

Xelliss®

COMPENSATION
PLAN

Opportunity for All



This report is an overview of the different ways you can earn and defines the criteria and potential of each. The individual components of the Compensation Plan may vary by market and are subject to change. Be sure to check Xelliss.com for details about elements of the plan which are available in your country.

This illustration is only for educational purposes and is not intended to serve as a guarantee of income. Success in this business requires hard work, dedication and good sales skills. The average participant ("Distributor") in this business earns between **\$500 and \$2,000** per year. Some earn less while some earn much more.

Entire contents, Copyright 2020, Xelliss, SA



Opportunity for All...

Whether you simply want to earn some extra money for fun, develop a side gig business, or you're interested in becoming financially secure - the Xelliss compensation plan offers you the chance to achieve it.

You can retail the products to support your own wellness plan. You can recruit and train others to create steady recurring income. And if you're really serious, you can even achieve complete financial freedom. Xelliss truly is an opportunity for all. This booklet will explain the specific details of how you earn through the plan. (They are subject to change. Please see Xelliss.com to check the current status.)

In order to become a distributor, you must be sponsored by someone who is already a valid Xelliss distributor. With the support of this individual, you will register as a distributor, which becomes effective as soon as you settle the administration fee for the account (membership is renewable annually and non-refundable). This registration enables you to purchase the products directly from the company at the current distributor price and to sponsor, should you so wish, other people who are interested in retailing the products and/or building a Xelliss distributorship.

How You Earn

RETAIL PROFITS:

You purchase products at the wholesale price, sell them at the suggested retail price, and receive immediate retail profits. From the moment in which you become a Xelliss distributor, you possess an online store available 24/7 throughout the world. A personalized website link is allocated to you, enabling you to share it with your network and to promote our products to your clients, including offering our Privileged Customer Program. This program allows your customers to sign up for regular recurring orders from the company and you earn the retail profit margin. (Paid weekly.)

FAST START BONUS:

Once you begin acquiring new customers, undoubtedly you will have met some people along the way who are excited about the Xelliss opportunity. These people will want to join your growing team to develop their own customer base and income.

To help your new team members, we've created three levels of Activation Kits: Personal Pack, Business Pack, Professional Pack. These specially discounted packages provide distributors a cross section of the various products and marketing materials to get their businesses off to a fast start. To accelerate your earnings potential, you'll earn Fast Start Bonuses from \$20 to \$100 on the Activation Kits of your new direct partners (level 1), and also receive Bonuses of \$10 to \$50 on the Activation Kits of new partners from your level 2, in their first 40 days in the business.

	<i>1st Level</i>	<i>2nd Level</i>
PERSONAL PACK	\$20	\$10
BUSINESS PACK	\$50	\$25
PROFESSIONAL PACK	\$100	\$50

Period: *You are eligible to earn Fast Start Bonuses during the first 40 days following the registration of your new direct partners.*

Note: *If an Activation Kit is returned, the associated bonuses will be cancelled, and the PV removed from the system. (Paid weekly.)*



TEAM BALANCE COMMISSION:

The Team Balance Commission rewards you for building a balanced group and ensures support from the sponsorship line above you. Here's how it works: your group is built on two sides, the left and the right one. So, after you've enrolled two people, one on each side, others will go in one of those two groups. At the end of every week, the company adds up all the point volume (PV) on each side.

Most of the time there will be a greater volume from one of the two legs: it is the security leg, since the greater the volume, the greater the stability of your potential income. The leg that represents the lesser volume is called the pay leg, since your weekly team commissions are calculated in accordance with the volume that it contains.

In rare cases of equal volume between both legs, the right leg will be considered as the security leg. You will earn 12 percent override commission on the volume in your pay leg, up to the maximum amount determined by your paid-as rank. (This is the rank you qualified at during the previous month.) The amount of team bonus commissions is displayed in your back office on the Monday of the following week. (Paid weekly.)

Note: All points not used for the calculation of the week's commissions (up to 10 million) will be carried forward for the calculation of the following week, as long as your status remains active. The calculation of the team bonus takes into account the total number of cumulative PV from the pay leg.

