

ZENNOA®

REWARDS PLAN  
OVERVIEW



# PRECISION PLUS

**THIS IS THE FIRST "PRECISION PLUS" COMPENSATION PLAN IN THE DIRECT SELLING INDUSTRY. THIS COMPENSATION PLAN IS THE CULMINATION OF OVER 30 YEARS OF EXPERIENCE. IT IS SIMPLE, FAIR, AND EXACT.**



## **SIMPLE**

It's easy to understand and explain. There is a clear path to success.



## **FAIR**

The income is matched to your effort. Multiple ways to be compensated for Loyalty, Sharing, Team Building, and Leadership.



## **EXACT**

You can calculate your exact income. The path to more compensation is clear.

**EVERYONE HAS A PLACE AT ZENNOA®.** When you purchase a ZENNOA product you are joining a worldwide community of individuals already on their journey to achieving better health, better finances, and peace of mind.

ZENNOA allows for Guest and Member purchases. Guests simply purchase ZENNOA products at the guest price and Members purchase ZENNOA products at member preferred pricing.

As a ZENNOA member, you are on a path to a new life—one with the potential to earn free products, the freedom to transform your financial future, and the opportunity to bring life-changing solutions to homes around the world.

The ZENNOA membership has two categories Members and Affiliate Members. Anyone who purchases a Member Starter Pack is automatically enrolled as a Member.

## ZENNOA MEMBERS

Members have the benefit of purchasing ZENNOA products at the wholesale price and have the potential to earn free products and rewards.

## ZENNOA AFFILIATE MEMBERS

Affiliate Members are members who want to earn cash rewards in addition to free product rewards. Affiliate Members participate in the financial benefits of the ZENNOA Rewards Plan and can earn significant income by promoting ZENNOA's products and benefits to others.

*Affiliate Members have unlimited earning potential.*

The best news is that choosing which type of membership is right for you doesn't have to happen all at once! You become a Member when you purchase a Starter Pack. You become an Affiliate Member when you simply upgrade your membership status by agreeing to earn cash rewards and providing the necessary information for cash rewards. The ZENNOA Success Team is ready to assist you in making this decision and will be with you every step of the way to help you reach your goals.

*Try any of ZENNOA's Amazing Products and begin your journey to a better you.*



# MEMBERSHIP BENEFITS SUMMARY

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## MEMBERS

### **Exclusive Member Pricing:**

Save on guest pricing when purchasing ZENNOA products at member prices. Save even more money with exclusive specials and promotions.

### **Loyalty Rewards:**

Earn Reward Points on your purchases, your Team's growth, and worldwide pipeline growth. Rewards Points help you earn free products, prizes, trips, incentives, and much more.

### **Education:**

Expand your ability to make a difference in your life and the world by engaging in ZENNOA's many ongoing wellness education opportunities including seminars, web courses, and newsletters.

### **Community:**

Enjoy a close-knit community of support. In addition to the person who introduced you to ZENNOA, the entire ZENNOA family is ready to assist and encourage you in your journey to better health and wellness.

## AFFILIATE MEMBERS

### **Competitive Compensation:**

Earn money from ZENNOA's simple, fair, and exact Rewards Plan which offers monthly commissions and regular bonuses.

### **Exclusive Experiences:**

Participate in exclusive events such as the ZENNOA Beach Club, Leadership Trainings, and our International ZENNOA Conventions.

### **Recognition:**

Be recognized and applauded for your leadership achievements as you advance through each of the Zen Ranks on your way to Zen Legend.

### **Legacy:**

Affiliate Members have the added benefit of creating long-term financial benefits as they train and teach others to succeed with the ZENNOA Products and ZENNOA Rewards Plan.

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*Members and Affiliate Members have access to all of ZENNOA's life changing products.*



The ZENNOA Rewards Plan focuses on 4 areas: Loyalty, Sharing, Team Building, and Leadership. The “Precision” portion of our plan is based largely on “Team Rewards”. The “Precision Plus” portion of our plan includes additional ways to earn through the Pipeline Wave Pool Bonus, Loyalty Rewards, and Referral Rewards.

