

Consultant Agreement & Career Plan



PINK ZEBRA AT HOME

INDEPENDENT CONTRACTOR AGREEMENT ("AGREEMENT")

THIS INDEPENDENT CONTRACTOR AGREEMENT is made by and between PINK ZEBRA AT HOME, LLC, (hereinafter referred to as the "Company"), a Delaware limited liability company, and the person named in the application being submitted to become a Direct Sales Consultant of the Company (hereinafter referred to as "You" and "Your"). You are entering into this Agreement as a result of your desire to become a direct sales consultant for the Pink Zebra product line ("Direct Sales Consultant"). Therefore, in consideration of such desire and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Company and You hereby agree as follows:

1. Engagement of Services. Subject to the terms and conditions of this Agreement, the Company hereby agrees that You will be a Direct Sales Consultant to the Company.

2. Scope. During the term of this Agreement, you agree to serve as a **Direct Sales Consultant** for the Company's products and will perform the duties and functions detailed in this Agreement, in accordance with the PZ Policies and Career Plan (defined below). You are not required to exclusively perform services to the Company but may engage in work elsewhere during the term of this Agreement so long as You are fulfilling your duties under this Agreement. However, You agree that until this Agreement is terminated pursuant to Section 12, You will refrain from selling any products that are the same or substantially similar to candles and home fragancing products sold by the Company, but this in no way restricts your right to work for or provide services to other companies having different product lines. You further agree to provide your own vehicle, insurance, communications and tools necessary to perform the duties listed below.

3. Policies and Career Plan. As consideration for entering into this Agreement, as well as the services to be performed hereunder, the Company will pay to You compensation as set forth in the Pink Zebra Policies and Career Plan (referred to herein as the "PZ Policies and Career Plan"). To receive such payments, you must be in "Good Standing" as defined in the PZ Policies and Career Plan and You must not otherwise be in violation of this Agreement. You are not entitled to receive any benefits other than those described herein and in the PZ Policies and Career Plan. In addition, You agree that you shall perform your duties and all activities as a Direct Sales Consultant to the Company in accordance with the PZ Policies and Career Plan.

4. INDEPENDENT CONTRACTOR RELATIONSHIP. YOU ARE AN INDEPENDENT CONTRACTOR AND NOT AN EMPLOYEE, SERVANT, PARTNER OR JOINT VENTURER OF OR WITH RESPECT TO THE COMPANY. THE COMPANY MAY DIRECT THE SERVICES TO BE PROVIDED BY YOU AS A DIRECT SALES CONSULTANT, BUT YOU SHALL DETERMINE THE MEANS, METHOD AND MANNER BY WHICH YOU ACCOMPLISH THE SERVICES IN ACCORDANCE WITH THIS AGREEMENT THE COMPANY IS NOT RESPONSIBLE FOR WITHHOLDING AND SHALL NOT WITHHOLD OR DEDUCT FROM THE COMPENSATION PAYABLE TO YOU HEREUNDER, FICA OR TAXES OF ANY KIND, UNLESS SUCH WITHHOLDING BECOMES LEGALLY REQUIRED. AS AN INDEPENDENT CONTRACTOR OF THE COMPANY, YOU ARE NOT ENTITLED TO RECEIVE THE BENEFITS THAT EMPLOYEES OF THE COMPANY ARE ENTITLED TO RECEIVE, AND SHALL NOT BE ENTITLED TO WORKERS COMPENSATION, UNEMPLOYMENT COMPENSATION, MEDICAL INSURANCE, LIFE INSURANCE, PAID VACATIONS, PAID HOLIDAYS, PENSION, PROFIT SHARING, OR SOCIAL SECURITY CONTRIBUTIONS ON ACCOUNT OF YOUR SERVICES TO THE COMPANY. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, THE USE OF THE WORD

Consultant Agreement & Career Plan



"CAREER" IN THIS AGREEMENT OR IN ANY OTHER COMPANY DOCUMENT IS NOT TO BE INTERPRETED IN ANY WAY AS BEING INDICATIVE OF EMPLOYEE STATUS.

5. Duties. As an independent contractor to the Company, you are authorized to perform the following activities:

- You will have the right to offer Company products for sale in accordance with the PZ Policies and Career Plan.
- You will have the right to enroll other persons ("New Consultants") to serve as Direct Sales Consultants to the Company in accordance with the PZ Policies and Career Plan.
- You will have the right to participate in the Company's Direct Sales Consultants career plan as outlined in the PZ Policies and Career Plan.

6. Intellectual Property. You agree to not use the Company's intellectual property, including without limitation, the Company's trademarks, copyrights, trade names, trade dress, designs, images or symbols, without the prior written consent of the Company except as set forth in the PZ Policies and Career Plan.

