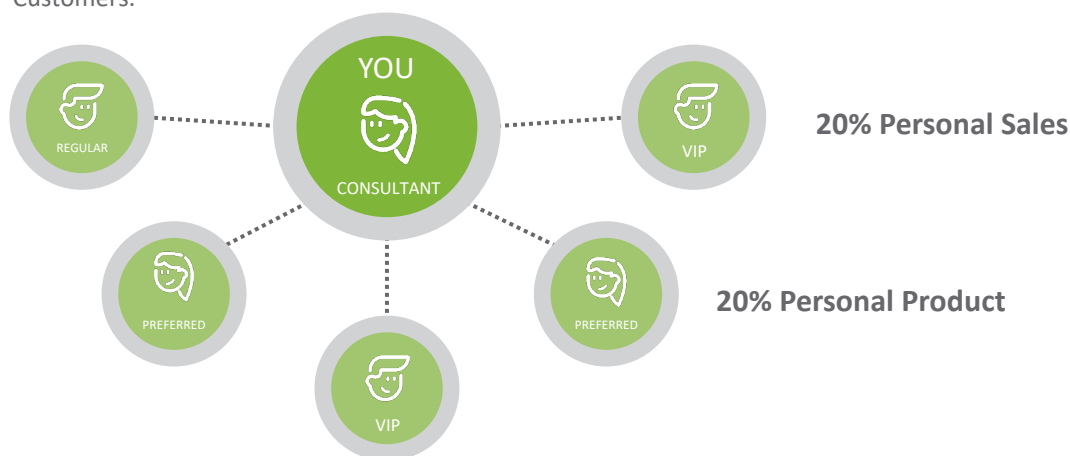
Regular Customer – anyone who purchases Zurvita products from a Zurvita Independent Consultant at the suggested retail price whether by personal contact or through the Consultant’s website.

Preferred Customer – anyone who commits to a monthly scheduled product purchase for a discounted price through the Consultant’s website.

VIP Preferred Customer – anyone who commits to a monthly scheduled product purchase for a discounted price through the Consultant’s website and purchases our VIP Perks Program to get even more special benefits and product discounts.

Sales to Regular, Preferred Customers and VIP Preferred Customers

The Zurvita Compensation Plan rewards product sales. One of the first things you’ll want to accomplish in your Zurvita business is to make product sales to Regular Customers and acquire both Preferred Customers and VIP Preferred Customers.



Example 1.0 This example shows 1 Regular Customer, 2 Preferred Customers and 2 VIP Preferred Customers. Zurvita pays you 20% on their Zurvita product purchases.

Zurvita pays you 20% commission, weekly, on your personal sales when your customers purchase Zurvita products from your website.

- Commissions are based on Commissionable Volume (CV) for Zurvita products.
- Consultants can purchase Zurvita products in their Z-Center at a 20% - 25% discount but will not receive personal commissions on their own product purchase. All other upline commissions (overrides) will be paid with the monthly pay period commissions.

Customer Loyalty Program

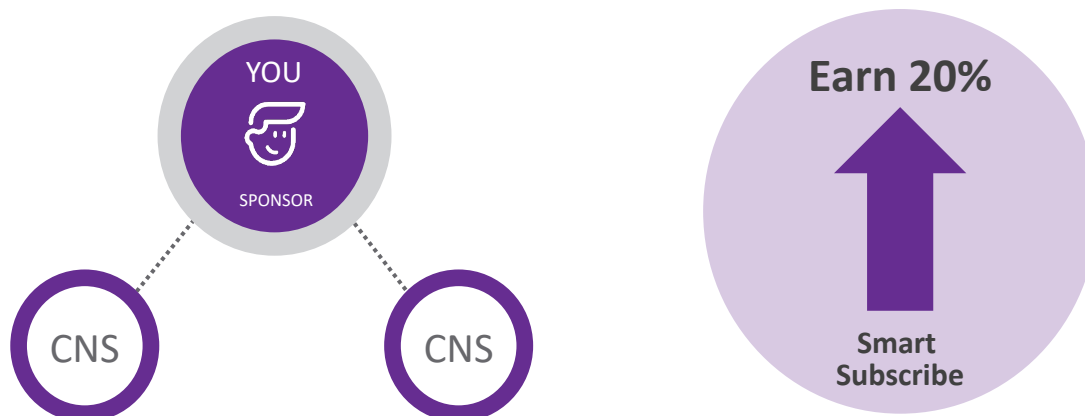
Zurvita pays Loyalty Bonuses and residuals for Preferred Customers and VIP Preferred Customers acquired who purchase one of the following products:

- **Zeal Canister**
 - Preferred Customer | 41 CV | \$0.80 Loyalty Bonus | \$8.20 Personal Commission | \$9 Total
 - VIP Preferred Customer | 38 CV | \$1.40 Loyalty Bonus | \$7.60 Personal Commission | \$9 Total
- **2 Zeal Canisters**
 - Preferred Customer | 82 CV | \$1.60 Loyalty Bonus | \$16.40 Personal Commission | \$18 Total
 - VIP Preferred Customer | 77 CV | \$2.60 Loyalty Bonus | \$15.40 Personal Commission | \$18 Total
- **Zundora Box**
 - Preferred Customer | 40 CV | \$2.00 Loyalty Bonus | \$8.00 Personal Commission | \$10 Total
 - VIP Preferred Customer | 38 CV | \$2.40 Loyalty Bonus | \$7.60 Personal Commission | \$10 Total
- **Beauty Inside & Out Bundle**
 - Preferred Customer | 81 CV | \$2.80 Loyalty Bonus | \$16.20 Personal Commission | \$19 Total
 - VIP Preferred Customer | 76 CV | \$3.80 Loyalty Bonus | \$15.20 Personal Commission | \$19 Total

Zurvita will pay the enrolling Zurvita Consultant a Loyalty Bonus and/or 20% Personal Sales residual of the CV, starting with the initial enrollment and continuing for all successful renewals of these products. Upline overrides will also be paid starting with the initial enrollment. Zurvita pays Loyalty Bonuses and commissions the week following the sale. Only the listed products are eligible. The new Zurvita Consultant cannot be a Preferred Customer or VIP Preferred Customer under themselves to count for the bonus. Dollar amounts vary by country.

