



CAREER PATH COMPENSATION PLAN

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Welcome To Freedom!

There are many forms of freedom, but to me, when it comes down to it, freedom means no fear. It is my duty as the CEO of Zilis to provide you with the tools and skills necessary to achieve your own definition of freedom! Our goal from the start was to create a platform that would meet every Ambassador's needs and alleviate hurdles that exist in the direct selling industry.

With decades of experience as an independent distributor, I know firsthand the hard work and dedication it takes to be successful in the Direct Sales industry. In fact, my own personal experience was the main inspiration behind the design of our Career Path Compensation Plan. Our plan clears a path for you and offers a unique model that combines unlimited financial potential, stable residual income, and full-blown benefits in one powerful opportunity.

We are also committed to paying it forward through our relationship with Vitamin Angels. Imagine the satisfaction of knowing you're building a business to provide for your own family while simultaneously touching the lives of children across the world through our nutrition program. This is the power of Zilis.

The road to freedom begins here. It is my wish that your journey be filled with prosperity, success and fulfillment.

Steven Thompson

Founder and CEO





PAY IT FORWARD.

No three words invoke more feelings of possibility. We invite you on the journey.

The Zilis Career Path

The success of our Ambassadors is our priority, and we have built our entire company around this philosophy. This reflects strongly in our uniquely designed Career Path. We offer a true 360° compensation plan with seven ways to get paid by building a loyal customer base. By combining the most powerful direct sales structures into one plan, we have created a strong recipe for our Ambassadors to achieve success. This seamless, unlimited plan recognizes our Ambassadors as true partners in the business and gives them the potential to build a global business as the company expands into new international markets.

Pay It Forward

Our Ambassadors know that each order not only generates tremendous financial potential, but also helps change lives through the Pay It Forward Nutrition Program. For every dollar of business volume, Zilis provides a daily supply of complete life-saving nutrition to a child in need. Partnering with Vitamin Angels, Zilis pledged to reach one million children a day. By the fall of 2018, our partnership has reached more than 2.5 million women and babies in need, which is a positive impact of 500% in just one year! By working together, Ambassadors, Vitamin Angels, and Zilis can eliminate malnutrition. It all happens when our Ambassadors Pay It Forward.

No Compromise

Never sacrifice integrity for growth. This “no compromise” philosophy applies to our amazing products and our entire way of doing business. Zilis is committed to the long-term, so we take best practices seriously. That’s why your career path is based on a foundation of loyal retail customers. Building a strong customer base who value the benefits of UltraCell Full Spectrum Hemp CBD oil is the key to your success.

The Future

Zilis is passionate about hemp-derived CBD for many reasons. Each day, we receive reports from our customers across the nation telling us how much UltraCell® has changed their lives. With a projected growth of over 700% by 2020, the hemp industry proves to be a game-changer for all.

We are passionate about the potential the hemp industry has to greatly impact the American economy. Zilis is building relationships with federal and state lawmakers to embolden the hemp industry, adding muscle to farming in America, and creating jobs in the process.

Glossary

Active Customer – A Zilis customer who has placed an online order for at least one BV associated product in the current calendar month.

Autoship – An order that is pre-selected and scheduled for a date each month.

Autoship PV – The collective volume from an Ambassador's own and their customers autoship profiles.

Binary Team/Tree – A dynamic two-team structure that pays on volume within "left" and "right" legs through infinite levels. Also known as the dual team.

Business Volume (BV) – The value placed on all product sales for qualification and commission purposes.

Customer – An individual who purchases Zilis products through a Zilis Ambassador. Customers may purchase directly or through an Ambassador's replicated website.

Generation – The description of placement within the sponsorship tree.

Independent Ambassador – An entrepreneur who chooses to enroll with one of several enrollment options. Ambassadors earn commission by referring and gathering Zilis customers and overriding the sales of their organization.

Leadership Teams – Used for purposes of infinity bonuses and other specifically designated portions of the compensation plan. Also referred to as coding groups.

Levels – The description of placement within the binary tree.

Other PV – Personal volume that is not derived from an autoship order.

Percentage Rule – The maximum amount of volume that can be applied toward rank from an Ambassador's personal sales or any one sponsor tree's sales.

Personal Volume (PV / PBV) – The collective sales volume from your own and your customers' orders for purposes of commissions.

Preferred Customer – A customer that is given special pricing after the first month and as a convenience continues to receive their favorite product(s) monthly. Preferred Customers receive special pricing beginning with their second order.

Rank – Denotes qualification achievement within the compensation plan. Rank is used to calculate compensation, rewards qualification and recognition of productivity.

Sponsor – The person who introduced a new customer or Ambassador to Zilis.

Sponsor Team/Tree – The team whose enrollment is directly linked back to one of your personally sponsored. Does not include Ambassadors placed below you in the binary.

