

IMPACT

— REWARDS PLAN —





IMPACT

MAKE AN IMPACT

Introducing Impact, Zija International's Rewards Plan designed to provide you with the tools necessary to achieve a Life Unlimited. This simple guide will explain how to use Impact's tools to help you fulfill your goals. Whether that's having extra money to pay bills, sending your kids to college, retiring early, or owning your own business, you determine your goals and Impact will be the pathway to obtain them.

Impact makes it easy for you to be rewarded for simply sharing effective products with your friends. Impact is a reciprocal program—when you enhance lives by sharing cutting-edge products, you benefit by being compensated for your hard work on a regular basis. We can't wait to see the impression you will make, with a little help from Impact.

READY, SET, IMPACT! BECOME A MEMBER

Whether you are looking to have a transformative product experience, live a healthier life, or simply have fun with a little side hustle, starting as a Customer is a perfect kickoff on your Zija journey! Even though many of our Members simply enjoy Zija's products without participating in Impact, we encourage everyone to share the cutting-edge products with their friends and family—and be rewarded for doing so!

Impact serves as a bonus to those who are purchasing products on a regular basis by allowing you to accumulate Loyalty Points. Loyalty Points can help you experience the variety of beneficial products Zija has to offer. Customers can also participate in the Customer Bonus, mentioned later in this document.

Alongside these benefits, Distributors are able to enjoy the complete benefits of Impact, like being rewarded for sharing the Zija products, exclusive invites to exciting incentive trips, and being able to participate in rewarding promotions.

CUSTOMER BENEFITS

01

No
Membership
or Renewal
Fee

02

Receive
Wholesale
pricing

03

Earn
free product
points

DISTRIBUTOR BENEFITS

01

Earn
commissions &
bonuses

02

Receive
Wholesale
pricing

03

Earn
free product
points

04

Earn prizes,
awards, &
incentive
trips

05

Participate
in Distributor-
exclusive
promos



Commonly Used Terms

Reference this quick guide to while you read through Impact's rewards:

Personal Volume (PV)

Personal Volume (PV) is a point value that is assigned to each Zija International product. PV is used to track and measure if you are Active, as well as calculate Commissions.

Active

To receive Compensation, you must remain Active. To be considered Active, you must reach your market's Active requirements in the last 28 days.

Qualified

After you have become Active and you teach two Personally Sponsored Members to do the same, you become Qualified.

Cycle

A Cycle is a calendar week beginning midnight (Mountain Time), Saturday and ending 11:59 PM (Mountain Time), Friday. Zija pays Distributor Commissions every week on Friday.

Rank Volume

Rank Volume is all PV in your organization, including first purchases and subsequent purchases.

Pin Rank

Pin Rank is the highest Rank that you have achieved in your time at Zija International.

Pay Rank

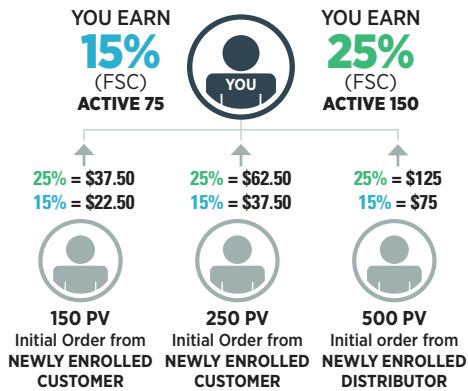
Pay Rank is based on the Volume in your organization within a Cycle.

Rolling Period Qualification

The Pay and Pin Rank that a Distributor qualifies for on a given day is determined by a Rolling Period Qualification. By looking at the Rank Volume in the current Cycle, along with the previous three cycles, we can determine your Pay and Pin Rank.

IMPACT: 5 Ways to Earn

01 Fast Start Commissions (FSC)



03 Team Commissions

If you are Active and Qualified, you are eligible to receive up to 10% in Team Commissions. For example, let's say you are Active (75 or 150) and have 600 Commissionable Volume on your Left Leg and 500 Commissionable Volume on your Right Leg. You would receive \$50 in Team Commissions.