<i>Maximum Weekly Payout</i>	
CONSULTANT	\$300
BRONZE	\$500
SILVER	\$800
GOLD	\$1,000
SAPPHIRE	\$2,500
RUBY	\$4,000
EMERALD	\$6,000
DIAMOND+	\$15,000

How You Earn

RANK BONUS:

The construction and the development of your network is rewarded by rank bonuses. You will receive this bonus each period, based on the highest paid-as rank you achieve within that period. This rewards you and your team members for staying qualified at rank and incentivizes everyone for achieving higher ranks.

BRONZE	\$75
SILVER	\$125
GOLD	\$250
SAPPHIRE	\$450
RUBY	\$600
EMERALD	\$1,000
DIAMOND	\$1,500
DOUBLE DIAMOND	\$2,000
TRIPLE DIAMOND	\$3,000
CROWN AMBASSADOR	\$5,000

<i>Qualification Criteria</i>	
CONSULTANT	45 PV. 1 active, personal in each leg.
BRONZE	45 PV. 1 active, personal in each leg. 250 PV on their pay leg.
SILVER	90 PV. 1 active, personal in each leg. 1,250 PV on their pay leg.
GOLD	90 PV. 1 active, personal in each leg. 2,500 PV on their pay leg. 2 personal Bronze.
SAPPHIRE	90 PV. 1 active, personal in each leg. 5,000 PV on their pay leg. 2 personal Silver.
RUBY	90 PV. • Having at least 10,000 PV on their pay leg. 2 personal or compressed Gold.
EMERALD	90 PV. • Having at least 25,000 PV on their pay leg. 2 personal or compressed Rubies.
DIAMOND	90 PV. • Having at least 50,000 PV on their pay leg. 4 personal or compressed Rubies.
DOUBLE DIAMOND	90 PV. • Having at least 100,000 PV on their pay leg. 6 personal or compressed Rubies.
TRIPLE DIAMOND	90 PV • Having at least 200,000 PV on their pay leg. 2 personal or compressed Diamonds, 4 personal or compressed Rubies.
CROWN AMBASSADOR	90 PV. • Having at least 1,000,000 PV on their pay leg. 6 personal or compressed Diamonds, 6 personal or compressed Rubies.

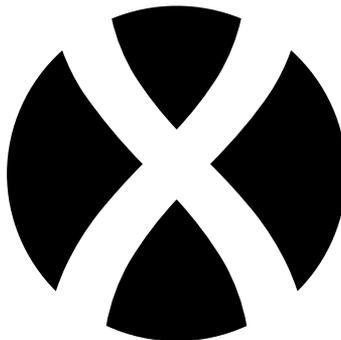


XELLISS BONUS CAR:

Once you are a qualified Ruby or above, or reach the appropriate volume as a retailer, you will receive the specified car bonus. This money covers the cost of a luxury car and insurance. You can use this bonus for a monthly payment or put it in escrow to save for a down payment. The amount of your car bonus increases along with your rank. (Paid monthly)

Ruby/Retailer with 6,500 PV	\$600
Emerald/Retailer with 8,000 PV	\$800
Diamond/Retailer with 10,000 PV	\$1,000

Note: *Distributors must initially qualify for three consecutive months before the bonus payment begins. In order to receive the monthly car bonus, the distributor must submit a photo of them and the car they purchase or lease within 30 days to the company, so it may be used for promotional purposes such as the website, corporate headquarters, and newsletters.*



How You Earn

LEVERAGED MATCHING BONUS:

When you reach the rank of Ruby or above, you earn from 25% to 40% of the Team Balance Commissions of everyone you personally enroll. They never break away from you, and it doesn't matter what level they are on. They always remain your personal enrollee, and you will always receive the matching bonus on whatever they earn for Team Balance Commission.

