

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.

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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. Retail and Preferred Customers

Retail 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.

Sales to Retail and 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 Retail Customers and acquire Preferred Customers.



Example 1.0 This example shows 3 Retail Customers and 2 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% discount but will not receive personal commissions. 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 acquired who purchase one of the following products:

- Zeal Canister | 36 CV | \$1.80 Loyalty Bonus | \$7.20 Personal Commission | \$9 Total
- Zeal+ Box | 42 CV | \$6.60 Loyalty Bonus | \$8.40 Personal Commission | \$15 Total
- Zeal Combo Pak | 37 CV | \$9.60 Loyalty Bonus | \$7.40 Personal Commission | \$17 Total
- Zeal Transformation System | 110 CV | \$18 Loyalty Bonus | \$22 Personal Commission | \$40 Total
- Zeal+ Transformation System | 127 CV | \$24.60 Loyalty Bonus | \$25.40 Personal Commission | \$50 Total

Zurvita will pay the enrolling 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.

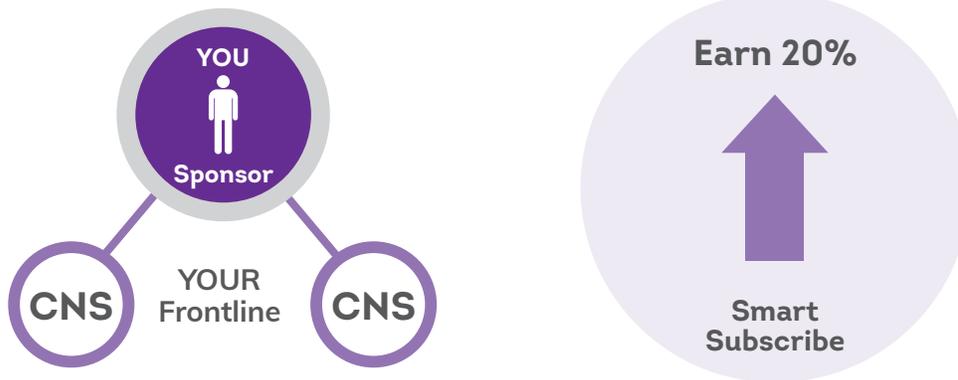
Zurvita pays Loyalty Bonuses and commissions the week following the sale.

Only the listed products are eligible. The new Consultant cannot be a 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 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 Retail and Preferred Customers enrolled by you.
2. **Team Bonus Volume (TBV)** – volume accumulated from Starter Paks purchased by your downline. 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 (Retail or 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. G3 Program

Our Get 3 (G3) referral program allows Consultants and Preferred Customers the opportunity to receive discounts on their personal Smart Subscribe product orders. This is a program where one can earn discounts every month.

Consultants

As a Consultant, when you have 3 personally sponsored Retail or Preferred Customers whose purchase is at least \$44.95 each month, the following month you receive a discount on your order. If your order is \$69.95 or over, your discount is \$60. If your order is valued higher than \$99.95, your discount is \$75.

Customers

As a Preferred Customer, for every 3 personally referred Retail or Preferred Customer orders of at least \$44.95 each month, you get your next renewal at a discount.

Limit 1 G3 discount per month.

Pricing may vary by country, but discounts will be equivalent.

Zurvita G3 Program only applies to Zurvita products. Z-Blends is a separate entity. For more information on the Z-Blends G3 Program, see the Z-Blends Compensation Plan.

See Appendix for the “Get 3 Program Requirements,” 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 Consultant to complete an online application and agreement and pay a nominal enrollment fee.

Once a 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 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 Consultant's customers are able to enjoy easy access to Zurvita products by ordering online from the 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 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 – Zeal	600 GBV	500 TBV
	• Builders Pak – Combo	500 GBV	400 TBV
	• Express Pak	200 GBV	140 TBV