B. Monthly Sales

Recurring Monthly Sales to Your Frontline Consultants:



You can also earn 20% commission on your recurring monthly sales to your frontline Zurvita Consultants (those you personally sponsored).

Example 1.1 shows you earning a 20% commission on an (CNS) Independent Consultant's Smart Subscribe.

- Commissions are based on CV for Smart Subscribes.
- The 20% commission is paid out as 5% Level 1 override and 15% as Sponsor's Personal Sales Bonus. You DO NOT EARN commissions on your own Smart Subscribe.

Types of Volume

As you grow your Zurvita business, you move up in leadership ranks where minimum amounts of product sales are required to advance and maintain certain paid rank levels. There are several types of business volume as explained below. Each commissionable product has one or more type of business volume assigned to it.

1. **Personal Business Volume (PBV)** – volume accumulated through your personal Zurvita product purchases, your personal Smart Subscribe purchases, your purchase of a Starter Pak and all purchases made by Regular, Preferred and VIP Preferred Customers enrolled by you.
2. **Team Bonus Volume (TBV)** – volume accumulated from Starter Paks purchased by your downline and also from any Smart Subscribe that are part of a new Consultant's initial order. See Team Bonus and Team Spillover Bonus Qualifications for details.
3. **Group Business Volume (GBV)** – volume accumulated from all downline Zurvita Consultant purchases, Smart Subscribe purchases, Zurvita customer purchases (Regular, Preferred and VIP Preferred Customers) and purchases of Starter Paks throughout your entire organization. GBV also includes your PBV.
4. **Qualified Group Business Volume (QGBV)** – accumulates from the same product sales as GBV but Qualified Group Business Volume is calculated using the 60% maximum per leg rule. Each frontline Consultant is a "leg."
5. **Commissionable Volume (CV)** – volume to which residual and override commissions are calculated. Does not include Starter Paks or orders discounted by G3, etc.
6. **Monthly Commissionable Volume (MCV)** – The sum amount of a Consultant's first 8 levels commissionable volume. See Appendix for Volume details, page 17









C. The Zurvita VIP Perks Program

The Zurvita VIP Perks Program was established to create a reward system that incentivizes Preferred Customers and Consultants that enroll in the program and remain with an active Smart Subscribe month to month with incredible perks! Among the incredible perks included is the opportunity to receive G3 discounts on their personal Smart Subscribe product orders.

There is a one-time enrollment fee to enroll and join in the VIP Perks Program (see table below for more details)

VIP PERKS PROGRAM


GO THE HIGHER WAY! Become a VIP with Zurvita for only \$19.95 USD*, plus setup a Smart Subscribe of \$56.95 USD or more, and start enjoying all the benefits of Zurvita's VIP Perks Programs. Start accumulating points on all your Zurvita orders today. Every time you make a purchase, your points will add up! You can use your points to redeem some awesome rewards, and get access to exclusive members-only perks and discounts!

VIP & LOYALTY PERKS	CUSTOMERS			CONSULTANTS	
	Regular	Preferred	VIP	Super FAN	VIP
REQUIREMENTS	No cost	Opt in Smart Subscribe	One-time \$19.95 USD enrollment fee	Enroll / Sign Up with Digital Kit	One-time \$14.95 USD enrollment fee
SMART SUBSCRIBE	-	YES	YES	Optional	YES
SAVINGS/DISCOUNT	-	10%	15%	20%	25%
SPECIAL RATE SHIPPING <ul style="list-style-type: none"> • FREE SHIPPING - for ALL orders \$99.95 USD and over • FLAT SHIPPING - of \$7.00 USD for orders below \$99.95 USD 	●	●	●	●	●
 Loyalty Points Earn up to 1.5 points per dollar spent on all product purchases†	-	-	●	-	●
 Birthday Gift	-	-	●	-	●
 Travel Assist Program	-	-	●	-	●
 Early Access to Promotions & Flash Sales	-	-	●	-	●
 Special VIP Exclusive Promotions	-	-	●	-	●
 Access to G3 Program Share the Love: Get 3 and earn Products for Free‡	-	-	●	-	●
 Free Samples / Products Opportunities	-	-	●	-	●
 Exclusive Seasonal or Limited-Edition Products	-	-	●	-	●

* VIP Perks Program Fee is \$14.95 USD for Zurvita Consultants | † **Loyalty Points:** Certain restrictions apply, review full program rules at zurvita.com | ‡ **G3 Program/Share the Love:** When you Get 3 Customers to enroll with a \$56.95+ USD purchase, you can earn up to \$60 USD product credit towards your Smart Subscribe order!

D. Zurvita VIP Program Bonus – Only eligible for VIP Consultants

Consultants will have an opportunity to earn an extra one-time bonus every time they personally enroll a new VIP Preferred Customer or VIP Consultant. This commission is paid on the weekly check.

BONUSES PERKS	CONSULTANTS
Compensation for every personally enrolled VIP Customer / VIP Consultant	 <ul style="list-style-type: none">• \$5 paid for every VIP Customer• \$3 paid for every VIP Consultant

Frequently Asked Questions

https://19966297.fs1.hubspotusercontent-na1.net/hubfs/19966297/VIP%20Perks%20Program/VIP%20Program%20FAQ_ENG_052023.pdf

See Appendix for the “Zurvita Loyalty VIP Program + G3” page 18.

II Becoming a Zurvita Independent Consultant

Zurvita offers individuals the opportunity to sell Zurvita products and to attract others to the business opportunity to do the same. This simply requires the potential Zurvita Consultant to complete an online application and agreement and pay a nominal enrollment fee.