05 Leadership Bonus

When you continue to share and grow your Zija team, you'll qualify to receive further bonuses and unlock other exciting programs—like Leadership Pools and the Lifestyle Bonus.

GOLD TO PLATINUM		\$75 PER CYCLE \$300 PER PERIOD
EMERALD		\$100 PER CYCLE \$400 PER PERIOD
DIAMOND		\$125 PER CYCLE \$500 PER PERIOD
BLACK DIAMOND		\$150 PER CYCLE \$600 PER PERIOD
DIAMOND ELITE		\$175 PER CYCLE \$700 PER PERIOD
IMPERIAL DIAMOND+		\$200 PER CYCLE \$800 PER PERIOD

LIFESTYLE BONUS

Impact's Lifestyle Bonus provides you with the freedom to upgrade your life however you want! Use this qualifying cash bonus to put towards the goal of achieving the Life Unlimited lifestyle you envision.

RANK	EMERALD POOL		DIAMOND POOL		DIAMOND ELITE POOL	
	Generations	Qualifier	Generations	Qualifier	Generations	Qualifier
Emerald	4	Bronze and Above	—	—	—	—
Diamond	5	Bronze and Above	Infinitely	Bronze and Above	—	—
Black Diamond	6	Bronze and Above	Infinitely	Bronze and Above	—	—
Diamond Elite	7	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above
Imperial Diamond	8	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above
Crowne Diamond Elite	9	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above

LEADERSHIP POOLS

You can earn up to a total of 12% Commissionable Volume through Impact's Leadership Pools! If you are Emerald Ranked, you qualify for 6% of Commissionable Volume—increasing to 12% once you are Diamond Elite Ranked.

EMERALD POOL

This bonus pays you on a weekly basis based on the Commissionable Volume of your organization—through potentially nine Generations. Because there is no limit to the number of Distributors that you can Sponsor.

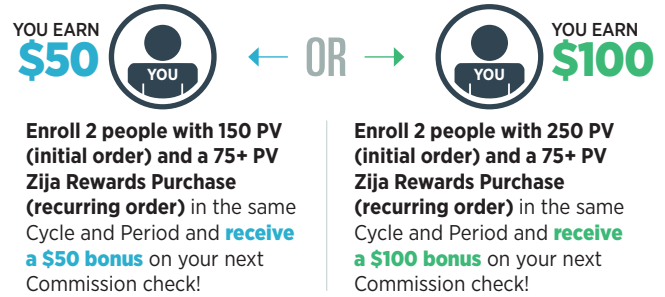
DIAMOND POOL

This Pool is based on the Commissionable Volume of those that are Bronze Ranked and higher in your organization.

DIAMOND ELITE POOL

This Pool is based on Commissionable Volume of those that are Emerald Ranked and higher in your organization.

02 Get Qualified Bonus



04 Customer Retention Bonuses

Impact's Customer Retention Bonus allows you to not only earn free product each Period but to build out your Customer base and be rewarded with a cash bonus!

CUSTOMER VOLUME LEVEL	REWARD
500 - 999	\$100/75 PV ZIJA REWARDS PURCHASE
1,000 - 2,499	\$200/150 PV ZIJA REWARDS PURCHASE
2,500 - 4,999	\$200/150 PV ZIJA REWARDS PURCHASE + \$250 CASH BONUS
5,000 - 9,999	\$200/150 PV ZIJA REWARDS PURCHASE + \$500 CASH BONUS
10,000	\$200/150 PV ZIJA REWARDS PURCHASE + \$1,000 CASH BONUS

YOUR FIRST WEEK

To maximize the benefits of Impact (like earning Commissions and qualifying for bonuses), there are three simple steps to take in your first seven days:

STEP 1

Become Active

STEP 2

Set up your Zija
Rewards Purchase
(recurring order)

