

## COMPENSATION PLAN

### ENROLLING WITH ISXPERIA – YOU DECIDE!

**FREE MEMBER** | \$0 | Earn Xperia Dollars (25% of sale)  
Autoship\* of \$100 = Free Shipping

#### QUICK START PACK \$249.95 - \$400 VALUE

4 products | \$50 FS | 125 PV | Basic Distributor Kit | **Earn Distributor Pay Only**  
(Upgrade with Star Level Upgrade Pack to earn Star Level Pay)

#### STAR LEVEL PACK \$499.95 - \$1,200 VALUE

8 products + Travel | \$100 FS | 250 PV | Distributor Kit PLUS isXperia Tote Bag  
**Earn Star Pay**

#### SUCCESS PACK \$1,199.95 - OVER \$2,000 VALUE

24 products + Travel | \$250 FS | 600 PV | Distributor Kit PLUS isXperia Tote Bag  
**Earn Star Pay**

*Taxes and shipping are now included with all above Distributor Packs! \*Optional*

#### STAR LEVEL UPGRADE PACK \$300 - OVER \$700 VALUE

4 products + Travel | \$50 FS | 125 PV | **Earn Star Pay** (shipping & taxes additional)



### GETTING STARTED

Three Simple Steps:

#### 1 | JOIN NOW!

**FREE MEMBER:** \$0

**DISTRIBUTOR:** \$249 | \$499 | \$1199  
**FAST START BONUS:** \$50 \$100 \$250

#### 2 | BECOME ACTIVE

Enroll on Autoship:  
**\$ 50 - You Pay Shipping**  
**\$100 - We Pay Shipping**

#### 3 | SPONSOR 1L & 1R ACTIVE

SPONSOR LEVEL	ACTIVE L   R	BINARY PAY LESSER LEG	SPONSOR MATCH L1
Distributor	1   1	10%	10%

### AUTOSHIP

When you are enrolled on a monthly Autoship of \$100 or more, you are entitled to Free Shipping! If you are enrolled in the Xperia Vacations Travel Program, you're monthly membership fee of \$50 is automatically waived each month! NOTE: You must have the Xperia Vacations Membership item in your Autoship shopping cart in order for isXperia to WAIVE the monthly fee.

When you complete those 3 simple steps above you become a Distributor with isXperia and are eligible to earn a weekly override commission of 10% from your binary sales teams lesser leg.

**BINARY PAY EXAMPLE:** Your **left sales team group volume adds up to 6,000** and your **right sales team group volume adds up to 4,000** you **earn a \$400 override commission.**

**SPONSOR MATCH LEVEL 1 BONUS:** When your personally enrolled distributors earn a binary commission check, you will earn a 10% Sponsor Level 1 Matching Bonus on their pay!

Every week our compensation software will total up all the volume within your left and right sales team and match the lesser volume and kick out a 10% override commission that is deposited to your isWallet. Once you are paid on that volume, your left sales team volume decreases to 2,000 (you maintain the bal-

ance of volume that you haven't been paid on yet) and your right sales team volume becomes 0 and you begin accumulating volume once again. This occurs weekly as long as you and your 2 personally sponsored distributors remain active each calendar month!

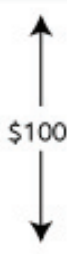
## Interested in making MORE money? Earning Xperia Dollars? Matching Sponsorship Bonus? Lifestyle Dream Bonus? One-Time Diamond Bonus??

### COMMIT TO \$100

When you commit to purchase a \$100 in products/services each calendar month and ensure that your personally sponsored distributors ALSO commit to purchasing \$100 each calendar month you become a Star Sponsor Level and are now eligible to earn additional override commissions on your binary sales team pay PLUS the ability to earn additional bonuses offered in our compensation plan. **Get FREE SHIPPING by enrolling in our monthly Autoship program!**

### BECOME A STAR AND MAXIMIZE THE COMPENSATION PROGRAM

When you purchase \$100 in product each month AND you have 1 personally sponsored left and 1 personally sponsored right that do the same, you become a 1 Star and are eligible to earn \$10 in Xperia Dollars (paid monthly) and a weekly override commission of 10% from your binary sales teams lesser leg.

SPONSOR LEVEL	PERSONAL ACTIVE L   R	MONTHLY AUTOSHIP	XPERIA DOLLARS	BINARY PAY LESSER VOLUME
1 Star	1L   1R @\$100		\$10	10% + Sponsor Match L1 10%
2 Star	2L   2R @\$100		\$30	14%
3 Star	3L   3R @\$100		\$15	16%
4 Star	4L   4R @\$100		\$15	18%
5 Star	5L   5R @\$100		\$15	20%
6 Star	6L   6R @\$100		\$15	22%

**PAY EXAMPLE:** At a 4 Star, you need to have four (4) personally sponsored distributors each doing \$100 in a calendar month on your left sales team and four (4) personally sponsored distributors each doing \$100 in a calendar month on your right sales team.

