

XIP 4 LIFE

XPERIA IMPACTING PEOPLE 4 LIFE

COMPENSATION PLAN



HOW YOU GET PAID

The foundation of our isXperia business is a commitment to promoting our products and brand values.

From there, it is up to you how you choose to grow. This document is designed to help you further understand our Compensation Program.



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MULTIPLE WAYS TO GET PAID



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RETAIL SALES

Earn the Retail Profit from Sales made by your Retail Customers and by Free Members.

Real Time, up to

25%

**2**

PACKAGE BONUS

Enrolling Qualified Promoters

Real Time, up to

\$75

**3**

BINARY OVERRIDES

Earn from Group Volume Generated by Your Left and Right Sales Teams.

1,000 L | 1,000 R

\$200

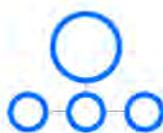
**4**

CHECK MATCH

Earn a Match from the Binary Earnings of Your Top 2 Qualified Promoters

Weekly, up to

120%

**5**

COACHING BONUSES

Building Qualified Coaches in Your Power Team

Monthly, up to

\$1,000

RETAIL SALES

Earn up to 25% retail profit! **Customers Referring Customers = UNLIMITED FREE**

PRODUCTS. Customers earn X Dollars on the purchases of their Customers. X Dollars are added to your account at time of purchase and can be used towards future product/service purchases. **Promoters earn UNLIMITED CASH** on the purchases of their Customers.



PACKAGE BONUS

Up to \$75

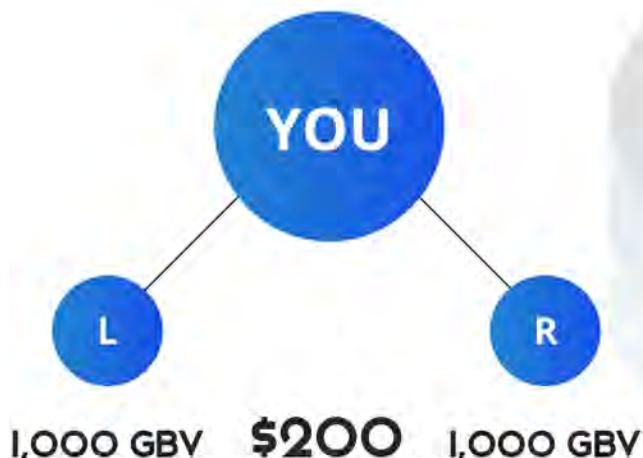
Earn a Package Bonus on your personally sponsored promoter's initial purchase of an enrollment pack. You only receive a Package Bonus on the initial pack purchased.

BINARY OVERRIDES

Accrue 1,000 GBV left and 1,000 right...

Earn **\$200**
Each time!

Earn 5X's in same
week **\$500 BONUS!**



CHECK MATCH

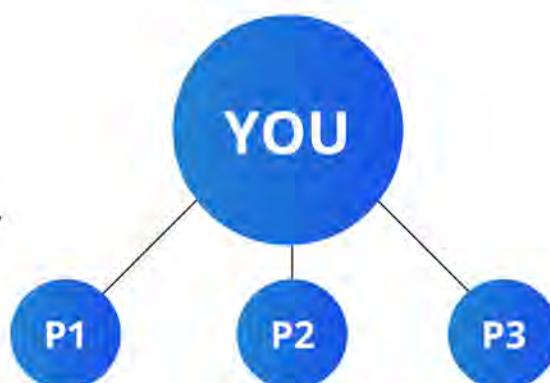
Earn a Check Match up to 120% on your Top 2 Personally Enrolled Overrides.

Personally Enroll 3,
Become a 3 Star and...

Earn a **25% Match** on Top 2
Personals of Your Personally Enroll.

Earn a **25% Match** on all
personal Fast Starts.