STEP 3

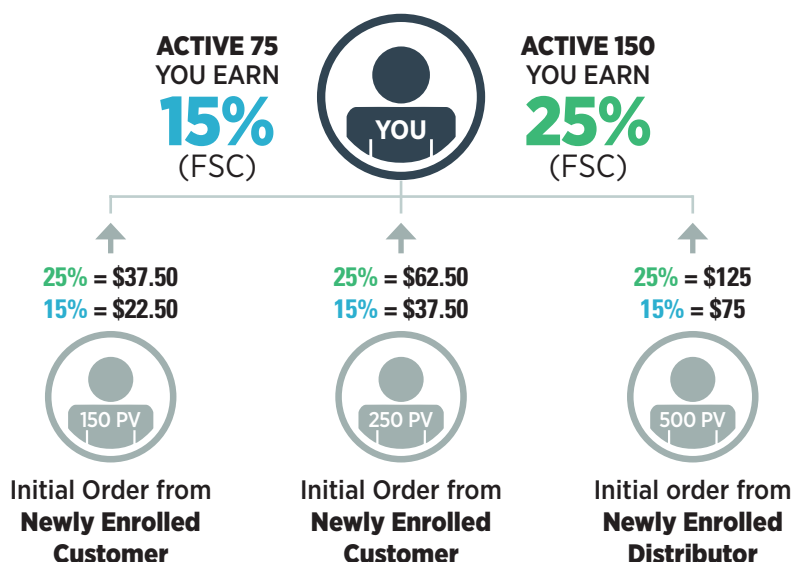
Share and
Qualify

IMPACTFUL TIP

You can always refer to the Commonly Used Terms section (page 4) for a quick refresher on what terms like Qualified and Active mean!



Fast Start Commissions



Fast Start Commissions (FSC) makes it easy to earn money each time you share Zija products with a friend! Every time a newly enrolled Customer or a newly enrolled Distributor places their first order, you earn a percentage of the PV of that order—it's that easy.

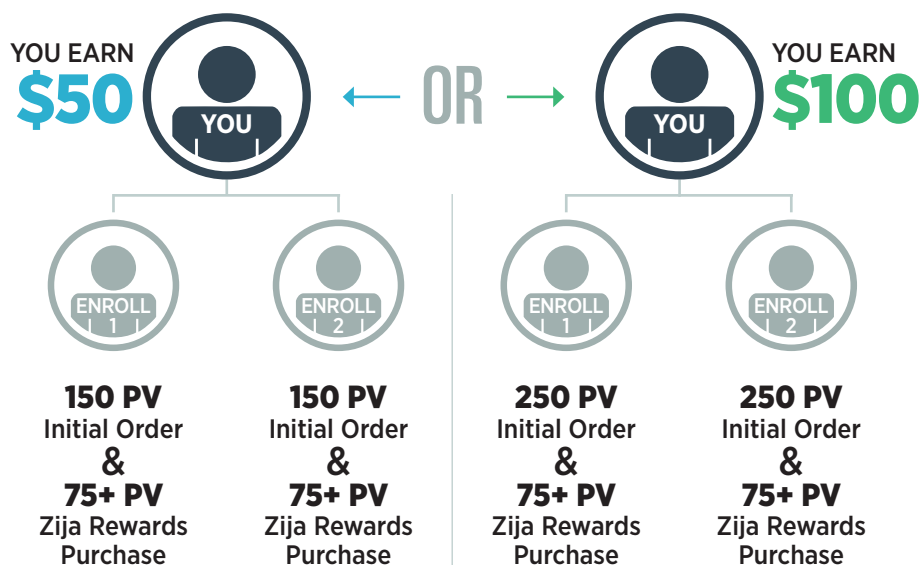
RULES

1. Activity Level is based on Rolling 4 Cycles and will be determined at the close of each Cycle.
2. Only first orders, as previously defined, will count toward FSC.

For full rules and requirements, see the appendix on page 14.

If you were Active 150, you'd earn 25% (a total of \$225 in the example to the left) of all your newly Enrolled Member's order Volume—this is your FSC! If you were Active 75, you would earn 15% of your newly Enrolled Member's order Volume (or \$135 in the example to the left).

