



# COMPENSATION PLAN

**Zurvita**<sup>®</sup> proudly announces the Zurvita Compensation Plan, to reward Independent Consultants for their efforts in sharing a valuable product to the masses. The Zurvita Compensation Plan has multiple income opportunities including:

- Daily Retail Sales
- Weekly Builders Bonuses
- Incentive Opportunities
- Team Bonuses
- Rank Bonuses
- Residual Overrides

This generous Compensation Plan makes the Zurvita opportunity far superior to others and unique to our industry.

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# I Personal Sales

## A. Retail and Preferred Customers

**Retail Customer** – anyone who purchases Zurvita products from a Zurvita 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

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 shows you having 3 Retail Customers and 2 Preferred Customers and you are earning 20% on their Zurvita product purchases.

You can earn 20% commission on your personal sales when your customers purchase Zurvita products from your website.

- The personal sales commission of 20% for Zurvita customers will be paid monthly.
- Commissions are based on Business Volume (BV) 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.

### Customer Loyalty Program (CLP)

This program is designed to reward loyal Preferred Customers with a special product discount if they choose to participate when you acquire them. Loyalty Bonuses and residuals are paid for each Preferred Customer you acquire who purchases an initial Customer Loyalty Program;

- **CLP Canister** | 35 BV/CV | \$3 Loyalty Bonus
- **CLP Canister Plus** | 40 BV/CV | \$5 Loyalty Bonus
- **CLP Transformation System** | 100 BV/CV | \$10 Loyalty Bonus

Starting with the initial enrollment and continuing for all successful renewals of a CLP, the enrolling Consultant will receive a Loyalty Bonus plus the 20% Personal Sales residual of the commissionable volume (CV). Upline overrides will also be paid starting with the initial enrollment.

Loyalty Bonuses are paid out the following week and residual commissions paid out the following month.

Any other product is not eligible. The new Consultant cannot be a Loyalty Customer under themselves to count for the bonus.

Business Volume and dollar amounts may 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 (prospects you personally sponsor) when they purchase their monthly Wellness Paks.



Example 1.1 shows you earning a 20% commission on an (IC) Independent Consultant's purchase of a Wellness Pak.

- The 20% commission for monthly Wellness Paks will be paid monthly.
- Commissions are based on BV for Wellness Paks.
- All frontline Consultants who purchase the Wellness Pak count for both first level (5%) and Sponsor's personal level (15%) commissions to qualified Consultants.
- You DO NOT EARN commissions on your own Wellness Pak.

## Business Volume (BV)

As you grow your Zurvita business, you move up in leadership ranks where minimum amounts of product volume are required to advance and maintain certain paid rank levels. Each commissionable product has a BV assigned to it. There are Several types of BV:

- 1. Personal Business Volume (PBV)** – volume accumulated through personal Zurvita wholesale purchases, personal monthly Wellness Pak purchases, personal Zurvita customer purchases (Retail or Preferred Customers) and personal first order purchases of a Starter Pak.
- 2. Team Bonus Volume (TBV)** – volume accumulated from first order purchases of Starter Paks. See Team Bonus Qualifications for details.
- 3. Group Business Volume (GBV)** – volume attained through Zurvita Consultant purchases, Wellness Pak purchases, Zurvita Customer purchases (Retail or Preferred Customers) and purchases of Starter Paks throughout your entire organization. This includes your Personal BV.
- 4. Qualified Group Business Volume (QGBV)** – is the same as GBV but Qualified Group Business Volume is calculated toward the advancement in ranks for a Consultant using the 60% maximum per leg rule. Each frontline Consultant is a "leg".
- 5. Monthly Commissionable Volume (MCV)** – The sum amount of a Consultant's first 8 levels of all orders that pay out a monthly commission during that monthly period. This excludes any Wellness Pak that is discounted on the G3 Program, any Consultant or Customer receiving free product and initial Starter Paks.

