

e-ZENZA[®]

Zenza Compensation Plan



MEMBERSHIP FEE

Membership Fee: \$35 USD (WAIVED for all Memberships until Sept 1, 2010)
Annual Renewal: \$25 USD

INITIAL ORDER to Qualify for Bonuses

Order 1 - 2 Nectura bottles or a Quick-Start Pack of 12 or 24 bottles:

SUPERVISOR Quick-Start Pack - 12 BOTTLES includes 6 months Auto-maintain + 90 days to fully qualify for Supervisor Status (6 Bottles towards QCB / 6 Bottles for 6 months Auto-maintain towards SLB).

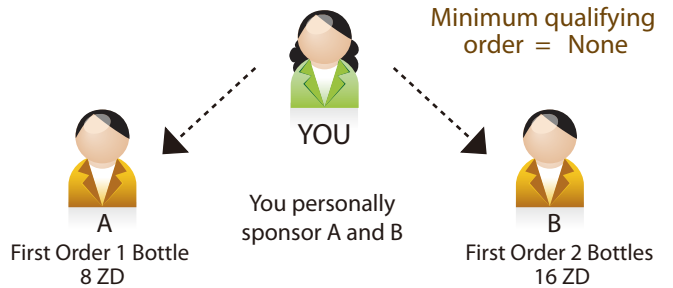
MANAGER Quick-Start Pack - 24 BOTTLES includes 6 months Auto-maintain + 120 days to fully qualify for Manager Status (12 Bottles towards QCB / 12 Bottles for 6 months Auto-maintain towards SLB).

All bonuses are calculated and paid in ZENZA DOLLARS (ZD). Currently 1 ZD = \$1 USD

1. QUICK CASH BONUS (QCB) PAID ON FIRST-TIME ORDERS

Earn 8 ZD on each Nectura bottle purchased from your personally sponsored members FIRST-TIME ORDERS.

Example: You sponsor A and B (diagram on right)
Earn 8 ZD from A's first order + 16 ZD from B's first order = 24 ZD

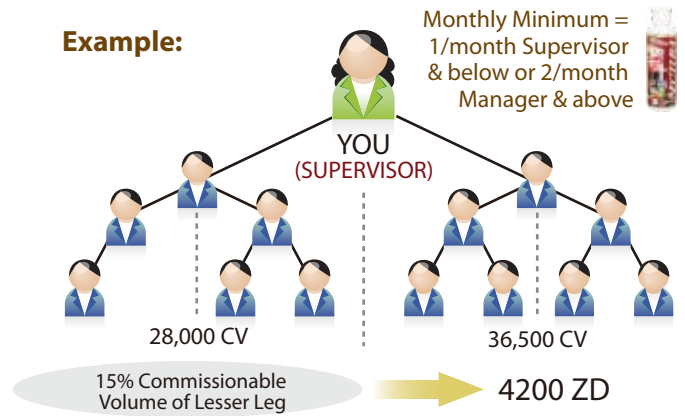


2. LIFESTYLE BONUS (LSB) PAID ON REPEAT ORDERS

15% of the commissionable volume on your lesser leg is paid out as LSB. The maximum amount you can receive per pay period is based on your total personally sponsored members.

- Sponsor 2 → ASSOCIATE (Max LSB 500 ZD / Week)
- Within initial 60 days from the date of registration —
- Sponsor 3 → SUPERVISOR (Max LSB 5000 ZD / Week)
- Within initial 90 days from the date of registration —
- Sponsor 6 → MANAGER (Max LSB 10,000 ZD / Week)

Example:



3. LIFESTYLE MATCHING BONUS (LSM) MATCH YOUR MEMBER'S LSB

Earn a 10% Match on LSB's earned by your personally sponsored members up to 6 Levels. (The LSM is calculated based on your personal line of sponsorship).

Qualifications:

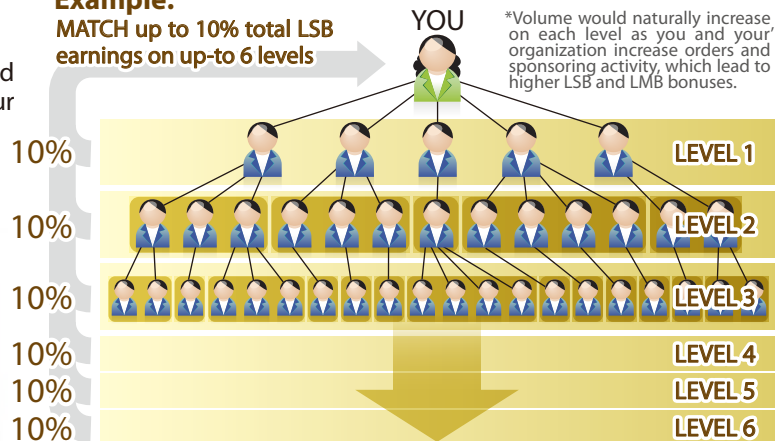
3 levels – Supervisor

6 levels – Manager and above

Monthly Minimum = 1/month Supervisor & below or 2/month Manager & above



Example: MATCH up to 10% total LSB earnings on up-to 6 levels

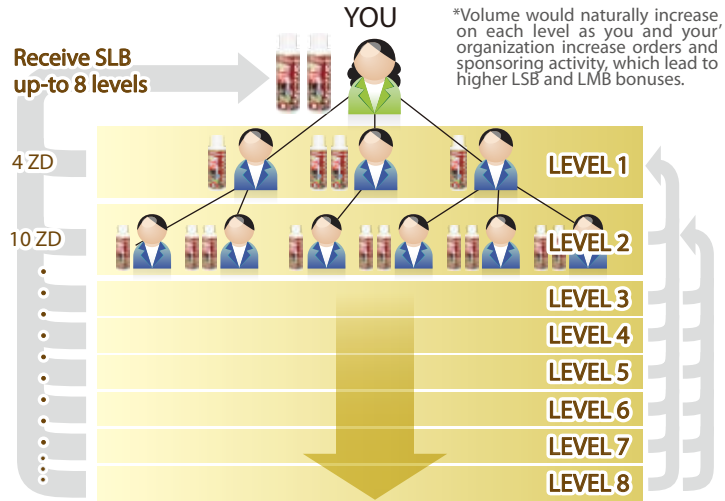


4. SPONSOR LOYALTY BONUS (SLB) PAID ON AUTOSHIP ORDERS

You receive 1 ZD for every 1 bottle of Nectura or other product on non-first time orders up to 8 levels depending your qualifications, The 8 levels are based on your personal line of sponsorship. It compresses and rolls up to the next available qualified sponsor to ensure maximum payout.

— Personally Purchase 1 NECTURA bottle per month —
Receive 1 ZD on every repeat order of Nectura (1 ZD per bottle) purchased by downline members in Levels 1, 2, 3 of your personal sponsor line.
Qualification Requirement: Supervisor Title

— Personally Purchase 2 NECTURA bottle per month —
Receive 1 ZD on every repeat order of Nectura (1 ZD per bottle) purchased by downline members in Levels 1, 2, 3, 4, 5, 6, 7, 8 of your personal sponsor line.
Qualification Requirement: Manager Title and Above



5. SUPER MANAGER BONUS (SMB) UP TO 3% MANAGER POOL

1% of the company's LSB volume is set aside in a SLB Pool. All qualified Managers receive up to three (3) shares from the 1% SMP Pool depending on their title (Ruby 1 Share / Emerald 2 Shares / Diamond 3 Shares). **Qualification Requirement: Ruby Manager and Above. The Manager must maintain the minimum total Active members specified below to qualify.**

Minimum qualification: 2 Nectura purchase per month

- RUBY MANAGER ➔ 1% Personally Sponsor **10** Active Members **OR** **6** Active Members (3 with MANAGER title)
- EMERALD MANAGER ➔ 1% Personally Sponsor **20** Active Members **OR** **8** Active Members (4 with MANAGER title)
- DIAMOND MANAGER ➔ 1% Personally Sponsor **30** Active Members **OR** **10** Active Members (5 with MANAGER title)

6. EXECUTIVE LEADERSHIP BONUS (ELB) UP TO 3% EXECUTIVE POOL

1% of the company's LSB volume is set aside in a ELB Pool. A qualified Executives receive up to three (3) shares from the 1% ELB Pool (Black Diamond 1 / Presidential 2 / Millionaire 3) **Qualification Requirement: Black Diamond or above (must advance from Diamond title). The Executive must maintain the minimum total Active members below to qualify.**

Minimum qualification: 2 Nectura purchase per month

- BLACK DIAMOND EXECUTIVE ➔ 1% (Personally Sponsor 8 Active RUBYS **OR** 4 Active EMERALDS **OR** 2 Active DIAMONDS.) Must have at least 100,000 CV in the Lesser Leg.
- PRESIDENTIAL EXECUTIVE ➔ 1% (Personally Sponsor 8 Active EMERALDS **OR** 4 Active DIAMONDS **OR** 2 Active BLACK DIAMONDS. Must have at least 200,000 CV in the Lesser Leg.
- MILLIONAIRE EXECUTIVE ➔ 1% (Personally Sponsor 8 Active DIAMONDS **OR** 4 Active BLACK DIAMONDS **OR** 2 Active PRESIDENTIALS. Must have at least 400,000 CV in the Lesser Leg.

■ TITLE OVERVIEW

TITLE NAME	MINIMUM BOTTLE PURCHASE MONTHLY	BONUS PARTICIPATION	TITLE PRE-CONDITION
MILLIONAIRE EXECUTIVE	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 3% SMB, 3% ELB	SEE ABOVE for Sponsoring Requirements: { Must advance from Diamond Must advance from Diamond Must advance from Diamond Must advance from Manager Must advance from Manager Must advance from Manager
PRESIDENTIAL EXECUTIVE	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 3% SMB, 2% ELB	
BLACK DIAMOND EXECUTIVE	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 3% SMB, 1% ELB	
DIAMOND MANAGER	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 3% SMB	
EMERALD MANAGER	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 2% SMB	
RUBY MANAGER	2	QCB, SLB (8 Levels), LSB, LSM (6 levels), 1% SMB	
MANAGER	2	QCB, SLB (8 levels), LSB, LSM (6 levels)	Personally sponsor 6 Active within 90 days of registration.
SUPERVISOR	1	QCB, SLB (3 levels), LSB, LSM (3 levels)	Personally sponsor 3 Active Members within 60 days of registration.
ASSOCIATE	1	QCB, LSB	Personally sponsor 2 Members (No Time Limit)
PREFERRED CUSTOMER	N/A	N/A	N/A

*Sponsors receive QCB on all their PREFERRED CUSTOMER orders. SLB is NOT paid on any PREFERRED CUSTOMER Orders. CV from CUSTOMER orders is added to the Sponsor's lesser leg for maximum LSB earnings.

*All diagrams, illustrations and examples on this flyer are for illustration purposes only and are not intended to promise or suggest projected income or monetary rewards in any way.