Once a Zurvita Consultant’s application has been accepted, he/she will be considered a Zurvita Independent Consultant and will receive a Welcome Packet (may vary per market) that has all the information needed to get started. The Zurvita Consultant is now eligible to earn commissions as outlined in this document. Also, upon acceptance, he/she will be provided with a unique ID number (Z-Number). The new Independent Consultant is also given a “Z-Center.” The Z-Center is a powerful online administrative tool that tracks and communicates important information about his/her business.

The Zurvita Consultant’s customers are able to enjoy easy access to Zurvita products by ordering online from the Zurvita Consultant’s personalized Zurvita e-commerce website (Z-Site). The products are shipped directly from Zurvita to the customers.

Commissions and bonuses are earned from the sale of Zurvita products by Independent Consultants. Consultants are never required to make product purchases. Products are purchased by customers and optionally by Independent Consultants for his/her personal consumption.

Products may vary by country.

III First Order Options

When you join Zurvita as an Independent Zurvita Consultant, you may choose from one of many order options and pay a one-time enrollment fee. Below are a few examples of some of the product packages available. Recurring product orders are not required.

		Product Examples*	Group Business Volume (GBV)	TBV**
Starter Pak Options Start as a Managing Consultant (MC) with this option	•	Builders Pak	670 GBV	500 TBV
	•	Quick Start Pak	400 GBV	300 TBV
	•	Express Pak	180 GBV	130 TBV

* See Z-Site for current Starter Pak and Smart Subscribe options. Business Volume, Team Bonus Volume and Starter Paks may vary by country.

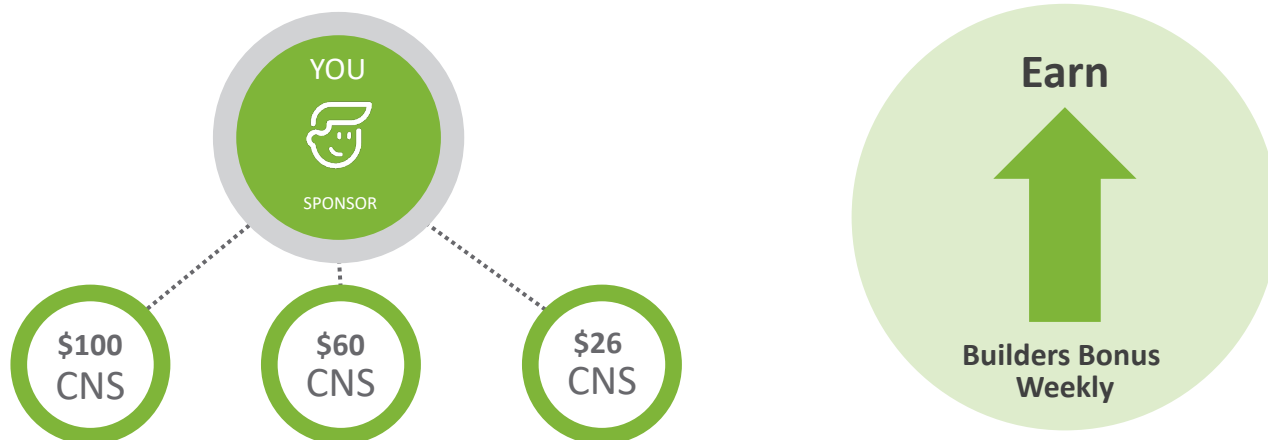
When you enroll as a Zurvita Consultant, you will receive:

- A personalized e-commerce website (Z-Site) and Z-Center back office while active.
- 20% Commission on all personal sales of Zurvita products to customers.
- 20% - 25% Discount on personal Zurvita purchases for your personal use.
- **Welcome Packet - packet contents may vary based on country, no BV or commission is paid on the Welcome Packet.**

IV Commission Structure

A. Builders Bonuses* (BB)

Zurvita pays a weekly Builders Bonus (BB) to a Zurvita Consultant (the “Sponsor”) who sells a Starter Pak to a new Consultant/ VIP Consultant. The amount of the bonus varies based on the Starter Pak selected. Here are a few examples below:



In Example 1.2, Zurvita pays a \$100, \$60, \$26 Builders Bonus to the Sponsor on a Consultant’s Starter Pak purchase.

Product Examples*	Builders Bonus
Builders Pak	\$100
Quick Start Pak	\$60
Express Pak	\$26

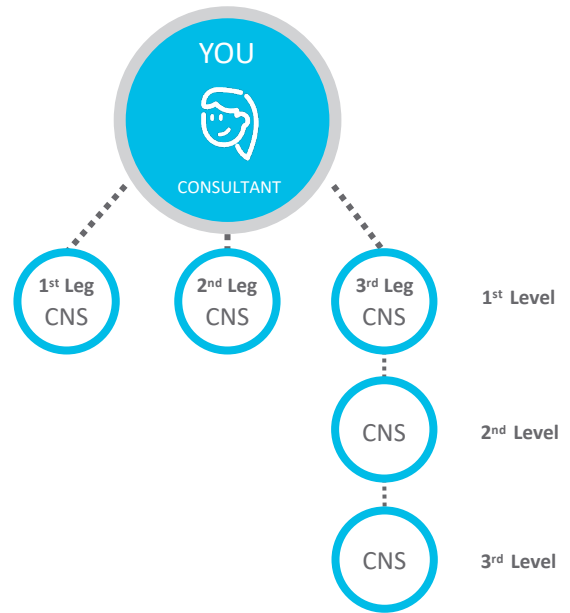
*Each Sunday at 11:59pm (CST) the week is “closed” and bonuses are calculated on that week’s sales and paid the following Friday.

**Please see Z-Site (Consultant’s replicated site) for current Starter Pak offerings. Builders Bonus may vary by country.

Legs and Levels

The Zurvita Compensation Plan is structured based on organizational legs and levels. An organization's leg is similar to a genealogical tree built on whom you have directly sponsored and whom they have directly sponsored and so on. Based on this sponsoring pattern, a level spans across and then forms a leg as it builds down according to the number of people within your organization.

You may have an infinite number of legs across and levels down depending on your efforts in the Zurvita business.