See Appendix for BV details, page 17

## C. G3 Program

Our Get 3 referral program will allow you the opportunity to receive your Wellness Canisters heavily discounted the following month, plus tax and shipping.

### Consultants

As a Consultant, in any month Enroll 3 Preferred Customers on a Zeal Loyalty Pak and get your Zeal Canister Wellness Paks at a \$60 discount, plus tax and shipping.

If your Wellness Pak is anything greater than the Zeal Canisters, for example a Transformation System Loyalty Pak, you will receive a credit toward your next month's order of \$75.

### Customers

As a Preferred Customer on Zeal, for every 3 Preferred Customer Zeal Loyalty Pak orders referred by you, you get your next renewal for free. This means you could get a free month with just one Preferred Customer on a Zeal Loyalty Pak who renews 3 times. If your Preferred Customer account is anything different than a Zeal Loyalty Pak or Single Canister account, you will receive a credit to your next monthly order up to \$64.95.

There is no expiration. Limit 1 free Canister per month.

Price of Canister or Wellness Pak-Canisters may vary by country but will receive equal amount for a discount.

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 attract others to the business opportunity to do the same. This simply requires the potential Consultant to complete an online application and agreement.

Once a Consultant's application has been accepted, along with an enrollment fee, he/she will be considered a Zurvita Independent Consultant and will receive a Welcome Kit that has everything 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). This assigns the new Independent Consultant a "Z-Center." The Z-Center is a powerful online administrative tool that accounts, reports, and communicates important information about his/her business.

Customers are able to enjoy Zurvita products by ordering online or they may purchase products directly from their Zurvita Consultant as needed.

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.

### Our Unique Line of Nutritional Products Include:



#### **Zeal+**

Rumba Rush  
Citrus Surge

#### **Zeal**

Bold Grape  
Kiwi Watermelon  
Tropic Dream  
Wild Berry  
Lemon Lime

#### **Zurvita Protein**

Chocolate Delight  
Vanilla Creme

#### **Zurvita Amino Acids**

#### **Zurvita Burn**

#### **Zurvita Cleanse**

*Products may vary by country.*

### III First Order Options

When you join Zurvita as an Independent Consultant you can choose one of the following first order options, along with a one-time enrollment fee and your monthly Zurvita products. Recurring product orders are not required.

Product		Group Business Volume (GBV)	BV/TBV**
<b>Starter Pak Options</b> Start as a Managing Consultant (MC) with this option	• Builders Pak - Zeal	500 GBV	400 TBV
	• Builders Pak - Combo	500 GBV	350 TBV
	• Quick Start Pak - Zeal	350 GBV	280 TBV
	• Express Pak	140 GBV	110 TBV
<b>Wellness Pak* Option</b> Start as a Business Consultant (BC) with this option	• 2 Zeal 30-Day Canisters	70 GBV	70 BV

\*Select a Wellness Pak option for your monthly product order (cost, plus any applicable sales tax, shipping and/or handling charges).

\*\*Business Volume, Team Bonus Volume, Starter Paks and Wellness Paks may vary by country.

**By choosing any of the above options, you will receive:**

- A replicated website and Z-Center back office for first month  
**NOTE:** Wellness Pak and packages include these moving forward
- 20% Commission on all personal sales of Zurvita products
- 20% Discount on personal Zurvita purchases
- **Welcome Kit** - One-time enrollment fee  
*(no BV or commission is paid on the Welcome Kit or enrollment fee)*

## IV Commission Structure

### A. Builders Bonuses\* (BB)

This commission is paid to the Sponsor. This is triggered by the optional product purchase† when a new Consultant, who is sponsored by you, chooses a Builders Pak, Quick Start Pak or Express Pak (these are also known as “Starter Paks”) at enrollment. There is an additional one-time enrollment fee that provides the Consultant with a Welcome Kit that is non-commissionable. Bonuses are paid weekly.



