

# ZINZINO

## COMPENSATION PLAN

### EUROPE



# ZINZINO

Zinzino exists to inspire change in life by being the most customer-focused direct sales company in the world. Our community and our products will help us achieve that goal!

We know that we can't help everyone at the same time, but we always can make one more story. Since this translates into improving people's lives inside and out, we are proud to reward you with a lucrative and innovative way to earn income through promoting our world class products.

# The Customer Benefits



As you begin to understand how incredibly powerful and in demand Zinzino products really are, the more you will want to recommend them to others. Customers are the key to your success. Your income will be directly related to your efforts in sharing the products, the opportunity and building a sales organization.

## Receive your Zinzino4Free (Z4F)

If you as a "customer" or "partner" refer four (4) (or more) customers with the same (or larger) order, you can receive your next monthly order for free. You only pay for shipping. This is a benefit for partners and customers since it makes it fun to involve everyone in finding new customers.

If you can check YES to each of the questions below by the end of each calendar month, Zinzino will send your next Z4F Kit for free!

1. Do you have a Z4F Kit on AutoOrder?
2. Do you have at least four (4) personal first-generation Customer Points?
3. Is the total volume of my first-generation customers credits at least four (4) times the volume of the credits of my own Z4F Kit?

The same rules apply for partners and customers, but the Z4F Kit is called a Premier Subscription\* for customers and they can qualify for multiple free subscriptions. As a Partner you also earn a Z4F Bonus (one-time) for every new customer or partner in your team that receives Zinzino4Free for the first time. Learn more on page 13.

\*You can not get Plus Subscriptions for free.

# Becoming an Independent Partner

1.

It is free to start as a Zinzino Partner (Sales Rep) and you can earn retail profits and Cash Bonuses for subscription sales.

2.

To earn compensation from sales volume from partners in your team and their customers, you need to meet the qualification for being an active Partner. In the month you start plus the next three (3) calendar months your monthly qualification is 20 credits from your personal customers and your own product orders.

3.

From the fourth calendar month, the monthly qualification to be an active partner is four (4) Personal Customer Points (PCP) in addition to the 20 credits from your personal customers and your own product orders. When this is achieved, it means that you have reached the title Bronze.

4.

For qualifications above Bronze, you have to meet the Customer Points and balanced credits required for the title, before the new title is given to you. This also applies if the qualification is achieved in the month you start, plus the next 3 calendar months.

## Credits

Each Zinzino product you sell in the price list is given a compensation value called credits. Credits are our internal currency and the foundation for all calculations in the Zinzino Compensation Plan. We also have two credit multipliers: ECB and RCB.

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### **ECB (Enrollment Credit Bonus)**

Doubles the credits from new enrollment orders.

### **RCB (Residual Credit Bonus)**

Doubles the credits from ongoing orders beyond the first.

You can use the ECB and RCB, if you qualify for them, to reach all levels in the Compensation Plan when qualifying for activation, Z4F, compensation and titles.

The ECB and RCB are paid in the weekly cycle. So it doesn't matter which day of the current week you qualify - the multiplier will be added from the beginning of the compensation week (starts on Thursday 00.00 CET- Central European time).

# Building Your Team Customer Base

## Retail Profit

At any level in Zinzino, Partners are able to purchase products at the wholesale price and resell them to earn a retail profit. You can earn from 10 to 50 % retail profit on each sale.

## Cash Bonus

You receive a Cash Bonus when you sell a Premier Customer Kit to a new or existing customer. The Partner Price List outlines the Premier Kit offers that give a Cash Bonus (a percentage of the price excl.taxes). All partners, including Sales Reps, are rewarded with 10% Cash Bonus. The Bonus also is paid on Premier Kits that are sold to personal customers (direct customers and their referred 2nd generation, 3rd generation customers, and so on.) Note this is the only bonus that does not require being an active partner.

## Bronze

A Partner with four (4) Personal Customer Points (PCP) that generates at least 20 credits per month, including your own product order, becomes Bronze.

## Smart Bronze (30-day qualification period)



**EXPRESS  
BONUS**

Earn a 5 % Mentor Bonus on all your personally sponsored partners' Team Commission and customer Cash Bonuses by achieving Smart Bronze. You will also receive a one time bonus of 100 pay points.

1.

Register Z4F Kit on AutoOrder.

2.

Enroll four (4) customers with Premier Kits.