B. Start Strong Program

Customer Acquisition Bonus

When you enroll five Preferred and/or VIP Preferred Customers within your first 60 days as a Zurvita Consultant, you'll unlock Customer Silver and earn a \$20 Customer Acquisition Bonus. Increase that to 10 Preferred and/or VIP Preferred Customers within your first 60 days, and you'll unlock Customer Gold and earn an additional \$50 Customer Acquisition Bonus. These bonuses are paid out above and beyond personal commissions you already earn for customer purchases. Once you achieve Customer Gold, you can continue to repeatedly earn these Customer Acquisition Bonuses, within your first 60 days, for every five and 10 Preferred and/or VIP Preferred Customers you enroll beyond the first 10. All qualifying customers must be active at the time of payout.

Launch Bonus

You earn a Launch Bonus by enrolling a combination of Preferred and/or VIP Preferred Customers as well as Consultants and/or VIP Consultants. Simply enroll two new Zurvita Consultants with a Starter Pak, on top of the five Preferred/ VIP Preferred Customers you already enrolled through the Customer Acquisition Bonus, in your first 30 days to earn a \$150 Launch Bonus. This bonus adds to what you've already earned through the Customer Acquisition Bonus mentioned in the paragraph above. Even if you enroll your five Preferred/ VIP Preferred Customers and two Zurvita Consultants after your first 30 days, but still within your first 60 days, you'll still earn a \$50 Launch Bonus. Plus, if you help your direct frontline Zurvita Consultants achieve their Launch Bonus, you also receive a \$25 Mentor Bonus for each person you help achieve their Launch Bonus.

Road to Regional Bonuses

This particular segment in the Start Strong Program is designed to help you develop and grow your Zurvita business within your first 30, 60 and 90 days. When you promote up to Senior Consultant within your first 30 days in the business, not only will you earn a \$125 Senior Consultant Rank Advancement Bonus, but you'll also earn an additional \$50 Road to Regional Bonus for a total Senior Consultant Rank Advancement Bonus of \$175. Plus, your upline mentor also earns a \$50 Mentor Bonus. Reach Premier Consultant within your first 60 days in the business and you not only earn a \$250 Premier Consultant Rank Advancement Bonus, but you'll also earn an additional \$100 Road to Regional Bonus for a total Premier Consultant Rank Advancement Bonus of \$350. Plus, your upline mentor also earns a \$100 Mentor Bonus. When you achieve Regional Consultant within your first 90 days in the business, you'll not only earn a \$500 Regional Consultant Rank Advancement Bonus, but you'll also earn a \$150 Road to Regional Bonus for a total Regional Consultant Rank Advancement Bonus of \$650. Plus, your upline mentor also earns a \$150 Mentor Bonus.

C. Team Bonus

Managing Consultants and higher ("MC+") are eligible to join the Team Bonus program. Zurvita will pay an MC+ a Team Bonus of \$150 each time he/she accumulates 1,000 Team Bonus Volume (TBV). To earn a Team Bonus, an MC+ may use no more than 500 TBV from one leg of business. TBV accumulates from the Consultant's entire organization. Zurvita pays Team Bonuses weekly. Team Bonus Volume has a 60-day expiration date from the time of enrollment.

See Appendix for Team Bonus and Team Spillover Bonus qualification details, page 19

D. Team Spillover Bonus

Zurvita allows an MC+ to accumulate volume overages for future use. When an MC+ earns a Team Bonus by reaching 1,000 TBV or when he or she has a leg of business that is maximized at 500 TBV, the MC+ product order that closed the Team Bonus or maxed the bonus leg at 500 TBV may have additional TBV that was not used. Zurvita will place this extra, unused TBV in a separate "spillover bucket." When an MC+'s spillover bucket reaches 1,000 TBV, Zurvita will pay a \$100 Spillover Bonus on the weekly commission run if the MC+ has not reached their maximum weekly payout for Team Bonuses and Team Spillover Bonuses. Team Spillover Bonuses are unearned until and unless paid and may be canceled at any time. Team Bonus Spillover Volume has a 60-day expiration date from the time of enrollment.

Example: Consultant A has 900 TBV. Consultant A personally enrolls a new Consultant who purchases a Builders Pak (500 TBV). Consultant A closes a Team Bonus using 100 TBV from the Builders Pak order of the new Consultant. The remaining 400 TBV (500 TBV – 100 TBV used) will be placed in Consultant A's spillover bucket.

E. Overrides

Uni-level Overrides

Zurvita will pay Consultants/ VIP Consultants “Unilevel Overrides” on up to 8 levels in their organization based on their rank and qualifications. Zurvita will pay 5% override on business at each eligible level.

- Any Consultant/ VIP Consultant who you directly sponsor will be on your first level (frontline) in the downline structure. Any Consultants/ VIP Consultants enrolled by your first level Consultants/ VIP Consultants will be on your second level, and so on.
- The number of levels on which you can earn the 5% override is based on your rank as shown in the chart below.
- Once you achieve a rank, the rank is permanent, but you must maintain the required customer count (customers with a minimum order of 45 PBV in a calendar month) for that rank in order to earn your override commission for your rank, Zurvita will pay you an override based upon the rank, at which you maintain customer count requirements for each month.

Example: If you are a National Director, and your customer count is at five, which is less than the seven minimum required for a National Director, you would be paid a Residual Override as a Regional Consultant, five (5) levels for that particular month. If your customer count is less than three but above 0, you will be paid only on your personal level with no overrides beyond your first level.

RANK	Business Consultant	Managing Consultant	Senior Consultant	Premier Consultant	Regional Consultant	Executive Consultant	National Director	Presidential Director	Ambassador
MONTHLY CUSTOMER COUNT	3	3	5	5	5	7	7	10	10
PERSONAL COMMISSION	20%	20%	20%	20%	20%	20%	20%	20%	20%
			3,000 QGBV	6,000 QGBV	12,000 QGBV	30,000 QGBV	60,000 QGBV	90,000 QGBV	150,000 QGBV
LEVEL 1									
LEVEL 2									
LEVEL 3									
LEVEL 4									
LEVEL 5									
LEVEL 6									
LEVEL 7									
LEVEL 8									
								2% Infinity Bonus	Additional 2% Infinity Bonus

5% OVERRIDES

Infinity Overrides

As a Presidential Director (PD), you can earn an additional 2% Infinity Override on active Zurvita customers and Zurvita Consultants starting from your ninth (9) level down through unlimited levels to the next PD's eighth (8) level.