Example 1.2 shows you earning an \$80 Builders Bonus on a Consultant’s purchase of a Builders Pak-Zeal.

Starter Pak	Group Business Volume	Builders Bonus
Builders Pak - Zeal	500	\$80
Builders Pak - Combo	500	\$70
Quick Start Pak - Zeal	350	\$56
Express Pak	140	\$22

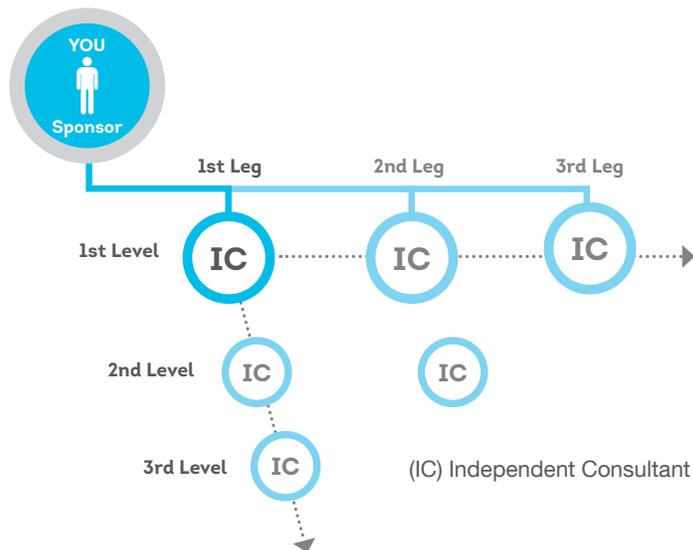
\* A BB is paid only on Builders Paks, Quick Start Paks and Express Paks. Each Sunday at 11:59pm (CST) that week is “closed” and is calculated and paid the following Friday, based on active business.

† This bonus is a one time commission paid on the first order of a Builders Pak, Quick Start Pak or an Express Pak. Starter Paks and Business Volume may vary by country.

## Legs and Levels

Our 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. Fast Start Program

Enroll 3 Retail or Preferred Customers (minimum \$44.95) & 3 Consultants on a Starter Pak in your first 30 days and receive a \$100 Bonus.

A Customer that upgrades to a Consultant on a Starter Pak will not be counted for both.

Bonus will be paid on the weekly.

### C. Team Bonus

Consultants are eligible to join the Team Bonus program. Just get the combination of 3 separate personal sales of Preferred or Retail Customers, (minimum \$44.95) and 1,000 TBV at the same time to trigger your initial Team Bonus and you're in the program! There is no expiration on TBV on your first team bonus. From then on, you can earn a Team Bonus each time you accumulate 1,000 TBV. You must be at least a MC and cannot use more than 50% (500 TBV) in one leg. A Consultant can qualify for a \$100 Team Bonus each and every time his/her TBV reaches 1,000 TBV in new business. This accumulates from the Consultant's entire organization.

Bonuses are paid weekly.

See Appendix for TB qualification details, page 19

### D. Team Spillover Bonus

Our Team Bonus program closes a bonus each time the TBV reaches 1,000. The Consultant earns \$100 for each Team Bonus. Each Starter Pak contributes TBV of different amounts. Those TBV amounts do not necessarily evenly add up to 1,000. For example we have paks that are 575. You can only use 500 of that toward a Team Bonus due to leg max limits. Before now that extra 75 just went away.

Now the Spillover Bonus program allows the excess TBV from orders to accumulate in a "spillover bucket". Each time an order is used in a Team Bonus any extra TBV from that order goes in the spillover bucket. Each time this spillover bucket reaches 1,000, the Consultant gets another \$100.

The count of Team Bonuses plus Spillover Bonuses cannot exceed the number of Team Bonuses allowed per week based on Rank.