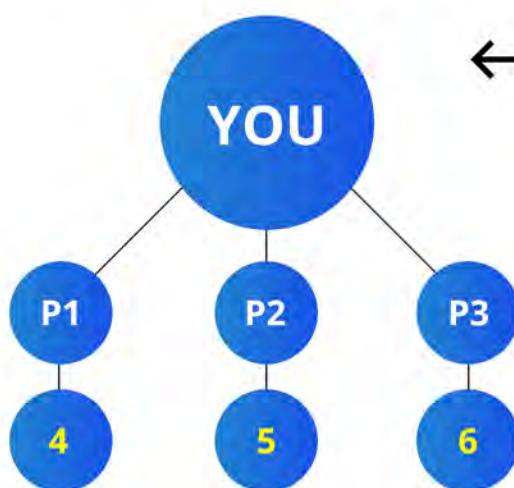
As you advance through the
Star Rank, you can earn a Match
when your personally sponsored
promoters enroll a Qualified Promoter. 3 Star, 25%, 4 Star, 50%, 5 Star, 75%, 6 Star, 120.



COACHING BONUSES

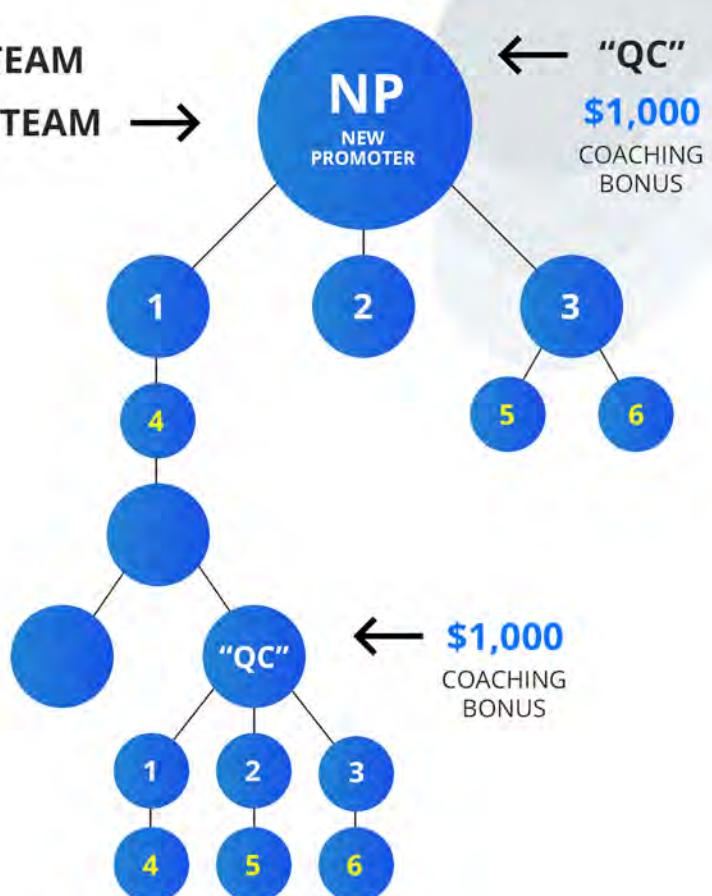
QUALIFIED COACH

BUILD YOUR FIRST TEAM OF 6 PROMOTERS [Q&A]
MINIMUM OF 3 MUST BE YOUR PERSONALS



POWER TEAM

SPONSOR YOUR NEXT PERSONAL PROMOTER [Q&A]
HELP THEM BECOME A QUALIFIED COACH



EVERY QUALIFIED COACH IN YOUR POWER TEAM
EARNS YOU UP TO A \$1,000 COACHING BONUS

BONUSES ARE PAID OUT AT THE END OF THE
FOLLOWING MONTH IN WHICH THEY WERE EARNED.

ALL PROMOTERS MUST MAINTAIN ACTIVE STATUS
FOR THE FOLLOWING CALENDAR MONTH.