Sponsor Tree Volume (STV) – Volume generated by your sponsor team/tree.

Strong/Lesser Side Volume (SSV/LSV) – A description of the two binary legs to denote which legs are producing greater or lesser volume during a qualification period.

Stored Volume – Binary volume that remains on the strong side after binary commissions are calculated. Qualify to store up to one million BV on your strong side.

Weekly Cap – The maximum amount of binary team commissions an Ambassador can earn each week.

ZilisCloud – An online Ambassador business management tool.

Compensation Plan

Retail Profit – Retail customers are the foundation of your business. Zilis is proud to offer the most lucrative retail commission structure in the industry. Earn on all product orders by your personal customers.

Fast Start Bonus – Earned for helping your personally sponsored Ambassadors buy and sell Zilis products.

Binary Team Builder – This dynamic structure allows you to earn on the first order volume generated in your left and right binary legs through unlimited levels.

Infinity Bonuses – The hallmark of the Zilis Career Path. Infinity bonuses are paid multiple ways on the product volume sold in your leadership teams.

Generational Bonus – The core of your long-term residual income. Qualify to earn percentages of the total residual volume up to six generations in depth.

SEVEN WAYS TO EARN BY BUILDING A LOYAL CUSTOMER BASE

Benefits – Earn monthly benefits that rival any corporate career. Benefits include the Blessing, Jeep, Motor Coach, and Healthcare bonuses.

Global Bonus Pool – Designed to help you profit from the success of the entire company. Two percent of total generational volume is shared among our Regional Ambassador's and above.



Choosing Your Enrollment & Autoship

The first step in the enrollment process is choosing your pack. Zilis offers multiple enrollment options to meet every budget and goal. You should begin by asking two important questions. First, which products do I want for my own personal use? Second, which products do I want to sell, show and demonstrate to prospective customers and Ambassadors? Your goals will help you determine which enrollment pack is the best choice. In addition to selecting an initial order, each Ambassador should consider the products you want to have on autoship. While not required, autoship provides tremendous benefits.

The most important component of autoship is ensuring you have the products you need to sample, sell, show and demonstrate. It is important to note that purchasing products is never required for an Ambassador to qualify for compensation. As always, Zilis contributes nutrition to children in need with every sale, including an Ambassador's autoship.



Your Future as an Independent Ambassador

Your journey to a brighter and more fulfilling future begins with a single step. Become a Zilis Independent Ambassador today.

BECOMING AN AMBASSADOR

New Ambassadors can choose from a variety of options to join Zilis. To simplify the enrollment process, we have created three optional product packs. Tremendous savings are available with a Silver or Gold pack. The only requirement to participate is the purchase of a \$99 Ambassador Membership kit, which gives you all the necessary tools to build your Zilis business.



BASIC ENROLLMENT \$99

- **Virtual Starter Kit**
- **Personalized Website**
- **E-Commerce Platform**
- **Cloud Back Office**
- **Ambassador Support**
- **Year-End 1099 Preparation**
- **And much more...**

Special Accelerated Bonus Options

By choosing a promotional starter pack, you receive many additional benefits. Each starter pack has multiple options depending upon the type of products you choose to receive.

Starter Pack	Ambassador Price	Fast Start	BV	Lesser Leg	Weekly Cap	Infinity Match
Bronze	\$199	\$20	60	10%	\$250	10%
Silver	\$599	\$60	240	15%	\$1,000	10%
Gold	\$1,299	\$130	600	20%	\$2,500	20%

Upgrading

You may upgrade to a higher pack anytime. Simply pay the difference and receive the additional products. Visit the upgrade section of the orders page in your Zilis Cloud to upgrade.

Upgrade Pack	Your Price	Fast Start	BV	Lesser Leg	Weekly Cap	Infinity Match
Bronze to Silver	\$400	\$40	180	15%	\$1,000	10%
Bronze to Gold	\$1,100	\$110	540	20%	\$2,500	20%
Silver to Gold	\$700	\$70	360	20%	\$2,500	20%

ADDITIONAL DETAILS:

1. To receive accelerated binary payouts, you must have 100 autoshop PV or 150 other PV from your own and your retail customer's orders each month.
2. Regular infinity matching guidelines and qualifications apply.
3. When an upgrade occurs, additional BV, fast start and IFS bonuses are paid to the Sponsor and appropriate upline.
4. Zilis reserves the right to value products in each pack based upon MSRP.
5. Ambassadors may upgrade from one pack to another at any time.

The Zilis Cloud

Zilis has invested in our proprietary Cloud technology to offer Ambassadors the most efficient business system in the industry. We offer Ambassadors two choices for their Cloud business management system.