### E. Overrides

#### Uni-level Overrides

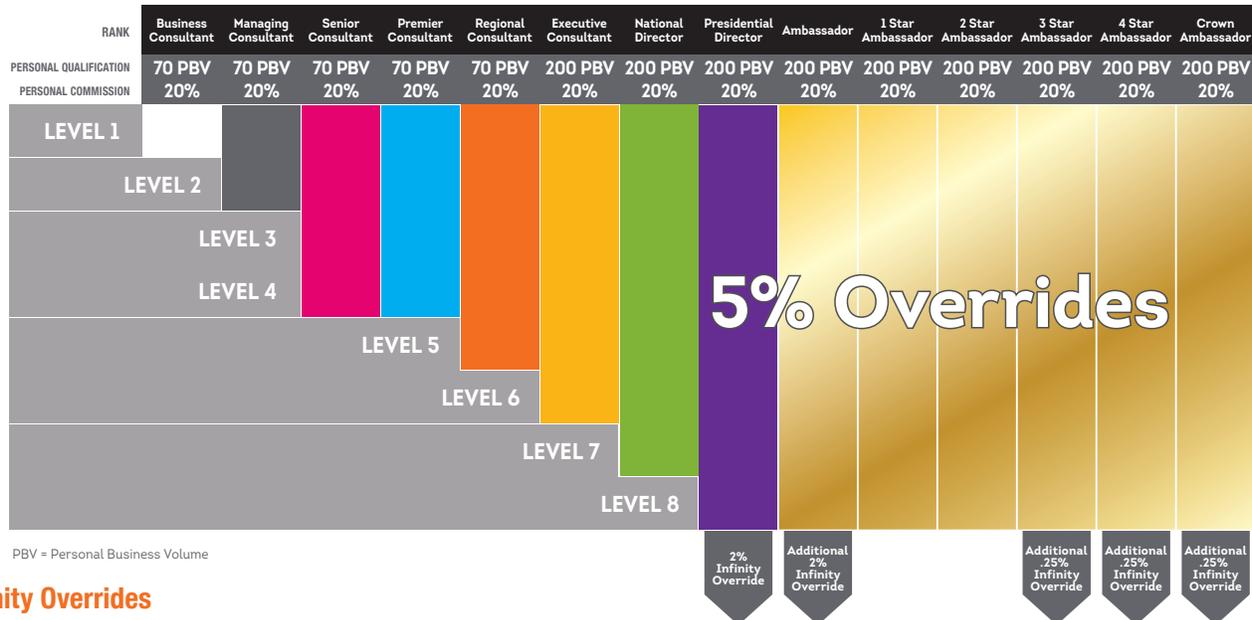
Consultants can earn up to 8 levels of uni-level overrides in their organization based on their rank and qualifications. Earn 5% overrides from levels 1 through 8.

- Any Consultant who you directly sponsor will be on your first level (frontline) in the

downline structure. Any of your first level Consultants who sponsor their new Consultants will be on your second level, and so on.

- Once a new title has been achieved, the title is permanent, but you must maintain your PBV in order to be Commission Qualified for your monthly override commissions at that level. If you do not maintain your PBV requirements, you will be paid at the level at which your PBV qualifies you for that particular month.

**Example:** If you are a National Director, and your PBV is at 70, which is less than the 200 minimum required, you would be paid as a Regional Consultant five (5) levels for that particular month. If your PBV is less than 70 but above 0, you will be paid only on your personal level with no overrides beyond your first level.



### Infinity Overrides

**As a Presidential Director (PD)**, you can earn an additional 2% Infinity Overrides 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)**, you earn the same as a PD above, plus an additional 2% Infinity Overrides 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 Overrides on active Zurvita customers and Consultants starting from your ninth (9) level down through unlimited levels to the next 3SA's eight (8) levels.

