

COMPENSATION **PLAN**



THE **ULTRA** COMPANY™

THE **ULTRA** COMPANY™

FOUNDED WITH A MISSION TO CHANGE LIVES, OUR GOAL IS TO EMPOWER EVERY PERSON ON THE PLANET TO ACHIEVE MORE. BY PROVIDING INNOVATIVE BUSINESS OPPORTUNITIES, CUTTING-EDGE TECHNOLOGY, AND THE HIGHEST QUALITY PRODUCTS, WE ARE CREATING A WORLDWIDE MOVEMENT TO BETTER HEALTH AND WELLNESS.

CONTENTS

WELCOME	1	LONG TERM RESIDUAL INCOME	
OVERVIEW	2	GENERATIONAL BONUS	21
BE YOUR OWN BUSINESS	3	INFINITY RESIDUAL BONUS	22
ULTRA BUSINESS TOOLS	4	INFINITY MATCHING BONUS	23
BECOMING AN AMBASSADOR		BENEFITS PACKAGE	
ENROLLMENT OPTIONS	6	BLESSING BONUS	24
UPGRADING	7	JEEP BONUS	25
PATRIOT PROGRAM	8	HEALTHCARE BONUS	26
WHOLESALE CUSTOMERS	10	DREAM BONUS	27
AUTOSHIP	11	GLOBAL BONUS POOL	28
STARCLUB LOYALTY REWARDS	12		
ZILIS COMPENSATION PLAN		REFERENCE	
RETAIL BONUS	15	AMBASSADOR RANKS	29
FAST START BONUS	15	IMPORTANT INFORMATION	34
		INCOME DISCLOSURE STATEMENT	38
		GLOSSARY	40
TEAM BUILDING			
BINARY TEAM BUILDER	16		
SPECIAL NEW AMBASSADOR LAUNCH OPPORTUNITY	17		
STORED VOLUME	18		
INFINITY FAST START	19		
SPECIAL LEADERSHIP RECODING OPPORTUNITY	20		

CHOOSE YOUR OWN PATH TO FREEDOM!

Zilis™ was created to help people around the world create freedom in their lives. Freedom comes in many forms, but to me one of the most important is financial freedom. This is a term that is often misunderstood. The truth is that financial freedom may mean different things to different people. What does it mean to you? It is my duty as the CEO of Zilis to provide you with the tools and skills necessary to successfully navigate your own path to freedom. Zilis is a hybrid social marketing business that offers many ways to get involved with the one of the most explosive industries in history – hemp combined with health and wellness. Zilis is here to help steer your business in the right direction to help you achieve your goals.

With decades of experience, I know firsthand the hard work and dedication it takes to be successful in the Direct Selling industry. In fact, my own personal experience was the main inspiration behind the design of Zilis' Compensation Plan. With seven ways to get paid, our Compensation Plan offers a one-of-a-kind model that combines unlimited financial potential, stable residual income, and full benefits in one powerful opportunity that is unmatched in the Direct Selling industry.

We are also committed to our Pay It Forward model of philanthropy, which sets Zilis apart from other companies in our industry. Building relationships with non-profit organizations, such as the Vitamin Angels, Zilis ensures that expectant mothers across the world receive the nutrition they desperately need.

Never underestimate the power you have to create the life you desire. Take the first step today. I am honored that you've chosen Zilis for the journey.

To your success,



STEVEN THOMPSON
Zilis Founder & CEO



PAY IT FORWARD

No three words invoke more feelings of possibility. Welcome to 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 compensation plan attributes 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.

Our Ambassadors know that each order not only generates tremendous financial potential, but also helps change lives through the Pay It Forward Programs. Partnering with non-profit organizations such as the Vitamin Angels, we help partners reach as many expectant women as possible. Each day you share the products and opportunity, you automatically join us in this effort. It's that easy.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

NO COMPROMISE

Never sacrifice integrity for growth. This “no compromise” philosophy applies to our quality products and our entire way of doing business. Ultra-quality. Ultra-compliance. Ultra-commitment. Zilis is dedicated to being the gold standard in the direct sales and hemp industries. Our commitment is to the long-term success of our Ambassadors and we take best practices seriously. That's why your career path is based on a foundation of loyal customers. Building a strong customer base who value the benefits of Zilis is the key to your success.

THE FUTURE

Zilis is passionate about our products for many reasons. Each day, we receive reports from our customers across the nation telling us how much Ultra family of products has changed their lives. With a ten-year projected growth of up to 500 times the current industry size, the future is limitless.

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

THE ULTRABUSINESS SYSTEM

Set your own schedule.

Work on your own terms.

Leverage cutting-edge technology.

Achieve financial security.

BE YOUR OWN BUSINESS

Zilis was founded with a mission to provide unlimited opportunities for our Ambassadors. As a CBD industry leader, we have the high-quality products customers want, the cutting-edge sales tools you deserve, and the support you need to be successful.

It all starts with our exceptional products. We use the finest ingredients available and we put our products through rigorous third-party testing to earn the U.S. Hemp Authority Seal of Certification. We stand behind our products, and so do our Ambassadors, many of whom were customers first.

But the products are only part of the package. Our UltraBusiness suite lets you build your business your way, with platforms that make it possible for you to work from home or on-the-go. With UltraBusiness tools and technology, you can run your Zilis business from anywhere!





ZILISCLOUD



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 complimentary basic Cloud provides Ambassadors with standard access and features. This platform is designed primarily for those that want to focus on enrolling customers versus building a team. The Pro Cloud gives Ambassadors full access to our system online or through the Cloud app. The Pro Cloud is designed for Ambassadors that want to build a large organization of Customers and Ambassadors. This sophisticated and advanced back office system uses cutting-edge technology to provide Ambassadors with analytics, marketing tools, Cloud mobile app, and other features to assist in growing and managing their Zilis business.

ZILIS MOBILE APP



Building your business on-the-go has never been easier. The Zilis mobile app makes taking your business virtual as easy as turning on your smartphone!

Quickly share information and introduce Zilis to your contacts with messaging, emails, and connected social media accounts. Our app even automates the follow-up and onboarding process for you!



ULTRAPRIME & ULTRAPRIME+



ULTRAPRIME



ULTRAPRIME+

Our convenient shipping subscription provides two affordable options

for shipping an unlimited number of orders for an entire year. This option provides our Ambassadors and Wholesale Customers with maximum flexibility without having to concern themselves with shipping costs when they desire to order. UltraPrime provides unlimited complimentary USPS shipping for one year, while UltraPrime+ provides unlimited upgraded Ground shipping for one year. Choose one when you enroll and even your promotional product enrollment pack will ship free! With UltraPrime and UltraPrime+, you can easily save hundreds, if not thousands, in shipping costs each year.

VIRTUAL WAREHOUSE & ULTRAPAYMENTS



Imagine running a highly profitable fulfillment operation without packing a box or leaving your home! Our innovative tiered pricing model empowers Ambassadors to purchase

Zilis products in bulk at deep discounts and store them in their Virtual Warehouse. Sales can occur through your Zilis mobile app or Virtual Warehouse website where profits can exceed 200%. The Virtual Warehouse allows you to set your own retail prices, and sell products on-the-go. We'll handle product warehousing and every aspect of customer fulfillment, including professional packaging, shipments, and even order tracking!

ULTRABUSINESS SUITE PRICING	
Tool	Pricing
Basic Cloud	Complimentary
Pro Cloud	\$29.99/month
Zilis Mobile App Includes UltraPayments	\$9.99/month or \$99.99/year
Virtual Warehouse Includes Zilis Mobile App & UltraPayments	\$299.99/year
UltraPrime	\$119.99/year
UltraPrime+	\$199.99/year



Selling products and collecting funds has never been easier. UltraPayments, powered by our merchant processing partners, is a complimentary feature to all Zilis mobile app and Virtual Warehouse subscribers. With

UltraPayments, you can easily process credit card payments, both in-person through our convenient app and with the optional Bluetooth credit card reader. With this exclusive payment system, funds will be deposited into your account in 1-2 business days.