Get Qualified Bonuses



Achieve your team growth goals you've been aiming for and be rewarded with a cash bonus for accomplishing them! By enrolling two new team Members at a certain PV level and setting them up with a Zija Rewards Purchase, you can receive a one-time bonus of \$50 or \$100, up to a total of \$500 per Cycle.

RULES

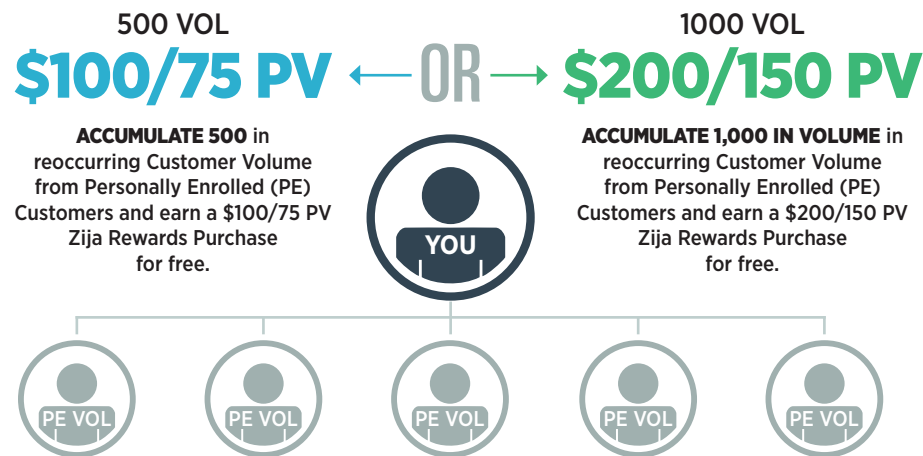
1. Enrolled pairs can be at different PV levels.
2. Pairs must be enrolled with in the same Cycle.

For full rules and requirements, see the appendix on page 14.

Enroll 2 people at 150 PV (initial order) and a 75+ PV Zija Rewards Purchase (recurring order) in the same Cycle and Period and **receive a \$50 bonus** on your next Commission check!

Enroll 2 people at 250 PV (initial order) and a 75+ PV Zija Rewards Purchase (recurring order) in the same Cycle and Period and **receive a \$100 bonus** on your next Commission check!

Customer Retention Bonuses



CLUB 500 & CLUB 1,000

We make it easy for Members to get their product for free! Depending on how much Customer Volume you Accumulate each Period, you can be eligible to earn a FREE Zija Rewards Purchase!

For full rules and requirements, see the appendix on page 14.

PE CUSTOMER	FIRST PERIOD	SECOND PERIOD	THIRD PERIOD
1	25 PV	15 PV	250 PV
2	150 PV	0 PV	150 PV
3	0 PV	350 PV	500 PV
4	250 PV	0 PV	100 PV
5	25 PV	35 PV	0 PV
6	50 PV	100 PV	0 PV
	500 CUSTOMER VOLUME ↓ YOU EARN 75 PV ZIJA REWARDS PURCHASE	500 CUSTOMER VOLUME ↓ YOU EARN 75 PV ZIJA REWARDS PURCHASE	1,000 CUSTOMER VOLUME ↓ YOU EARN 150 PV ZIJA REWARDS PURCHASE

In the first Period, you acquired 500 total Customer Volume! This means you earned a FREE 75 PV Zija Rewards Purchase. In the second Period, you acquired 500 total Customer Volume again. This means you earned a FREE 75 PV Zija Rewards Purchase. In the third Period, you acquired 1,000 total Customer Volume—nice! This means you earned a FREE 150 PV Zija Rewards Purchase.










Customer Retention Bonuses (cont.)

CUSTOMER VOLUME LEVEL	REWARD
500 - 999	\$100/75 PV ZIJA REWARDS PURCHASE
1,000 - 2,499	\$200/150 PV ZIJA REWARDS PURCHASE
2,500 - 4,999	\$200/150 PV ZIJA REWARDS PURCHASE + \$250 CASH BONUS
5,000 - 9,999	\$200/150 PV ZIJA REWARDS PURCHASE + \$500 CASH BONUS
10,000	\$200/150 PV ZIJA REWARDS PURCHASE + \$1,000 CASH BONUS

CUSTOMER CASH BONUSES

In addition to the free Zija Rewards Purchase you can earn for sharing, Zija has implemented the following cash bonuses if you continue to share. Cash bonuses available to Distributors only.