In order to achieve the rank of a 3SA, you must be an AM with 200 PBV, 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 Zeal 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 200 PBV, 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 same as a PD and AM above, plus an additional 0.25% Infinity Overrides 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 200 PBV, 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

You can build monthly income by selling Zurvita products and ensuring they remain in active status, as well as by the sale of Zurvita products to customers enrolled by Consultants in your downline potentially through unlimited levels.

- Personal Commissions, 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 on your personal and group sales you must be an active Consultant and meet the minimum qualifications according to your leadership position.
- A minimum of \$20 total payout is required before commissions are released into your account.
- Commissions will not be paid out to any Consultant that cancels.

**IMPORTANT:** To all Consultants: complete the Zurvita Compliance Training Module in your first 30 days and become eligible for 500 GBV credit toward any and all rank advancements in your first 90 days.

## VI Leadership, Promotion, Rank Bonuses and Recognition

### A. Rank Bonuses & Pins

#### Rank Bonuses

Effective April 1, 2019, when a Consultant advances to a new rank of Premier Consultant, Regional Consultant, Executive Consultant, National Director, Presidential Director or Ambassador they can become eligible for a Rank Bonus of \$3,000, \$6,000, \$9,000, \$12,000, \$18,000 or \$24,000.

**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**

- A Consultant may not use any more than 60% of the volume needed to advance in rank from any one leg, and to re-qualify for any Rank Bonus in the following months for the rank they just achieved. For example, if you 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 may not use any more than 7,200 in GBV from any leg.
- MCV requirements necessary to advance in rank to Presidential Director and Ambassador are still necessary to re-qualify for Presidential Director and Ambassador Rank Bonuses.
- Consultants who achieve more than one rank during the promotion period will be eligible for 12 months per rank. On any given month the Consultant is only eligible for the Rank Bonus of the highest rank that they have qualified for.
- If in any month during the 12-month term, the Consultant does not maintain their rank of PC, RC, EC, ND, PD or AM, they 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 re-qualify 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 re-qualifies 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:

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

### **Rank Pins**

Senior Consultants and above will be awarded a title pin upon promoting to each leadership position within the Compensation Plan (refer to overrides chart, page 11). You must be present at any corporate convention to receive your pin.

## Leadership Position Promotion Requirement

<b>Business Consultant (BC)</b>	A minimum of a website only package
<b>Managing Consultant (MC)</b>	<ul style="list-style-type: none"> <li>• 70 PBV each month</li> <li>• Be an active Consultant</li> <li>• Have 3 active frontline Consultants, or have purchased a Starter Pak</li> </ul>
<b>Senior Consultant (SC)</b>	<ul style="list-style-type: none"> <li>• 70 PBV each month</li> <li>• 3,000 Qualified GBV monthly (60% max per leg)</li> </ul>
<b>Premier Consultant (PC)</b>	<ul style="list-style-type: none"> <li>• 70 PBV each month</li> <li>• 6,000 Qualified GBV monthly (60% max per leg)</li> </ul>
<b>Regional Consultant (RC)</b>	<ul style="list-style-type: none"> <li>• 70 PBV each month</li> <li>• 12,000 Qualified GBV monthly (60% max per leg)</li> </ul>
<b>Executive Consultant (EC)</b>	<ul style="list-style-type: none"> <li>• 200 PBV each month</li> <li>• 30,000 Qualified GBV monthly (60% max per leg)</li> </ul>
<b>National Director (ND)</b>	<ul style="list-style-type: none"> <li>• 200 PBV each month</li> <li>• 60,000 Qualified GBV monthly (60% max per leg)</li> </ul>
<b>Presidential Director (PD)</b>	<ul style="list-style-type: none"> <li>• 200 PBV each month</li> <li>• 90,000 Qualified GBV monthly (60% max per leg)</li> <li>• 30,000 Monthly Commissionable Volume (MCV)</li> </ul>
<b>Ambassador (AM)</b>	<ul style="list-style-type: none"> <li>• 200 PBV each month</li> <li>• 150,000 Qualified GBV monthly (60% max per leg)</li> <li>• 50,000 MCV Levels 1-8</li> </ul>
<b>1 Star Ambassador (1SA)</b>	<ul style="list-style-type: none"> <li>• You must have the same requirements as an Ambassador</li> <li>• Must have 1 leg with at least 1 active qualified Ambassador (200 PBV, 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.</li> </ul>
<b>2 Star Ambassador (2SA)</b>	<ul style="list-style-type: none"> <li>• You must have the same requirements as an Ambassador</li> <li>• Must have 2 legs with at least 1 active qualified Ambassador (200 PBV, 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.</li> </ul>
<b>3 Star Ambassador (3SA)</b>	<ul style="list-style-type: none"> <li>• You must have the same requirements as an Ambassador</li> <li>• Must have 3 legs with at least 1 active qualified Ambassador (200 PBV, 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.</li> </ul>
<b>4 Star Ambassador (4SA)</b>	<ul style="list-style-type: none"> <li>• You must have the same requirements as an Ambassador</li> <li>• Must have 4 legs with at least 1 active qualified Ambassador (200 PBV, 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.</li> </ul>
<b>Crown Ambassador (CAM)</b>	<ul style="list-style-type: none"> <li>• You must have the same requirements as an Ambassador</li> <li>• Must have 5 legs with at least 1 active qualified Ambassador (200 PBV, 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.</li> </ul>