The basic Cloud provides Ambassadors with standard access and features. This platform is designed primarily for those that want to focus on enrolling customers. It is generally not designed for team builders. This system is free to all active Ambassadors.

The Pro Cloud gives Ambassadors full access to our system and is designed for those who want to build a large organization of other Ambassadors. This sophisticated and advanced back office system uses cutting-edge technology to provide Ambassadors with analytics, marketing tools and other features to assist in growing and managing their Zilis business.



To assist our Ambassadors in minimizing costs wherever possible, we waive the annual renewal fee for active Pro Cloud users.

ZILIS IS PROUD TO OFFER THE PRO CLOUD SERVICE FOR ONLY \$29 PER MONTH.

Immediate Income

Retail Profit - PAID WEEKLY

All orders generated by your personally enrolled customers pay generous retail commissions up to 100%. Customers can choose to pay the regular retail price with one-time orders or receive discounted pricing by becoming a Preferred Customer and receiving an average of 50% savings off the retail price. All it takes to become a Preferred Customer is to have at least one commissionable product on autoship. Zilis products are consumable, so autoship offers a convenient way for customers to ensure they always have on hand the Zilis products they need.

QUALIFICATION: You must be an Ambassador in good standing during the period in which the customer purchase occurs.



Fast Start Bonus - PAID WEEKLY

Earn a lucrative Fast Start Bonus (FSB) when you personally enroll a new Ambassador with an optional product pack. FSBs are a tremendous opportunity to earn while training your organization to establish a solid product foundation on which to grow.

FAST START BONUS	
Pack	Enroller Paid
Bronze	\$20
Silver	\$60
Gold	\$130

QUALIFICATION: Sponsor must be an active Ambassador within the period in which the new enrollment occurs. Active is defined as having 50 Autoship PV or 75 non-Autoship PV in the current or previous monthly period from your own and your retail customer's orders. Fast start bonuses will be forfeited if this requirement is not met.

Zilis products are consumable, so autoship offers a convenient way for customers to ensure they always have the Zilis products they need on hand.

Team Building

Binary Team Builder - PAID WEEKLY

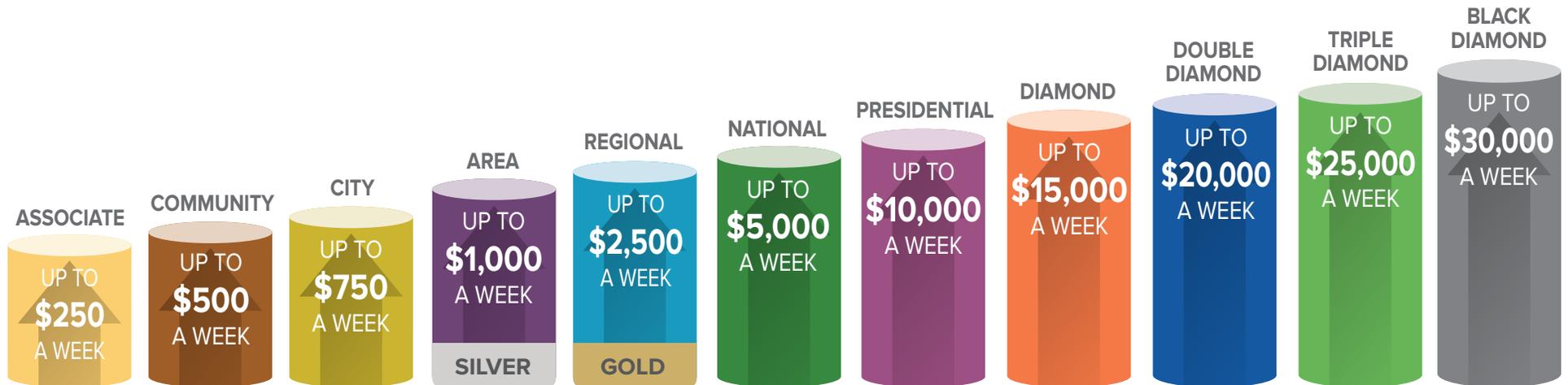
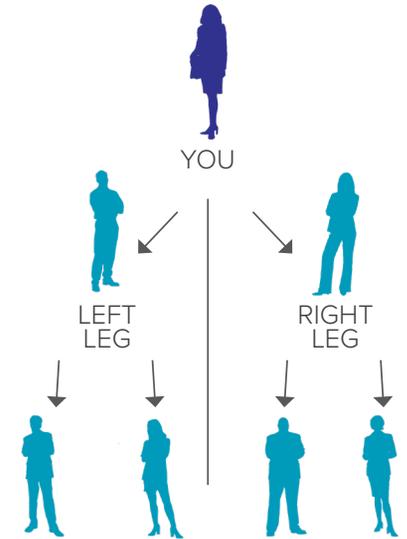
This dynamic structure pays you up to \$30,000 a week, based on rank, for generating product sales to infinite generations. Every Ambassador has a placement tree with two sides, a left leg and a right leg.