You can double your Mentor Bonus to 10% if your personally sponsored partners also qualify as a Smart Bronze! Qualify for Smart Bronze within your first 30 days to receive the 5-10 % Mentor Bonus from all your personally sponsored partners.

Mentor Bonus is paid with weekly compensation. This bonus may not exceed the total of your weekly Team Commission and Cash Bonus earnings. To maintain the Mentor Bonus you must stay active each month as Bronze or higher title.

Dynamic Compression: If you do not qualify for the Mentor Bonus, it will automatically go to the first upline sponsor that is an active Mentor Bonus qualified A-Team. From the week you re-qualify for the Bonus, it will once again be paid to you.



## Pay Points

Credits are converted to Pay Points each week according to the Compensation Plan calculations, and the goal is that one Pay Point should equal 1.00 = 1 €. The company reserves the right to keep the Pay Point value between 0.85-1.10 €.



## X-Team

Qualify for X-Team with 10 active personal Customer Points that generate at least 50 credits per month, including your personal product orders.

## X-Team Express (60-day qualification period)

**EXPRESS  
BONUS**

Earn a 150 pay-point bonus (one-time) plus ECB (Enrollment Credit Bonus).

**1.**

Register Z4F Kit on AutoOrder.

**2.**

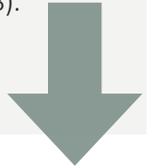
Enroll 10 customers with Premier Kits worth at least 50 credits in total.

To maintain the ECB, you must stay active each month as Silver title or higher (750 or higher balanced credits) or X-Team.

## A-TEAM BONUS

Partners may qualify for A-Team with 25 active Customer Points and 125 credits including personal product orders. The reward\*:

1. 20% Cash Bonus for new customers.
2. 100 pay points in each qualified month.
3. Enrollment Credit Bonus (ECB) and Residual Credit Bonus (RCB).
4. 1 Director Trip Point per active A-Team month.
5. Possibility of Mentor Bonus Dynamic Compression  
Learn more on page 5.



## PRO-TEAM BONUS

Partners may qualify for Pro-Team with 50 active Customer Points and 250 credits including personal product orders. The reward\*:

1. 25% Cash Bonus for all new customers
2. 150 pay points in each qualified month
3. ECB and RCB.
4. 3 Director Trip Points per active Pro-Team month.
5. Possibility of Mentor Bonus Dynamic Compression  
Learn more on page 5.



## TOP-TEAM BONUS

Partners may qualify for Top-Team with 100 active Customer Points and 500 credits including personal product orders. The reward\*:

1. 30% Cash Bonus
2. 200 pay points in each qualified month
3. ECB and RCB
4. 5 Director Trip Points per active Top-Team month.
5. Possibility of Mentor Bonus Dynamic Compression.  
Learn more on page 5.



## TOP 200 PLUS BONUS

Partners may qualify for Top 200-Team with 200 active Customer Points and 1000 credits including personal product orders. The reward\*:

1. 30% Cash Bonus
2. 400 pay points in each qualified month
3. ECB and RCB
4. 8 Director Trip Points per active Top 200-Team month

Note: The first year you hit Top 200-Team you are auto-qualified for the Director Trip. Learn more on page 15.



PLUS for every additional 100 active Customer Points and additional 500 credits including personal product orders. The reward\*:

1. + 200 pay points in each qualified month
2. + 3 Director Trip Points per active PLUS-Team month

\* Only the highest achieved level of A-Team, Pro-Team or Top-Team will be paid out

# Building Your Sales Team



Our compensation plan is based upon an easily duplicable business model that leverages direct sales. As we have already covered, customers are the key to our success. Now it is time to create leverage by building a sales team to accelerate your customer organization.

## Five Steps to Success for New Partners

- 1.** Join as an independent Zinzino Partner
- 2.** Register a Z4F Kit on AutoOrder.
- 3.** Enroll four (4) or more first generation customers with Premier Kits to receive your next month's products for free (Zinzino4Free, you only pay shipping) and keep your active Partner status.
- 4.** Create immediate results through our 30- and 60-day Express Bonus program. Earn ECB, Mentor Bonus and up to 400 pay points in Express Bonuses.
- 5.** Enroll more partners and mentor them to duplicate steps 2-5.