As an Ambassador (AM), 1 Star Ambassador or 2 Star Ambassador, you earn the same as a PD above, plus an additional 2% Infinity Override on active Zurvita customers and Zurvita Consultants starting from your ninth (9) level down through unlimited levels to the next AM's eighth (8) level.

As a 3 Star Ambassador (3SA), you earn the same as a PD and AM above, plus an additional 0.25% Infinity Override on active Zurvita customers and Zurvita Consultants starting from your ninth (9) level down through unlimited levels to the next 3SA's eighth (8) levels. In order to achieve the rank of a 3SA, you must be an AM with 10 Zurvita customers, 150,000 QGBV, 50,000 MCV (levels 1-8) and have three (3) legs with at least one (1) active, qualified AM in the first eight (8) levels of each leg.

This is a "paid as" rank, meaning if you fall below the awarded rank you will be paid on the rules based on the rank you fall down to.

As a 4 Star Ambassador (4SA), you earn an additional 0.25% Infinity Overrides on active Zurvita customers and Zurvita Consultants starting from your ninth (9) level down through unlimited levels to the next 4SA's eighth (8) levels.

In order to achieve the rank of a 4SA, you must be an AM with 10 customers, 150,000 QGBV, 50,000 MCV (levels 1-8) and have four (4) legs with at least one (1) active, qualified AM in the first eight (8) levels of each leg. This is a "paid as" rank, meaning if you fall below the awarded rank you will be paid on the rules based on the rank you fall down to.

As Crown Ambassador (CAM), you earn the PD, Ambassador, 3 Star and 4 Star Ambassador Infinity Overrides above, plus an additional 0.25% Crown Infinity Override on active Zurvita customers and Zurvita Consultants starting from your ninth (9) level down through your third (3) downline CAM's eighth (8) levels.

In order to achieve the rank of CAM, you must be an AM with 10 customers, 150,000 QGBV, 50,000 MCV (levels 1-8) and have five (5) legs with at least one (1) active, qualified AM in the first eight (8) levels of each leg.

This is a "paid as" rank, meaning if you fall below the awarded rank you will be paid on the rules based on the rank you fall down to.

V Monthly Commission Process

- Overrides and Infinity Overrides will be paid on the 15th of the month following the month payment is received by Zurvita.
- In order to receive commissions, you must be an active Zurvita Consultant and meet the minimum qualifications according to your leadership position and not be on a Compliance hold for any reason. All Zurvita Consultants must complete the Zurvita Compliance Training Module in the first 30 days following enrollment. Failure to do so can result in a hold on commissions until you complete the required Compliance Training.
- Commissions will not be paid out to any Zurvita Consultant who is not active at the time of the payout.

A. Dynamic Compression

Dynamic compression occurs when a Consultant/ VIP Consultant doesn't have three customers on a minimum value of 45 BV. In terms of one's residual tree, it will change from an active/inactive distinction to a customer count minimum of three customers in any given month. This will allow Zurvita Consultants who are truly engaged the ability to not be restricted in terms of residual income by others who aren't maximizing the business to the best of their abilities.

B. Consultant and Customer Roll-Up

Consultant and customer rollup means that Zurvita customers who were once direct to a cancelled Zurvita Consultant are now direct to the first eligible Zurvita Consultant, which would roll up personal sales commission, potentially increasing residuals. The next eligible upline Zurvita Consultant will now receive the benefits of having Zurvita customers and Zurvita Consultants roll up closer to their frontline. This also assists in G3, Team Bonuses and customer count, too.

This affects all Zurvita Consultants in all markets with Zurvita customers and/or Zurvita Consultants in their organization whose direct upline Zurvita Consultant is cancelled. They will now roll up to the next eligible upline Zurvita Consultant. After (6) six sequential months of inactivity (0 PBV), the Zurvita Consultant's status is automatically moved to CANCELLED status on the first day (12:00AM CT) of the 7th month after inactivity at which point Zurvita customers and Zurvita Consultant's roll-up occurs.

VI Leadership, Promotion, Rank Bonuses and Recognition

A. Rank Bonuses & Pins

Rank Bonuses

When a Zurvita Consultant advances to a new rank of Premier Consultant, Regional Consultant, Executive Consultant, National Director, Presidential Director or Ambassador, he or she can become eligible for a Rank Bonus of up to \$1,500, \$3,000, \$6,000, \$9,000, \$12,000, \$18,000 or \$24,000.

Senior Consultant = \$1,500 at \$125 per month for 12 months*

Premier Consultant = \$3,000 at \$250 per month for 12 months*

Regional Consultant = \$6,000 at \$500 per month for 12 months*

Executive Consultant = \$9,000 at \$750 per month for 12 months

National Director = \$12,000 at \$1,000 per month for 12 months

Presidential Director = \$18,000 at \$1,500 per month for 12 months

Ambassador = \$24,000 at \$2,000 per month for 12 months

*For additional bonuses, please refer to the Start Strong Program: Road to Regional Bonuses on Page 10.

- A Zurvita Consultant may not use any more than 60% of the volume needed to advance in rank from any one leg. For example, to rank up to Regional Consultant, you can only use 7,200 in GBV from your largest leg to promote. To be eligible for the following month's Rank Bonuses, you must achieve the same rank qualification again not using any more than 7,200 in GBV from any leg.
- MCV requirements necessary to advance in rank to Presidential Director and above are still necessary to re-qualify for subsequent month Rank Bonuses.
- Zurvita Consultants who achieve more than one rank will earn the initial month bonus for each rank achieved. On any given month after a rank advancement, the Zurvita Consultant is only eligible for the Rank Bonus of the highest rank that they have qualified for in that month.
- If in any month during the 12-month term, the Zurvita Consultant does not maintain his or her rank qualification for the current rank of SC, PC, RC, EC, ND, PD or AM, the Zurvita Consultant will forfeit the Rank Bonus for that month.