## LOYALTY REWARDS

Earn reward points for free products, prizes, trips, and other promotions. Earning reward points is simple. All Members can earn reward points through personal purchases and team and pipeline volume.



**PERSONAL.** Members receive reward points every time they purchase any of ZENNOA's amazing products up to 12% of personal purchases based on Pipeline volume.



**TEAM.** Members also receive reward points for their monthly team reward volume.

ZENNOA rewards members for their loyalty. Your rewards points grow as the Zennoa family grows. Everyone benefits.

*Reward Points are  
redeemable for free products,  
promotions, and prizes.*

## REFERRAL REWARDS

### Precision Plus, Earn Free Product & Bonuses

- ① Members can earn cash on guest purchases. Because Members buy ZENNOA's products at the member price and can sell them at the guest price every member can make a profit from this transaction.
- ② Affiliates earn \$100 every time a member they personally enroll achieves the rank of Zen Maker 1 within that member's first 2 months.

By referring and sharing the ZENNOA products and enrolling others into the ZENNOA Pipeline an Affiliate member can begin earning cash rewards in addition to their Reward Points.



**ZEN MAKER.** Earn \$100 when Members you personally enroll achieve the rank of Zen Maker 1 within their first 2 months.

*(2 full months after the enrollment month)*



## TEAM REWARDS

An Affiliate can achieve ZENNOA Ranks as you teach others how to refer and share, giving them a one-time achievement recognition bonus for each rank, as well as on-going monthly residual income.

### Earn Free Product and Monthly Commissions

- 1 Members earn reward points by purchasing products and by sharing ZENNOA with others who then purchase products.
- 2 Affiliate Members earn all the rewards points available to Members and earn cash rewards in the form of a monthly commissions. Cash rewards are determined by each affiliate's rank from the preceding month.

Team Rewards are what makes the ZENNOA Rewards Plan a Precision Plan. They are precise—you decide what you want your commission to be and then you know precisely what rank you need to be to earn that commission amount.

## PIPELINE WAVE POOL BONUS

Share in a global pool of all the Rewards Volume not paid out in the quarter.

- 1 Affiliates receive a cash bonus quarterly based on their rank and achievements for the quarter. Affiliates qualify for the Pipeline Wave Pool Bonus when they achieve Zen 5 or higher.

At ZENNOA we believe it's your turn to catch that perfect wave and ride the pipeline to freedom.

Achievement is a direct result of your leadership by helping others to achieve their dreams and goals.



**LOYALTY, SHARING, AND MENTORING**  
*are interwoven throughout the ZENNOA Rewards Plan  
to strengthen a Members ability to succeed.*



# ZENNOA® REWARDS PLAN

Simple. Fair. Exact.

## LOYALTY REWARDS



### PERSONAL

Earn Reward Points from 3%-12%, on the Reward Volume for personal purchases.\*

(see Pipeline Member Reward Status)



### TEAM

Earn Reward Points for team referral efforts up to 50 Reward Points (RPs) monthly.

(see Team Rewards)

## REFERRAL REWARDS



### RETAIL PROFIT

Earned from the purchases made by Guests.

(difference between wholesale & retail)



### ZEN MAKER

Earn \$100 when Members you personally enroll achieve the rank of Zen Maker 1 within their first 2 months.

(2 full months after the enrollment month)