## Fast Silver (30-day qualification period)



Earn the Fast Silver Bonus of 150 pay points and the Enrollment Credit Bonus (ECB).  
Steps:

1. Register Z4F Kit on AutoOrder.
2. Become a Bronze Partner
3. Reach 375 credits in balance.

To maintain the ECB, you must stay active each month as Silver or higher title (750 balanced credits) or X-Team.



### Balanced Credits

The number of credits that count are based on the balance between your left and right team. No more than two-thirds (2/3's) of your qualifying credits can come from the larger team.

## Team Commission

The percentage in the table below shows how your balanced team credits are calculated and converted to Pay Points for compensation. All active Partners in Zinzino begin with a 7.5 % Team commission level and can earn Team Commission in multiple income centers. Team Commission is paid weekly.  
See table:

	7,5 % →		10 % →				15 % →							
Credits/IC	150	300	500	1000	1500	2000	3000	4000	5000	6000	7000	8000	9000	10 000
Active Partner	11	22	50	100	150	200	450	600	750	900	1050	1200	1350	1500



## Customer Acquisition Bonus (CAB)

Earn the CAB for new customer Premier Kits and new Partner Product Kits. Small, Medium, Large, XL and XXL CAB applies to active partners. CAB may come from only one income center in each weekly pay cycle. See table:

	Left Credits	Right Credits	Pay Points
SMALL	500	500	200
MEDIUM	1500	1500	400
LARGE	3500	3500	600
XL	7500	7500	1000
XXL	15 000	15 000	1500

## Volume Bonus

Active Crown titles and above receive a Volume Bonus in Pay Points based on the total sales with a minimum of 10 000 credits in balance. Volume Bonus applies to multiple income centers and pays weekly. See table below:

	Crown	Royal Crown	Black Crown	Ambassador	Royal Ambassador	Black Ambassador	President	Elite President	Global President	1 Star Global President
	1 %	1,5 %	2 %	2,25 %	2,5 %	2,75 %	3 %	3,5 %	4 %	4 %
10 000 cr	100	150	200	225	250	275	300	350	400	400
> 25 000 cr	250	375	500	562	625	687	750	875	1000	1000
> 50 000 cr		750	1000	1125	1250	1375	1500	1750	2000	2000
> 75 000 cr			1500	1687	1875	2062	2250	2625	3000	3000
> 100 000 cr				2250	2500	2750	3000	3500	4000	4000
> 125 000 cr					3125	3437	3750	4375	5000	5000
> 150 000 cr						4125	4500	5250	6000	6000
> 200 000 cr							6000	7000	8000	8000
> 250 000 cr								8750	10 000	10 000
> 300 000 cr								10 500	12 000	12 000
> 400 000 cr									16 000	16 000
> 500 000 cr										20 000

# Bonuses



## Enrollment Credits Bonus (ECB)

If you qualify for ECB, you will receive 100 % increased credits for new Premier Kits and for new Partner Product Kits. Single orders or extra product orders are not counted. You can qualify for the ECB by reaching: Fast Silver, X-team Express and A-Team as a lifetime bonus. To receive ECB in any month, a partner must stay active each month as Silver (750 balanced credits) or X-Team or higher titles. This Bonus is calculated in both weekly and monthly compensation.

## Residual Credit Bonus (RCB)

If you qualify for RCB you will receive 100 % increased credits for all orders, excluding ECB-qualified orders. You can qualify and maintain RCB through: Qualified A-Team (or higher). This Bonus is calculated in both weekly and monthly compensation.

## Z4F Bonus (30 credits paid one-time)

The first time personal customers, team customers and team partners achieve Zinzino4Free, there is a Z4F Bonus (30 credits one-time per Customer Id) paid to you. Credits, from personal customers, apply as a 50:50 split in your left and right team, as well as upline. The Z4F Bonus is added to totals for the weekly Customer Acquisition Bonus (CAB). With ECB, the Z4F Bonus totals 60 credits. All active partners can qualify for this bonus.

## Top-Team Bonus ( €10 000 paid one-time)

Earn a Top-Team Bonus of €10,000 (one-time). Qualify for this Bonus the first month you gain the Top-Team title. The Bonus is paid out in 25 separate monthly payments of €400/month. If you lose the qualification, the remaining portion of the Bonus will be paid when the qualification is regained.