- The first of 12 payments will be paid on the next weekly commission after the week of promotion. The first month to requalify for the remaining 11 months is the following month after the new rank promotion.
- If a Zurvita Consultant ranks up in a given month and also requalifies at a lower rank, the Zurvita Consultant will only receive the higher rank bonus. When you rank up to 1 Star, 2 Star, 3 Star, 4 Star and Crown Ambassador you will earn a one-time bonus for the following ranks:

1 Star Ambassador	=	\$4,000
2 Star Ambassador	=	\$5,000
3 Star Ambassador	=	\$6,000
4 Star Ambassador	=	\$7,000
Crown Ambassador	=	\$25,000

IMPORTANT: In order to be eligible to receive commissions, all Zurvita Consultants are required, beginning March 1, 2020, to complete the Zurvita Compliance Training Module within 30 days of becoming a Consultant.

Rank Pins

Senior Consultants and above will be awarded a title pin upon promoting to each new rank position within the Compensation Plan (refer to Overrides Chart, page 11). The pin will be mailed to you.

B. Leadership Position

Rank Qualifications Requirement

Business Consultant (BC)

Enroll as a Consultant without a Starter Pak

Managing Consultant (MC)

- Three active Zurvita customers at the end of each month with a minimum order value of 45 BV
- Be an active Zurvita Consultant
- Have 3 active frontline Zurvita Consultants, or have purchased a Starter Pak

Senior Consultant (SC)

- Five active Zurvita customers at the end of each month with a minimum order value of 45 BV
- 3,000 Qualified GBV monthly (60% max per leg)

Premier Consultant (PC)

- Five active Zurvita customers at the end of each month with a minimum order value of 45 BV
- 6,000 Qualified GBV monthly (60% max per leg)

Regional Consultant (RC)

- Five active Zurvita customers at the end of each month with a minimum order value of 45 BV
- 12,000 Qualified GBV monthly (60% max per leg)

Executive Consultant (EC)

- Seven active Zurvita customers at the end of each month with a minimum order value of 45 BV
- 30,000 Qualified GBV monthly (60% max per leg)

National Director (ND)

- Seven active Zurvita customers at the end of each month with a minimum order value of 45 BV
- 60,000 Qualified GBV monthly (60% max per leg)

B. Leadership Position

Rank Qualifications Requirement

Presidential Director (PD)

- Ten active Zurvita customers at the end of each month with a minimum order value of 45 BV.
- 90,000 Qualified GBV monthly (60% max per leg)
- 30,000 Monthly Commissionable Volume (MCV)

Ambassador (AM)

- Ten active Zurvita customers at the end of each month with a minimum order value of 45 BV.
- 150,000 Qualified GBV monthly (60% max per leg)
- 50,000 MCV Levels 1-8

1 Star Ambassador (1SA)

- You must have the same requirements as an Ambassador
- Must have 1 leg with at least 1 active qualified Ambassador (10 Zurvita customers, 150,000 QGBV and 50,000 MCV) in the first 8 levels of that leg in the same month in order to be paid as a 1SA.

2 Star Ambassador (2SA)

- You must have the same requirements as an Ambassador
- Must have 2 legs with at least 1 active qualified Ambassador (10 Zurvita customers 150,000 QGBV and 50,000 MCV) in the first 8 levels of each leg in the same month in order to be paid as a 2SA.

3 Star Ambassador (3SA)

- You must have the same requirements as an Ambassador
- Must have 3 legs with at least 1 active qualified Ambassador (10 Zurvita customers, 150,000 QGBV and 50,000 MCV) in the first 8 levels of each leg in the same month in order to be paid as a 3SA.

4 Star Ambassador (4SA)

- You must have the same requirements as an Ambassador
- Must have 4 legs with at least 1 active qualified Ambassador (10 Zurvita customers, 150,000 QGBV and 50,000 MCV) in the first 8 levels of each leg in the same month in order to be paid as a 4SA.

Crown Ambassador (CAM)

- You must have the same requirements as an Ambassador
- Must have 5 legs with at least 1 active qualified Ambassador (10 Zurvita customers, 150,000 QGBV and 50,000 MCV) in the first 8 levels of each leg in the same month in order to be paid as a CAM.

C. Promotional Rings & K-Club Requirements

Ring Program

A Consultant will be awarded a ring after achieving \$100,000 of income in either of the following two ways:

- Achieve at least \$8,333.33 on your monthly residual check. This means you are on track for 12 months.
- Accumulate \$100,000 of total income for the past 12 months (monthly plus weekly income). Must have at least \$4,000 of monthly residual income to achieve this way.

Once you receive a ring, a stone will be added for every additional \$100,000 of earnings up to \$1,000,000



\$100,000/YR.



\$600,000/YR.



\$200,000/YR.



\$700,000/YR.



\$300,000/YR.



\$800,000/YR.



\$400,000/YR.



\$900,000/YR.



\$500,000/YR.



\$1,000,000/YR.




Zurvita is now also offering a pendent option in place of a ring.



K-Club Program

Zurvita will award a recognition pin for achieving the following level of commissions paid in a calendar month. This is calculated by adding in all weekly and monthly commissions earned within a given month.

Example: For the month of March, Zurvita adds all weekly checks that are earned in weeks ending in the month of March and then at the end of the month adds the March monthly residual income, which is paid April 15.

1K 	\$1,000/MO.	50K 	\$50,000/MO.
5K 	\$5,000/MO.	60K 	\$60,000/MO.
10K 	\$10,000/MO.	70K 	\$70,000/MO.
20K 	\$20,000/MO.	80K 	\$80,000/MO.
30K 	\$30,000/MO.	90K 	\$90,000/MO.
40K 	\$40,000/MO.	100K 	\$100,000/MO.

