

IMPACT

— REWARDS PLAN —





IMPACT

MAKE AN IMPACT

Introducing Impact, Zija International's Rewards Plan designed to provide you with the tools necessary 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

DISTRIBUTOR BENEFITS

01

Earn
Commissions
& Bonuses

02

Receive
Wholesale
pricing

03

Earn
Free Product

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

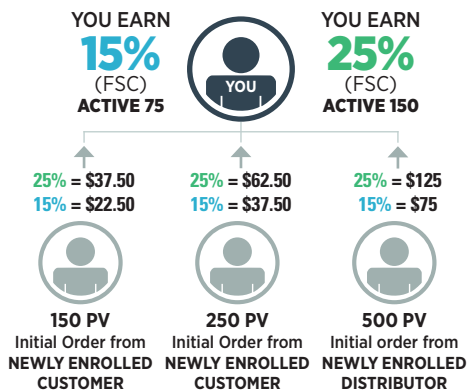
Pay Rank is based on the Volume in your organization within a Cycle.

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)



Every time a new Customer or a newly enrolled Distributor places their first order, you earn a percentage of the Volume of that order—it's that easy.

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.



02 Premier 20 & Elite 40

Premier 20 and Elite 40 are monthly programs put in place to help you accomplish your goals, and receive great benefits each period with us. When you earn 20-40+ points in a single Period through enrollment orders, business building behaviors, and Rank Advancements, you'll qualify for Premier 20 or Elite 40.

Requirement	Reward
Earn 20 points within the same calendar Period (Cycle 1 - Cycle 4), using one of the point-earning behaviors listed in the chart below.	<ul style="list-style-type: none"> 150 PV—a \$200 value—free Zija Rewards Purchase Access to Product Pre-launch Events
Requirement	Reward
Earn 40 points within the same calendar Period (Cycle 1 - Cycle 4), using one of the point-earning behaviors listed in the chart below.	<ul style="list-style-type: none"> 150 PV—a \$200 value—free Zija Rewards Purchase Access to Product Pre-launch Events \$250 Bonus

HOW TO EARN POINTS

1 Point	3 Point	5 Point	10 Point
75+ PV Enrollment Order	150+ PV Enrollment Order	250+ PV Enrollment Order	Personally Enrolled Rank Advance*
2nd Order of 75+ PV from New Enrollment	3rd Order of 75+ PV from New Enrollment	4th Order of 75+ PV from New Enrollment	Personally Enrolled Rank Advance*
Qualify for Premier 20	Qualify for Lifestyle Bonus	Qualify for Elite 40	

*Points for Rank Advancement start accumulating at the Rank of Builder 500.

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

04 Lifestyle 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.

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 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

05 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.