Not only do you earn this bonus on those that you personally sponsor, you also earn it on levels of people that they sponsor. You begin by earning a Leveraged Matching Bonus through three generations. That means you get paid a percentage of what the people you sponsor earn in their Team Balance Commission, and you get a percentage on the Team Balance Commissions earned by the people that they sponsored, and then the people on the next level. Then, as you progress into the higher ranks of the plan, you qualify to get paid for seven levels of the Leveraged Matching Bonus. Dynamic compression is applied to maximize your payout from Ruby rank and above. (Paid monthly)

<i>Rank</i>	<i>L1</i>	<i>L2</i>	<i>L3</i>	<i>L4</i>	<i>L5</i>	<i>L6</i>	<i>L7</i>
RUBY	25%	20%	15%				
EMERALD	25%	20%	15%	10%			
DIAMOND	30%	25%	20%	15%	10%		
DOUBLE DIAMOND	35%	30%	25%	15%	10%	5%	
TRIPLE DIAMOND	35%	30%	25%	20%	15%	10%	
CROWN AMBASSADOR	40%	35%	30%	25%	20%	15%	10%



TRAVEL AWARD FUND:

Each year Emerald distributors and above who accrue the required travel award points are invited to the annual Leadership Conference, which is held in an exotic location. You must be qualified at rank for at least three months during the calendar year to earn points toward the trip. The more months you are qualified, and the higher the rank you are qualified at, increases the amount you will receive. See Xelliss.com for complete qualifications and the details for this year's trip.

EMERALD	1 point/month
DIAMOND	2 points/month
DOUBLE DIAMOND	3 points/month
TRIPLE DIAMOND	4 points/month
CROWN AMBASSADOR	5 points/month

DIAMOND LEADERSHIP POOL:

Reaching the Emerald and Diamond leadership ranks with Xelliss rewards you with a true dream lifestyle. Each month one percent of total company PV is placed in the Diamond Leadership Pool, and paid out to those who qualify, on a prorated basis. And each higher rank you achieve increases your portions in the pool. This bonus is paid annually at the Leadership Conference.

EMERALD	1 portion/month
DIAMOND	2 portions/month
DOUBLE DIAMOND	3 portions/month
TRIPLE DIAMOND	4 portions/month
CROWN AMBASSADOR	5 portions/month

***Xelliss truly is an opportunity for all.
Especially you.***

Glossary of Terms

ACTIVE STATUS: Point Volume (PV) of 45 and above qualifies Consultant and Bronze ranks. PV of 90 and above qualifies Silver and above ranks. PV is the combination of all your personal orders and those placed by your customers. Extra PV above your qualification level is applied to your pay leg.

AUTOSHIP: The autoship enables the shipping of products to a distributor each month, on their chosen date.

CARRYOVER VOLUME PV: PV unused for the Team Balance calculation are carried forward as long as the distributor is active. The maximum amount that can be carried forward annually is limited to a PV of 10 million.

COMMISSIONS QUALIFICATION: There are several ways to earn in the Xelliss Compensation Plan.

WEEKLY COMMISSIONS

Retail profit, Fast Start Bonus, Team Balance Commissions are weekly bonuses. The qualification period runs from Monday through Sunday.

PERIOD COMMISSIONS

Ranking Bonus, Matching Bonus, Car Bonus, Diamond Bonus, Travel Award Fund.

There are thirteen (13) pay period in the year. Please see Xelliss.com for the schedule.

DISTRIBUTOR: Is a person involved in the general distribution of Xelliss products or services.

DISTRIBUTOR QUALIFICATIONS: In order to become a distributor, you must be sponsored by someone who is already a valid Xelliss distributor. With the support of this individual, you will proceed to your registration, which will become effective as soon as you settle the administration fee for the account (membership renewable annually and non-refundable). This registration enables you to purchase the products directly from the company at the current distributor price and to sponsor, should you so wish, other people who are interested in retailing the products and/or building a Xelliss distributorship. You can earn Retail Profits as soon as you register as a distributor. You can then purchase products at the wholesale price, sell them at the suggested retail price, and receive immediate retail profits.

LEG: One of two sides of the binary tree (security leg or pay leg).



BEST RANKING: The highest ranking achieved by a distributor, used as a level of recognition.

LINEAR TREE: All of the distributors whom you have personally sponsored are at the first level of your linear tree, irrespective of their positioning in your binary tree. The linear tree is the structure that determines the Matching Bonus.