E. Incentives

From time to time, Zurvita may offer an incentive program for all of its Consultants. Each incentive will have its own rules, including a limited duration, qualifications, eligibility requirements and the description of award. Zurvita strictly prohibits manipulation/fraud by all Consultants to earn incentives and will investigate and may terminate any Zurvita Consultant whom it determines, in its sole discretion, has engaged in such illicit activity. Zurvita has the sole discretion to review and audit all incentive qualifications and change incentive results. Zurvita may cancel an incentive at any time for any reason. By participating in an incentive, you agree that Zurvita has the exclusive right to use your testimonial results, image and likeness in any way it chooses, in its sole discretion, infinitely into the future. See section 9.7 "Testimonial Permission."

VII Changes/Cancellation of Compensation Plan or Components of Plan

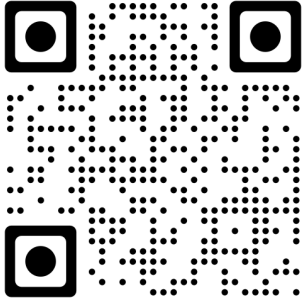
Zurvita reserves the right, in its sole discretion, to make changes to any and all aspects of this Compensation Plan or to replace this Compensation Plan, without notice, at any time. In the event Zurvita cancels, changes or replaces any aspect or all of this Compensation Plan, Zurvita will, in its sole discretion, pay commissions it deems earned through a date certain and then convert to the new or different Compensation Plan or program within the Compensation Plan with no carrying forward of any aspect or obligation existing under the terminated portion of the existing plan. Commissions are not earned until they are paid.

Appendix

i. Volume

Each product has Business Volume (BV) and Commissionable Volume (CV) associated with it. The BV is basically equivalent to the price of the product. Because the prices vary based on who is making the purchase (Consultant, VIP Consultant, Preferred Customer, VIP Preferred Customer or Regular Customer), the BV and CV vary accordingly.

Products available and associated price, Business Volume and Commissionable Volume may vary by country



Scan QR Code and login to your ZCenter account to view the Price-Lists:

Resource Library > Library > Business Information > Product Price List

ii. Zurvita Loyalty VIP Program + G3 Requirements for VIP Consultant and VIP Preferred Customers

This program is for Consultants and Customers who are active with a VIP membership and have a Smart Subscribe order.




A VIP Consultant and VIP Preferred Customer in any given month needs any combination of 3 new or existing Customers, each with a minimum order of \$56.95 that either enrolls or renews in a calendar month. Once this is achieved, they will earn up to a \$60 credit towards their Smart Subscribe order the following month.

- If a Customer upgrades to a Consultant, they will no longer count toward the G3 of the Sponsor as that Consultant is no longer a Customer.
- Your minimum Smart Subscribe order must be at least \$56.95.
- A VIP Consultant / VIP Customer with Smart Subscribe orders that include a G3 discount are still responsible to pay applicable taxes on the non-discounted price, as well as Flat Shipping costs.
- Orders with G3 discounts are not commissionable.
- A Consultant/Customer cannot earn G3 credit if they are not enrolled in the VIP Program, are inactive, inactive by request or cancelled.
- Limit to one G3 discount per month. Pricing may vary by country.

The Zurvita VIP Perks Program

The VIP Program is a one-time fee, once purchased the VIP Program fee is tied to your physical Consultant/Customer Account Status, so long as your account doesn't venture into CANCELLED status, your VIP Program Fee remains tied to your account (VIP program fee is not transferrable). If you let the account, go into CANCELLED status, then you will need to pay the VIP fee again upon enrolling as a new Consultant.

The VIP Perks Program has THREE TIERS on point accrual:

Level	Requirement	Points Level
 Emerald	1-3 months of consecutive Smart Subscribe Orders	Earn 1 point per dollar spent on product purchases
 Ruby	4-6 months of consecutive Smart Subscribe Orders	Earn 1.25 points per dollar spent on product purchases
 Diamond	7+ months of consecutive Smart Subscribe Orders	Earn 1.5 points per dollar spent on product purchases

- Point accrual includes Smart Subscribe orders as well as add-on purchases.
- Points are acquired only after you've purchased your way into the VIP Program.
- A qualifying Smart Subscribe order must be at least \$56.95 / \$1,082.05 MXN or over to qualify.
- If a member fails to continue to process a Smart Subscribe order, the points are not lost, yet the current tier is reestablished to Emerald on the first of the new month.
- Points are only accrued on product purchases*, it does not include Starter Paks and non-product purchases such as: apparel, tools and merchandise.
- Loyalty Points have a (1 year) expiration date from the date of accrual.

Other ways to Earn Loyalty points:

- o VIP Welcome Bonus – 30 points
- o Subscribe to SMS – 50 points (For US/PR Phone Numbers ONLY)
- o Writing a Review – 50 points (1 review per product)
- o Connecting on Instagram – 20 points
- o Download/Login to the APP – 75 points
- o First 12 consecutive months of Smart Subscribe Orders placed while on the VIP Program – 1000 points.
- o Ruby Upgrade Bonus – 150 points
- o Diamond Upgrade Bonus – 200 points

Point Redemptions:

When redeeming points, the balance is applied to product only. Flat Shipping and /or applicable tax charges are to be processed by the redeemer at the time of check-out.

- o Redeemable Points for Promo Code

Zurvita Product Virtual Gift Card... is used as a "coupon code" payment method. There is a limit of (1) Gift card per order.