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. The only requirement to participate is the purchase of an Ambassador Enrollment Kit, which gives you all the necessary tools to build your Zilis business. To simplify the enrollment process and add the greatest value possible you may choose a promotional product enrollment pack.

ENROLLMENT OPTIONS

The first step in the enrollment process is choosing your selection for entry. Zilis offers multiple enrollment options to meet every budget and goal. While the purchase of products is never required to participate in the compensation plan, you may 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 option is best for you.

Starter Pack	Pricing	Sponsor Fast Start	Binary BV	Upline Area IFS	Upline Regional IFS	Upline National IFS
Basic Enrollment	\$99					
Wholesale Customer	\$199	\$20	50	\$8	\$7	\$6
Bronze	\$399	\$40	100	\$16	\$14	\$12
Silver	\$699	\$70	200	\$35	\$30	\$20
Gold	\$1,299	\$130	500	\$60	\$50	\$40

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

UPGRADING

You may upgrade from a Wholesale Customer or initial Ambassador enrollment to a higher promotional product 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	Pricing	Sponsor Fast Start	Binary BV	Upline Area IFS	Upline Regional IFS	Upline National IFS
Basic to Bronze	\$300	\$40	100	\$16	\$14	\$12
Basic to Silver	\$600	\$70	200	\$35	\$30	\$20
Basic to Gold	\$1,200	\$130	500	\$60	\$50	\$40
Wholesale to Bronze	\$200	\$20	50	\$8	\$7	\$6
Wholesale to Silver	\$500	\$50	150	\$27	\$23	\$14
Wholesale to Gold	\$1,100	\$110	450	\$52	\$43	\$34
Bronze to Silver	\$300	\$30	1200	\$19	\$16	\$8
Bronze to Gold	\$900	\$90	400	\$44	\$36	\$28
Silver to Gold	\$600	\$60	300	\$25	\$20	\$20

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



PATRIOT PROGRAM

Through our Patriot Program, we work to get our products in the hands of those who need them most by giving our military and first responders the chance to purchase our products at deep discounts. Once you've registered for the Patriot Program, you can purchase up to five products a month at wholesale pricing, saving money on every purchase while supporting your health and wellness.

We also give you the opportunity to create freedom in your life by launching your own Zilis business. To help you get started, we will waive the enrollment fee and the annual renewal fee.

And, we give our Ambassadors the chance to support the heroes in their lives through our Patriot sponsorship program. They pick the product and the military service member, veteran or first responder and we'll ship the product directly to the deserving recipient.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

BENEFITS INCLUDE:

- Wholesale pricing on eligible products.
- No enrollment fee or annual renewal fee for Patriot Ambassadors

ADDITIONAL DETAILS:

1. Enroll online and be approved within minutes at join.zilis.com. Choose the "Verify with ID.me" box on the screen (after selecting your market) and follow the instructions to verify your identity as either an active service member, a veteran, or a first responder.
2. Patriot Customers can purchase up to five eligible products per month at wholesale pricing by calling Ambassador Support.

WARNING

While recent legislation establishes the legality of industrial hemp produced in state pilot agricultural programs, individuals should be aware that many agencies and organizations do not authorize the consumption of hemp-derived products by their members. This includes, but is not limited to, members of a military branch, law enforcement agencies, and first responder personnel. Due to the lack of technology, drug tests may not differentiate between CBD oil THC and marijuana THC which could subject members to discipline within the agency to which the member belongs, if drug tested.

If you plan to take hemp-derived products or have been prescribed these products, please check with your agency to

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



obtain proper authorization before consumption. If your doctor prescribes hemp-derived products to you, you may want to obtain a doctor's note to provide to your agency before consuming any hemp-derived products.

Our very popular Mimetix™ products were designed to mimic the effects of our UltraCell™ hemp extract products without the use of any hemp ingredient. We consistently receive outstanding feedback on our groundbreaking Mimetix™ products and are proud to offer them as alternatives for our Patriots with hemp ingredient restrictions.

WHOLESALE CUSTOMERS

A BREAKTHROUGH CONCEPT IN DIRECT SALES

It is estimated that 94 million Americans have a Costco or Sam's Club membership. The fact is that everyone loves to purchase their favorite products at the deepest discount possible. In order to meet consumer demands, Zilis has created the Wholesale Customer program. Perhaps your prospects are intrigued by the potential of becoming a Zilis Ambassador but they're not ready to make the commitment. Becoming a Wholesale Customer could be the perfect solution. Wholesale Customers are not able to enroll others, sell products, or earn commissions.

BENEFITS INCLUDE:

- Deep savings on their initial purchase.
- Wholesale pricing on all purchases of Zilis products.
- A reserved position in your binary tree that may be upgraded to a Ambassador status at a later time.
- The ability to store volume in the binary should you desire to convert to Ambassador status at a later time.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

ADDITIONAL DETAILS

1. Your Wholesale Customer's initial pack purchase is credited as Binary BV. All other purchases made by your personally enrolled Wholesale Customers are credited as generation one(1) enrollment tree BV. Personally enrolled Wholesale Customers orders are are not credited toward your PV.
2. Wholesale Customers are required to pay a \$49 annual renewal fee to maintain their account and associated benefits. The existing account will be closed and all benefits associated will be permanently forfeited if the annual renewal is not satisfied. This includes the organization position, StarClub points and status, and any stored volume.



AUTOSHIP

SELECT AN OPTIONAL AUTOSHIP TO MAXIMIZE YOUR IMPACT AND REWARDS

In addition to selecting an initial order, you should consider the products you want to receive on a consistent, timely basis. Autoship provides tremendous benefits, including our StarClub Loyalty Rewards Program.

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.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

AUTOSHIP DETAILS

1. Autoship profiles must be scheduled in the previous calendar month. Autoship date options range from the 1st day of each month through the 28th day of each month.
2. Autoship profile contents may be adjusted up to one day before the autoship is scheduled to process. Once an autoship successfully processes, no changes or modifications to the order are allowed.
3. In order for PV to qualify as autoship-derived, the order must process naturally through the Zilis autoship system. In the event of an autoship decline, any additional products added to the profile after the initial attempt to process the autoship will qualify as non autoship-derived PV.
4. Backdating of autoship profiles is strictly prohibited.

STARCLUB LOYALTY REWARDS PROGRAM

ZILIS OFFERS THE MOST LUCRATIVE REWARDS PROGRAM IN THE INDUSTRY



Get free StarGifts and earn StarPoints that can be redeemed for free products for maintaining a qualified active StarShip (autoship) order!

1. Earn StarPoints for each qualified StarShip order. Cash in your StarPoints for free products! The more consecutive qualified StarShip orders you have, the more points you will earn, up to 25%!
2. Earn free StarGifts each month based on the value of your order!
3. Earn a surprise StarGift each quarter through the first two years of your StarShip!

The best part? You need a StarShip order of just 50 BV to start earning StarPoints!

STEPS TO EARN REWARDS

- Step 1:** Become a Zilis Ambassador or Wholesale Customer
- Step 2:** Select your eligible products
- Step 3:** Choose your StarShip date
- Step 4:** Get rewarded!