## Title Bonus (paid one-time for title and balanced team customers)

You qualify the first month you gain the relevant title (or higher) and when the balanced Customer Points are obtained. No more than 2/3 of customers can come from your larger team. This bonus is paid over 5-20 months. If you lose the qualification the remaining part of the Bonus will be paid when the qualification is regained. This Bonus pays monthly.

Title	Balanced Customer	One-time Bonus	Paid over months	Monthly payment
Diamond	750	€2500	5	€500
Director	1500	€5000	5	€1000
Crown	3000	€10 000	10	€1000
Royal crown	5000	€15 000	10	€1500
Black Crown	7500	€20 000	10	€2000
Ambassador	10 000	€25 000	10	€2500
Royal Ambassasor	12 500	€25 000	10	€2500
Black Ambassasor	15 000	€25 000	10	€2500
President	20 000	€100 000	20	€5000

# Bonuses



## zCar

As an active Diamond and above, you may be awarded the zCar Bonus of \$1000. You receive the full Bonus (100%) each month you qualify as Diamond or above for the first 90 days. This Bonus is paid with other monthly compensation. After 90 days, you must meet two added criteria to continue receiving 100 % of your zCar Bonus. See below:

**1.** You must buy and stripe the car within 90 days from the day you reach Diamond. The car must be black and not older than 6 years.

**2.** The car must be striped according to the graphical profile set by Zinzino. Please contact Zinzino and we will send you the approved design and information on how to apply.

If you do not meet these two criteria, but remain qualified as Diamond, you will receive 50% of the Bonus. You may meet the criteria and once again receive 100% of your zCar Bonus at any time in the future.

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## zPhone

As active Executive and above, you will receive the zPhone Bonus. The Bonus is €200 each qualifying month at Executive title and higher.





## Zinzino Director Trip

Zinzino has one yearly educational Trip called the Director Trip. We take you to luxurious, exclusive locations where you have the opportunity to learn from great speakers and be coached by the best in an inspiring environment.

To qualify for the Director Trip, you need to collect 125 DT-Points. This is how you collect DT-Points:

### FOR PERSONAL CUSTOMERS

- 1 DT-Point per active A-Team month
- 3 DT-Points per active Pro-Team month
- 5 DT-Points per active Top-Team month
- 8 DT-Points per active Top-Team 200 month
- 11 DT-Points per active Top-Team 300 month

### FOR NEW CUSTOMERS & PARTNERS

1 DT-Point per new Customer Point generated from any Premier Kit.  
*You can get a maximum 40 DT-Points from new Customer Points during the qualification period.*

1 DT-Point per new Partner with a Basic, Advanced or Ultimate Body Kit or a Sales Rep that qualifies for Smart Bronze.

*You need a minimum of 5 DT-Points from this category. You can get a maximum of 40 DT-Points from new Partner Points during the qualification period.*

### FOR YOUR ACTIVE TITLE

- 1 DT-Points for each month you are an active Executive
- 4 DT-Points for each month you are an active Platinum
- 10 DT-Points for each month you are an active Diamond
- 30 DT-Points for each month you are an active Director and above

*New title of Director and above or Top 200\* qualifies for the Trip automatically.*

*Royal Crown\*\* and above qualifies for two Trips (i.e bring your spouse).*

Qualify your spouse: After you qualified for your own trip (125 DT-Points) you can qualify a spouse trip by generating 125 DT-Points from your new Partners and new Customers. Minimum of 10 DT-Points must come from new Partners.

Qualification period: October 19th, 2017 until Wednesday before the International Annual Event (Midnight CET) in Sweden in October 2018.

For more information and detailed rules, please visit Zinzino's website and log in to your personal page.

Note: Don't forget to check the website during the year if there is any extra campaign that gives you more Director Trip Points.

\* The Top200 volume of 1000 credits per month must be maintained two months in the qualifying period.

\*\* The Royal Crowns volume of 80000 credits per month must be maintained two months in the qualifying period.

# Recognition titles

Zinzino has several recognition levels, each with their own title and bonus. Bonuses get bigger for each level you reach. You can always earn the bonus on your level and below. Note that you always need to be an active partner to earn commissions and bonuses. Executives and above have additional activation requirements.

## Sales Rep

It is free to start as a Zinzino Partner (Sales Rep) and you can earn retail profits and Cash Bonuses for Premier Kit sales. Should you become inactive as a Zinzino partner, you will be paid as a Sales Rep.