Ambassadors enjoy a generous payout of up to 20% of the lesser side volume (LSV) from your left and right legs each week. BV is generated anytime a new Ambassador enrollment pack or upgrade is generated within your left or right team. In addition, you may qualify to store and carry over additional unused BV from your more dominant leg (also known as your stronger leg). Stored volume is limited to a maximum of one million points as discussed on the following page. Either of your binary teams can be considered a stronger or lesser leg during any bonus period.

QUALIFICATION: Earning potential is determined primarily by rank. For accelerated binary commissions, you must have 100 Autoship PV or 150 other PV in the current or previous period from your own and your customer's orders.

BINARY TEAM BUILDER DETAILS

1. Only BV from new Ambassador enrollment packs or upgrades is paid in the binary.
2. A minimum of 300BV on each leg is required to generate a binary commission. When paid, an equal amount of BV is deducted from each leg.
3. Stored volume requirements apply. After any maximum weekly payout is met (per rank definitions) within a bonus period, any unused lesser leg volume will be reset to zero and will not carry over into the next bonus period.
4. All lesser leg BV must be sponsor tree volume. Any BV placed under an Ambassador's historically lesser leg by their upline is strictly prohibited. This is specifically designed to prevent manipulation of the Binary and does not apply to naturally fluctuating stronger/lesser legs.





Stored Volume

As outlined below, an active Ambassador may store and carry over up to one million BV in their strong leg.

Stored volume acts like rollover minutes on a cell phone plan. Even though the volume may have been generated months prior, if volume is stored, it may be used for commission purposes later. Maintaining stored volume gives Ambassadors the ultimate flexibility. Volume requirements for storing volume may come from an Ambassador's personal or customer orders.

Monthly Personal Volume Requirements to Store

Autoship PV	100 BV
Non-Autoship PV (internet or customer order)	150 BV

Infinity Fast Start - PAID WEEKLY

Earn lucrative Infinity Fast Start Bonuses (IFS) as new Ambassadors enter your leadership organization(s) with an enrollment pack. It is essential that new Ambassadors have a reasonable amount of product to use, sell, show and demo to facilitate customer acquisition. This bonus rewards you for working in depth within your organization and creating product duplication and customer acquisition efforts by your team.

You are eligible for Infinity Fast Start bonuses on all directly coded Ambassadors who join your leadership teams. You are encouraged to continue personally enrolling, so it is possible to earn multiple Infinity Fast Start rank bonuses simultaneously.

The larger your leadership teams grow; the more infinity fast starts you can earn!

ADDITIONAL DETAILS

1. You must achieve the rank in question in the previous or current calendar month prior to the close of the weekly pay period in question to qualify for IFS earnings. If you are not qualified at the time the IFS bonus is run, the bonus will be forfeited and purged.
2. Ambassadors who rank advance immediately qualify for IFS earnings in the week in which they rank advance.
3. New enrollees must have total active autoship profile(s) of at least 50 PV during the weekly period in which they have enrolled for IFS bonuses to pay. This volume may be from an Ambassador's personal profile or from the enrolling Ambassador's personal customer(s). If this requirement is not met, IFS bonuses will be forfeited and purged.



	AREA	REGIONAL	NATIONAL	TOTAL
 BRONZE PACK	\$8	+\$7	+\$6	\$21
 SILVER PACK	\$35	+\$25	+\$15	\$75
 GOLD PACK	\$60	+\$50	+\$40	\$150

Long Term Residual

Generational Bonus - PAID MONTHLY

The foundation of your residual income is the Generational Bonus (GB). When you build a solid Ambassador and Customer base, you're creating a pipeline of monthly residual income for your family. Qualify to earn each month on all product volume generated up to six generations of your organization. The best part is that your own rank, not those of your downline organization, determines the number of generations you qualify to earn on.

GENERATIONAL BONUS DETAILS

1. GBs are paid on all sponsor tree volume excluding join packs.
2. Percentages are calculated based upon the qualifying volume and the generation from which the volume originates.
3. Minimum qualifications are verified on the fifth day of each new month before GBs for the previous month are paid on the 15th. If you do not meet the required qualification for a particular generation at the time verification is run, the GB will be forfeited and purged.



Generation	Associate	Community	City	Area	Regional	National
1	5%	5%	5%	5%	5%	5%
2		5%	5%	5%	5%	5%
3			5%	5%	5%	5%
4				4%	4%	4%
5					3%	3%
6						2%

Infinity Residual Bonus - PAID MONTHLY

This component is one of the most exciting highlights in the Zilis compensation plan. Earn monthly bonuses of up to 9% on the total generational volume produced within your designated leadership teams each month. Infinity Residuals (IRBs) are paid on all sponsor tree volume, excluding Ambassador starter packs. The more product sold by your teams, the more you'll earn. Since the IRB is not capped and pays through unlimited generations, they are endless.