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

STARPOINTS REWARDS SCHEDULE

Months	StarPoints
1-3	10%
4-6	15%
7-24	20%
25+	25%

EARN MORE STARPOINTS EACH MONTH BASED ON YOUR AUTOSHIP BV

100 BV – 199 BV – FREE STARPOINTS

200 BV – 299 BV – MORE FREE STARPOINTS

300 BV – 399 BV – EVEN MORE FREE STARPOINTS

400 BV OR MORE – WAY MORE FREE STARPOINTS

Create your StarShip order today and visit the Zilis Resource Center to learn more about the **STARCLUB LOYALTY REWARDS PROGRAM!**

ADDITIONAL DETAILS

1. StarClub applies to Wholesale Customers and Ambassadors only. Program does not apply to Retail or Preferred Customers.
2. A StarShip order is defined as one non-discounted autoship-derived order of 50 BV or more each month from a Wholesale Customer or an Ambassador.
3. You may skip your StarShip one month each year without losing your free rewards status or your StarPoints. The grace month can only be utilized after three consecutive months of a qualified StarShip. You must call Ambassador Support to request your grace month to avoid losing accumulated points and status. StarPoints are redeemable after three months. Call Ambassador Support to redeem your points for products. A maximum of 400 StarPoints may be redeemed in a calendar month.
4. StarPoints are redeemable after three months. Call Ambassador Support to redeem your points for products. A maximum of 400 StarPoints may be redeemed in a calendar month.
5. You cannot redeem StarPoints in a month that you don't have a qualified StarShip scheduled for the following month.
6. StarPoints are not awarded on sales tools or on UltraShop purchases.
7. Discounted products, including cases and bundles, and UltraSystems, do not qualify for StarPoints.
8. To redeem your StarPoints, you must have the exact points for the product you purchase. Any points over the amount of purchase are carried forward.
9. If a qualified StarShip profile is cancelled all unused StarPoints are permanently purged and forfeited.
10. StarShip orders that are returned reset the account in question to month one. StarGifts are not eligible to be returned or exchanged.
11. Zilis reserves the right to modify this program at any time.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



THE ZILIS COMPENSATION PLAN

ZILIS OFFERS SEVEN REVENUE STREAMS THAT REWARD YOU FOR BUILDING A LOYAL CUSTOMER BASE.

At Zilis, support starts from the very top. Our CEO and Founder, Steven Thompson, has more than two decades of experience in the direct sales and wellness industries, and he created Zilis for people who want to work for themselves, just like you. Our compensation plan offers the potential to create financial security in an ever-changing world.

Retail Bonus – Customers are our number one focus. We are proud to offer one of the most lucrative Retail Profit programs in the industry. Earn retail profits that can exceed 200% on products sold to your personal Retail and Preferred Customers.

Fast Start Bonus – Earned for helping your personally sponsored Wholesale Customers and Independent 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.

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.



Our compensation plan offers financial security and our unique bonus programs make it easier to leave a traditional 8-5 job behind.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. Please refer to the IDS on pages 38-39 or online at ids.zilis.com.

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

Benefits – Earn monthly benefits that rival any corporate career. Benefits include the Blessing, Jeep, Healthcare, and Dream 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 qualified Regional Ambassadors and above each quarter.

IMMEDIATE INCOME

RETAIL BONUS

PAID DAILY OR WEEKLY

All orders generated by your personally enrolled Retail and Preferred Customers pay generous retail bonuses equivalent to the difference between the wholesale cost and the sales price. Your Customers have multiple options when it comes to purchasing Zilis products. The first option is to direct Customers to your free replicated Zilis.com website. Here, your Customers can choose to pay the regular retail price with a one-time order, or to receive discounted pricing as a Preferred Customer by choosing the optional autoship program. The second option is for Customers to purchase products directly from your personal inventory. Third, you may choose to enroll in the optional Virtual Warehouse program where you can leverage deeply discounted tiered pricing such that your profits can exceed 200%. With Virtual Warehouse, you can let Zilis handle the fulfillment for you! Since Zilis products are consumable, many Ambassadors find that their Customers order frequently.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. Please refer to the IDS on pages 38-39 or online at ids.zilis.com.

ADDITIONAL DETAILS

You must be an Ambassador in good standing.

FAST START BONUS

PAID WEEKLY

Earn a lucrative Fast Start Bonus (FSB) when you personally enroll a new Wholesale Customer or Independent Ambassador that chooses an promotional product enrollment or upgrade pack. FSBs are a tremendous opportunity to earn while training your organization to establish a solid product foundation on which to grow.

ADDITIONAL DETAILS

You must achieve the paid-as rank of Active Ambassador or above within the weekly period the new enrollment occurs.

FAST START BONUS	
Product Pack	Sponsor Commission
Wholesale Customer	\$20
Bronze	\$40
Silver	\$70
Gold	\$130

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 levels. Every Ambassador has a placement tree with two sides, a left leg and a right leg. The binary provides tremendous benefits when it comes to team building. You may personally enroll as many Ambassadors as you desire, yet never build more than two teams. Each time you enroll additional Ambassadors, you will place them in the first available position in your outside left or right leg.

The Zilis binary makes the process simple. You can qualify to enjoy a generous payout of up to 20% of the lesser side volume (LSV) between your left and right binary teams each week. BV is generated anytime a new promotional product enrollment or upgrade pack is purchased through infinite levels. Once a binary commission is paid, the volume used to generate the commission is deducted from your left and right team. You may qualify to store up to one million BV from your more dominant binary team (also known as your strong leg) as discussed below. Either of your binary teams can be considered a stronger or lesser leg during any bonus period.

ADDITIONAL DETAILS

1. You must be binary qualified in order to earn binary commissions. In order to achieve binary qualification, you must be Active, have one (1) personally enrolled Active Ambassador in your left leg, and one (1) personally enrolled Active Ambassador in your right leg for the period in question.

2. Binary commission percentages and payout caps are determined based on your paid-as rank for the period in question.
3. Only BV from promotional product enrollment or upgrade packs are calculated in the binary.
4. A minimum of 300BV on each leg is required to generate a binary commission. As long as you remain Active, volume from both teams will store until this threshold is reached.
5. After any maximum weekly payout is met (per your qualification level) within a bonus period, any unused lesser side volume will be reset to zero and will not carry over into the next bonus period.

BINARY COMMISSION SCHEDULE	
Rank	Lesser Side Commission
Associate	10%
Community	10%
City	15%
Area	20%
Regional & Above	20%



*Each bonus requires specific qualifications.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

SPECIAL NEW AMBASSADOR LAUNCH OPPORTUNITY

Get your Zilis business launched with the products you need to meet the needs of your Customers while maximizing your earning potential out of the gate. You may either choose to enroll or upgrade to a promotional product pack and receive accelerated binary commissions for your first year. You may upgrade to a higher promotional product pack anytime through your Zilis Cloud.

NEW AMBASSADOR LAUNCH PROMOTION	
Product Pack	Lesser Side Commission
Silver	15%
Gold	20%

ADDITIONAL DETAILS

1. Accelerated binary commissions are provided for one year from the date of the promotional product enrollment or upgrade pack purchase. After one-year, binary commissions will be calculated based on your paid-as rank for the period in question.
2. Promotional product enrollment and upgrade packs are only available for purchase one time.
3. You must be qualified for the period in question with 100 autoship-derived PV or 150 non autoship-derived PV from your own and your personal Retail or Preferred Customer purchases.
4. All other standard qualifications and payout cap guidelines for binary commissions apply.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



STORED VOLUME

Ambassadors may qualify to store up to one million BV on their dominant binary team. 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. There are no limits on the length of time you may qualify to store volume.

ADDITIONAL DETAILS

1. You must generate 150 non autoship-derived PV or 100 autoship-derived PV from your personal orders as well as orders from your personally enrolled Retail and Preferred Customers each calendar month to store volume.
2. If the PV requirements to store volume are not met all stored volume will be permanently forfeited and purged at the close of each calendar month.

MONTHLY PV REQUIREMENTS TO STORE VOLUME

Autoship-Derived PV	100 BV
Non Autoship-Derived PV	150 BV

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

INFINITY FAST START BONUS PAID WEEKLY

Earn lucrative Infinity Fast Start (IFS) bonuses as new Ambassadors enter your leadership organization with a promotional product enrollment or upgrade pack. It is encouraged that new Ambassadors have a reasonable amount of product to use, sell, show, and demonstrate to potential customers. This bonus rewards you for working in depth with your organization and creating product duplication and customer acquisition efforts by your team.

You are eligible for IFS bonuses on all directly coded Ambassadors within your respective leadership team(s). You are encouraged to continue personally enrolling, so it is possible to earn multiple IFS rank bonuses simultaneously.

The larger your leadership team grows; the more IFS bonuses you can earn!