## B. 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.**

### K-Club Program

Zurvita will award a recognition pin for achieving the following level of commissions paid in a calendar month:

Adding all weekly checks sent in a given month, and then adding the monthly residual commissions earned for that month, which is paid the following month, will calculate this.

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

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

### **C. Contests, Incentives & Trips**

At any time Zurvita can run a contest for its customers and Consultants. Each contest, trip or incentive will have a contest duration, its own set of rules for qualification, who is eligible and the description of award for all winners involved.

Zurvita does not allow or condone willful manipulation or fraudulent activity associated with contests, incentives or trips and as such, conducts an investigation prior to qualification for awarding contests, incentives and trips. The discovery of willful manipulation or fraudulent activity will be grounds for disqualification of an award.

Zurvita has the sole discretion to review and audit all contests and winnings.

A Consultant's testimonial or image and likeness may be used in corporate sales materials, including but not limited to print media, electronic media, audio and video. See section 9.7 "Testimonial Permission".

## Appendix

### i. Business Volume

As you move up the leadership ranks, minimum amounts of BV are required to advance and maintain certain rank levels. Each product has BV associated with it as described in the chart below:

Business Volume and Products may vary by country.

Products	Consultant	Preferred Customer	Retail Customer
<b>Zeal + (10 sachets)</b>	<b>16 BV</b>	<b>20 BV</b>	<b>21 BV</b>
<b>Zurvita Amino Acids</b>	<b>17 BV</b>	<b>21 BV</b>	<b>24 BV</b>
<b>Zurvita Cleanse</b>	<b>25 BV</b>	<b>25 BV</b>	<b>30 BV</b>
<b>Zurvita Burn</b>	<b>35 BV</b>	<b>35 BV</b>	<b>40 BV</b>
<b>Zurvita Protein Canister</b>	<b>30 BV</b>	<b>30 BV</b>	<b>35 BV</b>
<b>Zeal Canister</b>	<b>35 BV</b>	<b>35 BV</b>	<b>40 BV</b>
<b>Zeal + Canister</b>	<b>38 BV</b>	<b>49 BV</b>	<b>56 BV</b>
<b>Zeal Case</b> 24 Single-Serving Bottles	<b>60 BV</b>	<b>85 BV</b>	<b>85 BV</b>
<b>Zurvita Protein</b> 24 Single-Serving Bottles	<b>65 BV</b>	<b>80 BV</b>	<b>80 BV</b>
<b>Zurvita Transformation System</b>	<b>75 BV</b>	<b>75 BV</b>	<b>100 BV</b>
<b>U.S. Sample Pak*</b>	<b>7 BV</b>	<b>N/A</b>	<b>N/A</b>

