

Opportunity for All



Compensation Plan

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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 residual 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.

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.

Commissions and Overrides

You're eligible to participate in the other areas of the Xelliss compensation plan as long as you are active by producing a point volume (PV) of at least 45 and have at least one personally sponsored enrollee in both sides of your organization, also

producing at least 45 PV each. PV is calculated on a rolling four-week cycle.

Point Volume (PV)

The basic principle of the compensation plan is that a number of points 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.

Qualification Period

For the bonuses paid weekly, the qualification period runs from Monday through Sunday. For the monthly bonuses, the qualification period runs from the first Monday of the calendar month, until the last day of the calendar month, if it is a Sunday, or until the first Sunday of the new month. There are thirteen (13) pay months in the year. Please see Xelliss.com for the schedule.

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 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. (Paid weekly.)

FAST START BONUS:

Once you begin acquiring new customers, undoubtedly you will have met some people along the way who, like you, 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, the company pays Fast Start bonuses of the Activation Kits sold during a distributor's first 40 days in the company. You receive 20% of the PV of these Activation Kits of your new direct partners (level 1). You also receive 10% of the PV for the Activation Kits of new partners from your level 2.

Period: you are eligible for the Fast Start Bonus of 10% 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 in 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 a 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.

Maximum weekly payout:

CONSULTANT \$300

BRONZE \$500

SILVER \$800

GOLD \$1,000

SAPPHIRE \$2,500

RUBY \$4,000

EMERALD \$6,000

DIAMOND+ \$15,000

RANK BONUS:

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

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

Qualification Criteria

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 Gold

EMERALD • 90 PV. • Having at least 25,000 PV on their pay leg • 2 personal Rubies

DIAMOND • 90 PV. • Having at least 50,000 PV on their pay leg • 4 personal Rubies

DOUBLE DIAMOND • 90 PV. • Having at least 100,000 PV on their pay leg. 6 personal Rubies

TRIPLE DIAMOND • 90 PV • Having at least 200,000 PV on their pay leg. • Having 2 personal Diamonds, 4 personal Rubies

CROWNE AMBASSADOR • 90 PV. • Having at least 1,000,000 PV on their pay leg. Having 6 personal Diamonds, 6 personal Rubies

LEVERAGED MATCHING BONUS:

Rubies and above earn a percentage of the Team Balance

Commissions of the team members up to the 7th generation in their enroller tree. Each personally sponsored team member, placed on any level within your organization, is considered your 1st generation. Subsequently, when a personally sponsored team member sponsors a new team member, that new team member becomes your 2nd generation, and so on.

You can earn from 25% to 40% matching bonus 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. Dynamic compression is applied to maximize your payout from Ruby rank and above. (Paid monthly)

RUBY	25%	20%	15%			
EMERALD	25%	20%	15%	10%		
DIAMOND	30%	25%	20%	15%	10%	
D. DIAMOND	35%	30%	25%	15%	10%	5%
T. DIAMOND	35%	30%	25%	20%	15%	10%
CR. AMBAS.	40%	35%	30%	25%	20%	15%

XELLISS BONUS CAR:

Once you are a qualified Ruby or above, or reach 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 qualify for three consecutive months initially before the bonus payment begins. In order to receive the monthly car bonus, team member 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.

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
DD	3 points/month
TD	4 points/month
CA	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 points in the pool. This bonus is paid annually at the Leadership Conference.

Share Distribution:

Emerald	1 share/month
Diamond	2 shares/month
DD	3 shares/month
TD	4 shares/month
CA	5 shares/month

Xelliss truly is an opportunity for all. Especially you.

All figures are in US\$.

For each Consultant and Bronze, their first 45 CV would apply to qualify them at their income center. For each rank above, their first 90 CV would apply to qualify them at their income center. All additional CV would be applied to their lesser leg

You can earn Retail Profits and Fast Start Bonuses any time. To earn from the other elements of the compensation plan, you must be active by producing a commissionable volume (PV) of at least 45 and have a personally sponsored enrollee (team member) in both networks to qualify for all comp plan features beyond Retail Profits and First Order Bonuses.

COMPENSATION PLAN TERMINOLOGY:

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.

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