	AREA	REGIONAL	NATIONAL	TOTAL
WHOLESALE CUSTOMER	\$8	+\$7	+\$6	\$21
BRONZE PACK	\$16	+\$14	+\$12	\$42
SILVER PACK	\$35	+\$30	+\$20	\$85
GOLD PACK	\$60	+\$50	+\$40	\$150

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

ADDITIONAL DETAILS

1. IFS bonuses are calculated based upon your paid-as rank for the period in question.
2. Upon qualification for an IFS eligible rank, you immediately qualify to place new personally enrolled Ambassadors into your new leadership team, thereby activating the potential for IFS bonuses.
3. New enrollees must have an active autoship profile(s) of at least 50 autoship-derived 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).

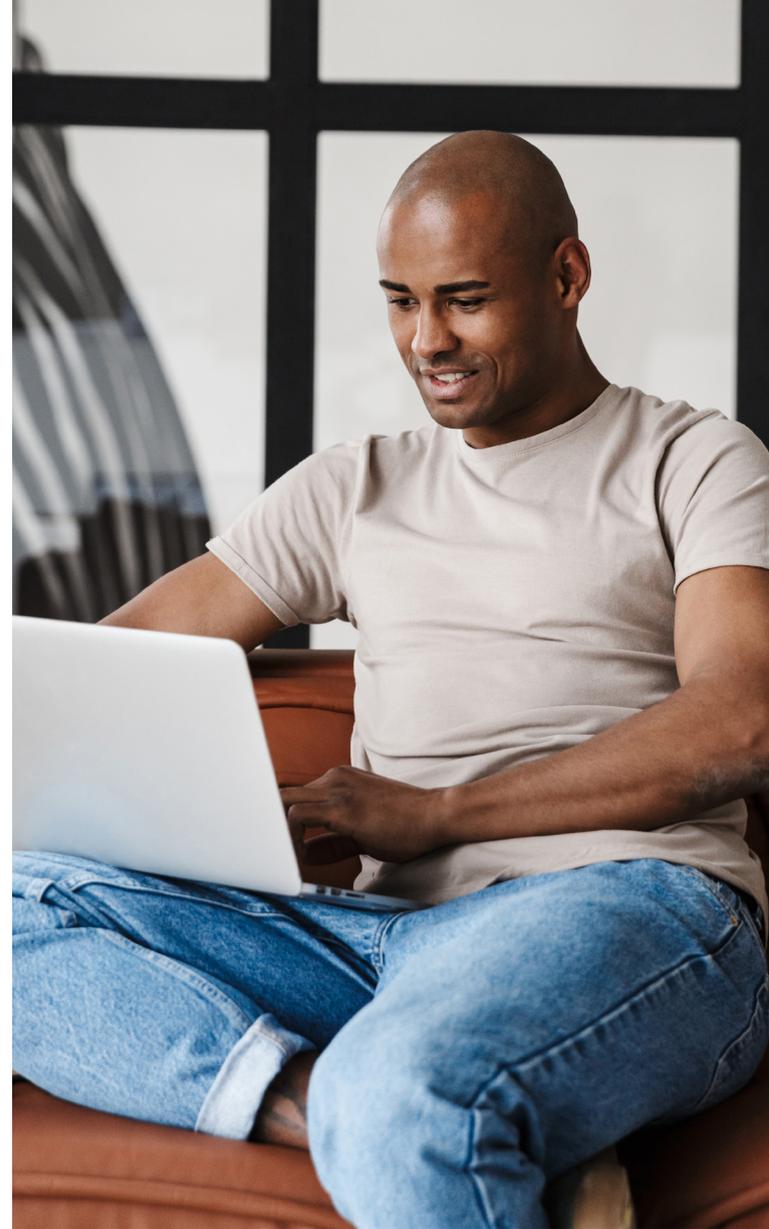
The larger your leadership team grows; the more **INFINITY FAST START** bonuses you can earn!

SPECIAL LEADERSHIP RECODING OPPORTUNITY

In order to maximize the potential of the Binary Team Bonuses and all Infinity Bonuses, an Ambassador may purchase up to four (4) additional Ambassador accounts in their left or right binary tree. Accounts must be in the name of an eligible immediate family member or business entity owned by the Ambassador. Once an Ambassador reaches the rank of Area Ambassador or above, he or she may request that Ambassador Support recode these positions into their highest current lifetime rank leadership team.

ADDITIONAL DETAILS

1. Additional accounts must be an immediate family member as defined in the glossary. Recoding will only occur upon request and approval by Zilis after the rank of Area Ambassador or above has been achieved.
2. A sponsor's additional accounts must be originally purchased and enrolled as an Independent Ambassador by the sponsoring Ambassador.
3. Wholesale Customer accounts are not eligible for recoding.
4. Additional accounts must be an active Ambassador in good standing and abide by the Policies and Procedures. This includes satisfying the activity clause and annual renewal fee.
5. Additional accounts may not sponsor Customers or Ambassadors prior to recoding. If an additional account enrolls any Customers or Ambassadors prior to requesting to be recoded, the request will be denied and the opportunity to recode the position will be permanently forfeited.
6. See the Policy & Procedure for all guidelines related to the sale and transfer of an Ambassador account.



All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

LONG TERM RESIDUAL INCOME

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 potential 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 from.

ADDITIONAL DETAILS

1. GBs are paid on enrollment tree volume that is credited to the appropriate generation you are qualified to earn on during the period in question.
2. GBs exclude promotional product enrollment and upgrade packs as they are paid in the Binary Team and Infinity Fast Start Bonuses.
3. GBs are calculated based upon your paid-as rank for the period in question.

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%

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

INFINITY RESIDUAL BONUS

PAID MONTHLY

Infinity Residual Bonuses (IRB) is one of the most exciting highlights in the Zilis compensation plan. Earn bonuses of up to 9% on the total generational volume produced within your designated enrollment tree leadership teams each month. Infinity Residuals (IRBs) are paid on all enrollment tree volume, excluding promotional product enrollment and upgrade packs, that falls within each leadership team. The more product sold by your leadership teams, the more you'll earn. Since the IRB is not capped and pays through unlimited generations, the potential is unlimited.

ADDITIONAL DETAILS

IRB's are calculated based upon your paid-as rank for the period in question.



All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



INFINITY MATCHING BONUS

PAID MONTHLY

Qualify for Infinity Matching Bonuses (IMB) on all personally sponsored Ambassadors at equal or lower leadership rank. The more you personally enroll and the more success you help your personally sponsored Ambassadors create, the higher the percentages you can earn. IMBs reach as high as 40% at the Presidential rank and above.

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

ADDITIONAL DETAILS

1. IMBs are calculated based upon your paid-as rank for the period in question. If you are not qualified for the same paid-as rank as your personally enrolled Ambassador, matching is limited to the IRB associated with your highest paid-as rank for the period in question.
2. You must qualify at the equivalent lifetime rank of your personally enrolled Ambassadors within one year of the time your personally enrolled Ambassador initially qualifies for each rank. If you do reach the equivalent qualification of a personally enrolled Ambassador within one year of their initial qualification, the opportunity to earn matching on the IRBs associated with the rank will be permanently forfeited.
3. Infinity Matching Bonus rights are nontransferable. Should you desire to sell or transfer your business at any time, current and future IMBs on all personally enrolled Ambassadors will be permanently forfeited.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

BENEFITS PACKAGE

BLESSING BONUS

PAID MONTHLY



As a Zilis Ambassador, you're a part of a global program to give to expectant mothers, veterans, and first responders 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. 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!

BLESSING BONUS AMOUNTS

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

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

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.

ADDITIONAL DETAILS

1. You must achieve the City Ambassador rank or higher during the qualifying monthly period.
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 with the greatest impact.
3. Ambassadors must provide documentation of a Blessing Bonus moment with photo or video to marketing@zilis.com once every calendar 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.

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. One simple way to achieve Area Ambassador is completing a "4x4" in the same qualification period. Once you qualify as an Area Ambassador, download the Jeep Club flyer from your Zilis Cloud.

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 \$1,000 for the Presidential Jeep wrap (shown upper right). Nothing says freedom like a Jeep.