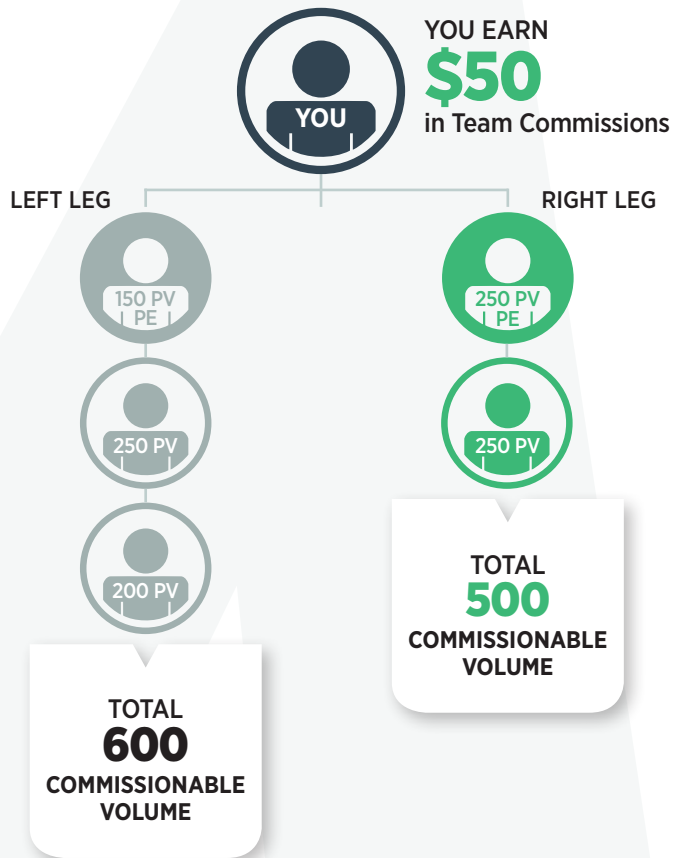
For full rules and requirements, see the appendix on page 14.

PE CUSTOMER	FIRST PERIOD	SECOND PERIOD	THIRD PERIOD
	350 PV	500 PV	550 PV
	550 PV	1,000 PV	950 PV
	150 PV	350 PV	1,500 PV
	450 PV	500 PV	500 PV
	1,000 PV	25 PV	750 PV
	0 PV	125 PV	750 PV
	2,500 CUSTOMER VOLUME ↓  YOU EARN 150 PV ZIJA REWARDS PURCHASE + \$250 CASH BONUS	2,500 CUSTOMER VOLUME ↓  YOU EARN 150 PV ZIJA REWARDS PURCHASE + \$250 CASH BONUS	5,000 CUSTOMER VOLUME ↓  YOU EARN 150 PV ZIJA REWARDS PURCHASE + \$500 CASH BONUS

In the first Period, you acquired 2,500 total Customer Volume! This means you earned a FREE 150 PV Zija Rewards Purchase, plus a \$250 cash bonus! In the second Period, you acquired 2,500 total Customer Volume, again! This means you earned a FREE 150 PV Zija Rewards Purchase, plus a \$250 cash bonus. In the third Period, you acquired 5,000 total Customer Volume—way to go! This means you earned a FREE 150 PV Zija Rewards Purchase, plus a \$500 cash bonus.

Team Commissions

Your organization has two teams, one on your Left and one on your Right. As sales occur, no matter where they are located in your left team (referred to as your Left Leg) or your right team (referred to as your Right Leg), PV accumulates in each of these teams. Every time you reach a minimum of 500 in Volume in both of these teams, you will be paid.



IMPACTFUL TIP

We refer to your Left leg and Right Leg as your Binary Organization. This is the backbone of Impact and where Compensation (Team Commissions) is paid from.