MATCHING BONUS LEVEL: Matching bonuses are based on Team Balance Commissions earned by your sponsorship or generation level (the people you personally enroll, by the people they personally enroll, and the people they personally enroll.)

<i>Level 1</i>	(1st generation): your personally sponsored distributors.
<i>Level 2</i>	(2nd generation): distributors personally sponsored by your 1st generation.
<i>Level 3</i>	(3rd generation): distributors personally sponsored by your 2nd generation.
<i>Level 4</i>	(4th generation): distributors personally sponsored by your 3rd generation.
<i>Level 5</i>	(5th generation): distributors personally sponsored by your 4th generation.
<i>Level 6</i>	(6th generation): distributors personally sponsored by your 5th generation.
<i>Level 7</i>	(7th generation): distributors personally sponsored by your 6th generation.

POINT VOLUME (PV)

The basic principle of the compensation plan is that a number of point volume (PV) is associated with each commissionable product that the distributors can purchase at the current rate. It is the PV that serves as the basis for the calculation of bonuses and commissions. These point values are listed on the website.

PVG: (Group points volume) is the total PV amount of all distributors in your binary tree.

PVP: (Personal points volume) Point volume of the orders from both your customers and yourself. In the same way as other purchases, they qualify a distributor to receive commissions.

PAID-AS RANK: The ranking for which a distributor is qualified and compensated, for a given commission period. The system takes the Rank achieved on the previous period to determine the paid-as-rank for the weekly TeamBonus commissions. For all new member, there is no Paid-as-rank previous. *(continues on next page)*

Glossary of Terms

(PAID-AS-RANK *continued*) The system set the Paid-as-Rank as Consultant during the whole period (4 weeks) as per default. But an adjustment will be made at the end of the 1st period to re-calculate the TeamBonus as per the rank achieved during his 1st period. The system will paid extra TeamBonus to reflect the performance of this new member.

Ex: Mary is a new member, she is paid during her 1st period as a Consultant for the TeamBonus for the 4 weeks. At the end of her 1st period she is qualified Gold. The system will adjust the maximum weekly payout from Consultant (max 300\$) to Gold (1000\$). And she will receive the difference as adjustment. For her 2nd period the system will set Gold as paid-as-rank as for all qualified members.

PERIOD: There are 13 qualification periods a year. The duration of a qualification period is 4 weeks.

QUALIFIED: You are qualified to collect the team bonus when you are active and have personally sponsored an active distributor with at least 45 PV in each leg.

QUALIFYING ORDER

Any order greater than or equal to 45 PV is considered a qualifying order for Consultant and Bronze ranks. Any order greater than or equal to 90 PV is considered a qualifying order for Silver and above ranks. PV is the combination of all your personal orders and those placed by your customers. Extra PV above your qualification level is applied to your pay leg.

RANK BONUS: The construction and the development of your network, as well as your personal success and that of your teams, are rewarded by the Rank Bonus. You will receive this bonus for each period calculation, based on the highest paid-as rank you achieve within that month.

RETAIL CLIENT: A retail client is defined as an individual who buys the product at the retail price.

RETAIL PROFITS: You purchase products at the wholesale price, sell them at the suggested retail price, and receive immediate retail profits. From the moment in which you become a Xelliss distributor, you possess an online boutique available 24/7 throughout the world. A personalized website link for your boutique is thus allocated to you, enabling you to share it with your network and to promote our products to your clients, including offering our Privileged Customer Program.

SPONSOR: This is the person who registered you as a Xelliss distributor.



COMMISSIONS QUALIFICATION

You're eligible to earn Retail Profits and Fast Start Commissions immediately after registering and producing at least 45 PV. Once you are active by producing a point volume (PV) of at least 45 and also have at least one personally sponsored enrollee in both sides of your organization, also producing at least 45 PV each, you can then qualify for Team Balance Commissions and Rank Bonuses. When you reach at least 90 PV, you can then participate in the other areas of the Xelliss compensation plan. Each final period, the distributor has access in their back office to a detailed statement of their commission payable. This same statement equally acts as an invoice.

DYNAMIC COMPRESSION

Non-active members compression

The compression of the linear tree consists of temporary moving all of a non-active distributor's active recruits up during the qualification period. At the end of each period, the system will run the dynamic compression for all qualifying Ruby and above.