ADDITIONAL DETAILS

Jeep bonuses are available on qualified Wrangler and Grand Cherokee models only. Certain year limits apply. Zilis approved logo application is required. Bonuses are paid in the form of a reimbursement and are based on your paid-as rank and loan payment amounts. Limits, terms and conditions apply. Qualified Ambassadors who do not choose

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



to participate in the program with the purchase/lease of an eligible Jeep will receive a bonus equal to 50% of the Jeep Bonus amount according to their paid-as rank for the calendar month in question. See the Zilis Jeep Club application for complete details.

IMPORTANT NOTE: 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 Zilis Cloud for all details.

JEEP BONUS AMOUNTS

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

HEALTHCARE BONUS

PAID MONTHLY

Have you ever wanted the benefits of a corporate career without the J.O.B.? Introducing the Zilis Healthcare Bonus. This dynamic program offers qualified Ambassadors the ultimate flexibility when it comes to their career choice and providing for their family.

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 social marketing professionals leaving traditional careers.

ADDITIONAL DETAILS

The Healthcare Bonus is paid to qualified Ambassadors as a reimbursement after receiving approval for a qualified healthcare plan. Health insurance contract and agreement must be in the name of the qualifying Ambassador or their spouse. Only qualified health insurance plans are eligible. Zilis reserves the exclusive right to approve or deny healthcare plans. All plans are non-transferable and non-combinable. The bonus applies for one individual or immediate family per Ambassadorship. See Important Information for more details.

HEALTHCARE BONUS AMOUNTS

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

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



Our **HEALTHCARE BONUS** removes one of the largest obstacles for social marketing professionals.

DREAM BONUS

PAID MONTHLY

James Allen said, "Dream lofty dreams, and as you dream, so you shall become." At Zilis, we believe in rewarding our Ambassadors that pursue their dreams. One exciting reward is the Dream Bonus. Perhaps you've always dreamed of owning a Motor Coach. Or maybe a boat on the lake or an exotic car in the garage. With the Dream Bonus, you can let Zilis provide up to \$3,000 per month for you to make your dreams come true! The Zilis Dream Bonus is offered to Ambassadors who have gone above and beyond to achieve Diamond Executive in the Zilis Compensation Plan. Eligible assets include:

- **Luxury/Exotic cars**
- **Motorhomes**
- **Boats/watercraft**

ADDITIONAL DETAILS

The total asset value for a qualified Dream Bonus asset must be \$100,000 or more at the time of purchase, less taxes and fees. Dream bonuses are available on qualified assets only. Zilis approved logo application is required. Zilis reserves the exclusive right to approve or deny an asset for Dream Bonus consideration. Bonuses are paid in the form of a reimbursement and are based on the

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**



DREAM BONUS AMOUNTS

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

lower amount of your paid-as rank for the period in question and your loan payment amounts. Limits, terms and conditions apply. Qualified Ambassadors who do not register and receive approval for a Dream Bonus asset will forfeit the Dream Bonus until which time they receive approval for a qualified Dream Bonus asset. See the Zilis Dream Bonus application for complete details.

IMPORTANT NOTE: We strongly encourage Diamond Executives to remain qualified for their Dream Bonus for several consecutive months prior to larger purchases.

EARN UP TO \$3,000 A MONTH TO MAKE YOUR DREAMS COME TRUE.



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 Regional, National, and Presidential Ambassadors. Earnings are paid in direct proportion to the overall contribution of your enrollment tree team's volume.

GLOBAL BONUS POOL SUMMARY

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

ADDITIONAL DETAILS

Ambassadors must qualify two out of three calendar months at each rank per calendar quarter to earn shares from that rank's portion of the GBP.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

The **GLOBAL BONUS POOL** compensates our Regionals and above with quarterly revenue sharing.

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 "paid-as"/"qualified" rank within the current bonus period, as well as their highest "lifetime" rank they have earned in Zilis. Once an Ambassador has earned a rank they will be recognized at their title as long as they remain an Ambassador in good standing. All commissions are calculated based upon "paid-as/qualified" rank for the commission period in question. There are no time limits for achieving a desired rank.

FAST TRACK QUALIFICATION

All ranks are eligible for a special fast track rank advancement timeline. This timeline calculates requirements from a new Ambassador's start date + 30 days + End of Period. End of period is defined as the weekly period your 30th day falls on.

ACTIVE

- Accumulate 100 BV from Retail or Preferred Customer sales and/or personal consumption – no time limit
- Personally generate 75 non autoship-derived or 50 autoship-derived PV each month from customer sales and/or personal consumption

ASSOCIATE

- Personally qualify as Active each month
- Accumulate 100 PV from customer sales and/or personal consumption – no time limit
- Personally generate 75 non autoship-derived or 50 autoship-derived PV each month from customer sales and/or personal consumption
- Have two (2) personally sponsored Ambassadors who qualify as Active each month

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

COMMUNITY

- Meet all requirements for Associate Ambassador
- Accumulate 200 PV from customer sales and/or personal consumption – no time limit
- Personally generate 150 non-autoship-derived or 100 autoship-derived PV each month from customer sales and/or personal consumption
- Have three (3) personally sponsored Wholesale Customers and/or Ambassadors who qualify as Active each month
- Produce 1,000 BV in your sponsor tree each month, subject to the 40% rule

CITY

- Meet all requirements for Community Ambassador
- Accumulate 500 PV from customer sales and/or personal consumption – no time limit
- Personally generate 150 non-autoship-derived or 100 autoship-derived PV each month from customer sales and/or personal consumption
- Have four (4) Active personally sponsored Wholesale Customers and/or Ambassadors that qualify as Active each month
- Produce 3,000 BV in your sponsor tree each month, subject to the 40% rule



AREA

- Meet all requirements for City Ambassador
- Personally generate 150 non autoship-derived or 100 autoship-derived PV each month from customer sales and/or personal consumption
- Have one (1) personally sponsored qualified Associate Ambassador in your left leg each month
- Have one (1) personally sponsored qualified Associate Ambassador in your right leg each month
- Generate 2,000 enrollment tree BV in your left leg each month
- Generate 2,000 enrollment tree BV in your right leg each month
- Produce 10,000 BV each month in your enrollment tree, subject to the 40% rule

REGIONAL

- Meet all requirements for Area Ambassador
- Personally generate 225 non autoship-derived PV or 150 autoship-derived PV each month from customer sales and/or personal consumption
- 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 Ambassador
- Personally generate 225 non autoship-derived PV or 150 autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 18,000 enrollment 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 225 non autoship-derived PV or 150 autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 60,000 enrollment 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 300 non autoship-derived PV or 200 autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 120,000 enrollment tree BV in your right leg each month
- Produce 300,000 BV each month in your sponsor tree, subject to the 30% rule

DOUBLE DIAMOND EXECUTIVE

- Meet all requirements for Diamond
- Personally generate 300 non autoship-derived PV or 200 autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 240,000 enrollment tree BV in your right leg each month
- Produce 600,000 BV each month in your sponsor tree, subject to the 30% rule

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

TRIPLE DIAMOND EXECUTIVE

- Meet all requirements for Double Diamond
- Personally generate 300 non autoship-derived PV or 200 autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 400,000 enrollment tree BV in your right leg each month
- Produce 1,000,000 BV each month in your enrollment tree, subject to the 30% rule

BLACK DIAMOND ELITE

- Meet all requirements for Triple Diamond
- Personally generate 450 autoship-derived PV or 450 non autoship-derived PV each month from customer sales and/or personal consumption
- 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 enrollment tree BV in your left leg each month
- Generate 800,000 enrollment tree BV in your right leg each month
- Produce 2,000,000 BV each month in your enrollment tree, subject to the 30% rule

DOUBLE BLACK DIAMOND ELITE

- Meet all requirements for Black Diamond
- Personally generate 450 non autoship-derived PV or 300 autoship-derived PV each month from customer sales and/or personal consumption
- 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 1,600,000 enrollment tree BV in your left leg each month
- Generate 1,600,000 enrollment tree BV in your right leg each month
- Produce 4,000,000 BV each month in your enrollment tree, subject to the 30% rule

