

# — ZIJA — INTERNATIONAL COMPENSATION PLAN

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**“EVERYONE IS LOOKING FOR BETTER HEALTH ALONG WITH MORE FINANCIAL AND TIME FREEDOM; WITH ZIJA INTERNATIONAL, YOU CAN HAVE IT ALL! OUR UNIQUE PRODUCTS AND BUSINESS OPPORTUNITY ALLOW YOU TO CREATE THE LIFE YOU WANT AND DESERVE, A LIFE WITH ENDLESS POSSIBILITIES. FEEL YOUR BEST, LOOK YOUR BEST, BE YOUR BEST, AND HAVE THE ENERGY AND VITALITY NEEDED TO ENJOY IT. THIS IS LIFE UNLIMITED.”**

-Zija International Mission Statement



# ZIJA INTRODUCTION

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## WHAT MAKES ZIJA SPECIAL?

Zija International manufactures and sells high-quality health and nutritional supplements, drinks, teas, shakes, essential oils, skin care, and other related products worldwide through our global family of Independent Distributors. Individuals use Zija products in their everyday lives to achieve improved health and wellness. We pride ourselves on the quality of our products and the results that people are able to achieve. All Zija International products are designed and distributed with a purpose; each and every one is also the results of years of scientific research and development.

First and foremost, Zija International is about products. Zija makes it easy for customers to purchase our products directly from a Zija Independent Distributor, online, or over the phone from Zija Customer Service. We constantly strive to ensure a pleasant and educational experience so that consumers can enjoy maximum product benefits. Lastly, in addition to our great products and ease of purchase, Zija also offers individuals a unique income opportunity. Zija Independent Distributors are able to introduce and sell our products as well as introduce the Zija income opportunity to others.

## BUYING ZIJA PRODUCTS

Zija makes it easy to purchase our products in the following ways:

- Buy directly from a Zija Independent Distributor.
- Join as a Retail Customer (RC) and buy products directly from Zija at the retail price.
- Join as a Repeat Order Customer (ROC) or Wholesale Member and buy products directly from Zija at the wholesale price. The Wholesale Membership Fee is \$20.00 USD per year; if you are a regular purchaser of Zija products, you will save much more than the Wholesale Membership Fee over a year's time.
- Call a Zija Customer Service Representative or go to your MyZija Back Office to place an order online.
- Place product orders via the Zija Life Unlimited Mobile App.
- Sign up for the Zija Zija Rewards Purchase (Autoship) program to have the product(s) of your choice sent to you automatically every 28 days.

## THE ZIJA INCOME OPPORTUNITY

Do any of the following scenarios interest you as a reward for sharing products that you love?

- Earn enough money to pay for your Zija products so that they are, in essence, free for you.
- Earn enough money so that you can pay and get ahead of your bills.
- Earn extra money to pay for things like vacations or hobbies.
- Earn enough money so that Zija can become your career.
- Earn enough money to retire early.
- Earn enough money to pay for your or your children's education.

The Zija income opportunity provides you these opportunities and more! People who succeed at building their own Zija business are no different than you—except that they have learned how to leverage the motivated efforts of others to create a recurring income for themselves. Are you willing to work hard to try to make your dreams come true? You could be the next Zija success story!

# WAYS TO EARN INCOME WITH ZIJA

| WAYS TO EARN INCOME                | WHO CAN EARN IT?  | WHAT IS IT?   | HOW?  |
|------------------------------------|---|---|-------|
| RETAIL SALES                       | Any Active Distributor  | Earn the difference between wholesale and retail price      | pg. 4 |
| TEAM COMMISSIONS                   | Any Active and Qualified Distributor                            | Earn residual income by building a team                     | pg. 5 |
| LEADERSHIP CHECK MATCH POOL (LCMP) | Active and Qualified Emeralds and above                         | Earn an extra bonus from your Personal Enrollment Tree Legs | pg. 6 |
| DIAMOND LEADERSHIP POOLS           | Active and Qualified Diamonds and above                         | Earn an extra bonus from your Personal Enrollment Tree Legs | pg. 7 |
| ONE-TIME BONUSES                   | Starting at the Rank of Black Diamond and above                 | Earn a one-time bonus by achieving a new Pin Rank           | pg. 8 |
| MULTIPLE BUSINESS CENTERS          | Starting at the Rank of Triple Diamond                          | Achieve an additional Binary Leg that you can build on      | pg. 8 |
| SPECIAL INITIATIVES                | Any Active Distributor*   | Multiple ways to earn money even faster                     | pg. 9 |
| TEAM BENZ CAR BONUS                | Active and Qualified Distributors at the Rank of Gold and above | Earn the Luxury Car Program bonus amount each Cycle         | pg. 9 |

\*Please see rules of each special initiatives for full details and requirements.



# RETAIL SALES

When you introduce others to Zija's products, they can purchase them directly from you at a price you set or from Zija as Retail Customers (RC) at the retail price. If you are an Active Distributor, Zija will pay you the difference between the wholesale price and the retail price that your RC paid if purchased directly from Zija\*. This is called Retail Sales Profits and normally equates to a profit of up to 20%. Retail Sales Profits are paid weekly.

\*Retail Sales and Retail Sales Profits are not available in all countries.

$$\begin{array}{ccccc} \$160.00 & - & \$120.00 & = & \$40.00 \\ \text{RETAIL PRICE} & & \text{WHOLESALE PRICE} & & \text{YOUR PROFIT} \end{array}$$



# TEAM COMMISSIONS

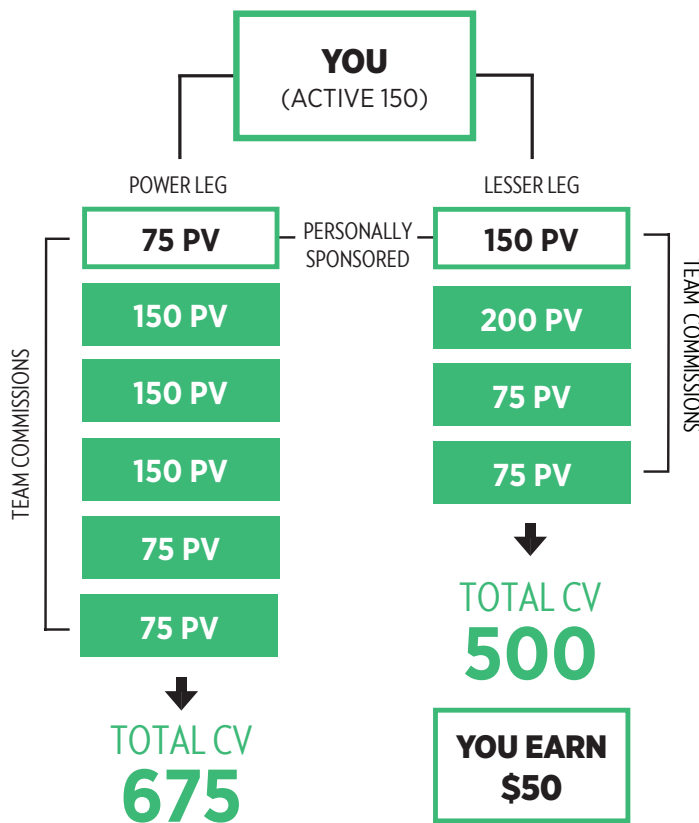
Team Commissions (TC) are the backbone of the Zija Compensation Plan, and you can benefit greatly based upon the Commissionable Volume (CV) in your Downline.