## TEAM REWARDS

RANKS MEMBER	MONTHLY REWARDS Reward Points (RPs)	TEAM REWARD VOLUME (TRV)			RANK RECOGNITION
		CHANNELS 1+ (Team Vol.)	CHANNELS 2+ 40%	CHANNELS 3+ 0%	
<b>M 300</b>	15 RPs	300	120	0	1 Time Bonus Consecutive Months
<b>M 600</b>	30 RPs	600	240	0	
<b>M 900</b>	50 RPs	900	360	0	
<b>MAKER</b>	<b>CASH REWARDS**</b>		<b>40%</b>	<b>10%†</b>	<b>2 months</b>
<b>Zen 1</b>	\$125	1500	600	150	\$100†
<b>Zen 2</b>	\$250	2500	1000	250	\$200
<b>Zen 3</b>	\$500	4500	1800	450	\$400
<b>Zen 4</b>	\$1,000	7500	3000	750	\$700
<b>MENTOR</b>			<b>40%</b>	<b>10%</b>	<b>3 months</b>
<b>Zen 5</b>	\$2,000	15K	6K	1.5K	\$1,000
<b>Zen 6</b>	\$3,500	25K	10K	2.5K	\$1,500
<b>Zen 7</b>	\$5,500	45K	18K	4.5K	\$2,000
<b>Zen 8</b>	\$8,000	75K	30K	7.5K	\$2,500
<b>MASTER</b>			<b>40%</b>	<b>15%</b>	<b>3 months</b>
<b>Zen 9</b>	\$11,000	125K	50K	18.75K	\$3,000
<b>Zen 10</b>	\$15,000	200K	80K	30K	\$4,000
<b>Zen 11</b>	\$20,000	300K	120K	45K	\$5,000
<b>Zen 12</b>	\$25,000	500K	200K	75K	\$6,000
<b>LEGEND</b>			<b>40%</b>	<b>15%</b>	<b>3 months</b>
<b>Zen 13</b>	\$32,000	800K	320K	120K	\$7,500
<b>Zen 14</b>	\$42,000	1.2M	480K	180K	\$10,000
<b>Zen 15</b>	\$55,000	2M	800K	300K	\$12,500
<b>Zen 16</b>	\$75,000	3M	1.2M	450K	\$15,000

An affiliate must have a minimum of 150 monthly PRV to qualify for ZENNOA REWARDS.

Reward Points are redeemed for products, promotions, and prizes only, as offered by ZENNOA (1 RP=\$1). Reward Points may not be used for qualifying volume ie. Personal, Team, Pipeline.

\*Pipeline Member Reward Status: Members who accumulate 100k, 500k, or 1M in monthly pipeline volume achieve the status of Silver Reward Member (100k), Gold Reward Member (500k), and Platinum Reward Member (1M).

\*\*All Cash Rewards include 50 Reward Points

Personal Reward Volume (PRV) is an accumulation of an Affiliate's or Member's monthly personal and guest purchases.

Personal Reward Volume is counted in an Affiliates Channel 3+ Reward Volume (RV).

Channel 3+ RV is counted in or rolled into the Channel 2+ RV, which is counted in the total Team Reward Volume Channel 1+RV. Based on Rank: 10% or 15% of the Team Reward Volume (TRV) requirement must come from the equivalent of a third channel.

† Beginning July 1, 2019, the Channel 3+ requirement will be 15% for all ranks except Member.

Earn double ZEN MAKER 1 recognition bonus if you reach Zen Maker 1 Status within your first two full months and maintain it for two consecutive months.

The ZENNOA Rewards Plan is capped at a maximum payout of 51% of the company monthly RV (Rewards Volume). If the cap is reached, an adjustment will be made at ZENNOA's discretion.

Calculating the quarterly Pipeline Rewards Wave Pool Bonus: After all bonuses and promotions are paid, the remaining RV not paid out in the calendar quarter is allocated to the Pipeline Rewards Wave Pool Bonus where the remaining RV is divided among the earned shares in the pool.

## PIPELINE WAVE POOL BONUS

Zen 1 – Zen 16 may be eligible for share(s) when qualifying for quarterly Wave Pool Promotions. If you are Zen 5-16, promotional shares will be added to your total rank shares earned during that quarter.

Zen 5 – Zen 16 qualify for shares each month based on monthly ranking. At the end of the quarter the monthly shares accumulated are totaled and paid.

Zen 5 — 1 share  
Zen 6 — 2 shares  
Zen 7 — 4 shares  
Zen 8 — 6 shares

Zen 9 — 10 shares  
Zen 10 — 15 shares  
Zen 11 — 20 shares  
Zen 12 — 25 shares

Zen 13 — 35 shares  
Zen 14 — 45 shares  
Zen 15 — 55 shares  
Zen 16 — 65 shares