ALTERNATE QUALIFICATIONS FOR EACH RANK

- Ranks may be initially achieved by acquiring the following number of active customer points in a calendar month.
- **AREA:** Generate 10,000 BV in total replicated site BV from your Retail or Preferred Customers in the same calendar month. A maximum of 40% may come from one Customer.
- **REGIONAL:** Generate 30,000 BV in total replicated site BV from your Retail or Preferred Customers in the same calendar month. A maximum of 40% may come from one Customer.
- **NATIONAL:** Generate 60,000 BV in total replicated site BV from your Retail or Preferred Customers in the same calendar month. A maximum of 40% may come from one Customer.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

	Active	Associate	Community	City	Area	Regional	National
Lifetime Personal Volume	100	100	200	500	500	500	500
Personal Volume	75/50	75/50	150/100	150/100	150/100	225/150	225/150
Personally Sponsored Actives**	–	2	3	4	4	4	4
Personally Sponsored Associates	–	–	–	–	1-Left 1-Right	2-Left 2-Right	3-Left 3-Right
Enrollment Tree Volume (ETV)	–	–	1,000	3,000	10,000	30,000	60,000
Max. ETV Per Enrollment Team	–	–	400	1,200	4,000	12,000	24,000
Minimum ETV Per Binary Leg	–	–	–	–	2,000	6,000	18,000

**Active Wholesale Customers and/or Active Ambassadors

	Presidential	Diamond Executive	Double Diamond Exec.	Triple Diamond Exec.	Black Diamond Elite	Double Black Diamond Elite
Lifetime Personal Volume	500	500	500	500	500	500
Personal Volume	225/150	300/200	300/200	300/200	450/300	450/300
Personally Sponsored Actives**	4	4	4	4	4	4
Personally Sponsored Associates	4-Left 4-Right	5-Left 5-Right	5-Left 5-Right	5-Left 5-Right	6-Left 6-Right	6-Left 6-Right
Enrollment Tree Volume (ETV)	150,000	300,000	600,000	1,000,000	2,000,000	4,000,000
Max. ETV Per Enrollment Team	60,000	90,000	180,000	300,000	600,000	1,200,000
Minimum ETV Per Binary Leg	60,000	120,000	240,000	400,000	800,000	1,600,000

**Active Wholesale Customers and/or Active Ambassadors

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

IMPORTANT INFORMATION

DECLINED PAYMENTS

AUTOSHIP: Declined autoship payments must be settled in the same month the autoship is scheduled to process by contacting Zilis Ambassador Support. It is the individual Ambassador's responsibility to monitor their autoship profile and to ensure any issues are resolved during Zilis Ambassador Support business hours.

END OF MONTH: Ambassadors have one business day in a new calendar month to contact Zilis Ambassador Support to process and request a backdate to any orders that were attempted and declined after the end of the last business day of the prior calendar month. Zilis reserves the right in its sole and absolutely discretion to allow or deny an order be backdated.

QUALIFICATION REQUIREMENTS

All rank 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. Ambassadors are titled as lifetime rank according to the highest rank they have earned in their lifetime as a Zilis Ambassador. However, all bonuses are calculated based on each period's paid-as rank. If you do not meet the required paid-as rank qualification equal to or higher than your lifetime rank your commissions will be calculated on your paid-as rank only for any particular bonus period and any unearned commissions will be permanently purged and forfeited.

Percentage (%) rules for rank requirements are defined as the maximum amount of volume that may be counted toward any rank from any one enrollment tree team or binary team.

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

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 Saturday evening at 11:59 p.m. ET. All weekly bonuses are paid 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.

NO COMPRESSION

No sponsorship or organizational changes occur in the event that an Ambassador voluntarily or involuntarily terminates their Zilis business.

ANNUAL RENEWAL

Zilis requires all Independent Ambassadors and Wholesale Customers to pay a \$49 annual renewal fee each year. If the annual renewal is not paid, Zilis offers a 30-day grace period beyond an Ambassador's anniversary date. Once the 30-day grace period has passed, the Ambassador Agreement will cancel.

ACTIVITY REQUIREMENTS

If an Ambassador fails to personally qualify as the rank of "Active" according to the guidelines set forth in the Zilis compensation plan once every rolling six months, his or her Ambassador Agreement shall be converted to the Agreement of a Wholesale

Customer. If an Ambassador is within the 12-month term of the Ambassador agreement they may contact Ambassador Support to reactivate their position with an appropriate order to qualify as the rank of "Active".

JEEP CLUB

Jeep bonuses are available on qualified models only. Bonuses are paid in the form of a reimbursement and are based on your paid-as rank compared to loan payment amounts. Limits, terms and conditions apply. Participation is optional. See the Zilis Jeep Club application for complete details. Qualified Ambassadors who do not choose to participate in the program with the purchase/lease of an eligible Jeep will receive a bonus equal to 50% of the Jeep Bonus amount according to their paid-as rank for the calendar month in question. Reimbursements are for the payment amount or highest qualified bonus, whichever is lower. Reimbursements begin for the month in which the first payment is due. See the Jeep Club flyer for complete details. Ambassadors have the option to pay for their Jeep in full. Zilis will reimburse the monthly bonus based on a value of \$15 per \$1,000 per the dealer purchase agreement. Zilis will reimburse on financing of sixty-months or more. In the event that an Ambassador chooses to finance their Jeep in a shorter time frame, Zilis will calculate the monthly bonus the Ambassador qualifies for at a sixty-month load with a 4% interest rate. Zilis will make reimbursements for a maximum of sixty-months from the date of purchase. In the case that an Ambassador refinances their Jeep, Zilis will pay the lower of the original financing monthly payment and the new refinanced monthly payment. Ambassadors have the option to purchase a second Jeep under the same terms of the Jeep Bonus program and apply qualification overage to a second qualified Jeep. Zilis will make reimbursements for a maximum of sixty-months from the date of purchase. Ambassadors will forfeit

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

the Jeep bonus once the loan has been satisfied. Ambassadors may elect to purchase another qualified Jeep in order to continue receiving the bonus. Additional requirements and terms apply. Qualifiers must complete and agree to all terms in the Zilis Jeep Club application. Qualified Ambassadors who do not choose to participate in the program with the purchase/lease of an eligible Jeep will receive a bonus equal to 50% of the Jeep Bonus amount according to their paid-as rank for the calendar month in question.

IMPORTANT NOTE: 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 Zilis Cloud for all details.

HEALTHCARE BONUS

The Healthcare Bonus is paid to qualified Ambassadors in the form of reimbursement. Failure to provide all required documentation amount of their premium and up to the qualified amount after will result in forfeiture of the bonus each month until appropriate proof of insurance is approved by Zilis. If a qualified Ambassador documentation is not insured or receiving free health insurance, the bonus will be forfeited for the period in question. Health insurance contract and agreement must be in the name of the qualifying Ambassador or their spouse. Reimbursements will begin during the month in which payment is approved and premium payments are being made. Only qualified health insurance plans are eligible. Zilis reserves the exclusive right to approve or deny healthcare plans. All plans are non-transferable and non-combinable. The bonus applies for one individual or immediate family per Ambassadorship. Participants must provide current statements to Zilis Ambassador Support from their healthcare plan each calendar quarter. Failure to do so once a calendar quarter will result in a forfeiture of the

Healthcare Bonus. In this instance, no further Healthcare Bonus will be paid until the Ambassador submits appropriate documentation of their healthcare plan.