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

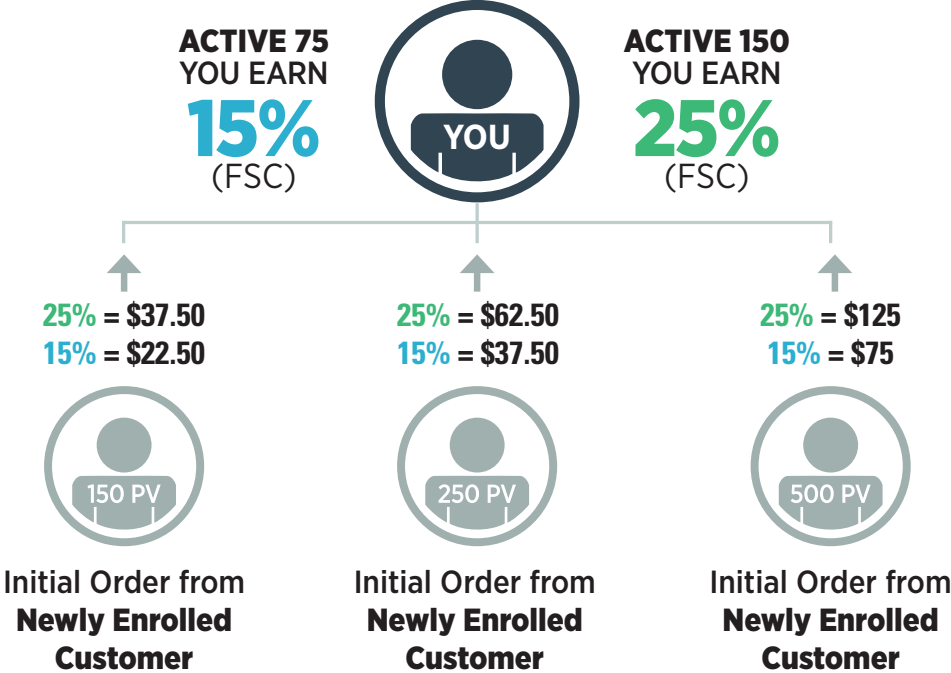
Share and Qualify

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



If you were Active 150, you'd earn 25% (a total of \$225 in the example above) 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 above).

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.

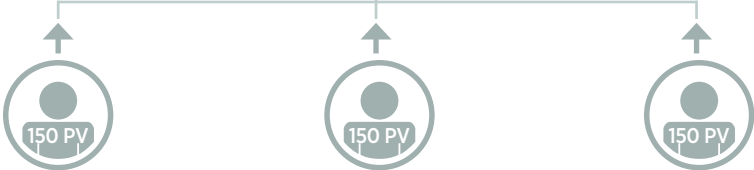
For full rules and requirements, see the appendix on page 14.

3 & Free

FREE 150 PV
ZIJA REWARDS PURCHASE
(\$200 VALUE)



NEW DISTRIBUTOR



**Initial Order from
Newly Enrolled
Customer or Distributor**

**Initial Order from
Newly Enrolled
Customer or Distributor**

**Initial Order from
Newly Enrolled
Customer or Distributor**

Think of the 3 & Free program as your business launchpad. Here’s what you have to do to qualify: Enroll at least three people with a 150 PV order, and you’ll receive a FREE 150 PV Zija Rewards Purchase (a \$200 value). Any new Distributor can qualify for this program in their first three full Periods from their enrollment date. For Customers, this program applies permanently beyond the initial three periods. Not only will you get your products paid for as you build your business, but this new program will give you access to product pre-launch events, where you’ll be the first to experience and try our newly released products!

**3 &
FREE**

Requirement

- Enroll a minimum of 3 People (Customers or Distributors) with a 150 PV order within a given Period.
- Any new Distributor can qualify for this program in their first three full Periods from their enrollment date.
- For Customers, this program applies permanently beyond the initial three periods.

Reward

- **150 PV—a \$200 value—free Zija Rewards Purchase**
- **Access to Product Pre-launch Events**

Premier 20 & Elite 40

Premier 20 and Elite 40 are periodic programs put in place to help you accomplish your goals and receive great benefits each Period. When you earn 20-40+ points in a single Period through enrollment orders, business building behaviors, and Rank Advancements, you’ll qualify for Premier 20 or Elite 40.



Requirement

- Earn 20 points within the same calendar Period (Cycle 1 - Cycle 4), using the point-earning behaviors listed in the chart below.

Reward

- **150 PV—a \$200 value—free Zija Rewards Purchase**
- **Access to Product Pre-launch Events**



Requirement

- Earn 40 points within the same calendar Period (Cycle 1 - Cycle 4), using the point-earning behaviors listed in the chart below.

Reward

- **150 PV—a \$200 value—free Zija Rewards Purchase**
- **Access to Product Pre-launch Events**
- **\$250 Bonus**


HOW TO EARN POINTS

1 Point		3 Points		5 Points		10 Points	
75+ PV Enrollment Order		150+ PV Enrollment Order		250+ PV Enrollment Order		Personally Enrolled Rank Advance*	
2nd Order of 75+ PV from New Enrollment		3rd Order of 75+ PV from New Enrollment		4th Order of 75+ PV from New Enrollment			
Qualify for Premier 20		Qualify for Lifestyle Bonus		Qualify for Elite 40		Personally Rank Advance*	

*Points for Rank Advancement start accumulating at the Rank of Builder 500.

Premier Club & Elite Club

When you hit a certain Rank and level of points throughout the year, you'll be able to qualify for our Premier or Elite Club. This means you'll have the chance to earn exclusive access to Summit VIP seating, the Summit VIP Lounge, Summit VIP lines, early Summit store access, a personal Summit shopper, and access to product pre-launch events for the next year.




Requirement

- Achieve the Rank of Gold in at least 10 Cycles throughout the year.
- Earn 240 points throughout the year.