UNDERSTANDING TEAM COMMISSIONS:

If you are Active and Qualified, you are eligible to receive up to 10% in Team Commissions.

All unpaid Commissionable Volume carries over each Cycle, as long as you remain Active 75 or greater. Zija will pay Team Commissions of up to \$10,000 per Cycle.

For full rules and requirements, see the appendix on page 14.

Example, let's say you are Active (75 or 150) and have 600 Commissionable Volume on your Left Leg and 500 Commissionable Volume on your Right Leg. You would receive \$50 in Team Commissions.

Leadership Bonuses

When you continue to share and grow your Zija team, you'll qualify to receive further bonuses and unlock other exciting programs—like Leadership Pools and the Lifestyle Bonus.

LIFESTYLE BONUS

GOLD TO PLATINUM	<div><div></div></div>	\$75 PER CYCLE \$300 PER PERIOD
EMERALD	<div><div></div></div>	\$100 PER CYCLE \$400 PER PERIOD
DIAMOND	<div><div></div></div>	\$125 PER CYCLE \$500 PER PERIOD
BLACK DIAMOND	<div><div></div></div>	\$150 PER CYCLE \$600 PER PERIOD
DIAMOND ELITE	<div><div></div></div>	\$175 PER CYCLE \$700 PER PERIOD
IMPERIAL DIAMOND+	<div><div></div></div>	\$200 PER CYCLE \$800 PER PERIOD

Impact's Lifestyle Bonus provides you with the freedom to upgrade your life however you want! Use this qualifying cash bonus to put towards the goal of achieving the Life Unlimited lifestyle you envision.

When you Rank Gold for two consecutive Cycles and have a minimum of 15,000 in Sponsor Tree Volume, you are automatically qualified for the Lifestyle Bonus! Check out the Bonus scale to the left to see the Lifestyle Bonus you can earn each Cycle, according to your Pay Rank.

LEADERSHIP POOLS

You can earn up to a total of 12% Commissionable Volume through Impact's Leadership Pools! If you are Emerald Ranked, you qualify for up to 6% of Commissionable Volume—increasing to 12% once you are Diamond Elite Ranked.

IMPACTFUL TIP

What exactly is a Generation? A Generation is defined as someone in your organization that is a Pay Rank of Bronze or higher.

	EMERALD POOL		DIAMOND POOL		DIAMOND ELITE POOL	
	The first Pool is the Emerald Pool. This bonus pays you on a weekly basis based on the Commissionable Volume of your organization—through potentially nine Generations. Because there is no limit to the number of Distributors that you can Sponsor, there is no limit to the size of your organization. Your depth depends on your Pay Rank.		The second Pool is the Diamond Pool. This Pool is based on the Commissionable Volume of those that are Bronze Ranked and higher in your organization. This Pool is not limited by Generations, which means an even bigger bonus. This bonus is paid weekly and you must be Diamond Ranked or higher to be eligible.		The final Pool is the Diamond Elite Pool. This Pool is based on Commissionable Volume of those that are Emerald Ranked and higher in your organization. Like the Diamond Pool, it's not limited by Generations and is paid weekly. You must be Diamond Elite Ranked or higher to be eligible.	
RANK	EMERALD POOL		DIAMOND POOL		DIAMOND ELITE POOL	
	Generations	Qualifier	Generations	Qualifier	Generations	Qualifier
Emerald	4	Bronze and Above	—	—	—	—
Diamond	5	Bronze and Above	Infinitely	Bronze and Above	—	—
Black Diamond	6	Bronze and Above	Infinitely	Bronze and Above	—	—
Diamond Elite	7	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above
Imperial Diamond	8	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above
Crowne Diamond Elite	9	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Emerald and Above

For full rules and requirements, see the appendix on page 14 and 15.

Zija Rank Qualifications

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.

	RANK	RANK VOLUME IN LESSER LEG	QUALIFIED LEG	SPONSOR TREE VOLUME REQUIREMENT
BUILDER	Distributor	—	—	—
	Builder	75	—	—
	Builder 500	500	—	—
	Builder 1000	1,000	—	—
LEADERSHIP	Bronze	1,500	1	—
	Silver	2,500	1	—
	Gold	4,000	2	—
	White Gold	12,000	2	—
	Platinum	16,000	3	—
SENIOR LEADERSHIP	Emerald	24,000	4	—
	Diamond	45,000	5	—
	Double Diamond	80,000	5	—
	Triple Diamond	120,000	5	—
SENIOR EXECUTIVE LEADERSHIP	Black Diamond	120,000	6	200,000/No more than 50% coming from one Enrollment Leg
	Double Black Diamond	120,000	6	300,000/No more than 45% coming from one Enrollment Leg
	Triple Black Diamond	120,000	6	400,000/No more than 40% coming from one Enrollment Leg
	Diamond Elite	120,000	6	500,000/No more than 35% coming from one Enrollment Leg
	Double Diamond Elite	120,000	6	750,000/No more than 30% coming from one Enrollment Leg
	Triple Diamond Elite	120,000	6	1,000,000/No more than 25% coming from one Enrollment Leg
	Imperial Diamond	120,000	6	1,500,000/No more than 25% coming from one Enrollment Leg
	Double Imperial Diamond	120,000	6	2,000,000/No more than 20% coming from one Enrollment Leg
	Triple Imperial Diamond	120,000	6	2,500,000/No more than 20% coming from one Enrollment Leg
	Crowne Diamond Elite	120,000	6	3,000,000/No more than 18% coming from one Enrollment Leg
	Double Crowne Diamond Elite	120,000	6	4,000,000/No more than 18% coming from one Enrollment Leg
	Triple Crowne Diamond Elite	120,000	6	5,000,000/No more than 18% coming from one Enrollment Leg

All references to income implied or stated through the Impact document are for demonstration purposes only. Zija does not guarantee any level of income or earnings to any Distributor. Earnings from Impact 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 has an opportunity to

make a full 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.

*Lesser Leg Rank Volume is calculated on a Rolling Period Qualification, meaning we are looking at the Current Cycle, and the previous 3 Cycles.

Glossary

ACTIVE

Being Active is based on a Rolling Period Qualification. This 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 Period.

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 Period.

BUILDER 500 LEGS

Builder 500 Legs are Personal Enrollment Tree Legs with a Distributor who has the Pay Rank of Builder 500. These are needed for achieving higher Ranks in the Impact Rewards Plan. Each Leg can contribute only one (1) Builder 500 toward your Rank advancements.

COMMISSIONABLE VOLUME

Team Commissions are determined by Commissionable Volume (CV). Commissionable Volume is the Volume that rolls up from your Downline after other bonuses have been paid.

CUSTOMER

A Zija Member who purchases Zija products at Wholesale Pricing. Customers do not earn Commissions.

CYCLE

A Cycle is a calendar week beginning midnight (Mountain Time), Saturday and ending 11:59 PM (Mountain Time), Friday. Zija pays its Distributors every week on Friday.

DISTRIBUTOR

A Distributor—also referred to as a “Zija Independent Distributor”—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 can be rewarded. A Distributor must agree and adhere to the Zija Policies and Procedures.

DOWNLINE

Everyone under you in the binary Genealogy is considered your “Downline” period. These individuals 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 BACK OFFICE

The Member 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 business.

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 Leg with the smaller amount of Volume is referred to as the 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. 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.

ENROLLMENT TREE LEG

Enrollment Tree refers to those Distributors/Customers you have personally sponsored and those whom they have sponsored. All of your Personally-Sponsored Distributors/Customers 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.

PIN RANK

Pin 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/Customers 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 you. Your Rank and earning potential is derived by how much Rank Volume has been generated in your Lesser Leg.

ROLLING PERIOD

Rolling Period is defined as the current Cycle and the previous 3 Cycles. Rolling Period 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/Customers, their Personally-Sponsored Distributors/Customers, and so on.

UPLINE

Everybody above you 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.

ZIJA REWARDS PURCHASE

Each time you have a Zija Rewards Purchase—sometimes referred to as a recurring order—you will receive Loyalty 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.