DREAM BONUS

The total asset value for a qualified Dream Bonus asset must be \$100,000 or more at the time of purchase, less taxes and fees. The Dream Bonus application must be submitted prior to the fifth calendar day after the initial qualifying calendar month and must be approved prior to any reimbursement being provided. Reimbursements begin for the month in which the first payment is due and is for the payment amount or highest qualified bonus, whichever is lower. Zilis logos will be provided at the time of Dream Bonus approval and registration. The Zilis design team will work with qualifiers on the size and placement of Zilis logos. Ambassadors are responsible for any damage to logos. Additional logos are available for purchase by contacting Zilis Ambassador Support. Qualified Dream Bonus assets must maintain Zilis logos or payments will be forfeited during the period in question. Ambassadors have the option to pay for their Dream Bonus asset in full. Zilis will reimburse the monthly bonus based on a value of \$15 per \$1,000 per the dealer purchase agreement. Zilis will make reimbursements for a maximum of sixty-months from the date of purchase. Zilis will reimburse on financing of sixty-months or more. In the event that an Ambassador chooses to finance their Dream Bonus asset in a shorter time frame, Zilis will calculate the monthly bonus the Ambassador qualifies for at a sixty-month load with a 4% interest rate. In the case that an Ambassador refinances their Dream Bonus asset, Zilis will pay the lower of the original financing monthly payment and the new refinanced monthly payment. Ambassadors will forfeit the Dream Bonus once the loan has been satisfied, however Ambassadors may elect to purchase another qualified Dream Bonus asset in order to continue receiving the bonus. Additional requirements and terms apply. See the Dream Bonus application for complete details. Qualifiers must complete

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

and agree to all terms in the Dream Bonus application. Qualified Ambassadors who do not register and receive approval for a Dream Bonus asset will forfeit the Dream Bonus until which time they receive approval for a qualified Dream Bonus asset.

IMPORTANT NOTE: We strongly encourage Diamond Executives to remain qualified for their Dream Bonus for several consecutive months prior to larger purchases.

ONGOING TRAINING

Any Ambassador who sponsors another Ambassador into Zilis must perform a bona fide assistance and training function to ensure that his or her downline is properly operating his or her Zilis business. Ambassadors must have ongoing contact and communication with the Ambassadors in their Downline Organizations. Examples of such contact and communication may include, but are not limited to: newsletters, written correspondence, personal meetings, telephone contact, webinars, voice mail, electronic mail, and the accompaniment of downline Ambassadors to Zilis meetings, training sessions, and other functions. Upline Ambassadors are also responsible to motivate and train new Ambassadors in Zilis product knowledge, effective sales techniques, the Zilis Compensation Plan, and compliance with Company Policies and Procedures and applicable laws. Communication with and the training of downline Ambassadors must not, however, violate Sections 4.1 and/or 4.2 (regarding the development of Ambassador-produced sales aids and promotional materials). Ambassadors should monitor the Ambassadors in their Downline Organizations to guard against downline Ambassadors making improper product or business claims, violation of the Policies and Procedures, or engaging in any illegal or inappropriate conduct.

INCREASED TRAINING RESPONSIBILITIES

As Ambassadors progress through the various levels of leadership, they will become more experienced in sales techniques, product knowledge, and understanding of the Zilis program. They will be called upon to share this knowledge with lesser experienced Ambassadors within their organization.

ONGOING SALES RESPONSIBILITIES

Regardless of their level of achievement, Ambassadors have an ongoing obligation to continue to personally promote sales through the generation of new customers and through servicing their existing customers.

NATIONAL AMBASSADOR AND ABOVE EXCLUSIVITY

The rewards, benefits and privileges of the ranks of National Ambassador and higher are unprecedented and extraordinary. Rewards include but are not limited to: increased binary percentages and payout caps, infinity fast start bonuses, six generational bonus commissions, infinity residual bonuses, infinity matching bonuses, Jeep bonus, Healthcare bonus, and the Global Bonus Pool. The benefits also include insider access to new products and programs, leadership calls, leadership meetings, speaking on calls and at events, website recognition, event recognition, special seating at Zilis events and speaking opportunities. Zilis is honored to commit its very best to its National and above Ambassadors. In order to offer these generous rewards, benefits and privileges, Zilis requires National Ambassadors and above to execute an Exclusivity & Commitment Agreement. This agreement includes mandatory attendance at Zilis' Annual Conventions (and any other specifically named events), as

All references to income, implied or stated, through the Zilis compensation plan are for demonstration purposes only. Zilis does not guarantee any level of earnings or results to any Ambassador. Earnings from the compensation plan solely depend upon sales and each Ambassador's skill, ability, and personal application. **Please refer to the IDS on pages 38-39 or online at ids.zilis.com.**

well as agreement to an exclusive dealing relationship in which Zilis is the only direct selling company in which a National Ambassador or higher has a distributorship. The Leadership Agreement must be executed within 30 days of achievement of the rank of National Ambassador in order to continue receiving National Ambassador and above rewards, benefits, and incentives.

MAXIMUM PAYOUT

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 any given pay period. In the event this maximum is reached, the company will implement an identical percentage deduction from all binary team bonuses in the given period to reach payout equal to 50% of business volume. Ambassador accounts that do not have a commissionable order for a period of six months will be converted to a customer status. Zilis strictly prohibits bonus/rank buying, enforces the 70% rule, and reserves the right to refuse any order.

INCOME DISCLOSURE STATEMENT

Zilis' corporate ethics compel us to do not merely what is legally required, but rather, to conduct the absolute best business practices. To this end, we have developed the Zilis Income Disclosure Statement ("IDS"). The Zilis IDS is designed to convey truthful, timely, and comprehensive information regarding the income that Zilis Ambassadors earn. In order to accomplish this objective, a printed copy of the IDS must be presented to all attendees in an in-person setting who are not Zilis Ambassadors. In a virtual meeting, the IDS must be visible on the during the presentation or meeting and after the presentation or meeting for a period of a minimum of ten (10) minutes after the conclusion of such meeting or presentation.

ACTIVE AMBASSADOR RANK	% of Active Ambassadors	% of All Ambassadors (Active + Inactive + Cancelled)*	Jan. 2019 - Dec. 2019 Annual Income for All Ambassadors		
			High	Low	Average
Active Ambassador	83.02%	69.80%	\$3,442.88	\$0.00	\$6.76
Associate Ambassador	9.26%	7.78%	\$3,507.95	\$0.00	\$150.81
Community Ambassador	3.82%	3.21%	\$10,004.97	\$0.00	\$480.23
City Ambassador	2.69%	2.26%	\$48,609.28	\$0.00	\$1,576.58
Area Ambassador	0.92%	0.77%	\$69,698.06	\$0.00	\$6,401.06
Regional Ambassador	0.17%	0.15%	\$130,132.40	\$135.00	\$23,274.15
National Ambassador	0.08%	0.07%	\$222,616.58	\$15,901.62	\$63,702.36
Presidential Ambassador	0.03%	0.024%	\$422,695.03	\$31,644.78	\$168,119.25
Diamond & Above	0.013%	0.011%	\$1,000,000+	\$166,302.63	\$764,509.18
Cancelled	—	3.54%	*Months in company is length of time a Ambassador has continuously been active with the company. Months to rank is the length of time to achieve each rank.		
Inactive	—	12.39%			

The income statistics above are for all U.S. Zilis Ambassadors in 2019. These figures do not include Retail and Preferred Customer sales outside of the Zilis replicated site. In addition, the statistics above also show the income for active U.S. Zilis Ambassadors in 2019. An "Active Ambassador" is defined as an Ambassador that placed or sold a commissionable product order in 2019, and, that did not cancel in 2019. The average annual income for all Ambassadors (active, inactive, cancels) in 2019 was \$344.21, and the median annual income for all Ambassadors in 2019 was \$0. Out of approximately 26,777 Ambassadors that signed up as U.S. Ambassadors since the beginning of the year 2019, approximately 25,648 were still active at the end of the year (95.8%).