GLOSSARY:

(QC) Qualified Coach
Build your first team of 6 Promoters, minimum of 3 Personals.

(NP) New Promoter
Your next personal that has enrolled with a Promoter pack.

First Team
A team of 6 Promoters, minimum of 3 Personals.

Power Teams
All personally sponsored Promoters, AFTER you have become a Qualified Coach.

4/5/6
A Promoter that is part of your team but that you have not personally enrolled.

Coaching Bonus
You receive a bonus when a personally enrolled Promoter becomes a Qualified Coach.

P1/2/3
A Promoter that you have personally enrolled.

PREMIERE COACH CHALLENGE

Once you have achieved 10 Qualified Coaches (QC) in your Power Team, you are eligible to earn a one-time DOUBLE BONUS on your first 10 QC's - up to \$10,000. **PREMIERE COACH BONUS IS PAID OUT AT THE END OF THE FOLLOWING MONTH IN WHICH THEY WERE EARNED.**

CLUB LEVEL

PREMIERE COACH
10 QC = \$10K ONE-TIME PAYOUT

Qualified Coaches must be in a minimum of 3 legs with no more than 1/3 in each leg.
[Bonuses paid out in 12 monthly payments.]

ELITE COACH

50 QC = \$50K MONTHLY PAYOUTS

GLOBAL COACH

100 QC = \$100K MONTHLY PAYOUTS

ICON COACH

250 QC = \$250K MONTHLY PAYOUTS

LEGEND COACH

500 QC = \$500K MONTHLY PAYOUTS

PINNACLE COACH

1,000 QC
\$1,000,000 MONTHLY PAYOUTS

ISXWEET TRIPS

We are proud to introduce IsXweet Trips! Build your isXperia business and earn points which can be traded directly for dollars towards the trips you always dreamed of!

Earn points by:

- Sponsoring as an Elite
- Xperia Vacations Monthly Subscription
- Additional rewards coming soon