The Team Commissions portion of the Zija Compensation Plan is binary. Our binary plan means that you will have the benefit of being placed in one of two Legs—left or right—in your Sponsor’s group. You will then be compensated based on successfully building two Legs of your own. Your Sponsor and Upline Members may also place people in your Downline; these people will count toward your Team Commissions and Rank qualification. Team Commissions are paid weekly.

## UNDERSTANDING TEAM COMMISSIONS:

If you and your two Personally-Sponsored Distributors/Wholesale Members are Active 75 or greater, you will have earned the Rank of Builder and will be eligible to receive up to 10% in Team Commissions. Your first two Personally-Sponsored Distributors/Wholesale Members need to be on separate Legs.

Team Commissions are earned on your Lesser Leg Commissionable Volume (CV) and begin at 500 accumulated Commissionable Volume on this Leg, as well as on every 100 points thereafter. All unpaid Commissionable Volume carries over each Cycle as long as you remain Active 75 or greater. For Team Commissions to be paid in subsequent Cycles, there must be a minimum of 500 accumulated Commissionable Volume in your Lesser Leg. Zija will pay Team Commissions of up to \$10,000 per Cycle, per Business Center.



In this example, YOU are Active 150. You are also Qualified because you have a Personally-Sponsored Distributor on your left Leg who is Active 75 and a Personally-Sponsored Distributor on your right Leg who is Active 150. You would earn 10% of 500 Commissionable Volume, or \$50.

# LEADERSHIP CHECK MATCH POOL (LCMP)

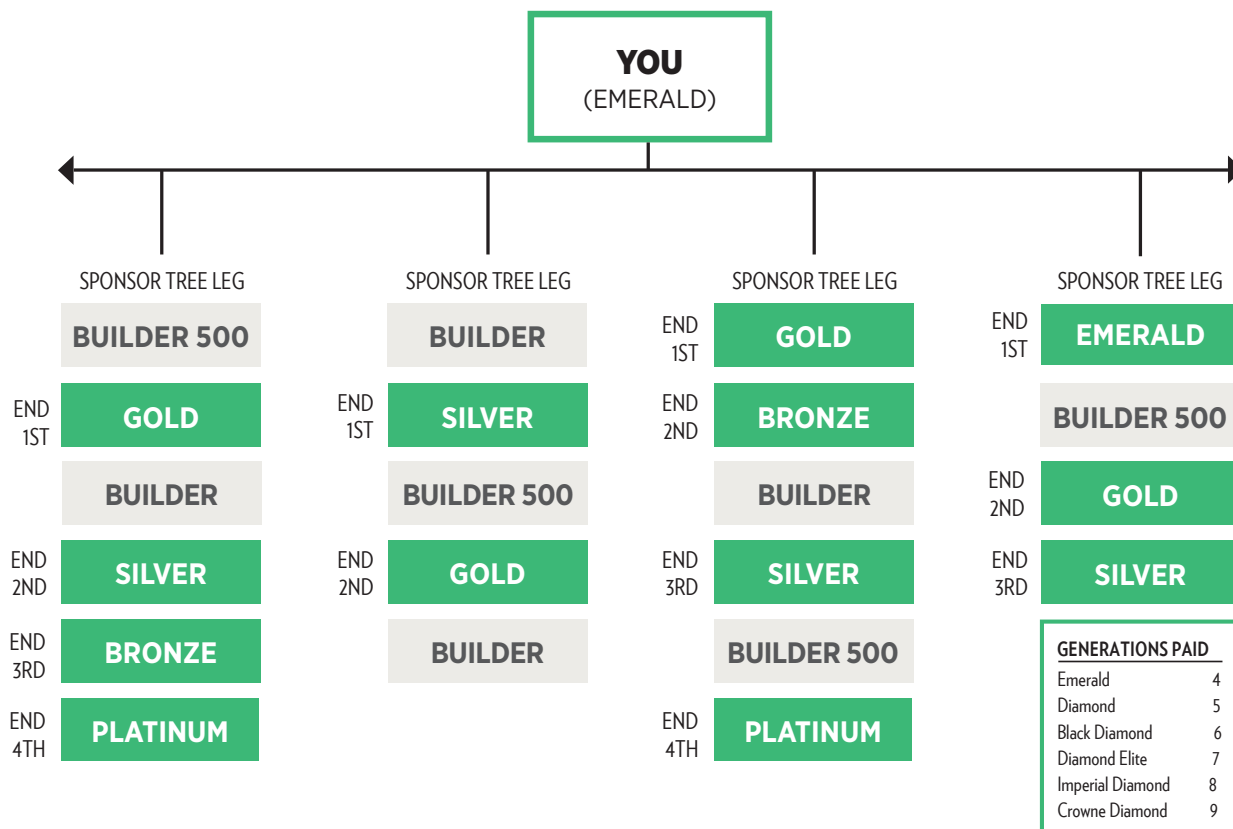
Zija pays up to 6% of Commissionable Volume to Emeralds and above.

LCMP allows you to earn commissions based on Team Commissions of Distributors that you personally sponsor, the Team Commissions of Distributors that they personally sponsor, and so on, through potentially 9 Generations of Leaders in your Personally-Sponsored Tree. Because there is no limit to the number of Distributors/Wholesale Members that you can personally sponsor, there is no limit to the number of Personally-Sponsored Tree Legs that you can have. In other words, you have unlimited width. Your depth depends on your Pay Rank.

LCMP begins when you achieve the senior leadership level Pay Rank of Emerald, and is paid up to 4 Generations. Diamond Executives (Diamond, Double Diamond, Triple Diamond) will be paid up to 5 Generations. Black Diamond Executives (Black Diamond, Double Black Diamond, Triple Black Diamond) will be paid up to 6 Generations. Diamond Elite Executives (Diamond Elite, Double Diamond Elite, Triple Diamond Elite) will be paid up to 7 Generations. Imperial Diamond Executives (Imperial Diamond, Double Imperial Diamond, Triple Imperial Diamond) will be paid up to 8 Generations. Crowne Diamond Executives (Crowne Diamond, Double Crowne Diamond, Triple Crowne Diamond) will be paid up to 9 Generations. A Generation ends when a leader is found (Bronze or above), regardless of depth. You must be at least the Pay Rank of Emerald to be eligible for LCMP.

LCMP is paid weekly and is based on a floating percentage of Commissionable Volume\*. The Team Commissions earned by Distributors in your Personally-Sponsored Tree (within the generations for which you qualify) will determine the amount of your LCMP.

\*Weekly commissions from LCMP cannot exceed the Volume from your Lesser Volume Leg.