*\*Available only in 50 states.*

*Consultant costs do not pay out Personal Level commissions.*

In addition to products, there is BV associated with Starter Paks and Wellness Paks as described in the chart below:

Item	
<b>Wellness Pak 2 Zeal Canisters</b>	<b>70 BV</b>
<b>Express Pak</b>	<b>110 TBV</b>
<b>Quick Start Pak - Zeal</b>	<b>280 TBV</b>
<b>Builders Pak - Combo</b>	<b>350 TBV</b>
<b>Builders Pak - Zeal</b>	<b>400 TBV</b>

*Builders Paks, Quick Start Paks and Express Paks are one-time purchases and also counts toward TBV.*

*Starter Paks and Wellness Paks may vary by country.*

## ii. G3 Program Requirements

### Consultant Requirements

- This program is for Consultants who are active and on a Zeal Wellness Pak.
- A Consultant who has three or more personally enrolled Preferred Customers with a Zeal Customer Loyalty Pak draft in a calendar month will receive their Zeal Canister Wellness Paks at a discount for the next calendar month at \$60. All other Zeal Wellness Paks will receive a credit toward their next calendar month's draft of \$75.
- Eligible Personally enrolled Preferred Customer autoship orders must contain a Zeal Customer Loyalty Pak.
- Wellness Pak orders that are "free" or include a discount are still responsible to pay applicable taxes for inferred value, as well as shipping/handlings costs.
- Commissions are not paid on free or discounted Wellness Paks.
- A Consultant may not use a customer with a free or discounted order as one of their 3 personally enrolled customers for their G3 program qualifications.
- Consultants cannot earn G3 credit if they are inactive or cancelled.
- Limit one G3 credit per month.
- Price of Canister or Wellness Pak-Canisters may vary by country but will receive equal amount as a discount.
- A Preferred Customer that upgrades to a Consultant will no longer count for G3 as they are no longer a Preferred Customer.

### Customer Requirements

- This program is for a Preferred Customer with an order that contains Zeal.
- A Preferred Customer with an order that contains Zeal, will earn a "free" month of autoship up to \$64.95, for every three drafts of a personally enrolled Preferred Customer.
- Eligible Personally enrolled Preferred Customer orders must contain a Zeal Customer Loyalty Pak.
- Discount applies to only one order per month, per Preferred Customer.
- Preferred Customer orders that are "free" or include a discount are still responsible to pay applicable taxes for inferred value, as well as shipping/handling costs.
- Zurvita reserves the right to cancel a Preferred Customer deemed to have violated the policies and procedures.
- Customers cannot earn G3 credit if they are inactive or cancelled.
- Free or discounted orders are not commissionable.
- A Preferred Customer that upgrades to a Consultant will no longer count for G3 as they are no longer a Preferred Customer.
- A Preferred Customer may not use a Preferred Customer with a free or discounted order as one of their 3 personally enrolled orders for their G3 program qualifications.
- A G3 Qualified Preferred Customer may not earn more than one free order or discount per month. It is possible that it can take a few months to earn a free Canister. See example below.

**Example:** Brent is a Preferred Customer on a Zeal Loyalty Pak order. Brent personally enrolls a new Zeal Loyalty Pak Customer. Brent has earned 1 out of the 3 credits for a free month. The customer redrafts the next month. Brent now has 2 out of the 3 credits needed for a free month. The Zeal Loyalty Pak Customer redrafts again the next month. Brent now has 3 credits and has earned 1 month of his Zeal Loyalty Pak order free.