As a 4 Star you would earn \$70 in Xperia Dollars for the month, and be eligible to earn a weekly override commission of 18% from your binary sales team's lesser leg.

### EARN BONUS PAY ON 5 LEVELS OF SPONSORSHIP!

As a 2 Star and above, you are eligible to earn a higher percentage of Matching Bonus on the binary override commissions on 5 levels of sponsorship within your sales teams.

**PAY EXAMPLE:** At a 4 Star Sponsor Level, (you have personally sponsored four (4) distributors purchasing \$100 in a calendar month on your left and right sales team) you are eligible to earn the Matching Bonus on the binary override commissions of your Sponsorship Levels 1, 2 & 3.

SPONSOR LEVEL	SPONSORSHIP LEVEL BINARY MATCHING BONUS
2 Star	Level 1 25%
3 Star	+ Level 2 20%
4 Star	+ Level 3 15%
5 Star	+ Level 4 10%
6 Star	+ Level 5 5%

## EARN MORE BONUSES WHEN YOU DEVELOP LEADERS

You have the ability to earn additional bonuses when you develop leaders within your sales teams. By becoming a 6 Star, you must help 2 other Stars become 6 Stars! How exciting it becomes when you have the ability to change a persons life by simply helping them to become a leader and do the same as you!

Our Lifestyle Dream and ONE-TIME Diamond Bonuses are for just those leaders that are interested in developing other leaders! The bonus cash can be used towards a car, a boat, an RV, a house, bills, or anything that you desire!

The Leadership Bonuses are earned by maintaining a minimum sales team volume for two consecutive months AND you must have one **(1) EQUAL OR GREATER STAR LEVEL WITHIN YOUR 5 LEVELS.**

**PAY EXAMPLE:** At a 4 Star Sponsor Level, you will need to have one (1) 4 Star in your left and one (1) 4 Star in your right sales team AND a minimum sales team volume of 24,000 for two (2) consecutive months in order to earn a \$900 Lifestyle Dream Bonus and earn the Leadership Position of GOLD.

Remember, the two (2) 4 Star distributors don't necessarily have to be personally sponsored by you, but they do need to be sponsored by someone within your 6 levels of sponsorship.

## EARN A ONE-TIME BONUS FOR DIAMOND LEVEL & ABOVE

At a 6 Star Sponsor Level, you will need to have one (1) 6 Star in your left and one (1) 6 Star in your right sales team AND a minimum sales team volume of 100,000 for two (2) consecutive months in order to earn a \$7,500

One-Time Diamond Bonus PLUS you have earned a \$1,200 Lifestyle Dream Bonus and the Leadership Position of Diamond. The One-Time Diamond Bonuses are paid out over a 12 month period.

MINIMUM 2 CONSECUTIVE MONTHS					
LEADERSHIP POSITION	SPONSOR LEVEL	LESSER SALES TEAM GBV	LIFESTYLE DREAM BONUS (per month)	ONE-TIME DIAMOND BONUS (paid out over a 12-Month period)	
Executive	1 Star	3,000	\$0		
Bronze	2 Star	6,000 {1L 1R 2 Star}	\$300		
Silver	3 Star	12,000 {1L 1R 3 Star}	\$600		
Gold	4 Star	24,000 {1L 1R 4 Star}	\$900		
Platinum	5 Star	50,000 {1L 1R 5 Star}	\$1,200		
Diamond	6 Star	100,000	\$1,200		\$ 7,500 {1L 1R 6 Star}
Green Diamond		150,000	\$1,200		\$15,000 {1L 1R 6 Star}
Red Diamond		300,000	\$1,200		\$30,000 {1L 1R 6 Star}
Blue Diamond		450,000	\$1,200		\$45,000 {1L 1R 6 Star}
Black Diamond		600,000	\$1,200		\$60,000 {1L 1R 6 Star}
Double Diamond		800,000	\$1,200	\$80,000 {1L 1R 6 Star}	

## IMPORTANT TERMS AND DEFINITIONS:

**Active** | A distributor who purchases \$50 or \$100 in products/services each month.

**Autoship** | An optional monthly purchase program that ensures Distributors meet minimum qualifications for rank and commission requirements. FREE SHIPPING when you enroll.

**Binary Placement** | The position of a Distributor/Free Member in the binary structure.

**Binary** | A type of compensation plan that splits downline Distributors into two sales teams (or legs): Left & Right.

**Carryover** | Unpaid GBV will transfer from one pay period to the next as long as a Distributor remains Active.

**Compensation Advancement** | The addition of and/or increase in available commission payouts that occurs when certain qualifications are met.