ADDITIONAL DETAILS

1. To earn, you must have achieved or re-qualify for the leadership level in question each calendar month.
2. Minimum requirements for the previous calendar month are verified on the fifth day of each new month. IRBs are calculated and paid for the previous month on the 15th.
3. If you are titled at a lifetime rank higher than your actual earned rank in the previous calendar month, IRBs for the unqualified rank will be forfeited and purged.

Infinity Matching Bonus - PAID MONTHLY

Qualify for lifetime Infinity Matching Bonuses (IMB) on all personally sponsored Ambassadors at equal leadership rank. The more you personally enroll and the more success you generate within your team, the higher matching you earn. All Ambassadors qualify for 10% Infinity Matching Bonus beginning at Area Ambassador. IMBs go up to 40% at Presidential.

Rank	IMB Match
Area	10%
Regional	20%
National	30%
Presidential	40%

SPECIAL ACCELERATED MATCHING OPPORTUNITY

Leap forward with a Gold pack. All new enrollees with a Gold pack receive 20% matching potential on all personally enrolled Ambassadors for life. This incentive encourages you to personally sponsor quality and quantity, all the while supporting them in becoming successful.

INFINITY MATCHING BONUS DETAILS

1. You must be qualified at the rank from which you desire to earn IMBs. If the sponsor is not qualified at the same level as their personally enrolled Ambassador, matching is adjusted to the include the IRB earned at the highest level the sponsor is currently qualified.
2. Due to the extreme payout potential of IMBs, Zilis requires the sponsor to earn equivalent rank as their personals within twelve months, If the sponsor does not qualify at the equivalent rank within these time frames matching bonuses for the individual Ambassador rank in question are permanently forfeited.
3. Matching bonus rights are non-transferable and non-sellable.

Our “**No Compromise**” philosophy applies to our entire way of doing business. Zilis is committed to the long-term and we take best practices seriously.



Benefits Package

Blessing Bonus - PAID MONTHLY

As a Zilis Ambassador, you're a part of a global program to give to children in need. But at Zilis, the giving doesn't stop there. We are dedicated to giving back to our communities in more ways than one. Our Blessing Bonus is the only one of its kind in the industry. Leave it to Zilis to come up with something this impactful and exciting. The Blessing Bonus provides all qualified City Ambassadors and above with the ability to give in their local community by simply building their business.

When you achieve the rank of City Ambassador, Zilis rewards you with \$100 per month and will increase your Blessing Bonus up to \$500 per month based on rank. Studies show that performing selfless acts of kindness is one of the easiest ways to improve your own life. Zilis believes that once its Ambassadors start changing the lives of the people around them, they will be hooked on giving!

The recipient can be a well-established non-profit, a family member in need or a total stranger. How you choose to "Pay It Forward" is completely up to you. All the company asks is that you send us a photo or video from time to time so we can share it as well.

ADDITIONAL DETAILS

1. You must achieve the City Ambassador rank or higher during the qualifying monthly period. Qualifications are verified for the previous month on the fifth day of each month before Blessing Bonuses are calculated and paid for the previous month on the 15th.
2. It is the sole discretion of each Ambassador to choose where they give their Blessing Bonus. Zilis encourages Ambassadors to seek moments of meaning and the greatest impact.
3. Ambassadors must provide documentation of a Blessing Bonus moment with photo or video to support@zilis.com once a quarter. Failure to do so once a calendar quarter will result in a forfeiture of the Blessing Bonus. In this instance, no further Blessing Bonuses will be paid until the Ambassador submits documentation of a Blessing Bonus moment.

OUR BLESSING BONUS IS THE ONLY ONE OF ITS KIND IN THE INDUSTRY. Leave it to Zilis to come up with something this impactful and exciting!



BLESSING BONUS AMOUNTS

City/Area	Regional	National	Presidential	Diamond & Above
\$100	\$200	\$300	\$400	\$500

Healthcare Bonus - PAID MONTHLY

Have you ever wanted the benefits of a corporate career without the JOB? Welcome to the Zilis Benefits Program. We are revolutionizing the direct sales industry - one Ambassador at a time.

Regional Ambassadors and above are eligible to qualify for health insurance reimbursements up to \$1,500 per month. Having health insurance is the cornerstone of any solid financial plan. Zilis wants as many Ambassadors as possible to take their businesses full-time should they choose. Our Healthcare Bonus removes one of the largest obstacles to many Direct Sales professionals leaving traditional careers.