**EARN IT.
BOOK IT.
LIVE IT!**



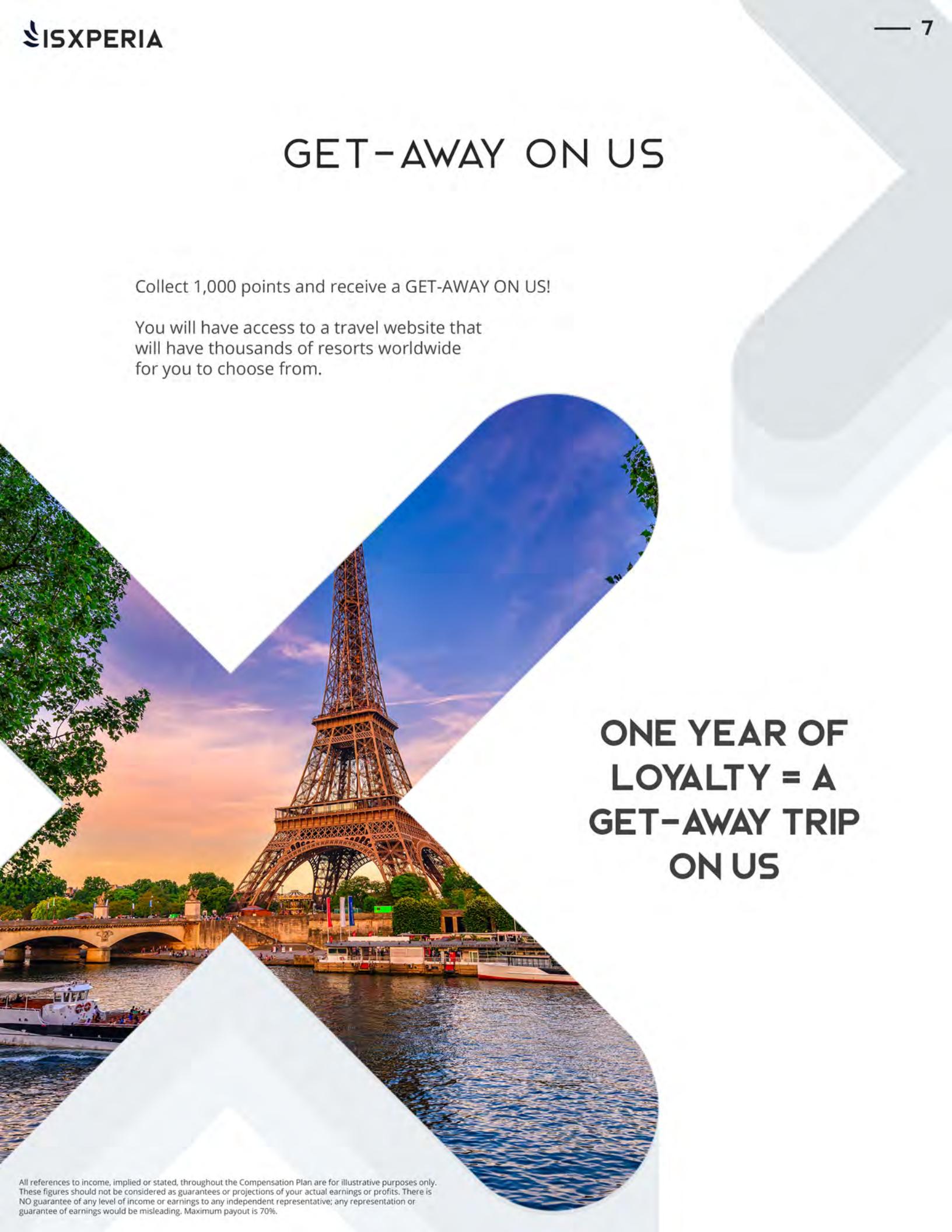
All references to income, implied or stated, throughout the Compensation Plan are for illustrative purposes only. These figures should not be considered as guarantees or projections of your actual earnings or profits. There is NO guarantee of any level of income or earnings to any independent representative; any representation or guarantee of earnings would be misleading. Maximum payout is 70%.

Must be an Active Elite to use points, but all can earn points. Points can be used any time to buy down IsXweet Trips.

GET-AWAY ON US

Collect 1,000 points and receive a GET-AWAY ON US!

You will have access to a travel website that will have thousands of resorts worldwide for you to choose from.



**ONE YEAR OF
LOYALTY = A
GET-AWAY TRIP
ON US**

DEFINITIONS & DETAILS

TEAM BUILDING: isXperia uses two genealogy trees to track the enroller of all their Customers and Promoters when initially enrolled. isXperia places Promoters and Customers in both trees.

PERSONALLY SPONSORED: The Member/Promoter who originally enrolled them is counted as their Personally Sponsored for commission purposes.

BINARY TREE: The second tracking tool you have in isXperia is the Binary Tree. In the Binary Tree you have a single left team, and a single right team. After the first two positions are filled, any subsequent enrollments will spillover to deeper levels under the sponsor. isXperia automatically 'places' these new enrollees using either a strong-left or strong-right strategy, per the Sponsor's preference.

SPONSORSHIP TREE: A 'Sponsorship tree' is used for everything else. This tree has unlimited first-level width, so isXperia places all personally sponsored recruits on the Sponsor's first level.

Notes: Although Customers do not participate in the compensation plan, isXperia reserves a place-holder in both genealogy trees for them in the event they choose to upgrade to Promoter in the future.



ENROLLMENT OPTIONS

CUSTOMER ENROLLMENT OPTIONS: Customers enroll with isXperia by simply going online and selecting the Customer option. Customers have the ability to refer other Customers/Promoters and earn up to 25% of their purchases in X Dollars. Customers can upgrade to Promoters anytime and earn retail profit, and participate in the commission and bonus programs.