## Active Partner

You qualify as an Active Partner when you have 20 credits, each month, of product orders from your personal customers and your own product orders in the month you start, plus the next three (3) calendar months. From the 4th calendar month, you must have four (4) Customer Points in addition to your 20 credits of product orders from personal customers and your own product orders each month. This also means that you are qualified as Bronze. Active Partners accumulate banking and have a weekly earning potential of up to 1500 Pay Points in Team Commission per income center and a CAB Bonus up to 1500 Pay Points per week.

## Silver

When you reach Bronze and have 750 credits in balance per calendar month, or reach Fast Silver (see page 9), you are Silver. Normally 750 credits requires about 50 balanced customers in your team. If you qualify for Fast Silver, you get a 150 Pay Point Bonus and ECB.

## Gold

When you reach Bronze and have 1,500 credits in balance per calendar month, you are Gold. Normally 1500 credits requires about 100 balanced customers in your team.

## Executive

When you reach X-Team and 3000 credits in balance per calendar month you are Executive. Normally 3000 credits require about 200 balanced customers in your team. As an active Executive or higher, you earn the €200 zPhone Bonus every month.

## Platinum

When you reach X-Team and 6000 credits in balance per calendar month, you are Platinum. Normally 6000 credits requires about 375 balanced customers in your team.

## Diamond

When you reach X-Team and 12 000 credits in balance per calendar month, you are Diamond. Normally 12 000 credits requires about 750 balanced customers in your team. A Title Bonus of €2500 is now available for you. As an active Diamond or higher you earn the €1000 zCar Bonus every month.

## Director

When you reach X-Team and 24 000 credits in balance per calendar month, you are Director. Normally 24 000 credits requires about 1500 balanced customers in your team. A Title Bonus of €5000 is now available for you. As a new Director you are automatically qualified for one Director Trip.

## Crown

When you reach X-Team and 48 000 credits in balance per calendar month, you are Crown. Normally 48 000 credits requires about 3000 balanced customers in your team. A Title Bonus of €10 000 is now available for you. You can receive a 1 % volume Bonus up to 250 Pay Points per week per income center. As an active Crown or higher you are automatically qualified to the Director Trip.

## Royal Crown

When you reach X-Team and 80 000 credits in balance per calendar month, you are Royal Crown. Normally 80 000 credits requires about 5000 balanced customers in your team. A Title Bonus of €15 000 is available for you. You will receive a 1,5 % volume Bonus up to 750 Pay Points per week and per income center.

## Black Crown

When you reach X-Team and 130 000 credits in balance per calendar month, you are Black Crown. Normally 130 000 credits requires about 7500 balanced customers in your team. A Title Bonus of €20 000 is available for you. You will receive a 2 % volume Bonus up to 1500 Pay Points per week and per income center.

## Ambassador

When you reach X-Team and 2 income centers with at least 10 000 credits in each team and a total volume of 150 000 credits in balance (001) per calendar month, you become Ambassador. Normally 150 000 credits requires about 10 000 balanced customers in your team. A Title Bonus of €25 000 is available for you. You will receive a 2,25 % volume Bonus up to 2250 Pay Points per week and per income center.

## Royal Ambassador

When you reach X-team and 2 income centers with at least 20 000 credits in each team and a total volume of 200 000 credits in balance (001) per calendar month, you become Royal Ambassador. Normally 200 000 credits requires about 12 500 balanced customers in your team. A Title Bonus of €25 000 is available for you. You can receive a 2,5 % volume Bonus up to 3125 Pay Points per week and per income center.

## Black Ambassador

When you reach X-Team and 2 income centers with at least 30 000 credits in each team and a total volume of 250 000 credits in balance (001) per calendar month, you become Black Ambassador. Normally 250 000 credits requires about 15 000 balanced customers in your team. A Title Bonus of €25 000 is available for you. You will receive a 2,75% volume Bonus up to 4125 Pay Point per week and per income center.

## President

When you reach A-team and 3 income centers with at least 40 000 credits in each team and a total volume of 300 000 credits in balance (001) per calendar month, you become President. Normally 300,000 credits requires about 20,000 balanced customers in your team. A Title Bonus of €100 000 is available for you. You can receive a 3 % volume Bonus up to 6000 Pay Points per week and per income center.

## Elite President

When you reach A-team and 3 income centers with at least 80 000 credits in each team and a total volume of 500 000 credits in balance (001) per calendar month, you become Elite President. You can receive a 3,5 % volume Bonus up to 10 500 Pay Points per week and per income center.