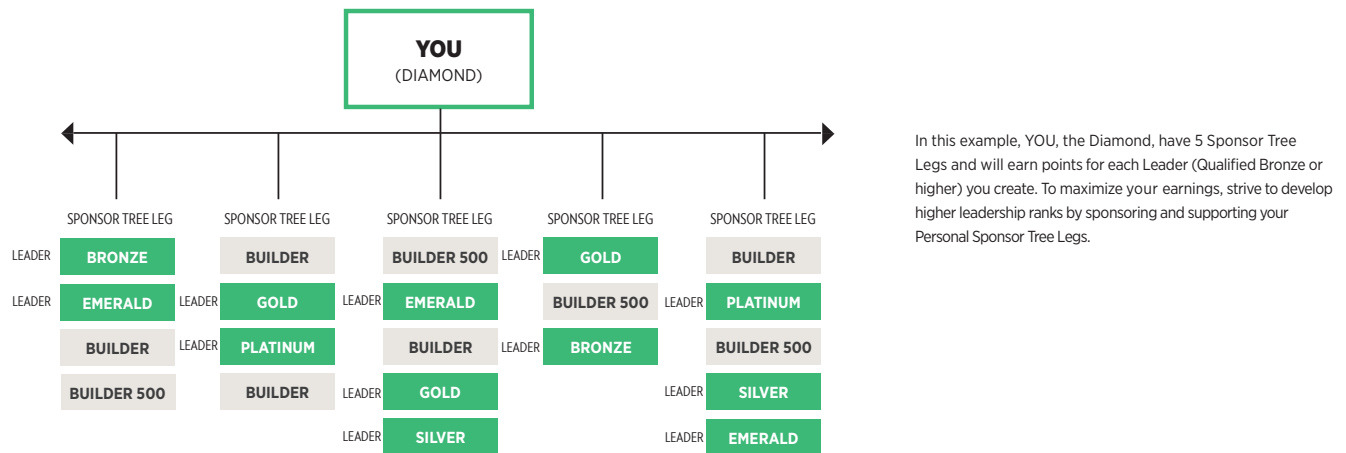


In this example, YOU, the Emerald, have at least 4 Sponsor Tree Legs and will be paid up to 4 generations for each Leg. A Generation ends when a leader is found (Bronze or above), regardless of depth. To maximize your earnings, you should strive to reach the highest leadership Ranks by sponsoring and supporting as many Personal Sponsor Tree Legs as possible.

# DIAMOND LEADERSHIP POOLS

## DIAMOND POOL

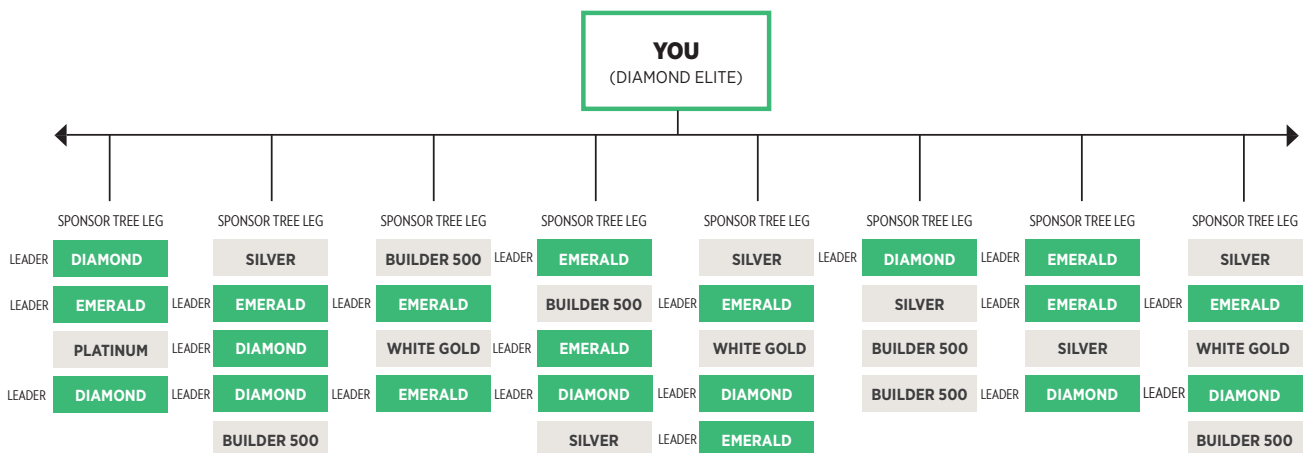
Zija pays up to 4% of Commissionable Volume to Diamond Executives. For each Personally-Sponsored Tree Leg where there is a Qualified Bronze or higher, Diamonds and above earn points in the Diamond Pool. The more qualifying Leadership Legs and Leaders you create, the more points you earn in the Pool. This bonus is paid weekly, based on your earned portion of the Pool.



## DIAMOND ELITE POOL

Zija pays up to 2% of Commissionable Volume for Diamond Elite Executives and above. For each Personally-Sponsored Tree Leg where there is a Qualified Emerald or higher, Diamond Elites and above earn points in the Diamond Elite Pool. The more qualifying Leadership Legs and Leaders you create, the more points you earn in the Pool. This bonus is paid weekly, based on your earned portion of the Pool.

The LCMP, DP, DEP are subject to individual leg point caps and total payout caps.





# ONE-TIME BONUS

Zija pays a one-time bonus for achieving the following Ranks:

## Senior Diamond Executive Ranks

|               |                      |                      |
|---------------|----------------------|----------------------|
| Black Diamond | Double Black Diamond | Triple Black Diamond |
| \$20,000      | \$20,000             | \$20,000             |

In order to receive your One-Time Bonus, you must have been Active with Zija the last 12 Cycles and accomplish the Pay Rank every Cycle for two consecutive Periods. The bonus will be paid the next time the applicable Pay Rank is achieved.

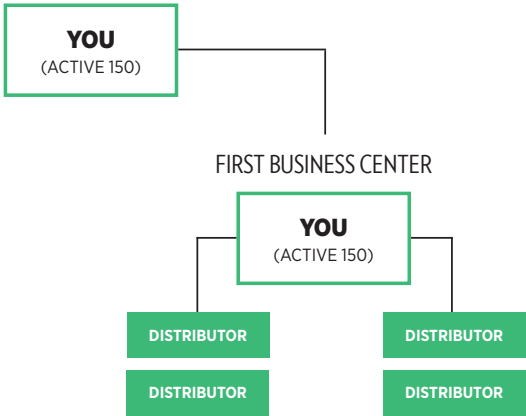
## Diamond Elite, Imperial Diamond, and Crowne Diamond Executive Ranks

|               |                      |                      |                  |                         |                         |                |                       |                       |
|---------------|----------------------|----------------------|------------------|-------------------------|-------------------------|----------------|-----------------------|-----------------------|
| Diamond Elite | Double Diamond Elite | Triple Diamond Elite | Imperial Diamond | Double Imperial Diamond | Triple Imperial Diamond | Crowne Diamond | Double Crowne Diamond | Triple Crowne Diamond |
| \$50,000      | \$50,000             | \$50,000             | \$100,000        | \$100,000               | \$100,000               | \$300,000      | \$400,000             | \$500,000             |

In order to receive your One-Time Bonus, you must have been Active with Zija the last 12 Cycles and accomplish the Pay Rank every Cycle for two consecutive Periods. You have met with management and have signed a contract for any additional agreed-upon requirements.

# MULTIPLE BUSINESS CENTERS

## SECOND BUSINESS CENTER



As your organization expands, you can potentially benefit by adding additional Business Centers.

With each additional Business Center, you may earn up to another \$10,000 per week in Team Commissions. You will receive your second Business Center at the Rank of Triple Diamond, another Business Center at Black Diamond, and other Business Centers at Diamond Elite and above. In order to receive an additional Business Center, previous Business Centers must be at 50% or greater of the Team Commission cap for that Business Center. You must maintain the requirements of a Triple Diamond and be Active 150 to earn income on Multiple Business Centers.

Each additional Business Center must be approved by Zija Corporate, and will be placed directly above your original Business Center.