- 200 points = \$10 Zurvita Gift Card
- 500 points = \$25 Zurvita Gift Card

Shop for your favorite products with Points*

- H2O box (10 sticks): 500 points
- REPAIR box (10 sticks): 600 points
- Cleanse bottle: 700 points
- Zurge bag: 800 points
- Amino Acids bottle: 1,000 points
- Burn bottle: 1,000 points
- Protein bag: 1,300 points
- Zeal canister: 1,500 points
- 30 Zeal packets (3 bags of 10 each): 1,800 points
- 2 Zeal+ boxes (15 packets each): 1,800 points
- Zundora box: 1,800 points

* When redeeming Loyalty points, as with other transactions, **there is no BV/CV awarded to upline.**

* Zurvita reserves the right to cancel this program at any time or terminate a Zurvita Customer or a Zurvita Consultant, in its sole discretion, deemed by Zurvita to have violated the Policies and Procedures

iii. Team Bonus Qualifications and Team Spillover Bonus Qualifications

- Team Bonus Volume is generated by the first product purchase of a new Consultant Starter Pak. Zurvita Consultants whose first product purchase is a Smart Subscribe have the opportunity to purchase a Starter Pak too, so long as they purchase within their 30 days.
- In order to earn a Team Bonus or Team Spillover Bonus in any given week, a Zurvita Consultant must have at least 3 frontline Preferred Customer, VIP Preferred Customer or Regular Customer orders of 45 BV or more in product from 3 separately sponsored customers within the last 5 pay weeks. The current pay week is included in the 5 pay weeks. Customers do not have to be new for their purchases to be counted. A Zurvita Consultant will close a Team Bonus when he or she has 3 qualified customer orders as specified above and his or her Team Bonus Volume (TBV) reaches 1,000.
- Team Bonus Volume only counts for the active Zurvita Consultants in the upline at the time the order is placed. TBV from an order can only be used for each upline Zurvita Consultant one time. However, each active upline Zurvita Consultant can use TBV from the same order. If your downline triggers a Team Bonus, it does not prevent you from using the TBV from the same orders.
- Zurvita Consultants cannot use more than 500 TBV from any leg to close a Team Bonus. If a leg has maxed out, any TBV from new business enrolled in that leg after it has reached its maximum and before the Zurvita Consultant qualifies for a Team Bonus, will carry over to the next Team Bonus qualification.
- If a Team Bonus is paid out and then some of the TBV used for that Team Bonus is refunded, Zurvita will deduct the full amount of TBV from the next Team Bonus qualification.
- All new TBV that comes in after you reach your weekly maximum count of Team/Spillover Bonuses and before the end of the week, will carry over to the next week until further notification.
- The maximum number of Team Bonuses plus Spillover Bonuses a Consultant can earn per week are as follows:

Managing Consultant and Senior Consultant = 7 Team/Spillover Bonuses per week. Premier Consultant and Regional Consultant = 14 Team/Spillover Bonuses per week.

Executive Consultant = 27 Team/Spillover Bonuses per week.

National Director and Presidential Director = 30 Team/Spillover Bonuses per week.

Ambassador through Crown Ambassador = 34 Team/Spillover Bonuses per week

- Every Sunday at 11:59 p.m. CST, Zurvita will calculate all Team Bonuses/Spillover earned for the week. Payment of Team Bonuses/Spillover will pay on the weekly commission run after the close of the business week the Team Bonus/Spillover was earned.
- Zurvita reserves the right to change or cancel this program, in its sole discretion, at any time. Zurvita reserves the right to limit the Team Bonus/Spillover Commission paid to 55% of the previous business week's Company Qualifying Revenue. If the Team Bonuses/Spillover Bonuses, plus the Builders Bonuses for the weekly are more than 55% of the previous week's Company Qualified Revenue, Zurvita will payout the Team Bonuses as follows:
- First Team Bonus of the month for a Zurvita Consultant (\$150 Team Bonus) paid in full.
- Prorate the remaining Team Bonuses by calculating the remaining Qualifying Revenue and dividing by the number of outstanding shares and paying the remaining shares of that amount.
- Team Bonus Volume/Team Bonus Spillover Volume has a 60-day expiration date from the time of enrollment.

iv. Organizational Trees

Zurvita tracks two separate genealogies in the system – a Unilevel Tree and a Team Bonus Tree. Zurvita uses the Team Bonus Tree when awarding Team and Spillover Bonuses. Zurvita uses the Unilevel Tree when awarding residuals and all other bonuses.

For example:

- Rank Promotions will be determined by the Unilevel Tree.
- Level 1-8 Overrides and Infinity Overrides will follow the Unilevel Tree.
- Builders Bonuses are paid directly to the Sponsor.

The system default for every new Zurvita Consultant enrolled is for them to be placed in the frontline or directly under the sponsoring Zurvita Consultant in both the Unilevel and Team Bonus Trees. However, Zurvita Consultants have the ability to place their new Consultants/ VIP Consultants under a different Zurvita Consultant in their Team Bonus Tree. The Unilevel Tree does not allow for placement and your new Consultants will permanently remain in your frontline. Zurvita Consultants can track their downline Consultants/ VIP Consultants in both trees in their Z-Center.

Team Bonus Tree – This is the tree that accumulates Team Bonus Volume (TBV) for calculation of Team and Spillover Bonuses. In this tree, when a Zurvita Consultant enrolls a new Consultant/ VIP Consultant, he or she, and their upline, will immediately receive TBV credit. The Zurvita Consultant has a one-time option to place this Consultant/ VIP Consultant downline in the Team Bonus Tree.

- He or she, has 90 days from the new Consultant's/ VIP Consultant's enroll date to place them elsewhere in the Team Bonus Tree, or will forever remain frontline in this tree.
- Any historical volume does not move with the Consultant/ VIP Consultant. Unused historical Team Bonus Volume will stay in the original leg even after placement.
- Once you have placed a Zurvita Consultant under another Consultant/ VIP Consultant, that placement is irreversible.
- Zurvita reserves the right to reject, undo or disqualify bonuses earned from a Team Bonus Tree, in its sole discretion, for violation of Policies and Procedures or any other reason.



Zurvita®

Income testimonials and examples are not typical and do not include expenses. They do not intend to represent or guarantee that anyone will achieve the same or similar results. Individual results will vary based on factors such as level of commitment and effort. In 2021, the monthly average income earned by a typical Zurvita Independent Consultant who achieved the rank of Business Consultant through Presidential Consultant was \$301.42.