7. Amendments to Company Documents. By assenting to this Agreement, you agree and understand that Company may, from time to time, amend this Agreement and the PZ Policies and Career Plan, and any such amendment will be made in Company's sole discretion.

8. INDEMNIFICATION. YOU AGREE THAT YOU WILL INDEMNIFY AND HOLD HARMLESS THE COMPANY FROM AND AGAINST ANY AND ALL LOSS OR DAMAGES RESULTING FROM ANY AND ALL ACTS (INCLUDING WITHOUT LIMITATION ALL INTENTIONAL AND NEGLIGENT ACTS) OR OMISSIONS OF YOU (AND/OR ANY OF YOUR SUBCONTRACTORS) RESULTING IN LOSS OR DAMAGE TO THE COMPANY, ITS PROPERTY OR ASSETS, OR TO ANY OTHER PERSON OR PROPERTY. THE PROVISIONS OF THIS SECTION 8 SHALL EXTEND TO THE OFFICERS, DIRECTORS, EMPLOYEES AND AFFILIATES OF THE COMPANY.

9. Compliance with Laws. You shall comply with: (i) all federal, state and local laws; and (ii) all other standards imposed by Company on the conduct of Direct Sales Consultants.

10. Promotional and Advertising Release. You agree that the Company may use your personal information, including without limitation, your name, likeness, photograph or personal story in the Company's promotional or advertising materials without compensation or remuneration.

11. Force Majeure. Any delay in or failure of performance by Company or You shall not constitute default hereunder if and to the extent such delay or failure of performance is caused by occurrences beyond the control of Company or You, as the case may be, including but not limited to: Acts of God or the public enemy; compliance with any order or request of any governmental authority; act of war; rebellion or sabotage or damage resulting there from; fires; floods; release of hazardous or toxic substances; explosions; accidents; riots or strikes or other concerted acts of workmen, whether direct or indirect; or any other causes, whether or not of the same class or kind as those specifically above named, which are not within the reasonable control of Company or You, as the case may be.

12. Termination. The Company or You may, with or without cause, terminate this Agreement at any time upon written notice to the other party. Thereupon, You shall be paid for all services properly performed in accordance with the PZ Policies and Career Plan up to the date of termination, but no further.

Consultant Agreement & Career Plan



13. Governing Law. This Agreement shall be governed by and construed in accordance with the internal laws of the State of Texas. Venue and jurisdiction of any action relating to this Agreement shall lie in Harris County, Texas.

14. Severability. In the event any provision hereof shall be modified or held ineffective by any court, such adjudication shall not invalidate or render ineffective the balance of the provisions hereof.

15. Entire Agreement. Both parties participated in the drafting of this Agreement and this Agreement constitutes the sole agreement between the parties with respect to the subject matter hereof, and supersedes any and all other agreements, oral or written, between the parties. This Agreement may not be modified or amended except by a writing signed by the Company and You.

16. Waiver. Any waiver or breach of any of the term of this Agreement shall not operate as a waiver of any other breach of such terms or conditions, nor shall any failure to enforce any provisions hereof operate as a waiver of such provision or any other provision hereof.

17. Assignment. This Agreement is a personal independent contractor agreement and the rights and interests of You hereunder may not be sold, transferred, assigned or pledged. The Company may assign its rights under this Agreement to (i) any entity into or which the Company is merged or consolidated or to which the Company transfers all or substantially all of its assets or (ii) any entity, which at the time of such assignment, controls, is under common control with, or is controlled by the Company.

18. Successors. This Agreement shall be binding upon You and your heirs, executors, administrators and legal representatives. This Agreement shall be binding upon and inure to the benefit of the Company and its successors and assigns.

19. Section Headings. The section headings in this Agreement have been inserted for convenience and shall not be used for interpretive purposes or to otherwise construe this Agreement.

20. Online Agreement. This agreement is an online agreement that is being executed in keeping with applicable federal and state laws. If You are a resident of the state of Texas, this agreement is subject to the provisions of Chapter 322 of the Texas Business and Commerce Code.

UNITED STATES CAREER PLAN

Consultant Agreement & Career Plan



Consultant Agreement & Career Plan



GENERAL GUIDELINES	9
Commission Period.....	9
Direct Deposit	9
Commission Minimum	9
Shipping & Processing Time.....	9
Shipping Rates	10
Sales Tax on Items.....	11
Guarantee	11
Exchange Policy	11
Refunds	11
Credit Card Payment	12
Inventory Returns	12
Substitutions.....	12
Altering Pink Zebra Products	12
International Sales	13
U.S. Territories.....	13
APO / FPO Locations	13
Time Zone	13
Declined Credit Cards.....	13
Checks.....	14
Tax Rate	14
HOME OFFICE SUPPORT	14