# SPECIAL INITIATIVES

Zija constantly runs special initiatives that allow Distributors to earn an array of prizes, awards, incentive trips, contests, commissions, and bonuses. Check your Back Office, the Zija Mail, Zija's social media accounts, and the Life Unlimited Mobile App often for exciting announcements about new initiatives, contests, and more. (Refer to pages 9-17)



BONUSES & COMMISSIONS

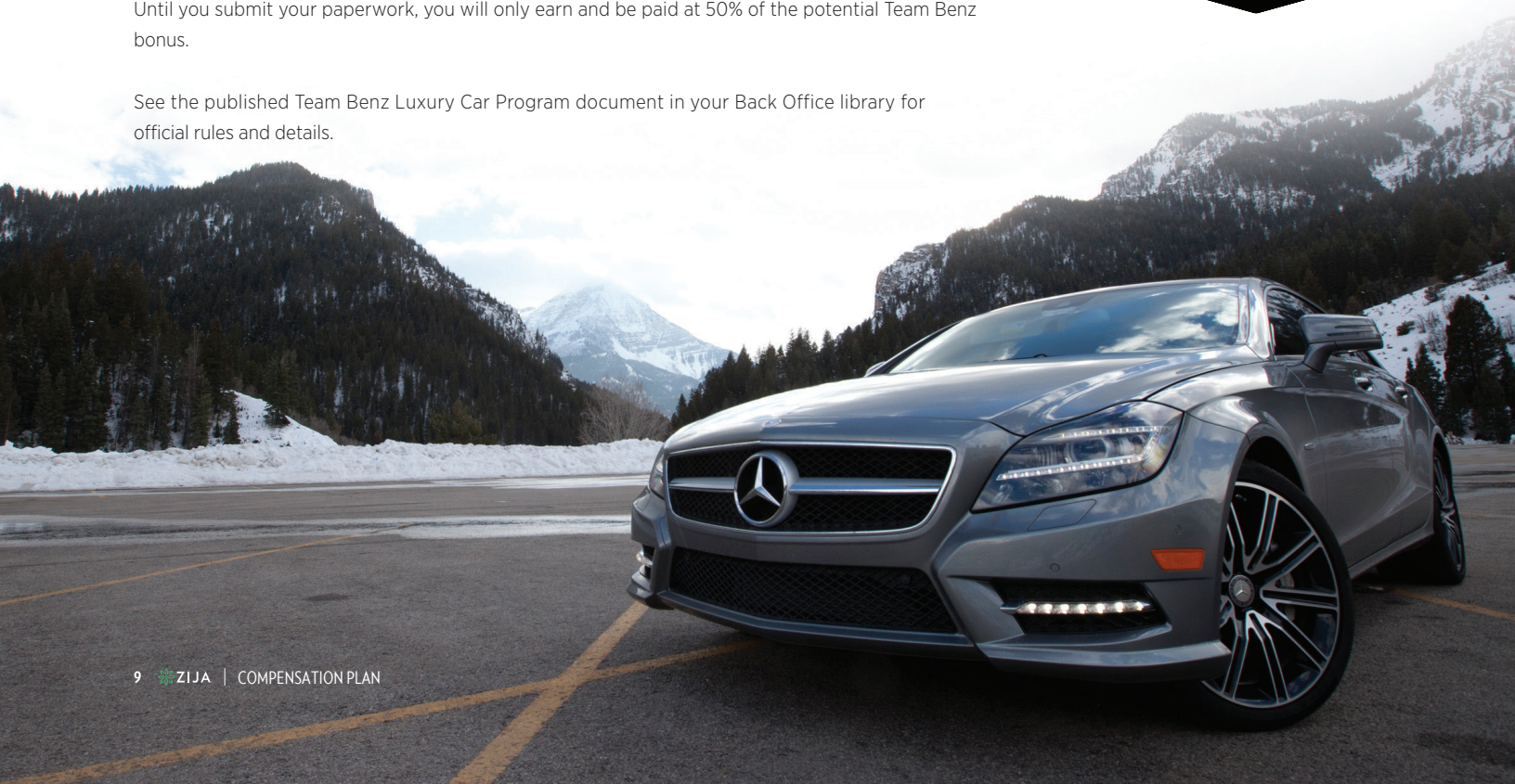
# TEAM BENZ CAR BONUS

Zija is putting you behind the wheel and rewarding you for building a solid and growing business. When you achieve 4 consecutive cycles of Gold Rank, you are automatically qualified for the Team Benz Zija Luxury Car Program! You will earn the following Luxury Car Program bonus amount each Cycle—according to your Pay Rank—which can be put toward buying or leasing a Mercedes-Benz!

| RANK                        | PER PERIOD | PER CYCLE |
|-----------------------------|------------|-----------|
| GOLD, WHITE GOLD & PLATINUM | \$400      | \$100     |
| EMERALD                     | \$500      | \$125     |
| DIAMOND                     | \$800      | \$200     |
| BLACK DIAMOND               | \$900      | \$225     |
| DIAMOND ELITE               | \$1,000    | \$250     |
| IMPERIAL DIAMOND            | \$1,100    | \$275     |
| CROWNE DIAMOND              | \$1,200    | \$300     |

To Qualify for the Ride, you must send Zija the required Team Benz paperwork and have it approved. Until you submit your paperwork, you will only earn and be paid at 50% of the potential Team Benz bonus.

See the published Team Benz Luxury Car Program document in your Back Office library for official rules and details.



# ROC BONUS

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The special initiatives that will be covered in this document cover the specific requirements for all countries except Active 40 and DOW Markets.

## REPEAT ORDER CUSTOMERS (ROCs)

Introducing Repeat Order Customers (hereafter referred to as ROCs or ROC), a new way for individuals to more easily order and get the most out of Zija's amazing Core Nutritionals, Améo Essential Oils, and Ripstix Supplements products time and time again! A ROC is a Retail Customer that has an Zija Rewards Purchase (Autoship) (Repeat Order) setup.

## RC & ROC HIGHLIGHTS

- The Sponsor of RCs and ROCs can earn Fast Start Commissions (FSC) on the first order and a 15% or 25% ROC Bonus on subsequent orders. (See below for definition of ROC Bonus)
- RCs and ROCs are not placed in their Sponsor's Downline, but rather hover around their Sponsor.
- RCs pay the retail price for product orders, whereas ROCs—because they have an Zija Rewards Purchase (Autoship) setup—pay the wholesale price for product orders. An Zija Rewards Purchase (Autoship) template must be present on your account.
- RCs and ROCs cannot enroll others, have a Downline, or earn commissions and bonuses. RCs and ROCs can, however, earn Zija Reward Program points according to the rules of the Zija Rewards Program.
- The Sponsor of a RC can earn the difference between the wholesale price and the retail price on purchases made by their RC.
- The total Volume (ROC Volume) of purchases made in the current Period by RCs and ROCs that hover around their Sponsor is used to determine the percent for the ROC Bonus that the Sponsor will be paid in the current Period on repeat/subsequent orders.
- The RV of RCs and ROCs counts on the Sponsor's Lesser Leg for the purposes of Pay Rank. RV also rolls Upline for the purposes of Pay Rank.
- First orders placed by RCs and ROCs qualify for paying out FSC according to the complete FSC rules and details.
- Repeat/subsequent orders placed by RCs and ROCs that hover around their Sponsor will pay a ROC Bonus of 15% or 25% on the Volume.
- 50% of the Volume of repeat and/or subsequent purchases by RCs and ROCs rolls Upline for the purposes of Team Commissions.

## ROC VOLUME

ROC Volume is defined as the total RV of the repeat/subsequent (non-FSC) purchases made by RCs and ROCs—if they hover around their Sponsor and are not in their Sponsor's Downline.\*

## ROC BONUS

The ROC Bonus is a **15% or 25%** paid bonus—based on your ROC Volume in the current Period—paid on repeat/subsequent RC and ROC purchases in the current Period (non-FSC orders):

- ROC Volume of **299 or less** in the current Period qualifies for a 15% ROC Bonus this period
- ROC Volume of **300 or more** in the current Period qualifies for a 25% ROC Bonus this period

**EXAMPLE :** If a Sponsor has ROC Volume of **500** in the current Period, he or she would be paid 25% of the PV of all of his/her RCs and ROCs at the end of the current Period.