PROMOTER ENROLLMENT OPTIONS: Enroll as an isXperia Promoter for \$60 and receive wholesale purchasing power, and ability to earn commissions and bonuses.

The \$60 Enrollment Fee covers the following:

- Retail Shopping Cart For Customer Purchases
- Wholesale Shopping Cart
- Online Enrollment For New Team Promoters
- Reporting For Team Member's Activity
- Reporting to Keep Track Of Customer Sales
- Online Commission & X Dollar Wallets
- Online Business Resources & Info
- Online Training Materials & Videos
- Personalized Website Management
- Promoter Support Staff & More!

GET STARTED TODAY

\$60

Earn retail: \$60/ annually

Become a
LIFESTYLE Promoter**\$200**Earn 1/2 pay on
Commissions & Bonuses.
Remain Active: \$60/monthlyGet Started with a
STARTER Pack**\$400**Earn full pay on
Commissions & Bonuses.
Remain Active: \$60/monthlyQualify your Business with a
LIFESTYLE Pack

OUR PROVEN SUCCESS SYSTEM

STEP 1:
GET STARTED**STEP 2:**
HIT 3 STAR**STEP 3:**
BECOME A QUALIFIED COACH 'QC'**STEP 4:**
START YOUR POWER TEAMS**STEP 5:**
CONTINUE TO CREATE 'QC'S' AND EARN UP TO \$1,000!

QUALIFICATION & ACTIVATION

QUALIFICATION: Promoters who have purchased or upgraded with a minimum of \$400 in lifetime product purchases (\$60 Promoter Fee and Shipping not included).

ACTIVE: Promoters maintain active status with a personal purchase or maintain a Smartship of \$60 each calendar month.

STAR RANKS: Unless promoted mid-month, Promoters are paid based on the highest title they held in the month prior to the month that contains the last day of the weekly period being paid.

STAR RANK ACHIEVEMENT: Star Rank Achievements can be achieved mid-month, in the week achieved. The Rep is then paid at the new title through the rest of the month and the Star Rank Achievement is the Rep's minimum title for the next full month.



RANK DEMOTIONS: Promoters are always paid based on the higher of their high title in the prior month or on any promotions that occurred in the current month. Therefore, if a Rep loses personally Sponsored Promoters, the demotion doesn't take effect until the first week of the next month.

PAID-AS RANK QUALIFICATIONS: This plan does not use paid-as rank. Promoters are always paid according to their earned Rank.

CHECK MINIMUM: There is a \$30 check minimum. isXperia will disburse accumulated earnings to Promoters once the amount is at least \$30, (or equivalent amount per country). When a Promoter earns less than \$30, isXperia will retain it on account for the Promoter until accumulated earnings are sufficient for disbursement.

REFUNDS: For any return, exchange or sales adjustment for any reason that results in a reversal of a sale from a closed period, isXperia will calculate negative earnings paid against the original sale for Package Bonuses, Binary Step Checks and Coaching Bonuses and deduct it from future payments to the upline.

HOLDING TANK

HOLDING TANK: The Holding Tank is just that, a place to park or "hold" your new recruits BEFORE you place them in your genealogy.

You have the option to turn the Holding Tank feature ON or OFF. If you choose not to use this feature, when customers or promoters enroll in your business, they will be placed according to your preferred setting in your BMS (team left or team right).

If you decide to use this feature, anyone who enrolls in your business, whether you manually enroll them or they enroll themselves from your website, will be placed in your holding tank. This allows you to strategically position your new recruits to help you and your team leaders to advance rank levels faster.

The Holding Tank feature will also eliminate the worry of changing the placement preference option in your BMS before or after each sign up of a new recruit. This feature will allow you to "store" an unlimited number of new recruits in the Holding Tank to be placed by you in a specific spot regardless of when they were signed up.