HEALTHCARE BONUS AMOUNTS

Regional	National	Presidential	Diamond	Double Diamond & Above
\$500	\$750	\$1,000	\$1,250	\$1,500

ADDITIONAL DETAILS

1. The Healthcare Bonus is paid to qualified Ambassadors in the amount of their premium and up to the qualified amount after proof of insurance is approved by Zilis. If a qualified Ambassador is not insured or receiving free health insurance, the bonus will be forfeited.
2. Health insurance contract and agreement must be in the name of the qualifying Ambassador or their spouse. Program benefits are non-transferable and non-combinable. The bonus applies for one individual or married couple per distributorship.
3. Proof of insurance must be submitted prior to the fifth calendar day after the initial qualifying calendar month for reimbursement. Failure to provide all required documentation will result in forfeiture of the bonus each month until appropriate documentation is submitted and approved.
4. Reimbursements will begin during the month in which payment is approved and premium payments are being made.
5. Only qualified health insurance plans are eligible. All plans are subject to approval by Zilis.
6. Participants must provide statements from their healthcare provider each calendar quarter for the Healthcare Bonus to continue.



Jeep Bonus - PAID MONTHLY

The Zilis Jeep program is an incentive reward offered to Ambassadors who achieve and maintain the position of Area Ambassador or above in the Zilis Compensation Plan. With the Jeep Bonus, you're eligible to select a Jeep Wrangler or Grand Cherokee, and Zilis will reimburse your lease or loan payment (See amounts in the chart below).

You qualify for the Zilis Jeep bonus program when you achieve the rank of Area Ambassador. You can do this by completing a 4x4. Once you qualify as an Area Ambassador, download the Jeep Club flyer from your ZilisCloud.

Special Fast Track: New Ambassadors may meet rank qualifications within their first 30 days, plus an end of a weekly period*, as a special option.

Presidential Ambassadors can qualify for an added custom Jeep Wrap. Once you qualify at the Presidential level, Zilis will offer a one-time reimbursement of \$1000 for the Presidential Jeep wrap (shown lower right). Nothing says freedom like a Jeep.

JEEP BONUS AMOUNTS

Area	Regional	National	Presidential	Diamond	Double Diamond & Above
\$400	\$500	\$700	\$800	\$1,000	\$1,200

ADDITIONAL DETAILS

1. Qualified Ambassadors that do not want a qualified Jeep will receive a 50% cash payment.
2. Reimbursements are for the payment amount or highest qualified bonus, whichever is lower.
3. Reimbursements begin for the month in which the first payment is due. See the Jeep Club paperwork for complete program details.
4. Presidential Wrap reimbursement will be a one time payment for this custom wrap.
5. Zilis Design Staff will provide wrap measurements (fitment) on Presidential Ambassador jeeps.

IMPORTANT: We strongly encourage Ambassadors to qualify for their Jeep Bonus for several consecutive months prior to acquiring a new Jeep. See the Jeep Club flyer in your ZilisCloud for all details.

**EARN UP TO \$1,200 A MONTH
FOR THE JEEP OF YOUR CHOICE**



Motor Coach Bonus - PAID MONTHLY

Take the comforts of home with you as you are building your business, by earning your very own luxury motor coach. The Zilis Motor Coach bonus program is offered to Ambassadors who have gone above and beyond to achieve Diamond Executive in the Zilis Compensation Plan. With the Zilis Motor Coach program, you're eligible to select a Motor Coach and Zilis will reimburse your lease or loan payment up to the qualified amount based on your rank. Ambassadors must ensure that the cost of the wrap is included in the financing of the Motor Coach.

Download the complete details for this extraordinary bonus from your ZilisCloud [Motor Coach Flyer and Registration Form—located in the Incentives & Benefits Folder]

MOTOR COACH BONUS AMOUNTS

Diamond Executive	Double Diamond Executive	Triple Diamond Executive	Black Diamond Elite
\$1,000	\$1,500	\$2,000	\$3,000

**EARN UP TO \$3,000 A MONTH
FOR THE MOTOR COACH
OF YOUR CHOICE***

ADDITIONAL DETAILS

1. Reimbursements are for the payments amount listed above for qualified rank.
2. Zilis reimbursement payments begin in the first month after purchase or lease begins and is paid on the 15th of the month.
3. *Motor Coach Bonus requirements. All Coaches must be wrapped. Executives must choose:
 - Class A Coach of a model 5 years old or newer at time of purchase
 - 34 feet minimum
 - Diesel Engine type
 - Official Zilis Approved Full Wrap

IMPORTANT NOTE: We strongly encourage Executives to remain qualified for their Luxury Coach program for several consecutive months prior to acquiring a new Motorcoach.





