



Compensation Plan

In today's world, it's all about staying fresh in the marketplace. That's why we're proud to announce a brand new opportunity.

Pre-launch will begin on **January 15, 2010**, and with it will be an exciting new way to make money that you'll find distinctly familiar. Here's how it works!

Getting Started as an Associate:

Everyone has to start somewhere. And in our marketing business, one does so by registering for the Associate Referral Program. For every referral that purchases an E-Commerce Business Solution, the Associate will receive \$25. That's it! All Associates work with their PowerTeam Leaders on providing referrals and receive a check every time one makes a purchase.

The Rep Opportunity:

All Associates who have referred at least three sales to their PowerTeam Leader will be given the option to continue as a Rep. (They may continue as an Associate if they choose.) As long as these sales, or any three personal sales remain active, you will be qualified to override.

Should you elect to become a Rep, you'll start working toward completing your 1st Team. As a Rep, you will earn:

- The 50% Match on all personally sponsored Associates and Reps.*
- A \$25 Direct Sale commission for every personal sale.

Plus for every month you maintain six active personal sales, you'll receive a \$50 monthly bonus!

*Must be qualified to override.

Fast Start Bonus:

If an Associate elects to become a Rep, they have 14 days from the time the third sale is made by their PowerTeam Leader to make six personal sales. In addition to earning \$25 for each sale, they are paid a \$1,000 Bonus! If they do this in the first two weeks, that's a minimum of \$1,150!

A Rep's 1st Team is considered complete when:

A total of six team sales with at least three being personally made by you.

All items are subject to tax where applicable.



Getting to your PowerTeam:

Once your 1st Team is complete, the very next Associate you personally register starts your PowerTeam. Now, you're at the top pay level of the company. Your PowerTeam will include the 1st Team of every Associate and Rep in your PowerTeam through infinity. In addition to earning the 50% Match on all personal Associates and Reps and a \$25 Direct Sale commission on new sales, you'll also earn...

- \$25 PowerTeam commission on all personal sales, Associate referred sales, and sales made by all Reps in your PowerTeam.
- \$2 Residual commission of the monthly Web site hosting fee on all active sites in your PowerTeam.
- Right to earn \$250 Leadership and \$5,000 Bonuses.

The PowerTeam Bonuses:

Once you have started your PowerTeam and are qualified to override, there are many bonuses that you can earn! And the best part? There are no time limits! So, get to work because you may earn them as quickly and as often as you wish. They are limitless. Once you qualify for a bonus, you must keep all sales active until that bonus is paid.

Leadership Bonuses

Every PowerTeam sale of \$249.95 equals one sale toward **your next** Leadership Bonus. For every three sales, you'll earn \$250!

*YTB Travel opportunity sales (\$499.90) will count as two sales toward the Leadership Bonus only.

\$5,000 Bonus

Once you have 50 active PowerTeam sales toward your next Dream Bonus, you will earn a \$5,000 Bonus! Grow to 100 active PowerTeam sales, and you'll earn another \$5,000 Bonus! Once you reach 100 active PowerTeam sales, those sales will lock in. (This is separate from the Leadership Bonus.)

Please note: Any sales that have already paid a bonus to you will not trigger any new bonuses in ZamZuu.



PowerTeam Generations:

A PowerTeam Generation will start when one of your PowerTeam Reps starts their own PowerTeam. Their PowerTeam is considered 1st Generation to you. When a Rep in your 1st Generation starts their PowerTeam, that PowerTeam is 2nd Generation to you. This continues for six generations. Commissions on PowerTeam Generations are as follows:

1st Generation: \$15 for every 1st Generation sale plus \$2 Residual commission of the monthly Web site hosting fee on all active sites in your 1st Generation.

2nd Generation: \$10 for every 2nd Generation sale plus \$2 Residual commission of the monthly Web site hosting fee on all active sites in your 2nd Generation.

3rd Generation: \$5 for every 3rd Generation sale plus \$2 Residual commission of the monthly Web site hosting fee on all active sites in your 3rd Generation.

4th, 5th and 6th Generation: \$2.50 for every 4th, 5th and 6th Generation sale plus \$1 Residual commission of the monthly Web site hosting fee on all active sites in your 4th, 5th or 6th Generation.

Quick Definitions:

Referral Fee (\$25): A Referral Fee is paid to an Associate when a referral given to their PowerTeam Leader purchases a site.

Direct Sale Commission (\$25): A Direct Sale Commission is paid to a Rep when one makes a personal sale. This commission is paid whether the Rep is in his or her 1st Team or PowerTeam.

PowerTeam Commission (\$25): A PowerTeam commission is paid to a Rep when a sale is made in their PowerTeam either by the Rep or one of his or her PowerTeam Reps.

Qualified to Override: Being qualified to override allows you to earn a 50% commission match, overrides and bonuses on your PowerTeam, PowerTeam Generation commissions, and Director compensation. In order to qualify to override, you must have three active personal sales. You must maintain three active personal sales to continue to qualify to override.

50% Match: As long as you qualify to override, you will earn a 50% commission match on all of your personally sponsored Reps and Associates. If one of your personally sponsored Reps earns a \$25 Direct Sale commission, you earn \$12.50. It's the same for all marketing commissions. (Please note: There will not be a match paid on bonuses or the 50% Match.)

All items are subject to tax where applicable.