### iii. Team Bonus Qualifications

- To qualify for the Team Bonus program, a Consultant must have at least 3 separate personal sales of Preferred or Retail Customers, (minimum \$44.95) and 1,000 TBV at the same time to trigger your initial Team Bonus.
- A Consultant can qualify for a Team Bonus when their Team Bonus Volume (TBV) reaches 1,000. The 1,000 TBV must be from first orders of Starter Paks from new accounts. TBV will not expire on orders placed March 1, 2019 or later.
- To qualify for a Team Bonus you must be at least a Managing Consultant by the end of the weekly pay period, the week the bonus is triggered.
- Team Bonus Volume only counts for the upline at the time of enrollment for the new Consultant. TBV from an account can only be used for a Consultant and their upline one time (everyone has the opportunity to use it) in a Team Bonus. If your downline triggers a Team Bonus, it does not prevent you from using the same TBV.
- Consultants cannot use more than 50% (500 TBV) from any leg. 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 TB, will carry over to the next Team Bonus qualification.
- If a Team Bonus is paid out and then some of the BV used for that Team Bonus is refunded, we will deduct the full amount of TBV from the next Team Bonus qualification.
- The maximum number of Team Bonuses a Consultant can earn per week are as follows;
  - Managing Consultant and Senior Consultant = 10 Team Bonuses per week.**
  - Premier Consultant and Regional Consultant = 20 Team Bonuses per week.**
  - Executive Consultant = 40 Team Bonuses per week.**
  - National Director and Presidential Director = 45 Team Bonuses per week.**
  - Ambassador through Crown Ambassador = 50 Team Bonuses per week.**
- All new TBV that comes in after you reach your weekly maximum number of Team Bonuses and before the end of the week will carry over to the next week.
- Every Sunday at 11:59 p.m. CST, we will calculate all Team Bonuses earned for the week. Payment of Team Bonuses will pay on the weekly commission run after the close of the business week the Team Bonus was earned.
- We reserve the right to limit the Team Bonus Commission paid to 55% of the previous business week's Company Qualifying Revenue on the Team Bonuses for the weekly commission. If the Team Bonuses plus the Builders Bonuses for the weekly are more than 55% of the previous week's Company Qualified Revenue, we will payout the Team Bonuses as follows:
  - First Team Bonus of the month for a Consultant (\$100 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.

## iv. Organizational Trees

The system default for every Consultant who sponsors a new Consultant is for the new Consultant to be placed in the frontline, or directly under the sponsoring Consultant. In this normal Zurvita business situation, the sponsoring Consultant is also identified as the Enroller. However, Zurvita Consultants have the ability to place that individual under a different Consultant for their Team Bonus Tree.

There will be 2 separate genealogies tracked in the system –a Residual (Enroller) Tree and a Team Bonus Tree. Consultants can track their downline Consultants in both trees in their Z-Center.

**Residual (Enroller) Tree** – This is the tree that residual commission and overrides are calculated from. In this tree, when a Consultant enrolls a new Consultant, they will not be able to place them. Instead, they will permanently remain a frontline Consultant.

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

**Team Bonus Tree** – This is the tree that accumulates Team Bonus Volume (TBV) for calculation of Team Bonuses. In this tree, when a Consultant enrolls a new Consultant, they, and their upline, will immediately receive TBV credit from the new Consultant and from any Consultants enrolled in this new organization. The Consultant has the option to “Place” this Consultant downline in the Team Bonus Tree.

- They have 90 days in the new Consultant’s group to place them or they will forever remain “frontline” in this tree.
- The historical volume does not move with them after they move (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 move if deemed fraudulent (orders placed from duplicate IP addresses, shipping addresses, credit cards, etc.).



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The earnings of any Zurvita Independent Consultant listed are not necessarily representative of the income, if any, that a Zurvita Independent Consultant can or will earn through participation in the Zurvita Compensation Plan. These figures should not be considered as guarantees or projections of your actual earnings or profits. Success with Zurvita occurs only from successful sales efforts, which requires hard work, diligence, and leadership.