**Compression** | When Distributors are automatically placed above Free Members in the binary structure.

**Distributor** | Anyone who signs an isXperia Distributor Agreement and purchases one of our Distributor packs.

**Enroll** | To recruit a prospect & sign them up (electronically or in person) as an isXperia Distributor or Free Member.

**Free Member** | Anyone who has decided to try the isXperia business model and earn Xperia Dollars on their Free Member's purchases all on a commitment-free basis.

**GBV** | Group Business Volume is a measure of the volume of product purchased by Distributors and their customers which fall within each sales team based on binary placement.

**isWallet** | isWallet is our internal banking system. isXperia commissions are calculated every Tuesday and loaded to your isWallet every Wednesday @ Noon EDT. You can use your isWallet commissions to pay for product orders, autoship or transfer some or all of your funds to your isXperia prepaid card (minimum transfer amount is \$30).

**isXperia PayCard** | In order to use your isWallet funds for personal use (outside of isXperia) you need to transfer your isWallet funds to your Payoneer Prepaid MasterCard®.

**Leadership Position** | A method of ranking Distributors based on the production of their Sales Teams.

**Lesser Sales Team** | The sales team with less accumulated GBV in any given pay period.

**Payoneer Prepaid MasterCard®** | In order to use your isWallet funds for personal use (outside of isXperia) you will need to enroll and receive your very own isXperia Payoneer Prepaid MasterCard®.

**Personally Sponsored** | Any Distributor or Free Member whom YOU have enrolled.

**Placing BV Downline** | You can only place BV downline in the businesses of your personally sponsored distributors that have active status. Active status is a business that has generated \$50 or more from within their own business center. You can no longer place bv in someone's business to count towards their active status. If there is no order in their business placed by the business owner totaling \$50 or more, they will lose their active status. You can place bv in your personally sponsored businesses for your team to receive the BV upline, but it will not count towards their active status.

**PV** | Personal Volume (PV) is a measure of the volume of product purchase by you or your personal customers.

**Retail Sales** | Product sales to customers not affiliated with isXperia.

**Retail Profits** | The difference between the retail price and wholesale price of isXperia products which is paid to Distributors.

**Sales Team** | One of two teams under each Distributor in the binary compensation structure by which GBV is measured for commissions.

**Sales Team Bonus** | isXperia's binary compensation plan which pays a percentage based commission on lesser sales team GBV.

**Sponsorship Level** | A term used to reference all Distributors and Free Members that fall within a specific level of sponsorship. For example, Level 2 would be those Distributors personally enrolled by the Distributors YOU personally enrolled.

**Star Sponsor Level** | A term used to identify a Distributor that has purchased \$100 in a calendar month.

**Upgrade to Star Level Pay** | Distributors that have initially enrolled with the \$249 Quick Start Pack and want to be eligible to earn commissions and bonuses at Star Level can choose to upgrade their Distributorship by purchasing the Star Level Upgrade Pack. The Star Level Upgrade Pack comes with your choice of 4 products, a \$50 Fast Start Bonus for your Sponsor and 125PV (shipping and taxes not included).

**Xperia Dollars** | Xperia Dollars is money that you earn when your personally enrolled Free Members purchase products and services from their website. You earn 25% of your Free Members purchases in the form of Xperia Dollars. Xperia Dollars can be used for product, merchandise or convention tickets from isXperia. Xperia Dollars spend like cash with isXperia. Xperia Dollars are added to your account at time of sale! You also earn Xperia Dollars when you advance Star ranks in the binary compensation pay. **Orders placed using Xperia Dollar's (partial Xperia Dollars or full Xperia Dollars) can only be placed in your own business center and not downline.**

## 1| JOIN NOW!

**FREE MEMBER:** \$0

**DISTRIBUTOR:** \$249 | \$499 | \$1199  
**FAST START BONUS:** \$50 \$100 \$250

## 2| BECOME ACTIVE

Enroll on Autoship:  
**\$50 or \$100 Free Shipping**

## 3| SPONSOR 1L & 1R ACTIVE

SPONSOR LEVEL	ACTIVE L   R	BINARY PAY LESSER LEG	SPONSOR MATCH L1
Distributor	1   1	10%	10%

# BECOME A STAR EARN MORE!

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3 Star	+ Level 2	20%
4 Star	+ Level 3	15%
5 Star	+ Level 4	10%
6 Star	+ Level 5	5%

## BONUS PAY ON 5 LEVELS OF SPONSORSHIP!

{ EQUAL OR GREATER STAR LEVEL WITHIN YOUR 5 LEVELS }

MINIMUM 2 CONSECUTIVE MONTHS					
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All references to income implied or stated through the isXperia Compensation Plan are for illustration purposes only. isXperia does NOT guarantee any level of income or earnings to any Distributor. Earnings from the isXperia Compensation Plan solely depend on each Distributors skill, ability, and personal application.