Up ranking: dynamic rank compression

At the end of each period, the system will run the ranking qualification for all members, then the system will run the dynamic compression with Up Ranking to qualify and stabilize Ruby and above ranks.

Up Ruby

At the end of each period the system will run the Up Ranking qualification for all members and will look to compress active Gold lines up to active Gold sponsorship lines where the distributors in between may be qualified at lower than active Gold. This compression will help to qualify Rubies who require 90 PV and 10,000 PV on their pay leg, and 2 personally sponsored or compression qualified active Golds.

Ex. Mary personally sponsored Ben who is active Gold. Mary also personally sponsored Sally who is Bronze, and Sally sponsored Jill who is active Gold. Therefore the 2 lines (one personally sponsored Gold and one compression qualified Gold) qualify Mary as Ruby.

Operational Rules

Up Emerald

At the end of each period the system will run the Up Ranking qualification for all members and will look to compress active Ruby lines up to active Ruby sponsorship lines where the distributors in between may be qualified at lower than active Ruby. This compression will help to qualify Emeralds who require 90 PV and 25,000 PV on their pay leg, and 2 personally sponsored or compression qualified active Rubies.

Ex. Bill personally sponsored Lara who is active Silver, and Lara sponsored Jill who is active Ruby. Bill also personally sponsored Jim who is Bronze, and Jim sponsored Sandy who is compression qualified active Ruby. Therefore the 2 compression qualified Ruby lines qualify Bill as Emerald.

Up Diamond

At the end of each period the system will run the Up Ranking qualification for all members and will look to compress active Ruby and Emerald lines up to active Ruby and Emerald sponsorship lines where the distributors in between may be qualified at lower than active Ruby. This compression will help to qualify Diamonds who require 90 PV and 50,000 PV on their pay leg, and 4 personally sponsored or compression qualified active Rubies.

Ex. Bill personally sponsored Lara who is active Silver, and Lara sponsored Jill who is active Emerald. Bill also personally sponsored Jim who is Bronze, and Jim sponsored Sandy who is active Ruby. Bill also sponsored Nancy who is an active Ruby. Bill also sponsored Bob who is an active Silver, who sponsored Karen who is a compression qualified active Ruby. Therefore the 1 qualified Emerald line, plus the 3 qualified Ruby lines qualify Bill as Diamond.

Note: *The direct sponsor of the Ruby, Emerald, or Diamond will maintain this member as a personal enrollee for his ranking qualification. Any distributorship which is compressed to a rank, can only be used for qualification by one distributor above them for each rank. Ex: Two upline Diamonds cannot use the same compressed Emerald for qualifying at Diamond rank. Only the Diamond immediately above in the sponsorship line can be qualified.*



FINAL COMPRESSION

The system implements a final compression in order to delete the account of a distributor following prolonged inactivity or contract termination.

- If, over the course of 6 consecutive qualification periods, the distributor has not made any product order, their account will be considered inactive once and for all and will be terminated.
- If the distributor's contract has been terminated at their request or that of the company, the enrollees of the distributor whose account has been terminated climb one level in the linear tree.

By way of reminder, the administrative fees for opening an account are non-refundable.

PAYOUT CAP

The Xelliss compensation plan offers a sixty (60%) percent payout cap on the calculated PV. This means that in each period commissions, the total of commissions is limited to 60% of the total business volume for that period.

FLUSHING PV

If your status is inactive during three (3) consecutive periods, (twelve (12) consecutive weeks) your total volume will flush on both your left and right legs and your total volume will be reset to zero.

LINE CHANGES REQUEST

Line changes are extremely discouraged, as they threaten the integrity of the sponsoring process. If a distributor wishes to change lines for personal reasons, then they must cancel their current contract and wait six (6) months before resuming a new membership in another line. Or they must receive a waiver from the six (6) levels of active distributors immediately above them in the sponsorship line.

PRODUCT RETURNS / PAYBACK

In the event of a product order being returned, even partially, the associated bonuses will be cancelled (payback) and the PVs removed from the system.

For more information, contact:

