

# COMPENSATION PLAN

## Weekly Bonuses

- **Builders Bonus**

A Builders Bonus of **\$125** is triggered\* throughout the week when you sign up a Consultant with a (\$499.95) Builders Pak.

- Example: If you enroll 4 Personally Sponsored Consultants who purchase the Builders Pak, you will receive a total of **\$500** in Builders Bonuses.



*\*If you did not purchase a Builders Pak or did not generate \$500 in Personal Qualifying Revenue, you will receive **\$75** when you sign up a Consultant with a (\$499.95) Builders Pak.*

A Builders Bonus of **\$50** is triggered\* throughout the week when you sign up a Consultant with a (\$199.95) Quick Start Pak.

*\*If you did not purchase a Builders Pak or did not generate \$500 in Personal Qualifying Revenue, you will receive **\$30** when you sign up a Consultant with a (\$199.95) Quick Start Pak.*

Once a Consultant reaches \*\$500 in Qualifying Revenue for a month, they will permanently be qualified for all Builders Bonuses, 25% personal commissions on Zeal and HealthPlus customers and eligibility to participate in the Global Bonus Pool from then on.

*\* The \$500 Personal Qualifying Revenue Computation will include all Qualifying Revenue in a month from personal sales and from Wellness Pak Qualifying Revenue from first level Consultants. See Qualifying Revenue Table.*

Only new Builders Pak and Quick Start Pak sales after the qualified date will count for the \$125 and \$50 Builders Bonus.

**Each Sunday at 11:59pm (CT) that week is “closed”. All bonuses are calculated and paid one week later based on active business.**

## **Monthly Bonuses and Commissions**

### • **Global Bonus Pool –**

For every new \$499.95 Builders Pak sold in a month, **\$125 goes into the Global Bonus Pool for that month.** For every \$199.95 Quick Start Pak sold in a month, **\$40 goes into the GBP for that month.**

In order to be eligible to compete in the Bonus Pool every month, the consultant must have;

- Purchased a Builders Pak, Quick Start Pak or Have \*\$500 in Personal Qualifying Revenue and;
- Maintain 5 customer points.

A Consultant earns **1 share in the Bonus Pool for every 4 new Builders Paks, 10 Quick Start Paks or a combination of both that equals \$2,000 in revenue sold in their first 3 levels in that month.** A Consultant can earn \*\*multiple shares.



**New Consultants** who purchase a Builders Pak or Quick Start Pak will be given **30 days** from their start date to earn a share with new Builders Pak sales and new Quick Start Pak sales in their first 3 levels.

- For example, if a new consultant comes in on the 20<sup>th</sup> of the month at \$499.95 and sells their 4th Builders Pak on the 10<sup>th</sup> of the following month, that consultant will qualify for the Global Bonus Pool in the month that they sold their 4<sup>th</sup> Builders Pak.

The Global Bonus Pool will be divided by the total number of shares earned that month and paid out in the following monthly check. There is a **minimum of \$200 payout per share.**

Once a Consultant reaches \$500 in Qualifying Revenue for a month, they will permanently be qualified for eligibility to participate in the Global Bonus Pool from then on.

*\*Consultants who meet the \$500 Qualifying Revenue requirement will be eligible after they meet that Qualification. Only new Quick Start Pak and Builders Pak sales **after the eligible date** will count toward a share of the Global Bonus Pool. The \$500 Personal Qualifying Revenue Computation will include all Qualifying Revenue in a month from personal sales and from Wellness Pak Qualifying Revenue from first level Consultants. See Qualifying Revenue Table.*

*\*\*Shares will be in multiples of \$2,000 in revenue. If a consultant has 5 Builders Paks sold in their first 3 levels in that month (\$2,500 in revenue), only 4 or \$2,000 in revenue will count toward a share. The extra paks sold will not count toward the following month's bonus pool. Shares cannot be counted twice.*

### • **Executive Consultant Bonus Pool –**

For every new \$499.95 Builders Pak sold in a month, **\$25 goes into the Executive Consultant Bonus Pool that month.** For every \$199.95 Quick Start Pak sold in a month, **\$10 goes into the Executive Consultant Bonus Pool that month.** Any Executive Consultant who earned a share in the Global Bonus Pool for the month, will also earn a share in the Executive Consultant Bonus Pool.

• **Personal MRI\***

You can earn up to **25% Personal** Monthly Recurring Income on Zeal and HealthPlus sales;

- If you purchased the \$499.95 Builders Pak or generated \$500 in Personal Qualifying Revenue, you will be qualified to make **25% Personal Commission.**
  - If you **did not** purchase the \$499.95 Builders Pak or did not generate \$500 in Personal Qualifying Revenue, you will be qualified to make **15% Personal Commission.**
- **Example:** If you enroll 5 personal Preferred Canister Customers (\$59.95) with a **25% Personal MRI**, your total Personal Monthly commission will be **\$75.**



(\*Personal commissions on the Wellness Pak are listed in the chart below.)

• **Overrides\***

Once you obtain the **Managing Consultant** leadership position, you can earn **5 %** Monthly Recurring Income on Overrides from the active Zeal customers enrolled by the Consultants in your organization as well as his/her recurring Consultant fees to 2 levels, **4 levels** as a **Senior Consultant** and up to **6 levels** with **10% commissions** on your **5<sup>th</sup>** and **6<sup>th</sup>** level as an **Executive Consultant.**

Managing Consultant		Senior Consultant		Executive Consultant	
Level 1	5%	Level 1	5%	Level 1	5%
Level 2	5%	Level 2	5%	Level 2	5%
		Level 3	5%	Level 3	5%
		Level 4	5%	Level 4	5%
				Level 5	10%
				Level 6	10%

(\*Overrides on the Wellness Pak and HealthPlus are listed in the charts below.)

• **Unlimited Income\***

Once you obtain the **Senior Consultant** leadership position, you will receive 5% on overrides 4 levels deep and you will also receive **2 % Unlimited MRI** on the sale of active Zeal customers enrolled by the Consultants in your leadership organization to potentially unlimited levels.

- Example: 1.) If you have a Consultant on levels 1-4, you will receive 5% override commissions on active Zeal customers. You will also receive **2%** on the sale of active Zeal customers enrolled by that Consultant as long as you are the upline SC at the time the customer is enrolled.
- Example: 2.) If you have a Consultant that is on your 7<sup>th</sup> level, you will receive **2%** on the sale of active Zeal customers enrolled by that Consultant as long as you are the upline SC at the time the customer is enrolled.

Senior Consultant	
Override 4 Levels	Unlimited Levels
Level 1	5%
Level 2	5%
Level 3	5%
Level 4	5% + 2%
Level 5	
Level 6	
Level 7	
Level 8	

Once you obtain the **Executive Consultant** leadership position, you will earn 5% on levels 1-4 and 10% on levels 5 and 6. You will also earn an additional **2 % Unlimited MRI** on the sale of active Zeal customers enrolled by the Consultants in your EC leadership organization to potentially unlimited levels.

- Example: If you have a Consultant on your 6<sup>th</sup> level, you will receive 10% override commissions on active Zeal customers enrolled by that Consultant. You will also receive **2%** on the sale of active Zeal customers enrolled by that Consultant as long as you are the upline SC at the time the customer is enrolled and an additional **2%** if you are the upline EC at the time the customer is enrolled.

Executive Consultant		
Override 6 Levels	SC Unlimited Levels	EC Unlimited Levels
Level 1	5%	
Level 2	5%	
Level 3	5%	
Level 4	5% + 2%	+ 2%
Level 5	10%	
Level 6	10%	
Level 7		
Level 8		

(\*Unlimited commissions on the Wellness Pak and HealthPlus are listed in the charts below.)

• **Executive Bonus MRI\***

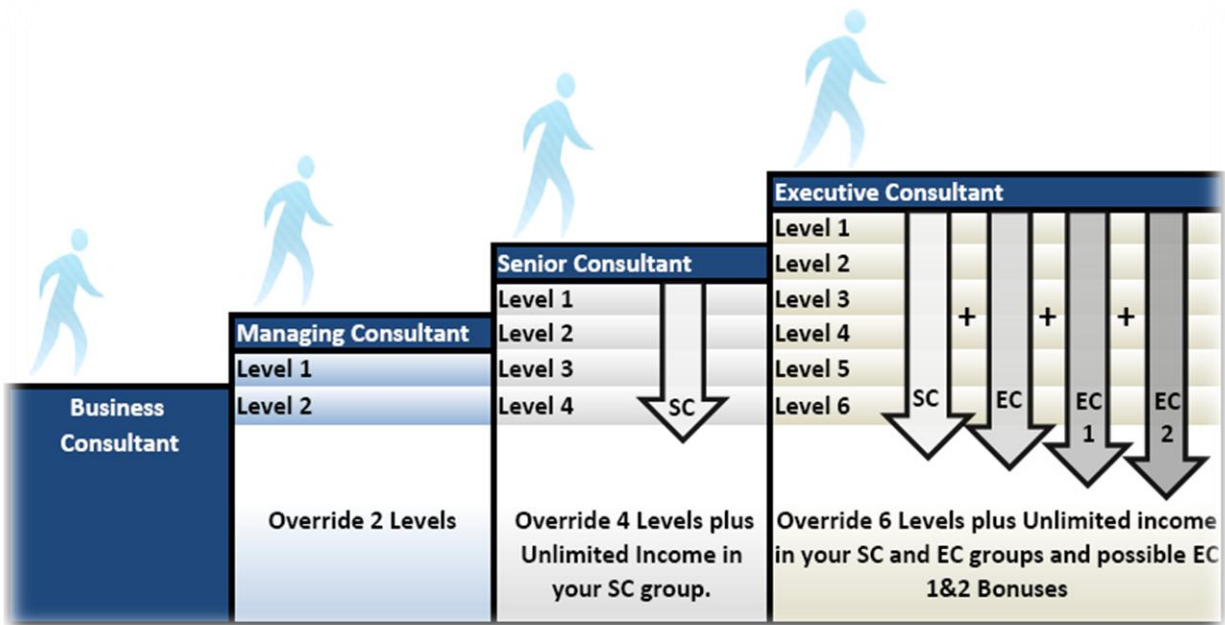
**Bonus #1** - As an Executive Consultant, you may earn a **1% Unlimited MRI** on active Zeal customers past your first downline EC down to the second EC by having 2 Executive Consultants in your first 6 levels in separate legs.

Example: As an Executive Consultant, if you have two EC's in two different legs, you will make 1% Unlimited commissions on active Zeal customers in your Executive Consultant's organization down to the next Executive Consultant.



**Bonus #2** - As an Executive Consultant, you may earn a **1% Unlimited MRI** on active Zeal customers past your second downline EC down to the third EC by having 3 Executive Consultants in your first 6 levels in 3 separate legs.

Example: As an Executive Consultant, if you have three EC's in three different legs, you will make 1% Unlimited commissions on active Zeal customers in your Executive Consultant's organization down to the next Executive Consultant.



(\*Executive Bonus 1 & 2 commissions on the Wellness Pak and HealthPlus are listed in the charts below.)









## Team Bonuses

- **\$10,000 Team Bonus**

Acquire and maintain **400\* total Team Bonus Points** in your whole organization on any level for 65 days, and you will receive a Team Bonus of **\$10,000**. A Consultant can qualify for the \$10,000 Team Bonus as many times as they want!

Team Bonus Points Breakdown;

- 2 Points for every **\*\*New Wellness Pak** (this includes Builders Paks and Quick Start Paks) and;
- 1 Point for every **\*\*New Preferred Customer** (includes Family Paks, Bottles and Canisters)

Once you acquire 400 points you will then be placed in a “65 Day Qualifying Period”. During the 65 day qualifying period there will be a 30, 60 and 65 day snapshot in which you must maintain a minimum of 400 total points at each snapshot in order to receive the \$10,000 Team Bonus. These do not have to be the same 400 points that you entered the Qualifying Period with.

- For example: You have 400 total points and go into the “65 Day Qualifying Period”. You then drop down to 375 points but you pick up 25 new points by the 30 day snapshot and stay at 400 points for the 60<sup>th</sup> Day and 65<sup>th</sup> Day, you will receive the \$10,000 Team Bonus.

If you drop below 400 total points at the 30, 60 or 65 day snapshot, you will restart your “65 Day Qualifying Period” when your points are back up to 400.

*\*No more than 50% of your 400 points can come from one leg in your downline.*

*\*\* All Wellness Paks and Preferred Customers must be NEW Business as of **June 15, 2011**. Upgrades to the Wellness Pak do not count.*

- **1 Million Dollar Team Bonus**

When you acquire 10,000\* New Wellness Paks (this includes Builders Paks and Quick Start Paks) on your team (any level in your entire organization) you will have already received over \$500,000 in \$10,000 Team Bonuses and will now be eligible to receive another \$500,000 in the \$1,000,000 Team Bonus. All 10,000 Wellness Paks must be active in order to receive the Team Bonus. Preferred Customers do not count toward the \$1,000,000 Team Bonus.

You will earn \$10,000 bonuses along the way as described above, then the remaining amount will be paid out (once you hit 10,000 Wellness Paks) in increments of \$100K per month for 5 months (as long as you remain qualified). If you miss a month in which you drop below 10,000 Wellness Paks (over the 5 month payout) you will not get paid, but can qualify next month. You cannot get paid for the month you missed.

*\*No more than 50% of your 10,000 Wellness Paks can come from one leg in your downline.*

*\*\* All Wellness Paks must be NEW Business as of **June 15, 2011***

## **Zurvita Leadership Car Program**

We want you to arrive in style with the Zurvita **Mercedes** Car Program.

As you build your Zurvita business, in addition to all the great opportunities to earn income, you can be driving one of the highest quality automobiles built today.



Below are the financial targets Zurvita leaders should obtain to qualify to participate in the Auto Program generating the following allowances:

- \$2,000 a month in residual will pay you up to \$400 car allowance for a black Mercedes
- \$4,000 a month in residual will pay you up to \$600 car allowance for a black Mercedes
- \$8,000 a month in residual will pay you up to \$1,200 car allowance for a black Mercedes
- \$16,000 a month in residual will pay you up to \$2,400 car allowance for a black Mercedes

These are all allowances to be paid for a purchase or a lease of a black Mercedes. The payment will be for the contract term. This will count for new and used. A used car must be 3 years old or newer at the time of purchase.

If your monthly residual income drops below the minimum of \$2,000, the allowance of up to \$400 will not be paid. There is no grace on the auto program.

The allowance is for the monthly payment amount of the car up to the allowance amount.

- For example, your monthly residual income is \$4,000 and your car payment per month is \$525. Your car allowance will be \$525 for each month your residual stays at or above \$4,000.

## **Monthly Recurring Income**

You can build Monthly Recurring Income (MRI) by selling Zurvita products and services and ensuring they remain in an active status, as well as from the sale of Zurvita products and memberships to the customers enrolled by the Independent Consultants in your leadership organizations down to potentially unlimited levels.

MRI and Bonus Pools will be paid on the **15th of the month** following the month payment is received by Zurvita. In order to receive MRI on your personal and group sales you must be an active Consultant and must have the minimum number of personal and organizational active points according to your Leadership Position (see ***Leadership Positions and Promotion Requirements*** section for additional information).

## **Monthly Grace**

To receive Monthly Recurring Income (MRI) you must meet the requirements and qualify every month for the leadership position you hold with Zurvita. If you do not qualify at the end of a given month, you will be placed in a Grace Period which will apply for that month. During the Grace Period, you will receive the Monthly Recurring Income (MRI) for that month as if you had qualified.

The monthly Qualification Date is 11:59 pm (CT) on the last day of the month. You must have the required number of Active Customer Points (ACP) and 6 Level ACP (*for SC & EC positions*) for your Leadership Position on the Qualification Date, or the Grace Period will apply that month. You will not be able to use Grace Periods on subsequent months (you will be deemed to be in “expired grace”) and will only be paid according to the Leadership Position you are fully qualified for (i.e. if you are a Executive Consultant and don’t have enough ACP but DO have enough to qualify as a Senior Consultant then you will be paid as an Senior Consultant). In other words, you are allowed only one consecutive Grace Period and must have the required number of active Zurvita ACP on the next Qualification Date to again be eligible.

## **Chargebacks**

When a Consultant receives an “advanced” commission on any Zurvita product or Bonus, they are subject to a chargeback of any “unearned” commissions if the membership receives a refund. Chargebacks will be deducted from any future commission checks until chargebacks are relieved.

Bonuses received by Zurvita Consultants are subject to a 100% chargeback due to fraudulent business or unethical activity.

## **Cancellation**

**Any Independent Consultant may cancel in writing (via fax or U.S. Mail) within 3 days of the date of enrollment or the date the Independent Consultant Application and Agreement is received at Zurvita and will receive a full refund.**

**Qualifying Revenue Table**

<b>QUALIFYING REVENUE TABLE</b>		
<b>Product</b>	<b>Price</b>	<b>Qualifying Revenue</b>
<b><u>Zeal Family Pak</u></b>		
Retail	\$269.95	<b>\$220.00</b>
Preferred Customer 25% Personal Commission	\$219.95	<b>\$220.00</b>
Preferred Customer 15% discount	\$186.95	<b>\$220.00</b>
Preferred Customer 25% discount	\$164.95	<b>\$220.00</b>
<b><u>Quick Start Pak</u></b>		
Quick Start Pak	\$199.95	<b>\$200.00</b>
<b><u>Zeal Single Canister</u></b>		
Retail	\$69.95	<b>\$60.00</b>
Preferred Customer 25% Personal Commission	\$59.95	<b>\$60.00</b>
Preferred Customer 15% discount	\$50.95	<b>\$60.00</b>
Preferred Customer 25% discount	\$44.95	<b>\$60.00</b>
<b><u>Zeal Case of 24 Single Serving Bottles</u></b>		
Retail	\$99.95	<b>\$85.00</b>
Preferred Customer 25% Personal Commission	\$84.95	<b>\$85.00</b>
Preferred Customer 15% discount	\$72.20	<b>\$85.00</b>
Preferred Customer 25% discount	\$63.70	<b>\$85.00</b>
<b><u>Zeal Wellness Pak</u></b>		
Wellness Pak (From your 1st level Consultants only)	\$69.95	<b>\$70.00</b>
<b><u>Zurvita HealthPlus</u></b>		
HealthPlus	\$29.95	<b>\$30.00</b>

- The \$500 Personal Qualifying Revenue Computation will include all Qualifying Revenue in a month from personal sales and from Wellness Pak Qualifying Revenue from first level Consultants.

## Leadership Positions and Promotion Requirements

There are three leadership positions with Zurvita:

		<b>Executive Consultant</b>
	<b>Senior Consultant</b>	<ul style="list-style-type: none"> <li>• Be an Active SC</li> </ul>
<b>Managing Consultant</b>	<ul style="list-style-type: none"> <li>• Be an Active MC</li> </ul>	<ul style="list-style-type: none"> <li>• 21 Active Customer Points</li> </ul>
<ul style="list-style-type: none"> <li>• 3 Frontline Consultants</li> </ul>	<ul style="list-style-type: none"> <li>• 3 Managing Consultants in 3 Different Legs</li> </ul>	<ul style="list-style-type: none"> <li>• 3 Senior Consultants in 3 Different Legs</li> </ul>
<ul style="list-style-type: none"> <li>• 7 Active Customer Points</li> </ul>	<ul style="list-style-type: none"> <li>• 14 Active Customer Points</li> </ul>	<ul style="list-style-type: none"> <li>• 500 Active Total Points in First 6 Levels of Your Organization</li> </ul>
	<ul style="list-style-type: none"> <li>• 80 Active Total Points in Your Organization</li> </ul>	<ul style="list-style-type: none"> <li>• 100 Consultants in Your Organization With 3 Active Total Points</li> </ul>

### Managing Consultant (MC)\*

- Have 3 personally sponsored (active frontline) ICs
- Have 7 personal active customer points\*\*

### Senior Consultant (SC)\*

- Be an active Managing Consultant
- Have 3 Managing Consultants in your organization. These down-line Managing Consultants do not have to be personally sponsored, but they do need to be in 3 separate legs.
- Have 14 personal active customer points\*\*
- Have 80 active total points or more in your first six levels of your organization (your personal active points will be counted towards this)

### Executive Consultant (EC)\*

- Be an active Senior Consultant
- Have 3 Senior Consultants in your organization. These down-line Senior Consultants do not have to be personally sponsored, but they do need to be in 3 separate legs.
- Have 21 personal active customer points\*\*
- To PROMOTE to Executive Consultant, you must have 100 ICs in your Organization with 3 active total points at time of promotion.
- Have 500 active total points or more in your first six levels of your organization (your personal active points will be counted towards this)

\* You must meet these requirements in order to be qualified for bonuses and commissions at this level.

\*\* Enrollment in the Wellness Pak counts as 6 ACP.

There are three different ways you can join Zurvita:

### **Builders Pak - \$499.95 (Managing Consultant)**

By choosing to purchase the Builders Pak, in addition to numerous benefits, you will receive a:

- **Professional Welcome Kit**
- **Builders Pak** which includes (5) Canisters of Zeal and (3) cases of 24 Single Serving Bottles
- **1st month free for the \*Wellness Pak**
- **Receive 25% on all Zeal and Health Plus commissions**
- Be eligible to participate in the **Global Bonus Pool**.
- Company training, full back office support & down-line organization and commission reports in the form of a personalized **Z-Center** platform.
- Start out as a Managing Consultant (MC), which gives you the opportunity to make commissions on your **\*\*first two levels**.

### **Quick Start Pak - \$199.95 (Business Consultant)**

By choosing to purchase the middle package, you will receive a:

- **Professional Welcome Kit**
- (1) 30-day Canister of Zeal and (2) cases of 24 Single Serving Bottles
- **1st month free for the \*Wellness Pak**
- **Receive 15% on all Zeal and Health Plus commissions**
- Be eligible to participate in the **Global Bonus Pool**.
- Company training, full back office support & down-line organization and commission reports in the form of a personalized **Z-Center** platform.

### **Wellness Pak - \$69.95 (Business Consultant)**

By choosing to purchase the \*Wellness Pak, you will receive a:

- Single Canister of Zeal (30 days supply)
- Company training, full back office support & down-line organization and commission reports in the form of a personalized **Z-Center** platform.
- **Receive 15% on all Zeal and Health Plus commissions**

\* There is a monthly recurring fee for the **Wellness Pak of \$69.95**, (plus any applicable sales tax or shipping & handling charge).

\*\*You will have up to the close of the second residual month to have your qualified 7 active total points to continue being paid on your first two levels.

Business Consultants can promote to Managing Consultants by meeting the Managing Consultant qualifications (see **Leadership Positions and Promotion Requirements** section for additional information).

Your personalized Z-Center is a full-featured online business Management Suite designed to help you build and manage your Zurvita business. You can monitor and manage your business from anywhere in the world and even customize the system to notify you of activity in your business. The Z-Center is a powerful tool that is an integral part of becoming a Zurvita Consultant.