**Note:** 50% of the Volume rolls Upline for the purposes of paying Team Commissions. The **ROC Bonus will be paid out at the end of the Period.**

## RULES

1. This version of this customer initiative and its rules and regulations are valid in all countries.
2. New customer enrollments qualify for paying out Fast Start Commissions (FSC).

**Please refer to the glossary to see full terms and conditions of the Special Initiatives**

\*Grandfathered Customers may still have a Downline position and operate under different rules. Call Customer Service for more details.

# BECOMING A ROC STAR

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## HOW TO BECOME A ROC STAR

- You are Active with an Zija Rewards Purchase (Autoship) template setup of 75 PV or greater
- You have opted into the ROC Star Program in your Back Office
- You have four (4) or more Retail Customers (RCs) and/or Repeat Order Customers (ROCs) hovering around you
- The total Volume from the RCs and/or ROCs hovering around you adds up to 300 or greater\*

If you meet the above requirements during a Period, you will receive a **FREE Zija Rewards Purchase (Autoship)** of your favorite Zija Core Nutritional, Améo Essential Oils, or Ripstix Fitness Supplements products the next Period!\*

You can also earn an additional cash bonus for having more than 600 Volume from the ROCs hovering around you.

## EXAMPLE

You have 4 or more RCs and/or ROCs hovering around you, and their Volume adds up to 1,000.

- You have earned a 25% ROC Bonus (25% of \$1,000 = \$250)
- You choose to receive a 150 PV Zija Rewards Purchase (Autoship) next Period
- \$250 ROC Bonus – 150 PV Zija Rewards Purchase (Autoship) = \$100 remaining cash bonus

## RULES

1. This initiative is available to Zija Independent Distributors in all countries, with the exception of DOW markets
2. This initiative began on January 10, 2015 and was amended on October, 17 2015.
3. Initial orders and/or FSC orders do not count toward the 600 or greater Volume from the RCs and/or ROCs hovering around you required for this initiative.
4. Any ROC Bonus earned (less the free Zija Rewards Purchase (Autoship) value) will be paid with Cycle 4 commissions and may be adjusted based on ROC Star initiative participation. See the full ROC Bonus document for rules and details.
5. Your Zija Rewards Purchase (Autoship) must be scheduled to run and process for the following Period after qualifications have been met.
6. The free Zija Rewards Purchase (Autoship) is earned and shipped the Period directly following the Period in which the qualifications are met.
7. If you are a ROC Star and earn a FREE 75 PV Zija Rewards Purchase (Autoship), you are Active 75 for a Rolling 4 Cycles. (ROC Star 75)
8. If you are a ROC Star and earn a FREE 150 PV Zija Rewards Purchase (Autoship), you are Active 150 for a Rolling 4 Cycles. (ROC Star 150)
9. Any excess ROC Bonus amount earned and paid in the previous Cycle does not apply to the Zija Rewards Purchase (Autoship) level for which you qualified. The excess amount will be billed to the Distributor at \$1.33 USD per Volume Point.
10. Zija Rewards Purchase (Autoship) orders will be shipped at the scheduled date and time according to the Zija Rewards Purchase (Autoship) template setup in the Distributor's Back Office.
11. Each 75 PV or 150 PV Zija Rewards Purchase (Autoship) order earned and shipped will incur shipping charges.
12. For each 75 PV or 150 PV Zija Rewards Purchase (Autoship) order earned as part of this initiative, the full dollar value of the Zija Rewards Purchase (Autoship) will count as commissions and will be 1099 and T4A reportable.
13. In order to become a ROC Star, one must have at least 4 ROCs/RCs that all contribute to the 300 or greater Volume. This means that one can't simply have 4 enrolled and have all the Volume just come from 1,2, or 3 ROCs/RCs; at least 4 must contribute to the ROC Volume.

\*You can qualify for a free 75 PV or 150 PV Zija Rewards Purchase (Autoship), contingent on the amount of Volume you have from your personally sponsored Retail Customers and Repeat Order Customers. If you have 300 Volume, you qualify for a 75 PV Zija Rewards Purchase (Autoship). If you have 600 Volume, you qualify for a 150 PV Zija Rewards Purchase (Autoship).

# FAST START COMMISSIONS

The FSC initiative is available in all countries. This document covers the specific requirements for all countries except Malaysia, Thailand, Philippines, Panama, Colombia, Peru, Mexico, Botswana, Nigeria and South Africa. For the requirements of countries not covered in this document, refer to the document in each country's Back Office Library.

## SPONSOR FSC

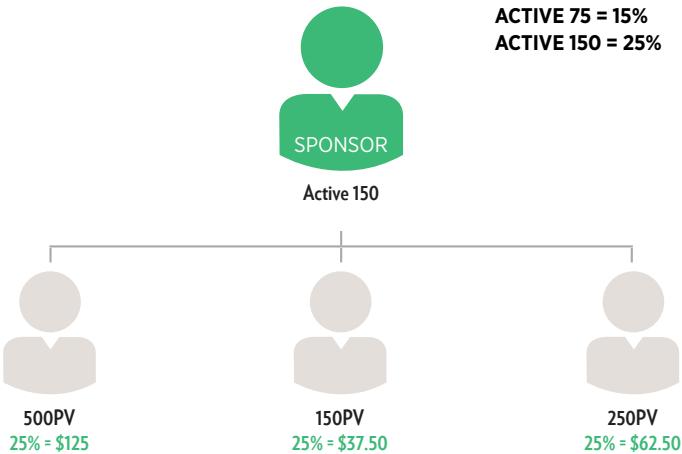
Every time a newly-enrolled Distributor, Wholesale Member, Retail Customer, Repeat Order Customer, etc. places his or her first order within 28 days of enrollment, his or her Sponsor earns a percentage of the Volume of that order.

### Requirement

Sponsor is Active 75  
Sponsor is Active 150

### FSC

15%  
25%



## FSC INITIATIVE BENEFITS

- There is no maximum cap on FSC and it does not count toward a Distributor's Pay Rank commission cap.
- All FSC Volume rolls up for Rank calculations.
- 50% of all FSC Volume rolls up for Team Commission Volume.
- FSC (first order) Volume from ROC and Retail Customer orders does not count toward Sponsor Team Commissions.

## RULES

1. This initiative—particularly this version of the initiative—and the ability to earn FSC is only available to Zija Independent Distributors in certain participating countries or markets.
2. Activity Level is based on Rolling 4 Cycles and will be determined at the close of each Cycle.
3. Only first orders, as defined above, will count toward FSC; however, all Volume counts toward Rank qualifications.
4. Zija Rewards Points cannot be earned on orders that pay FSC.