Global Bonus Pool

EARNED MONTHLY, PAID QUARTERLY

Reaching for the stars has its own reward. The Global Bonus Pool compensates our Regionals and above with quarterly revenue sharing. Two percent of all generational volume is shared by qualified Regionals, Nationals and Presidentials. Earnings are paid in direct proportion to the overall contribution of your sponsor tree team.

GLOBAL BONUS POOL SUMMARY

Rank	Regional	National	Presidential
% of Global Pool	50%	30%	20%

QUALIFICATION: Ambassadors must qualify two out of three calendar months at each rank per calendar quarter to earn shares. Failure to qualify will result in forfeiture of revenue sharing for the quarter in question.

Ambassador Ranks

To help you accomplish your goals, Zilis has established a very simple and easy-to-follow system of achievement ranks. Ambassadors have a “qualified” rank within the current bonus period, as well as their highest “lifetime” rank in the last 12 months. All commissions are calculated based upon “paid-as/qualified” rank.

ACTIVE

- Accumulate 60 BV from personal consumption and/or retail sales – no time limit
- Personally generate 50 Autoship BV or 75 other PV each month

ASSOCIATE

- Personally qualify Active each month
- Personally generate 50 Autoship PV or 75 other PV each month*
- Have two (2) personally sponsored qualified Actives in either leg each month

COMMUNITY

- Meet all requirements for Associate
- Accumulate 240 PV from personal consumption and/or retail sales – no time limit
- Personally generate 100 Autoship PV or 150 other PV each month
- Have three (3) personally sponsored qualified Actives in either leg each month
- Produce 1,000 BV in your sponsor tree each month, subject to the 40% rule

CITY

- Meet all requirements for Community
- Accumulate 600 PV from personal consumption and/or retail sales – no time limit
- Personally generate 100 Autoship PV or 150 other PV each month
- Have four (4) personally sponsored qualified Actives in either leg each month
- Produce 3,000 BV in your sponsor tree each month, subject to the 40% rule

AREA

- Meet all requirements for City
- Personally generate 100 Autoship PV or 150 other PV each month
- Have one (1) personally sponsored qualified Associate in your left leg each month
- Have one (1) personally sponsored qualified Associate in your right leg each month
- Generate 2,000 sponsor tree BV in your left leg each month
- Generate 2,000 sponsor tree BV in your right leg each month
- Produce 10,000 BV each month in your sponsor tree, subject to the 40% rule

FAST TRACK QUALIFICATION

All ranks are eligible for a special fast track rank advancement time line. This time line calculates requirements from a new Ambassador’s start date + 30 days + End of Period, which is the first Saturday after your 30th day.

REGIONAL

- Meet all requirements for Area
- Personally generate 150 Autoship PV or 225 other PV each month
- Have two (2) personally sponsored qualified Associates in your left leg each month
- Have two (2) personally sponsored qualified Associates in your right leg each month
- Generate 6,000 sponsor tree BV in your left leg each month
- Generate 6,000 sponsor tree BV in your right leg each month
- Produce 30,000 BV each month in your sponsor tree, subject to the 40% rule

NATIONAL

- Meet all requirements for Regional
- Personally generate 150 Autoship PV or 225 other PV each month
- Have three (3) personally sponsored qualified Associates in your left leg each month
- Have three (3) personally sponsored qualified Associates in your right leg each month
- Generate 18,000 sponsor tree BV in your left leg each month
- Generate 18,000 sponsor tree BV in your right leg each month
- Produce 60,000 BV each month in your sponsor tree, subject to the 40% rule

PRESIDENTIAL

- Meet all requirements for National
- Personally generate 150 Autoship PV or 225 other PV each month
- Have four (4) personally sponsored qualified Associates in your left leg each month
- Have four (4) personally sponsored qualified Associates in your right leg each month
- Generate 60,000 sponsor tree BV in your left leg each month
- Generate 60,000 sponsor tree BV in your right leg each month
- Produce 150,000 BV each month in your sponsor tree, subject to the 40% rule

DIAMOND EXECUTIVE

- Meet all requirements for Presidential
- Personally generate 200 Autoship PV or 300 other PV each month
- Have five (5) personally sponsored qualified Associates in your left leg each month
- Have five (5) personally sponsored qualified Associates in your right leg each month
- Generate 120,000 sponsor tree BV in your left leg each month
- Generate 120,000 sponsor tree BV in your right leg each month
- Produce 300,000 BV each month in your sponsor tree, subject to the 30% rule

*Initial Associate fast track achievement only requires 60 PV if derived from a Bronze pack.