## Global President

When you reach A-team and 3 income centers with at least 130 000 credits in each team and a total volume of 1 000 000 credits in balance (001) per calendar month, you become Global President. You can receive a 4% volume Bonus up to 16 000 Pay Points per week and per income center.

## 1 Star Global President

When you reach A-team and 4 income centers with at least 130 000 credits in each team and a total volume of 2 000 000 credits in balance (001) per calendar month, you become 1 Star Global President. You will receive a 4 % volume Bonus up to 20 000 Pay Point per week and per income center. In addition you will get a 0,5% limitless Bonus on all volume that is outside of the Team commission and volume Bonus pay increments.

## 2 Star Global President

When you reach A-team and 5 income centers with at least 130 000 credits in each team and a total volume of 3 000 000 credits in balance (001) per calendar month, you become 2 Star Global President. You will receive a 4 % volume Bonus up to 24 000 Pay Point per week and per income center. In addition you will get a 0,5% limitless Bonus on all volume that is outside of the Team commission and volume Bonus pay increments.

## 3 Star Global President

When you reach A-team and 6 income centers with at least 130 000 credits in each team and a total volume of 4 000 000 credits in balance (001) per calendar month, you become 3 Star Global President. You will receive a 4 % volume Bonus up to 28 000 Pay Point per week and per income center. In addition you will get a 0,5% limitless Bonus on all volume that is outside of the Team commission and volume Bonus pay increments.



Now you can start adding stars to your title and reach even higher! You will receive another star for every new income center with at least 130 000 credits in each team and a total increase of 1 000 000 credits in your balanced team (001 income center) per calendar month. For every new star you add you increase your weekly volume Bonus with 100 000 credits in pay depth per income center.

# Customer

## CUSTOMER

A customer is active for 90 days from the date of the last purchase of minimum 3 credits. A customer that is registered without a Premier Kit order is referred to as a “Retail Customer”. A Customer with a Premier Kit order is called a “Premier Customer”.

## PERSONAL CUSTOMER

Personal Customers are all your direct customers (1st generation ) and the customers referred by your direct customers (2nd generation , 3rd generation ...) for an unlimited number of generations.

## CUSTOMER POINTS

An active Customer can give you one (1) or more Customer Points. Each Customer Point is active for 90 days from the date of the last purchase. This is how Customer Points accumulate:

1. You receive one (1) Customer Point for every Premier Subscription (minimum 3 credits), Premier Plus Subscription (minimum 3 credits) and other items (minimum 3 credits) added to subscriptions or AutoOrders.
2. In addition, you can receive a maximum of one (1) extra Customer Point for items (**minimum 3 Credits each**) purchased, within the last 90-day period but not on subscription or monthly AutoOrder. This rule applies after a customer has passed the first 90 days.
3. If you did not receive any Customer Points from the above rules, you receive maximum one (1) Customer Point when the sum of all orders in the last 90 day period is three (3) credits or more.

**Example:** When a customer has more than one Premier subscription on their monthly AutoOrder, such as a single Skin Care Subscription and a single Balance Subscription, this totals two (2) Customer Points. If furthermore, they have a Premier Plus Subscription (i.e. one added 3-credit product) and a webshop order minimum 3 credits, this also will generate two (2) Customer Points. This now totals four (4) Customer Points (2 Points from Premier Subscriptions, 1 from a Premier Plus Subscription Point and 1 Point for the webshop item).

*To grant other items to count as customer points we recommend items are added as plus subscriptions to the subscriptions. Zinzino reserves the right to exclude Customer points from purchases made as separate order and not on the monthly orders than above mentioned.*

## TEAM CUSTOMER NUMBER

Your total team Customer number is the total of all your Personal Customer Points (PCP), your Team Customer Points (TCP) and all Partner Points.

## PARTNER POINTS

Each Partner with an order of three (3) or more credits in the last 90 days is counted as a Partner Point.

# Other important information



## **COMMISSION**

All commission presented by Zinzino is shown in gross income so that the same amount can be shown for everyone. Depending on regulations for your country and whether you are VAT-registered or not, different taxes may modify this amount, as for your local tax regulations. As a Partner in Zinzino, you are obliged to ensure that you register yourself in a proper manner in accordance with both your local government regulations and the requirements Zinzino sets. Commission Invoices are published in a PDF format on each Partner's personal web pages.