Reward

- Summit VIP Seating
- Summit VIP Lines
- Early Summit Store Access
- Access to Product Pre-launch Events



- Achieve the Rank of Emerald in at least 10 Cycles throughout the year.
- Earn 480 points throughout the year.

- Summit VIP Seating
- Summit VIP Lounge
- Summit VIP Lines
- Early Summit Store Access
- Personal Summit Shopper
- Access to Product Pre-launch Events

HOW TO EARN POINTS

1 Point		3 Points		5 Points		10 Points	
75+ PV Enrollment Order		150+ PV Enrollment Order		250+ PV Enrollment Order		Personally Enrolled Rank Advance*	
2nd Order of 75+ PV from New Enrollment		3rd Order of 75+ PV from New Enrollment		4th Order of 75+ PV from New Enrollment			
Qualify for Premier 20		Qualify for Lifestyle Bonus		Qualify for Elite 40		Personally Rank Advance*	

*Points for Rank Advancement start accumulating at the Rank of Builder 500.

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

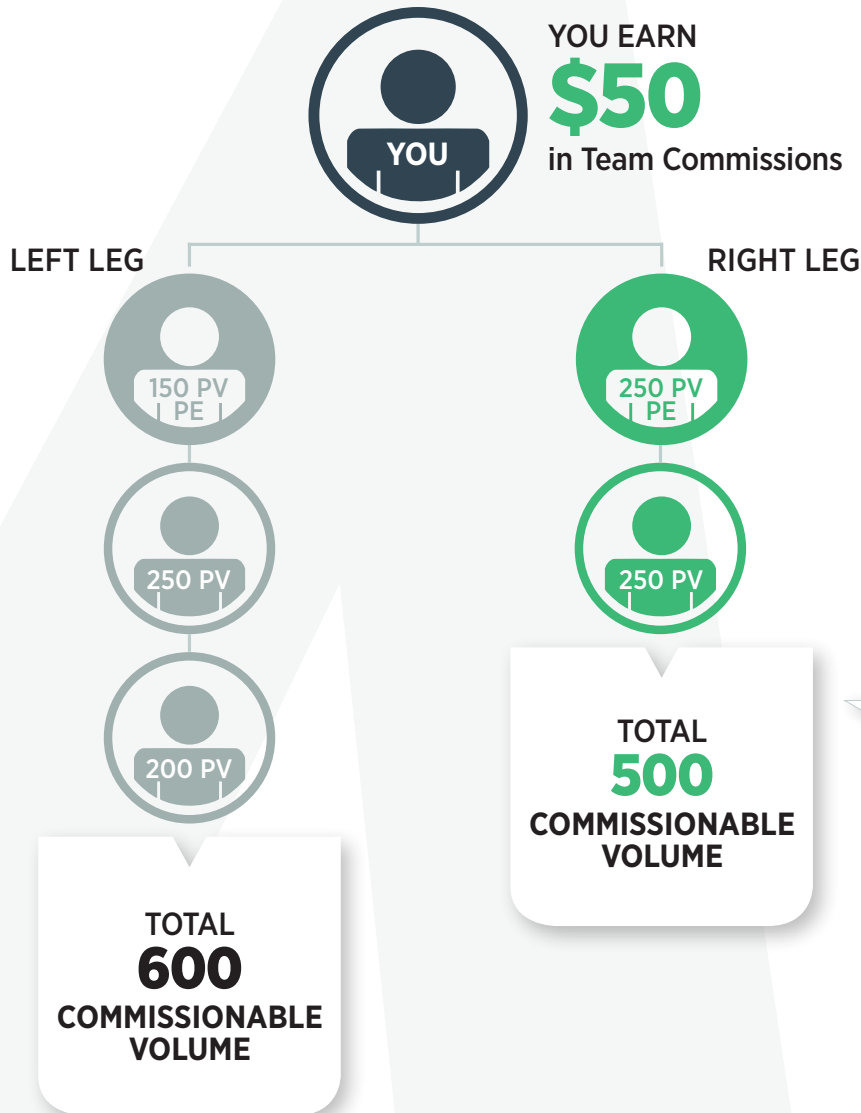
We refer to your Left leg and Right Leg as your Binary Organization. This is the backbone of Impact and where Compensation (Team Commissions) is paid from.