Please refer to the glossary to see full terms and conditions of the Special Initiatives

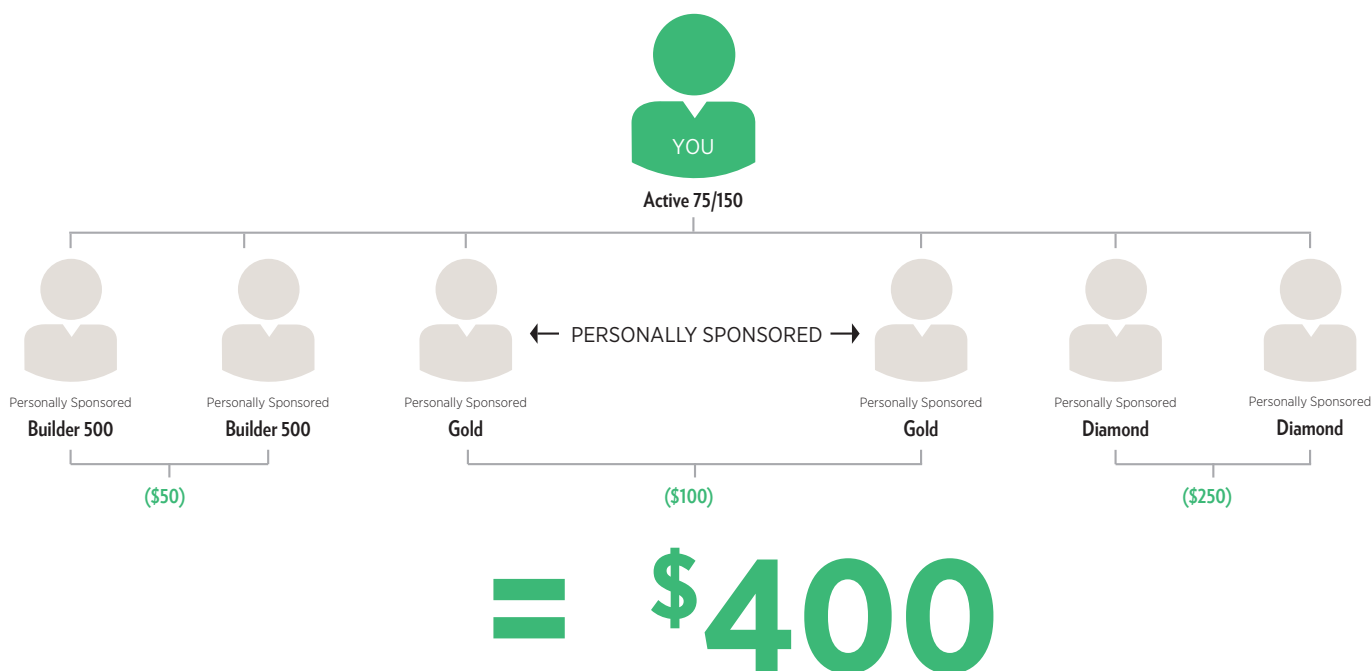
# TEAM BUILDER BONUS (TBB)

The Team Builder Bonus initiative has taken Zija Nation by storm, allowing individuals to earn generous Cycle-based bonuses for building their business and helping their team members! Now we're making it even easier—and more profitable—to earn a TBB by adding flexibility and making exciting changes.

## HOW IT WORKS

- Two Personally Sponsored Builder 500s:** Each Cycle in which you have at least two Personally Sponsored Distributors who are a Pay Rank between Builder 500 and Silver, you will receive a bonus of \$50 for each Pairing. This bonus is paid out each Cycle.
- Two Personally Sponsored Golds:** Each Cycle in which you have at least two Personally Sponsored Distributors who are a Pay Rank between Gold and Emerald, you will receive a bonus of \$100 for each Pairing. This bonus is paid out each Cycle.
- Two Personally Sponsored Diamonds:** Each Cycle in which you have at least two Personally Sponsored Distributors who are a Pay Rank Diamond and above, you will receive a bonus of \$250 for each Pairing. This bonus is paid out each Cycle.

## EXAMPLE



## RULES

- TBB commissions are calculated and paid at the end of each Cycle.
- This program is available to all Zija Independent Distributors.
- Your Activity Level is determined by the amount of PV purchased in the Four Rolling Cycles.
- You and your Personally Enrolled must be a minimum 75 PV or better to qualify for this initiative.
- Only new high Pin Ranks achieved after Period 94, Cycle 1 will count toward the pairing.

Please refer to the glossary to see full terms and conditions of the Special Initiatives



# ZIJA REWARDS PROGRAM

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All Zija products that have Volume also have a Zija Rewards Point percentage (%) value; that value is based on how regularly the customer purchases Zija products.

All types of Zija Customers (Distributors, Wholesale Members, Retail Customers, Repeat Order Customers, Preferred Customers) are eligible to earn Zija Rewards Points. These points will accumulate and can be used to purchase most Zija products that have Volume attached to them.

One (1) Zija Rewards Point is redeemable for one (1) “Volume” of product. The point percentage value earned is based on the following table, which looks at how many consecutive Periods the customer has purchased at least 40 or 75 Personal Volume (PV)—depending on his or her country’s PV minimum.

## Periods 1-3

- 5% for all subsequent or repeat orders
- An additional 5% if the subsequent or repeat order is an Zija Rewards Purchase (Autoship) (10% total)

## Periods 4-7

- 10% for all subsequent or repeat orders
- An additional 5% if the subsequent or repeat order is an Zija Rewards Purchase (Autoship) (15% total)

## Periods 8-12

- 15% for all subsequent or repeat orders
- An additional 5% if the subsequent or repeat order is an Zija Rewards Purchase (Autoship) (20% total)

## Periods 13+

- 20% for all subsequent or repeat orders
- An additional 5% if the subsequent or repeat order is an Zija Rewards Purchase (Autoship) (25% total)

The longer you’ve been a loyal Zija customer, the faster you’ll be able to earn free products! You can check your Zija Rewards Points balance at any time in your Back Office under the “INITIATIVES” tab.

In order to jump-start your Zija Rewards Points and rise to a higher percentage bracket beginning with your next qualified purchase\*, new Zija Distributors/Wholesale Members/Customers can take advantage of this program by enrolling with the following:

## ENROLLMENT

- Enroll with 250-499 PV = Jump to Period 4, allowing you to start earning 10% beginning on the next qualified purchase.
- Enroll with 500-999 PV = Jump to Period 8, allowing you to start earning 15% beginning on the next qualified purchase.
- Enroll with 1000+ PV = Jump to Period 13, allowing you to start earning 20% beginning on the next qualified purchase.

\*A qualified purchase is any subsequent purchase that does not occur on the same day as the initial purchase. Purchases that occur the same day as the initial purchase are combined and will be considered part of the enrollment purchase.

## RULES

1. The Zija Rewards Program is available worldwide, except in Distributor-Owned Warehouse (DOW) markets.
2. Enrollment kit purchases and any other initial purchases do not qualify for Zija Rewards Points. Zija Rewards Points are only earned on subsequent or repeat purchases Period-to-Period.
3. Zija Rewards Points cannot be earned on orders that pay Fast Start Commissions (FSC).
4. Most—but not all—Zija products that have Volume associated to them will be made available for purchase with Zija Rewards Points. Products available for purchase/redemption with Zija Rewards Points are subject to availability and are subject to change at any time.
5. If at least one (1) Period of consecutive 40 PV or 75 PV minimum purchases is missed (depending on the country), the Zija Rewards Program percentage for that customer resets to Period one (1)—or 5% on subsequent or repeat purchases—and he or she must earn back his or her higher spot with future consecutive Periods of qualifying PV.
6. If the customer has at least six (6) consecutive Periods of less than 40 PV per Period, all of his or her Zija Rewards Points will be lost.
7. Not meeting your country's minimum PV requirements means that you cannot increase to a higher Zija Rewards Program percentage.
8. Zija Rewards Points expire 13 Periods (366 days) after they are earned. To check any upcoming expiration dates of your points, refer to your MyZija Back Office.
9. Volume from product(s) purchased with Zija Rewards Points will not count toward Activity requirements, Rank Volume, or Commissionable Volume.
10. In order to redeem accumulated Zija Rewards Points for products, you must have a minimum of 40 PV or 75 PV (depending on the country) in the previous Period or in the current Period.
11. If an account is terminated, all Zija Rewards Points will be lost.
12. An individual must have a minimum of 25 Zija Rewards Points in his or her account, and have been with Zija at least 60 days, before his or her points can be used.
13. Zija Rewards Points cannot be combined with currency (e.g. dollars) toward the purchase of any product; sufficient Zija Rewards Points must be available in order to purchase the desired product(s) and no partial Zija Rewards Points purchases will be permitted.
14. Zija Rewards Points carry no cash value and cannot be used to pay shipping and handling fees, taxes, or any other fees (e.g. customs).
15. Zija Rewards Points carry no Volume or cash redemption value and are non-transferrable.
16. Products purchased as part of the Zija Rewards Program cannot be re-sold.
17. The maximum amount of Zija Rewards Points that can be redeemed each Period is 150.
18. A minimum \$11.95 shipping and handling fee will be charged for all Zija Rewards Points orders that are shipped. A \$4.95 handling fee will be charged for all Zija Rewards Points orders picked up at Zija will call. International markets may be subject to higher shipping and handling fees.
19. A qualified purchase is any subsequent purchase that does not occur on the same day as the initial purchase. Purchases that occur the same day as the initial purchase are combined and will be considered part of the enrollment purchase.