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

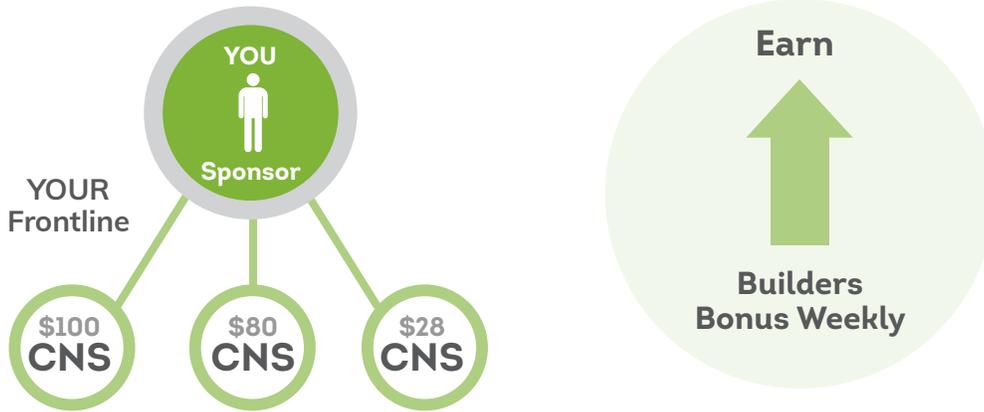
When you enroll as a Consultant, you will receive:

- 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% 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 Consultant (the “Sponsor”) who sells a Starter Pak to a new 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,\$80,\$28 Builders Bonus to the Sponsor on a Consultant’s Starter Pak purchase.

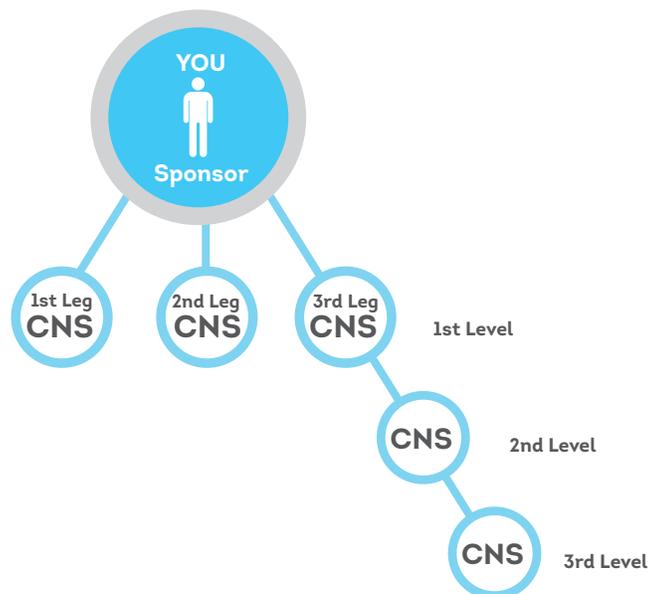
Starter Pak**	Builders Bonus
Builders Pak – Zeal	\$100
Builders Pak – Combo	\$80
Express Pak	\$28

*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 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 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 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 Customers and Consultants. Simply enroll two new Consultants with a Starter Pak, on top of the five 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 Customers and two 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 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 (420 TBV). Consultant A closes a Team Bonus using 100 TBV from the Builders Pak order of the

new Consultant. The remaining 320 TBV (420 TBV – 100 TBV used) will be placed in Consultant A’s spillover bucket.

E. Overrides

Uni-level Overrides

Zurvita will pay 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 who you directly sponsor will be on your first level (frontline) in the downline structure. Any Consultants enrolled by your first level 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			5% OVERRIDES	5% OVERRIDES	5% OVERRIDES	5% OVERRIDES	5% OVERRIDES	5% OVERRIDES	5% OVERRIDES
LEVEL 2									
LEVEL 3									
LEVEL 4									
LEVEL 5									
LEVEL 6									
LEVEL 7									
LEVEL 8									
								2% Infinity Bonus	Additional 2% Infinity Bonus

Infinity Overrides

As a Presidential Director (PD), you can earn an additional 2% Infinity Override on active Zurvita customers and 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 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 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 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 Consultants starting from your ninth (9) level down through unlimited levels to the next 4SA’s eight (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 Consultants starting from your ninth (9) level down through your third (3) downline CAM’s eight (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 Consultant and meet the minimum qualifications according to your leadership position and not be on a Compliance hold for any reason. All 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 Consultant who is not active at the time of the payout.

A. Dynamic Compression

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

This affects all Consultants in all markets with customers or Consultants in their organization whose direct upline Consultant is cancelled. They will now roll up to the next eligible upline Consultant. Consultant and customer roll-up occurs on the third day of every calendar month.

VI Leadership, Promotion, Rank Bonuses and Recognition

A. Rank Bonuses & Pins

Rank Bonuses

When a 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 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.
- 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 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 Consultant does not maintain his or her rank qualification for the current rank of SC, PC, RC, EC, ND, PD or AM, the 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 Consultant ranks up in a given month and also requalifies at a lower rank, the 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 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.