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.



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

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 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.

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

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.

<div><div>EMERALD POOL</div><div>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.</div></div>	<div><div>DIAMOND POOL</div><div>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.</div></div>	<div><div>DIAMOND ELITE POOL</div><div>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.</div></div>																																										
<div><div>EMERALD POOL</div><table><tr><th>Generations</th><th>Qualifier</th></tr><tr><td>4</td><td>Bronze and Above</td></tr><tr><td>5</td><td>Bronze and Above</td></tr><tr><td>6</td><td>Bronze and Above</td></tr><tr><td>7</td><td>Bronze and Above</td></tr><tr><td>8</td><td>Bronze and Above</td></tr><tr><td>9</td><td>Bronze and Above</td></tr></table></div>	Generations	Qualifier	4	Bronze and Above	5	Bronze and Above	6	Bronze and Above	7	Bronze and Above	8	Bronze and Above	9	Bronze and Above	<div><div>DIAMOND POOL</div><table><tr><th>Generations</th><th>Qualifier</th></tr><tr><td>—</td><td>—</td></tr><tr><td>Infinitely</td><td>Bronze and Above</td></tr><tr><td>Infinitely</td><td>Bronze and Above</td></tr><tr><td>Infinitely</td><td>Bronze and Above</td></tr><tr><td>Infinitely</td><td>Bronze and Above</td></tr><tr><td>Infinitely</td><td>Bronze and Above</td></tr></table></div>	Generations	Qualifier	—	—	Infinitely	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Bronze and Above	Infinitely	Bronze and Above	<div><div>DIAMOND ELITE POOL</div><table><tr><th>Generations</th><th>Qualifier</th></tr><tr><td>—</td><td>—</td></tr><tr><td>—</td><td>—</td></tr><tr><td>—</td><td>—</td></tr><tr><td>Infinitely</td><td>Emerald and Above</td></tr><tr><td>Infinitely</td><td>Emerald and Above</td></tr><tr><td>Infinitely</td><td>Emerald and Above</td></tr></table></div>	Generations	Qualifier	—	—	—	—	—	—	Infinitely	Emerald and Above	Infinitely	Emerald and Above	Infinitely	Emerald and Above
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Black Diamond																																												
Diamond Elite																																												
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Crowne Diamond Elite																																												

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	B500 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 41% coming from one Enrollment Leg
	Triple Black Diamond	120,000	6	400,000/No more than 36% coming from one Enrollment Leg
	Diamond Elite	120,000	6	500,000/No more than 33% coming from one Enrollment Leg
	Double Diamond Elite	120,000	6	750,000/No more than 29% coming from one Enrollment Leg
	Triple Diamond Elite	120,000	6	1,000,000/No more than 26% coming from one Enrollment Leg
	Imperial Diamond	120,000	6	1,500,000/No more than 24% coming from one Enrollment Leg
	Double Imperial Diamond	120,000	6	2,000,000/No more than 22% 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 19% 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 17% 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

Builder 500 (also referred to as a Qualified Leg in Impact) is an Active and qualified Distributor who has a minimum of 500 Rank Volume on both sides of their binary structure. Having Builder 500s within your Enrollment Tree is a requirement to achieve Ranks of Bronze and above. The Builder 500s in your Enrollment Tree must each come from a separate Enrollment Tree leg. For this reason, your Qualified Legs are limited to the size of our front line. You may count one Builder 500 from one Qualified Leg one time per Cycle.

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”. 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. 100% of the Volume generated by your Downline will be awarded towards Rank Volume on any and all orders.

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.
5. If a Member is Active 75 at the time of enrollment FSC will be paid at 15% of the Volume on the initial order.
6. If Member is Active 150 at the time of enrollment FSC will be paid at 25% of the Volume of the initial order.
7. A newly enrolled Member has 28 days to place an initial order for their Sponsor to be paid FSC.
8. Orders from which a Fast Start Commission is earned will only award 50% of the total Volume towards Team Commissions for the direct Sponsor and the entire Upline. However, 100% of the total Volume will roll up for Rank. If the Sponsor does not qualify for FSC the Volume will still roll up the same.

*See Volume Roll Up chart

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. Zija Members must be Active and maintain an activity level of 75 PV in order to qualify for the Team Commissions Bonus.
2. Earning limits per Rank apply.
3. Rules and qualifications are subject to change at any time at Zija International's sole discretion.