Ambassador Ranks Cont'd

DOUBLE DIAMOND EXECUTIVE

- Meet all requirements for Diamond
- Personally generate 200 Autoship PV or 300 other PV each month
- Have five (5) personally sponsored qualified Associates in your left leg each month
- Have five (5) personally sponsored qualified Associates in your right leg each month
- Generate 240,000 sponsor tree BV in your left leg each month
- Generate 240,000 sponsor tree BV in your right leg each month
- Produce 600,000 BV each month in your sponsor tree, subject to the 30% rule

TRIPLE DIAMOND EXECUTIVE

- Meet all requirements for Double Diamond
- Personally generate 200 Autoship PV or 300 other PV each month
- Have five (5) personally sponsored qualified Associates in your left leg each month
- Have five (5) personally sponsored qualified Associates in your right leg each month
- Generate 400,000 sponsor tree BV in your left leg each month
- Generate 400,000 sponsor tree BV in your right leg each month
- Produce 1,000,000 BV each month in your sponsor tree, subject to the 30% rule

BLACK DIAMOND ELITE

- Meet all requirements for Triple Diamond
- Personally generate 300 Autoship PV or 450 other PV each month
- Have six (6) personally sponsored qualified Associates in your left leg each month
- Have six (6) personally sponsored qualified Associates in your right leg each month
- Generate 800,000 sponsor tree BV in your left leg each month
- Generate 800,000 sponsor tree BV in your right leg each month
- Produce 2,000,000 BV each month in your sponsor tree, subject to the 30% rule

	Active	Associate	Community	City	Area	Regional	National	Presidential	Diamond	Double Diamond	Triple Diamond	Black Diamond
Lifetime Personal Volume	60	60	240	600	600	600	600	600	600	600	600	600
Personal Volume*	50/75	50/75	100/150	100/150	100/150	150/225	150/225	150/225	200/300	200/300	200/300	300/450
Personally Sponsored Actives	–	2	3	4	4	4	4	4	4	4	4	4
Personally Sponsored Associates	–	–	–	–	1-Left 1-Right	2-Left 2-Right	3-Left 3-Right	4-Left 4-Right	5-Left 5-Right	5-Left 5-Right	5-Left 5-Right	6-Left 6-Right
Sponsor Tree Volume	–	–	1,000	3,000	10,000	30,000	60,000	150,000	300,000	600,000	1,000,000	2,000,000
Max. STV Per Enrollment Team	–	–	400	1,200	4,000	12,000	24,000	60,000	90,000	180,000	300,000	600,000
Minimum STV Per Binary Leg	–	–	–	–	2,000	6,000	18,000	60,000	120,000	240,000	400,000	800,000

*Autoship PV / Other PV.

Important Information

All ranks requirements must be met within the same calendar month, except for the fast track. Fast track requirements must be met within an Ambassador's first 30 days plus end of the weekly period in which the 30th day falls. In every case, an Ambassador must achieve the previous rank before promoting to a higher rank. Percentage (%) rules are defined as the maximum amount of volume that may be counted toward rank from any one enrollment team or leg. All Ambassadors are paid on their current qualified rank.

PAY CYCLES

Zilis pays commissions on a weekly and monthly basis through a convenient electronic deposit. Once you receive your initial commission, you will be notified of how to access your funds via a simple online transfer in a few short steps. This easy and secure method of receiving your commissions means you can receive commissions even when you're traveling. Your **weekly pay cycle** begins Sunday at 12 a.m. ET and ends at Saturday evening at 11:59 p.m. ET. All weekly bonuses are paid on the following Friday for the previous week (five days after the weekly period ends). Your **monthly pay cycle** is based on a calendar month. Monthly commissions are paid on the 15th of the current month for the prior month.

GENERAL NOTES

Zilis reserves the right to modify the Compensation Plan without prior written notice. Zilis will pay up to a maximum of 50% of business volume. In the instance the 50% cap were to be reached, Zilis will make appropriate deductions from binary team payouts based on the number of 300BV cycles each Ambassador earned. Ambassador accounts that remain inactive for a period of six months will be converted to customer status. Zilis strictly prohibits "bonus buying", enforces the 70% rule and reserves the right to refuse any order.

ALTERNATIVE QUALIFICATIONS FOR EACH RANK:

Ranks may be initially achieved by acquiring the following number of active customer points in a calendar month.

- **Area:** 100 active customers or 10,000 in total customer BV.
A maximum of 40% may come from one customer.
- **Regional:** 150 active customers or 50,000 in total customer BV.
A maximum of 40% may come from one customer.
- **National:** 200 active customers or 100,000 in total customer BV.
A maximum of 40% may come from one customer.
- **Presidential:** 250 active customers or 200,000 in total customer BV.
A maximum of 40% may come from one customer.

Personal Volume Table	Autoship PV	Non-Autoship PV
Active	50	75
Associate	50	75
Community	100	150
City	100	150
Area	100	150
Regional	150	225
National	150	225
Presidential	150	225
Diamond Through Triple Diamond	200	300
Black Diamond & Above	300	450