Jan. 2019 - Dec. 2019 Annual Income for Active Ambassadors			Months in Company (Active Ambassadors)*			Months to Rank (Active Ambassadors)*		
High	Low	Average	High	Low	Average	High	Low	Average
\$3,442.88	\$0.00	\$7.70	52	1	6	43	1	1
\$3,507.95	\$0.00	\$161.31	51	1	10	44	1	2
\$10,004.97	\$0.00	\$506.50	50	1	12	40	1	2
\$48,609.28	\$0.00	\$1,624.35	51	1	13	32	1	3
\$69,698.06	\$0.00	\$6,437.54	51	1	18	40	1	4
\$130,132.40	\$135.00	\$23,274.15	50	1	21	41	1	7
\$222,616.58	\$15,901.62	\$63,702.36	49	5	22	45	1	10
\$422,695.03	\$31,644.78	\$168,119.25	49	19	33	34	2	15
\$1,000,000+	\$166,302.63	\$764,509.18	52	12	32	38	4	18

In 2019, 80.0% of all Ambassadors received no income at all. Note that these figures do not represent an Ambassador's profit, as they do not consider expenses incurred by an Ambassador in operation or promotion of his/her business. The figures above refer to gross income (total income before any expenses are deducted). The expenses an Ambassador incurs in the operation of his or her Zilis business vary widely. Expenses for Ambassadors can be several hundred or several thousand dollars annually. You should factor in estimated expenses when projecting potential profits. Such operating expenses could include advertising and promotional expenses, product samples, training, travel, telephone and Internet costs, business equipment, and miscellaneous expenses. The earnings of the Ambassadors in this chart are not necessarily representative of the income, if any, that a Zilis Ambassador can or will earn through his or her participation in the Zilis Compensation Plan. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any representation or guarantee of earnings would be misleading. Success with Zilis results only from successful sales efforts, which require hard work, diligence, and leadership. Your success will depend upon how effectively you exercise these qualities.

GLOSSARY

ACTIVE CUSTOMER

A Zilis customer who has placed an online order for at least one BV associated product in the current calendar month. Products are not intended for resale.

ACTIVE AMBASSADOR

An Ambassador who satisfies the minimum Personal Sales Volume requirements, as set forth in the Zilis Compensation Plan, to ensure that he or she is eligible to receive certain bonuses and commissions.

ACTIVE RANK

The term “active rank” refers to the current rank of an Ambassador, as determined by the Zilis Compensation Plan, for a particular pay period. To be considered “active” relative to a particular rank, an Ambassador must meet the criteria set forth in the Zilis Compensation Plan for his or her respective rank. (See the definition of “Rank” below.)

AFFILIATED PARTY

A shareholder, member, partner, manager, trustee, or other parties with any ownership interest in, or management responsibilities for, a Business Entity.

AGREEMENT

The contract between the Company and each Ambassador includes the Zilis Ambassador Application and Agreement (including the Terms and Conditions), the Zilis Policies and Procedures, the Zilis Compensation Plan, the Business Entity Addendum and Registered External Website Application & Agreement (if applicable), all in their current form and as amended by Zilis in its sole discretion. These documents are collectively referred to as the “Agreement.”

BINARY TREE DOWNLINE

A placement structure consisting of two downline legs, one left and one right.

BINARY DOWNLINE LEG

Ambassadors that have been enrolled by any individual in your Upline and placed below you in your left or right binary tree.

CANCEL

The termination of an Ambassador’s business. Termination may be either voluntary, involuntary, through non-renewal or inactivity.

CODED GROUPS

The members of your downline that are in your Area, Regional, and/or National Ambassador leadership team(s) and from which you are eligible to receive Infinity Fast Start Bonuses, and Infinity Residual Bonuses.

DOWNLINE

Your enrollment tree downline (or downline organization) consists of the Ambassadors you personally enroll or sponsor (your first level Ambassadors), the Ambassadors that first level Ambassadors enroll or sponsor, as well as the Ambassadors that are subsequently enrolled or sponsored beneath them.

ENROLLMENT TREE DOWNLINE

Any and all Ambassadors in your downline that ultimately originate from an Ambassador that you personally sponsored. This does not include Ambassadors placed below you in the binary tree.

ENROLLMENT TREE UPLINE

All Ambassadors in your upline to which you qualify as an Enrollment Tree Downline.

ENROLLMENT TREE DOWNLINE LEG

Each one of the individuals personally enrolled immediately underneath you and their respective personally enrolled downline represents one “leg” in your Enrollment Tree Downline.

ENROLL

The act of introducing a prospective Ambassador to Zilis and assisting them to execute an Ambassador Application and Agreement and thereby become a Zilis Ambassador. (Also see the definition of “Sponsor.”) These activities are called “enrolling.”

ENROLLER

The person who introduces and ultimately enrolls a prospective Ambassador into Zilis.

GROUP VOLUME

The commissionable value of services and products purchased by the Customers and Ambassadors in the enrollment tree downline of a particular Ambassador.

IMMEDIATE FAMILY

An Ambassador’s spouse, domestic partner, sibling(s), children, or parent(s).

LEADERSHIP TEAMS

The members of your downline that are in your Area, Regional, and/or National Ambassador coded groups and from which you are eligible to receive Infinity Fast Start Bonuses and Infinity Residual Bonuses.

LEVEL

The layers of enrollment tree downline Customers and Ambassadors in a particular Ambassador’s enrollment tree downline. This term refers to the relationship of an Ambassador relative to a particular upline Ambassador, determined by the number of Ambassadors between them who are related by sponsorship. For example, if A enrolls B, who enrolls C, who enrolls D, who enrolls E, then E is on A’s fourth level.

LIFETIME RANK

the highest rank in the Zilis compensation plan that an Ambassador has earned.

PAID-AS RANK

the rank qualification an Ambassador has earned for the current pay period.

PERSONAL VOLUME

The commissionable value of services or products purchased by: (1) an Ambassador; (2) the Ambassador’s personally-enrolled Retail or Preferred; and (3) the Ambassador’s personal Retail or Preferred Customers who purchase from the Ambassador’s Zilis replicated website.

PREFERRED CUSTOMER

A Customer that elects to purchase Zilis products on an optional autoship program and who is not a participant in the Zilis compensation plan. Products are not intended for resale.

RANK

The “title” that an Ambassador holds pursuant to the Zilis Compensation Plan. “Title Rank” refers to the highest rank an Ambassador has achieved in the Zilis compensation plan at any

time. “Paid As” rank refers to the rank at which an Ambassador is qualified to earn commissions and bonuses during the current pay period.

RECRUIT

For purposes of Zilis’ Conflict of Interest Policy (Section 4.11), the term “Recruit” means the actual or attempted sponsorship, solicitation, enrollment, encouragement, or effort to influence in any other way, either directly, indirectly, or through a third party, another Zilis Ambassador or Customer to enroll or participate in another multilevel marketing, network marketing or direct sales opportunity.

REPLICATED WEBSITE

A website provided by Zilis to Ambassadors which utilizes website templates developed by Zilis.

RETAIL CUSTOMER

An individual who purchases Zilis products from or through an Ambassador but who is neither a participant in the Zilis compensation plan nor a Preferred Customer. Products are not intended for resale.

RETAIL SALES

Sales to a Retail Customer.

SOCIAL MEDIA

Any type of online media that invites, expedites or permits conversation, comment, rating, and/or user generated content, as opposed to traditional media, which delivers content but does not allow readers/viewers/listeners to participate in the creation or development of content, or the comment or response to content. Examples of Social Media include, but are not limited to, blogs, chat rooms, Facebook, MySpace, Twitter, LinkedIn, Delicious, and YouTube.

SPONSOR

An Ambassador who enrolls a Customer or Ambassador into the Company, and is listed as the Sponsor on the Customer or Ambassador account. The act of enrolling others and training them to become Ambassadors is called “sponsoring.”

STARTER KIT

A selection of Zilis training materials and business support literature, and Ambassador replicated website that each new Independent Marketing Ambassador is required to purchase.

UPLINE

This term refers to the Ambassador or Ambassadors above a particular Ambassador in an enrollment tree upline to the Company. Conversely stated, it is the line of sponsorship that links any particular Ambassador to their enrollment tree upline, and ultimately, the Company.

WHOLESALE CUSTOMER

A customer who elects to purchase an annual membership providing them benefits, including but not limited to, wholesale pricing on all Zilis products during the term of the Wholesale Customer Agreement. Wholesale Customers are not participants in the Zilis Compensation Plan. Wholesale Customers may not sell product.