*See Ranks & Earning Potential Per Cycle chart on page 15.

3 & FREE

1. A minimum order of 150 PV is required for the Enrollment to count towards the 3 & Free Program.
2. For Distributors, the 3 & Free Program is limited to the first three full Periods from Enrollment date.
 - a. Example: If someone joins in Cycle 1 of Period 1, they have until the end of Cycle 4 of Period 2 to Enroll their first three people. If they Enroll in Cycle 4 of Period 1, they still have until the end of Period 2 to Enroll their first three people. They will qualify again if they Enroll three more people in Period 3, and then again if they Enroll three more people in Period 4.
3. If someone qualifies for the 3 & Free Program and also for Premier 20 or Elite 40 Program, the benefits do not double. They will earn the rewards based on the higher qualification.
 - a. Example: Someone qualifies for 3 & Free and Elite 40. They will only receive a free Zija Rewards Purchase of 150 PV and a \$250 bonus based on their Elite 40 qualification.
4. Customers can participate in the 3 & Free Program. The first three full Period limitation does not apply to Customers.
5. Upgrades do not count towards the 3 & Free Program.
6. The free Zija Rewards Purchase:
 - Does not include shipping and handling
 - Does not include taxes
 - Volume will keep account Active based on Rolling Calendar
 - Generates no Commissionable Volume
 - Generates Rank Volume
 - Does not earn Loyalty Points
 - Carries no cash value when Zija Rewards Purchase is below the 150 PV benchmark

PREMIER 20 & ELITE 40

1. The Premier 20 and Elite 40 Programs are based on a fixed calendar Period (i.e. Period 143, 144, etc.)
2. Points are earned using the same rules that govern the Zija Sprints, Success Trip, and Leadership Conference Programs.
3. The free Zija Rewards Purchase:

- Does not include shipping and handling
 - Does not include taxes
 - Volume will keep account Active based on Rolling Calendar
 - Generates no Commissionable Volume
 - Generates Rank Volume
 - Does not earn Loyalty Points
 - Carries no cash value when Zija Rewards Purchase is below the 150 PV benchmark
4. There are no limits as to how many Periods someone can qualify for Premier 20 or Elite 40.
 5. The \$250 bonus for achieving Elite 40 is paid with Cycle 4 Commissions.

PREMIER & ELITE CLUB

1. Premier and Elite Club qualification period runs from July to June of every year.
2. Consecutive Cycles are not required to meet the qualification Rank Requirement.
3. To determine qualification for Premier and Elite Clubs, highest paid Ranks during the 13 Periods will be calculated.
4. Both Rank and Point Requirements must be met in order to qualify for the program
 - Example: Someone who qualifies as a Crowne Diamond Elite for every Cycle in the year and has 479 points will qualify for the Premier Club benefits. Someone who has 5000 points and has qualified as a Gold for 9 Cycles will not qualify for either Club.

LEADERSHIP POOLS

Lifestyle Bonus

This Bonus is available in every country excluding Korea.

- 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.
- The maximum earnings will be capped at what is relative to the highest Pay Rank that you have achieved for that Period. The maximum payout is based on a 2% cap of your weekly Sponsor Tree Volume, never totaling more than the maximum weekly earning potential specified at each Rank. Example: In order to reach the maximum \$75 weekly payout when achieving the Rank of Gold, you would need a total of 3,750 in weekly Sponsor Tree Volume (3,750STV x 2% = \$75 maximum weekly payout).
- Your bonus is based on your Sponsor Tree Volume and the Pay Rank you've achieved in the Period, never paying more than the specified weekly cap for each rank included in the Lifestyle Bonus.

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.

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.

Appendix

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

VOLUME ROLL UP FOR ACCOUNT TYPE

ACCOUNT TYPE	INITIAL ORDER				REGULAR ORDER			
	Sponsor Rank	Sponsor Team	Upline Rank	Upline Team	Sponsor Rank	Sponsor Team	Upline Rank	Upline Team
DISTRIBUTOR	100%	50%	100%	50%	100%	100%	100%	100%
CUSTOMER	100%	50%	100%	50%	100%	100%	100%	100%

*If the sponsor is inactive for FSC, the volume of the new members order will still roll up the same.