Managing Consultant (MC)

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

Senior Consultant (SC)

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

Presidential Director (PD)

- Ten active 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 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 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 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 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 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 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^{UB}	\$1,000/MO.	50K^{UB}	\$50,000/MO.
5K^{UB}	\$5,000/MO.	60K^{UB}	\$60,000/MO.
10K^{UB}	\$10,000/MO.	70K^{UB}	\$70,000/MO.
20K^{UB}	\$20,000/MO.	80K^{UB}	\$80,000/MO.
30K^{UB}	\$30,000/MO.	90K^{UB}	\$90,000/MO.
40K^{UB}	\$40,000/MO.	100K^{UB}	\$100,000/MO.

D. Incentives

From time to time, Zurvita may offer an incentive program for 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 Consultants to earn incentives and will investigate and may terminate any 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

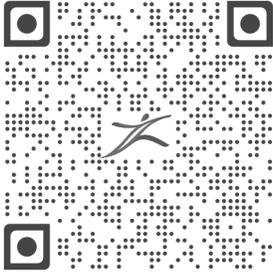
Zurvita reserves the right, in its sole discretion, to make changes to any and all aspects of this Compensation Plan or to replace this Compensation Plan, without notice, at any time. In the event Zurvita cancels, changes or replaces any aspect or all of this Compensation Plan, Zurvita will, in its sole 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, Preferred Customer or Retail 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. G3 Program Requirements

Consultant G3 Requirements

- This program is for Consultants who are active and have a Smart Subscribe order.
- A Consultant must have 3 frontline Retail or Preferred Customers with orders of at least \$44.95 (not including tax or shipping) in a given month to earn a G3 discount the following month.
- A Consultant may not use a customer with a G3 discount as one of his or her 3 personally enrolled customers for their G3 program qualifications.
- A Preferred Customer who upgrades to a Consultant will no longer count toward the G3 of his or her Sponsor as that Consultant is no longer a Preferred Customer.
- A Consultant with a Smart Subscribe orders that include a G3 discount are still responsible to pay applicable taxes on the non-discounted price, as well as shipping and handling costs.
- Orders with G3 discounts are not commissionable.
- A Consultant cannot earn G3 credit if he or she is inactive or canceled.
- Limit one G3 discount per month.

Pricing may vary by country.

Customer G3 Requirements

- A Preferred Customer is able to earn a G3 discount off their Smart Subscribe order of up to \$64.95, for every three Retail or Preferred Customer orders with a minimum of \$44.95.
- A personally enrolled Preferred Customer who upgrades to a Consultant will no longer count for G3 as he or she is no longer a Preferred Customer.
- A Preferred Customer may not use a Preferred Customer with a discounted order as one of his or her 3 personally enrolled orders for G3 program qualifications.
- Preferred Customers with a G3 discount are still responsible to pay applicable taxes on the non-discounted price, as well as shipping/handling costs.
- Orders with G3 discounts are not commissionable.
- Customers cannot earn G3 credit if they are inactive or canceled.
- Limit one G3 discount per month.
- Pricing may vary by country but will receive equal amount of discount.
- It is possible that it can take a few months to earn a G3 discount. See example below.

Example: John Doe is a Preferred Customer on a Zeal Combo Pak. John personally enrolls a new Zeal Canister Customer. John has earned 1 out of the 3 credits for a discounted Zeal Combo Pak.

The customer redrafts the next month. John now has 2 out of the 3 credits needed for a discounted Zeal Combo Pak. The Zeal Customer redrafts again the third month. John now has 3 credits and has earned 1 month of his Zeal Combo Pak order discounted, which will be applied the following month.

*Zurvita reserves the right to cancel this program at any time or terminate a Preferred Customer or a 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. 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 Consultant must have at least 3 frontline Retail or Preferred 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 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 Consultants in the upline at the time the order is placed. TBV from an order can only be used for each upline Consultant one time. However, each active upline 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.
- 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 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 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 Consultant enrolled is for them to be placed in the frontline or directly under the sponsoring Consultant in both the Unilevel and Team Bonus Trees. However, Zurvita Consultants have the ability to place their new Consultants under a different Consultant in their Team Bonus Tree. The Unilevel Tree does not allow for placement and your new Consultants will permanently remain in your frontline. Consultants can track their downline 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 Consultant enrolls a new Consultant, he or she, and their upline, will immediately receive TBV credit. The Consultant has a one-time option to place this Consultant downline in the Team Bonus Tree.

- He or she, has 90 days from the new 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. Unused historical Team Bonus Volume will stay in the original leg even after placement.
- Once you have placed a Consultant under another 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.



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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.