## **PARTNER CONTRACT**

In order to remain a registered Partner with Zinzino, you must place an order of at least 3 credits or recruit at least one new 1st generation Customer Point worth at least 3 Credits in a 12-month period. If you fail to do this, your position in the network will be frozen and after 18 months, your Partner contract will cease to be valid.

In addition to this, all rules laid out in the Partner contract regulate your relationship with Zinzino. In order to maintain a recognition pin, you must meet the requirements for this pin at least once during the last 12 months.

Please check Zinzino communications to independent Partners in your 'Back Office' and communicate with your sponsor regularly for ongoing important information.

Zinzino reserves the right to retract or hold compensation if it is revealed that commissions or Bonuses were qualified by unethical or false means. Zinzino's compliance department investigates all suspected frauds.

## **WEB ACCOUNT**

Withdrawal from your web account to a bank account has a fee (depending on your bank).

A minimum withdrawal amount could exist. Non-active Partners are debited an administration fee of €1 per week.

All commissions are exchanged from Euro into local currency (except for Iceland, Bulgaria, Croatia, Cyprus, Czech Republic, Hungary, Romania and United Kingdom) when paid out to your web account, using a weekly updated exchange rate from the European central bank/ Riksbanken (Sweden's Central Bank).

# Deadlines & Commissions

## WEEKLY & MONTHLY COMMISSIONS

Zinzino pays its partners weekly and a monthly based upon sales volume. Team Commission, ECB and Mentor Bonus are paid weekly. Special bonuses are paid monthly. Please note deadlines for qualifying for all compensation.

## DAILY, WEEKLY OR MONTHLY?

Zinzino's computer system checks qualification daily, weekly and monthly for respective commissions and bonuses. All orders must be paid before the deadline to qualify.

### CHECKED ON A DAILY BASIS

Smart Bronze, Fast Silver and X-Team Express.

**Daily deadline is at 24:00 every day (CET)**

### CHECKED ON A WEEKLY BASIS

Cash Bonus, CAB, Volume Bonus, Team Commission and Mentor Bonus.

**Weekly deadline is Wednesday at 24.00 (CET).**

### CHECKED ON A MONTHLY BASIS

zPhone, zCar, Title Bonus, A-Team, Pro-Team, Top-Team and recognition titles. The Z4F program verifies qualification monthly.

**Monthly deadline is the last day of the calendar month at 24.00 (CET).**

## COMPENSATION WEEK

The compensation week begins Thursday 00.00 and ends the following Wednesday at 24.00 CET. The week includes all paid orders during that week.

## COMPENSATION MONTH

The compensation month spans from 00.00 CET the last day of the previous month until 24.00 CET on the last day of the current month. The compensation month includes all paid orders during this period.

Zinzino will post new titles from the previous month in the partner back office no later than the 10th day of the next month.

Compensation for first week of each month includes the current week plus monthly compensation from the previous month.

## MONTHLY TITLE RECOGNITIONS

Partners qualify for titles each month for pay rank (i.e. qualified title) in the following month. The qualified title determines bonuses and commissions. Partners may advance to the next title at any point in the current month.

# Banking



Credits not used to calculate compensation in any given week or month are "banked" until a future compensation period. Team volume in a left or right team includes banking plus new sales volume for the week or month, respectively for the current week and current month.

Compensation calculations use credits in a 2/3 - 1/3 balance i.e. up to 2/3's coming from your largest team. When you reach the maximum pay out for any compensation (e.g. Team Commission has a 1,500 credit maximum), only the largest team saves banking. Zinzino banks maximum one million credits weekly or monthly.

Crown partners and higher are eligible for a weekly Volume Bonus. Again ,banking is only saved in the largest team.

A partner must be "active" with minimum four (4) customer points and 20 credits (from customers and personal orders) to bank credits. A partner who becomes "inactive" forfeits all weekly and monthly banking.

# Zinzino Glossary

**SPONSOR:** Partner who introduced a new partner or customer to Zinzino.

**CREDITS:** All Zinzino products carry a "credit" value standardized across countries and currencies. Zinzino uses credits as an internal currency to determine Z4F eligibility and to calculate commissions and bonuses in the compensation plan.

**ACTIVATION DEADLINES:** A partner must qualify by the end of the calendar month to be active the next calendar month. The deadline is 24.00 pm ET on the last day.