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

Appendix

FAST START COMMISSIONS

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, will count toward FSC; however, all Volume counts toward Rank qualifications.
4. Loyalty Points cannot be earned on orders that pay FSC.

GET QUALIFIED BONUS

1. This program is open to all Active Zija Independent Distributors, excluding Zija Korea and China Members.
2. Enrolled pairs can be at different PV levels.
4. Pairs must be enrolled in the same Cycle of the same Period.
5. If you are currently flagged for Double FSC, you are deemed ineligible for the Get Qualified Bonus.
6. This promotion and all of its rules, regulations, and benefits are subject to change at any time at Zija International's sole discretion.

**Zija Rewards Purchase (recurring order) requirement excludes Colombia, South Africa, Cameroon, Mexico, Philippines, and Thailand.

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.

1. The Team Commissions Overdrive Promotion begins October 28, 2017, and ends December 31, 2018.
2. Zija Members must be Active and maintain an activity level of 150 PV in order to qualify for the Team Commissions Bonus Active 75 Markets.
3. Zija Members must be Active and maintain an activity level of 75 PV in order to qualify for the Team Commissions Bonus Active 40Markets .
4. Earning limits per Rank apply.
5. Rules and qualifications are subject to change at any time at Zija International's sole discretion.

CUSTOMER RETENTION BONUS

1. Only Volume from Personally Sponsored Customers will count toward the bonus period.
2. Only reoccurring orders (non-initial) orders will count toward your volume total for the bonus period.
3. There is no limit to the amount of Volume that will count from each of your personally sponsored Customers for the bonus period.
4. The Zija Rewards Purchase credit will be applied to your Zija Rewards Purchase template that is on file, for the Period following the Zija Rewards Purchase.
5. If a cash bonus is earned, it will be paid out with your Cycle 4 Commissions.
6. If a return or refund happens from a Customer, which was counting toward your Volume total, you will be charged the difference the following Period.

LEADERSHIP POOLS

Lifestyle Bonus

This Bonus is available in every country.

- Your Lifestyle Bonus will be calculated at the close of Cycle 4. The total Sponsor Tree Volume, Pay Rank, and Bonus earned will all be calculated at the close of Cycle.
- This bonus is based on results achieved during a full Period (Cycle 1 through Cycle 4)
- You must hit the Pay Rank of Gold at least twice and have 15,000 in Sponsor Tree Volume to meet minimum requirements to earn the bonus.
- A Distributor must be Active and Qualified in order to earn this bonus.
- A Distributor must be in good standing in order to receive this bonus.
- Your bonus is a relative percentage between your Sponsor Tree Volume and the Pay Rank you have achieved in the Period.
- The maximum earnings will be capped at what is relative to the highest Pay Rank that you have achieved for that Period.

Emerald Pool

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

The Emerald Pool 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.

Appendix

Emerald Pool 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 the Leadership Pools.

Leadership Pools are paid weekly and are 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 Leadership Pool.

*Weekly Commissions from Emerald Pool cannot exceed the Volume from your Lesser Volume Leg.

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 Leadership Pools are subject to individual leg point caps and total payout caps.

RANKS & EARNING POTENTIAL PER CYCLE

RANKS	POTENTIAL CAP
Builder	\$250
Builder 500	\$500
Builder 1000	\$750
Bronze	\$750
Silver	\$1,000
Gold	\$1,500
White Gold	\$1,750
Platinum	\$2,000
Emerald	\$3,000
Diamond	\$5,000
Double Diamond	\$6,000
Triple Diamond	\$8,000
Black Diamond	\$9,000
Double Black Diamond	\$9,000
Triple Black Diamond	\$9,000
Diamond Elite	\$10,000
Double Diamond Elite	\$10,000
Triple Diamond Elite	\$10,000
Imperial Diamond	\$10,000
Double Imperial Diamond	\$10,000
Triple Imperial Diamond	\$10,000
Crowne Diamond Elite	\$10,000
Double Crowne Diamond Elite	\$10,000
Triple Crowne Diamond Elite	\$10,000