All enrollees left unplaced in your holding tank will be automatically positioned according to your placement preference setting each Sunday at midnight ET. To avoid this from happening, please place these recruits yourself BEFORE the Sunday deadline each week! All moves are final and can not be moved again.



GLOSSARY OF TERMS

SPONSOR: This refers to the individual who has personally enrolled a prospect to join isXperia.

PROMOTER: This refers to a person who enrolled with isXperia as an independent representative to promote the products and opportunity.

FREE MEMBER: Customers can enroll with isXperia at no cost, and purchase and sell products and earn X Dollars to be used towards future purchases.

PLACING VOLUME DOWNLINE: You can place BV (orders) downline in any of your personally qualified and active promoters businesses, but keep in mind, the volume you place downline does not count towards your monthly active status or your personally sponsored promoters monthly active status.

BV (BUSINESS VOLUME): isXperia assigns business volume (BV) to every retail product separately based upon the local market (Country and Currency) for every commissionable product.

COMPRESSION: Every Sunday at midnight, all Free Members that choose not to upgrade to a Promoter, are compressed (placed below) all Free Members that choose to upgrade.

GBV (GROUP BUSINESS VOLUME): Business Volume generated by the sales of your downline (left and right sales team). GBV generated from your left sales team gets banked on your left and all the GBV generate from your right sales team gets banked on your right.

SMARTSHIP (AUTOSHIP): A program where you automatically order a set amount of products every month.

X DOLLARS: X Dollars is money that you earn when your personally enrolled Customers purchase products and services from their website. You earn up to 25% of your Customer's purchases in the form of X Dollars. X Dollars can be used for product or merchandise from isXperia and spend like cash with isXperia. X Dollars are added to your account at time of sale! Orders placed using X Dollars (partial X Dollars or full X Dollars) can only be placed in your own business center and not downline. You can transfer your X Dollars to any of your VIPs or Promoters within your downline. There is a \$2.50 per transfer fee.

GLOSSARY OF TERMS

WALLET: Wallet is our internal banking system. isXperia commissions are loaded to your Wallet. Wallet commissions can be used to pay for product orders, Smartship or you can transfer some or all of your funds to your isXperia Prepaid MasterCard (minimum transfer amount is \$30, fees apply). Wallet funds can be transferred to any of your Free Members or Promoters as X Dollars within your downline.

UPGRADE: Customers can choose to become a Promoter at any time by going through the upgrade process in their back office. The new Promoter will retain all personally Sponsored Customers they had Sponsored as a Member. The new Promoter will retain their same ID number.

COMMISSION PERIOD: Commission weeks begin on Mondays at 12:01 AM EST and ends Sunday at Midnight EST. Earnings are posted on Monday. Earnings are available the following Thursday at 5:00 PM EST.

13-Month Carryover Flush: isXperia uses a 13-month carryover flush. isXperia tracks all BV to the month it was earned. Unused BV carries forward for 12 months. If unused after 12 months, isXperia flushes the 13-month old volume in the 13th month.

ACCUMULATED VOLUME: isXperia accumulates the volume from orders into the following totals that are then used throughout the plan. For reporting and auditing, the system must track these historical values for each month.

BUSINESS VOLUME (BV): isXperia assigns business volume (BV) to every product separately based upon the local market (Country and Currency) for every commissionable product.

PERSONAL VOLUME (PV): Personal Volume is business volume generated from the personal purchases placed in your own business.

BV VS PV: BV (Business Volume) is the basis for commission calculations. PV (Personal Volume) is a global point value for determining ones personal activity level.

DISCLAIMER

All references to income, implied or stated, throughout the Compensation Plan are for illustrative purposes only. These figures should not be considered as guarantees or projections of your actual earnings or profits. There is NO guarantee of any level of income or earnings to any independent representative; any representation or guarantee of earnings would be misleading. Maximum payout is 70%.

XISPERIA

XIP4LIFE



**better ingredients.
better performance.
better you.**

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