**PAY POINTS:** Credits are converted to Pay Points each week according to the commission plan calculations, and the goal is that one Pay Point should equal 1.00 = €1. The company reserves the right to keep the Pay Point value between €0.85-1.10.

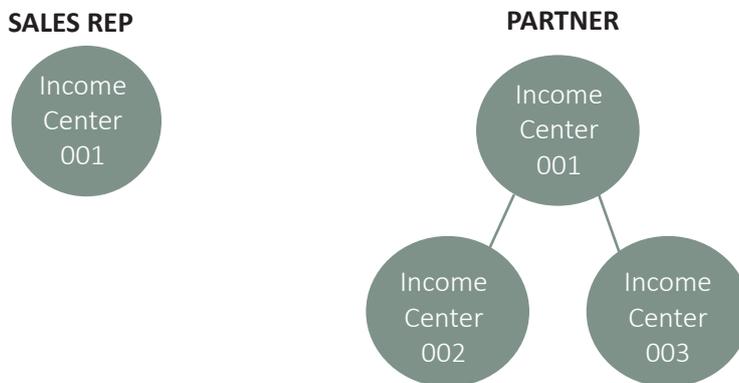
**PREMIER CUSTOMER:** Premier customers enroll with a Premier Kit to qualify for premier pricing (Zinzino's lowest price) in the webshop.

**RETAIL CUSTOMER:** Customers who pay full retail pricing when shopping in the webshop or directly from a Partner.

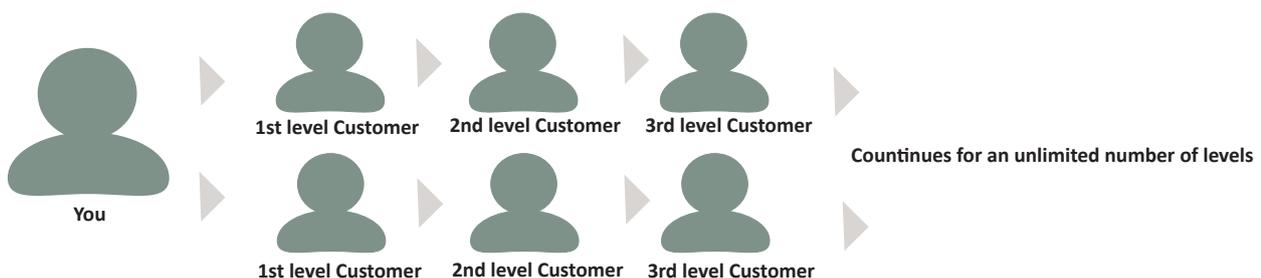
**BANKING:** Credits that cannot be turned into Pay Points are saved in banking as long as a partner remains active. You may bank credits both weekly and monthly.

**TEAM BALANCE AND CREDIT BALANCE:** Below an income center, a sales organization divides into a "left" and "right" team. Some qualifications and compensation are based upon "balanced" teams meaning at least 1/3 comes from the smaller team and no more than 2/3's comes from the larger team.

**INCOME CENTER:** Placement in the sales organization is labeled an Income Center. Sales Reps are given one (1) Income Center. When you purchase a Partner Product Kit you will be given two (2) additional Income Centers. See figure below:



**GENERATIONS OF CUSTOMERS:** When we refer to first-generation customers, we refer to a customer enrolled directly to you. When we refer to 2nd, 3rd and so on generations of Customers we refer to your customers referred by your customers. See figure below:





# Inspire Change in Life

BY BEING THE MOST CUSTOMER FRIENDLY DIRECT SALES COMPANY IN THE WORLD

Zinzino Nordic AB (publ.) is a direct sales company that operates throughout Europe and North America. Zinzino markets and sells products in two product lines: Zinzino Health, with a focus on long-term health, and Zinzino Coffee, consisting of espresso machines, coffee and tea.

Zinzino owns the Norwegian company BioActive Foods AS and the research and production unit Faun Pharma AS. Zinzino has more than 120 employees and currently trades in 33 markets across Europe and North America. Zinzino is based in Gothenburg, with additional offices in Helsinki, Riga, and in Florida, USA.

Zinzino is a public company and its shares are listed on Nasdaq First North. In 2016, Zinzino was recognised with the award "Superföretag 2015" by Veckans Affärer and the "Gazelle" award by Dagens Industri.