# QUICK GLOSSARY

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**ACTIVE LEVEL** – Your Active Level is based on your Rolling 4 Cycles Personal Volume or if you have become a ROC Star. This Active Level method is used in part to determine your Pay Rank each Cycle.

**ACTIVE 75** – To earn commissions and bonuses, you must be Active. To be Active 75 you must have a minimum of 75 Personal Volume in a Rolling 4 Cycles or have become a ROC Star.

**ACTIVE 150** – To earn commissions and bonuses, you must be Active. To be Active 150 you must have a minimum of 150 Personal Volume in a Rolling 4 Cycles or have become a ROC Star.

**BUILDER 500 LEGS** – Builder 500 Legs are Personally-Sponsored Tree Legs with a Builder 500 Distributor. You will need to have Active and Qualified Builder 500s to start achieving leadership Ranks. This simply means that each one of your Personally-Sponsored Distributors/Wholesale Members is the start of a specific Leg. Each Leg can contribute only one (1) Builder 500 toward your Rank advancements. Please see the last page of this document for the respective Zija Ranks and their qualifications/requirements.

**BUSINESS CENTER** – Your Business Center is where you are personally placed within the binary Genealogy. We may also refer to your Business Center as a position in the Genealogy.

**COMMISSIONABLE VOLUME** – Team Commissions are determined by Commissionable Volume (CV). Commissionable Volume is the Transaction Volume that rolls up from your Downline after other bonuses have been paid. Your earning potential is derived by how much Commissionable Volume has been generated in your Lesser Leg during a single Cycle.

**CUSTOMER** – A Member who has not paid the yearly Wholesale Membership fee—also known as a Retail Customer or Repeat Order Customer (ROC). Customers do not have a position in the Downline and do not earn commissions.

**CYCLE** – A Cycle is a calendar week (7 Days), beginning at 12:00 a.m. Saturday morning and ending at 12:00 midnight Friday night. These days and times are based on Utah's Mountain Standard Time.

**DISTRIBUTOR** – A Distributor—also referred to as a “Zija Independent Distributor” and/or “Independent Business Owner”—is a person who is an independent contractor authorized by Zija to purchase the Company's products at a wholesale price for resale. A Distributor can introduce others to Zija products for personal consumption. A Distributor can also sponsor and mentor other people into their Downline Sales Organization and receive compensation (commissions, bonuses, and other rewards and incentives) in accordance with the requirements of the Zija Compensation Plan. A Distributor must agree and adhere to the Zija Policies and Procedures.

**DOWNLINE** – Everyone under your Business Center in the binary Genealogy is considered your “Downline” or “Downline Sales Organization” and may be referenced to you as your Distributorship. They may be placed by you, your Upline Members, or Distributors who are under you.

**GENERATION** – A Generation encompasses the organization of any qualified and active Distributor holding a Pay Rank of Bronze or above. This is determined by your Personal Enrollment Tree.

**MEMBER** – A Member is defined as any person who has made a purchase from Zija International; this could be a Repeat Order Customer, Retail Customer, Wholesale Member or Distributor.

**MEMBER BACK OFFICE** – The Member Back Office—also referred to as Distributor Back Office or MyZija Back Office—is provided by Zija as a place where you can place product orders, track the delivery of your products, and manage your Zija Distributorship.

**PAY LEG** – In a Binary Tree you have two Legs—a left Leg and a right Leg. Each Leg may have Volume that occurs in the Downline of that Leg. The Volume in each Leg will probably be different. The Leg with the smaller amount of Volume is referred to as the Lesser Leg (Pay Leg); the Leg with the larger amount of Volume is referred to as the Power Leg.

**PAY RANK** – Pay Rank is the Rank earned each Cycle based on the requirements of each Rank. Pay Rank resets and must be earned each Cycle. See the Zija Rank Qualifications for more details.

**PERIOD** – A Period consists of four consecutive Cycles. There are 28 days in a Period and 13 Periods in a calendar year. Please refer to the Zija Four-Week Rolling Calendar for date information defining a Period and specific Periods.

**PERSONALLY-SPONSORED TREE** – Personally-Sponsored Tree (also referred to as Enroller Tree) refers to those Distributors/Wholesale Members you have personally sponsored and those whom they have sponsored. This is a unilevel-type tree. All of your Personally-Sponsored Distributors/Wholesale Members are on your Frontline.

**PERSONAL VOLUME** – Personal Volume (PV) is defined as the Volume associated with a Member purchase for purposes of resale, for use as samples, or for personal use.

# QUICK GLOSSARY

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**PIN RANK** – Pin Rank (also referred to as High Rank or Title Rank) is the highest Rank achieved as a Zija Independent Distributor.

**POWER LEG** – Your Binary Leg, whether right or left, that contains the most Commissionable Volume for the Cycle.

**QUALIFIED** – You must also be Qualified to earn Team Commissions, other commissions, and bonuses. This means that you must have at least two Personally-Sponsored Distributors/Wholesale Members—one on your left Leg and one on your right Leg—who each meet a minimum Active Level requirement.

**RANK VOLUME** – Rank Volume (RV) is simply all of the Volume generated by your Downline that rolls up to your Business Center. Your Rank and earning potential is derived by how much Rank Volume has been generated in your Lesser Leg in a single Cycle or multiple Cycles, depending upon the Rank. Also referred to as Volume.

**REPEAT ORDER CUSTOMER (ROC)** – A Retail Customer who has set up an Zija Rewards Purchase (Autoship) on his or her account, which qualifies him or her to pay Wholesale Pricing. Repeat Order Customers do not have a position in the Downline.

**RETAIL CUSTOMER** – Someone who purchases products from Zija but who has not paid the yearly Wholesale Membership Fee. Retail Customers do not have a position in the Downline.

**ROLLING PERIOD / ROLLING 4 CYCLES** – Rolling Period/Rolling 4 Cycles is defined as the current Cycle and the previous 3 Cycles. Rolling Period/Rolling 4 Cycles is part of the process that determines Activity Level and Rank. See “Period” in the glossary for further definition.

**SPECIAL INITIATIVES** – Also referred to as Promotions or Programs, are short term and are designed to create momentum and reward accomplishments for you and your organization.

**SPONSOR TREE VOLUME** – Sponsor Tree Volume is Volume generated by your Personally-Sponsored Distributors/Wholesale Members, their Personally-Sponsored Distributors/Wholesale Members, and so on.

**UPLINE** – Everybody above your Business Center in the binary Genealogy is considered your Upline.

**VOLUME** – Volume is a value applied to a purchased product or products for the purposes of determining Rank and paying commissions and bonuses. Also known as Rank Volume, Commissionable Volume, Circle Group Volume, Personal Volume, and Transaction Volume.

**WHOLESALE MEMBER** – A member that pays a yearly wholesale membership fee of \$20.00 in order to purchase product from Zija at

the wholesale price. A Wholesale Member becomes a Distributor once he or she has accepted the Policies and Procedures and has personally sponsored at least one Active Member. Wholesale Members do not earn commissions.

**ZIJA REWARDS PURCHASE** – Each time you have a Zija Rewards Purchase - sometimes referred to as an Zija Rewards Purchase (Autoship) or recurring order - you will receive Zija Rewards Program points to put towards free products, discounts on SWAG, exclusive access to new Zija Products, occasional deals, and more.

All Special Initiatives are subject to change at any time by Zija International at Zija International's sole discretion.

All Special Initiative are subject to the Return Policy as found in Zija's Policies and Procedures, section 28-29.

Exceptions to the Return Policy may be applied by the Company in instances in which extenuating circumstances exist. If, in Zija's sole discretion, any product was ordered in an effort to manipulate the initiative, such product(s) are not returnable and no refunds will be given.

The Zija Compensation Plan is not fully defined within this document. If you have questions or need clarification regarding any part of the Zija Compensation Plan, please contact Zija's Customer Service Department. You can view what different Pay Ranks are currently earning by visiting your Member Back Office.

# ZIJA RANK QUALIFICATIONS

Independent Distributors must be Active and Qualified to advance to any Rank. Distributors must be Active 150 to advance or maintain any Rank Emerald and above. Team Commissions may be capped at specific Ranks, beginning with Builder at \$250. This is intended to promote advancement in Rank in the Zija Compensation Plan.

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

ability, and personal application.

Zija solely and expressly reserves the right to amend this document at any time and will publish this document so that the Distributor can make examination. The Distributor will be responsible to adhere to this document upon publication, in any form, by the Company. Amendments shall be in effect and binding to all Distributors upon publication by the Company in any form generally made available to all Distributors/Members.

| BUILDER              | QUALIFICATIONS  | TOTAL COMMISSIONS                                    |
|----------------------|---|--|
| DISTRIBUTOR          | A Zija Member who has accepted Zija's Policies and Procedures and has an Active Personal Enrollee.  | N/A  |
| BUILDER              | 75 RV and 2 Active, Personally-Sponsored Distributor/Wholesale Members - One on the left Leg and one on the right Leg.  | Total Cycle earning potential \$500 - TC \$250       |
| BUILDER 500          | 500 RV in your Lesser Volume Leg during a 1 week Cycle.   | Total Cycle earning potential \$500                  |
| BUILDER 1000         | 1,000 RV in your Lesser Volume Leg during a 1 week Cycle.   | Total Cycle earning potential \$750                  |
| LEADERSHIP           | QUALIFICATIONS  | TOTAL COMMISSIONS                                    |
| BRONZE               | 1,500 RV in your Lesser Volume Leg during a 1 week Cycle and a minimum of 1 Personally-Sponsored Tree Leg that includes a Qualified Builder 500 or above.   | Total Cycle earning potential unlimited - TC \$750   |
| SILVER               | 2,500 RV in your Lesser Volume Leg during a 1 week Cycle and a minimum of 1 Personally-Sponsored Tree Leg that includes a Qualified Builder 500 or above.   | Total Cycle earning potential unlimited - TC \$1,000 |
| GOLD                 | 4,000 RV in your Lesser Volume Leg during a 1 week Cycle and a minimum of 2 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.   | Total Cycle earning potential unlimited - TC \$1,500 |
| WHITE GOLD           | 6,000 RV in your Lesser Volume Leg for 2 consecutive weekly Cycles and a minimum of 2 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.   | Total Cycle earning potential unlimited - TC \$1,750 |
| PLATINUM             | 8,000 RV in your Lesser Volume Leg for 2 consecutive weekly Cycles and a minimum of 3 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.   | Total Cycle earning potential unlimited - TC \$2,000 |
| SENIOR LEADERSHIP    | QUALIFICATIONS  | TOTAL COMMISSIONS                                    |
| EMERALD              | 12,000 RV in your Lesser Volume Leg for 2 consecutive weekly Cycles and a minimum of 4 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.  | Total Cycle earning potential unlimited - TC \$3,000 |
| DIAMOND EXECUTIVE    | QUALIFICATIONS  | TOTAL COMMISSIONS                                    |
| DIAMOND              | 15,000 RV in your Lesser Volume Leg for 3 consecutive weekly Cycles and a minimum of 5 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.  | Total Cycle earning potential unlimited - TC \$5,000 |
| DOUBLE DIAMOND       | 20,000 RV in your Lesser Volume Leg for 4 consecutive weekly Cycles and a minimum of 5 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.  | Total Cycle earning potential unlimited - TC \$6,000 |
| TRIPLE DIAMOND       | 30,000 RV in your Lesser Volume Leg for 4 consecutive weekly Cycles and a minimum of 5 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above.  | Total Cycle earning potential unlimited - TC \$8,000 |
| SENIOR DIAMOND       | QUALIFICATIONS  | TOTAL COMMISSIONS                                    |
| BLACK DIAMOND        | 200,000 STV for each actual Period in Enrollment Tree Volume with no more than 100,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$9,000 |
| DOUBLE BLACK DIAMOND | 300,000 STV for each actual Period in Enrollment Tree Volume with no more than 125,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$9,000 |
| TRIPLE BLACK DIAMOND | 400,000 STV for each actual Period in Enrollment Tree Volume with no more than 145,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$9,000 |



| DIAMOND ELITE               | QUALIFICATIONS  | TOTAL COMMISSIONS                                     |
|-----------------------------|---|---|
| DIAMOND ELITE               | 500,000 STV for each actual Period in Enrollment Tree Volume with no more than 165,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements.   | Total Cycle earning potential unlimited - TC \$10,000 |
| DOUBLE DIAMOND ELITE        | 750,000 STV for each actual Period in Enrollment Tree Volume with no more than 220,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements.   | Total Cycle earning potential unlimited - TC \$10,000 |
| TRIPLE DIAMOND ELITE        | 1,000,000 STV for each actual Period in Enrollment Tree Volume with no more than 260,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| IMPERIAL DIAMOND            | QUALIFICATIONS  | TOTAL COMMISSIONS                                     |
| IMPERIAL DIAMOND            | 1,500,000 STV for each actual Period in Enrollment Tree Volume with no more than 365,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| DOUBLE IMPERIAL DIAMOND     | 2,000,000 STV for each actual Period in Enrollment Tree Volume with no more than 450,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| TRIPLE IMPERIAL DIAMOND     | 2,500,000 STV for each actual Period in Enrollment Tree Volume with no more than 520,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| CROWNE DIAMOND ELITE        | QUALIFICATIONS  | TOTAL COMMISSIONS                                     |
| CROWNE DIAMOND ELITE        | 3,000,000 STV for each actual Period in Enrollment Tree Volume with no more than 585,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| DOUBLE CROWNE DIAMOND ELITE | 4,000,000 STV for each actual Period in Enrollment Tree Volume with no more than 735,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |
| TRIPLE CROWNE DIAMOND ELITE | 5,000,000 STV for each actual Period in Enrollment Tree Volume with no more than 865,000 STV coming from any single Enrollment Tree Leg, a minimum of 6 Personally-Sponsored Tree Legs that include a Qualified Builder 500 or above, and meet Triple Diamond requirements. | Total Cycle earning potential unlimited - TC \$10,000 |

Distributors must be Active and Qualified to advance to any Rank; Active 150 to advance or maintain any Rank Emerald and above.







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