Consultant Agreement & Career Plan



Customer Service Support.....	15
RETAILING AND MARKETING	16
Location.....	16
Packaging and Sampling	16
Glimmer Candles	16
Logo Requirements	16
CONSULTANT STATUS.....	17
Independent Status & Compliance with Applicable Law.....	17
Responsibilities of Pink Zebra Consultants	17
Earnings Claims:.....	18
Consultant Code of Ethics	18
Corporate Sponsored Events.....	19
TikTok (& All Social Media) Code of Ethics	20
Social Media Live Guidelines for Opportunity Events.....	21
CAREER/COMPENSATION PLAN MANIPULATION	22
ScentFlirt Subscription Program	23
Independent Consultant Personal ScentFlirt Enrollment	23
Independent Consultant CUSTOMER ScentFlirt Enrollment	23
Reselling ScentFlirt Subscription Boxes/Products/Exclusives.....	24
Sales and Reselling of Products To Customers.....	24
Sales and Reselling of Products To Other Consultants	25
Discounts or Promotions Regarding Enrollment Kits	25

Consultant Agreement & Career Plan



Competitive Recruiting & Competitive Selling	25
Becoming an Independent Consultant	26
Active	26
Inactive	26
Monthly Requirements	27
Website and My Zebra Suite Fees	27
Team Roll-ups	27
Switching Uplines	28
Termination	28
Resignation	28
Promotions	29
Leadership Awards	29
Sapphire Program	30
Titles	31
Selling or Transferring a Business	32
Death	32
The Dana Napier Survivor Benefit	32
Referrals	32
Website "Find A Consultant" Locator	33
Critical Status	33
Income Tax Form 1099	34
Disciplinary Actions	34

Consultant Agreement & Career Plan



Rallies and Reunion Presenter Guidelines	35
Right to Make Changes	35
ORDERS.....	35
Types of Orders	35
Back Orders.....	36
Commissionable and NON-COMMISSIONABLE Orders	36
Order Statuses.....	37
MARKETING AND ADVERTISING	37
E-Commerce and Website Advertising	37
Facebook	37
Other Social Media	38
Independent Consultant Logo Use Guidelines	39
Pink Zebra (Home Office) Logo Use Guidelines	39
Paisley Head Logo Use Guidelines	39
Corporate Social Media Sites	40
Social Networking.....	41
Discount Sites / Lottery / Gambling	41
Gift Bags and Mystery Boxes.....	42
Quarter Auctions for Charity	42
Online Classified Ad Site, Auction Sites, Shopping Sites, And Order Fulfillment Stores	42
Online Community Pages/Groups.....	43
Consultants Social Media Pages/Groups	44

Consultant Agreement & Career Plan



TikTok (& All Social Media) Code of Ethics (repeated from Code of Ethics section)	44
Social Media Live Guidelines for Opportunity Events.....	45
Truth In Advertising	46
Domain Names, Email Addresses And Online Aliases	46
Search Engine Optimization (SEO)	46
Pink Zebra Links	47
Banner Advertising	47
Digital Media.....	47
CONFLICTS OF INTEREST	47
Competitive Selling	47
Competitive Sponsoring.....	48
Team Sponsoring	48
TRADEMARK & INTELLECTUAL PROPERTIES	48
Trademark	48
Logo Use	48
Patents	49
Pink Zebra Literature	49
Copyright / Intellectual Property Other Than Pink Zebra	50
CAREER PLAN	50
Introduction.....	50
Marketing Phases	50
Selling Phase	50

Consultant Agreement & Career Plan



Management Phase	51
Executive Phase	51
Overview	51
Social Consultant	51
Base Commissions	52
Enhancing Your Commissions	52
Leadership Bonuses: Working With Others to Build a Team	52
Sponsoring Bonus.....	53
Mentoring Bonus.....	53
How to Qualify For and Maintain Your Leadership Benefits	53
Consultant	53
Executive Consultant	54
Manager.....	54
Senior Manager	54
Executive Manager.....	55
Training Requirements (effective 7/1/23)	55
CAREER PLAN OVERVIEW	56
Executive Phase Generation Bonuses	56
Qualification and Generation Bonuses	58
How to Qualify and Maintain Your Executive Level Benefits	59
Director	59
Executive Director	59

Consultant Agreement & Career Plan



Presidential Director	60
DEFINITIONS	61
Bonus	61
Bonus Qualified	61
Base Commission	61
Career Plan	61
Current Rank	61
Commission Period	61
Commissionable Volume	62
Downline	62
Director Generation	62
Enroller	62
Executive Manager Generation	62
Frontline	62
Group Volume (GV)	62
Group	63
Hold Status	63
Leadership Commission	63
Leg	63
Level	63
Maintenance	63
My Zebra Suite	63

Consultant Agreement & Career Plan



Pay Rank.....	64
Policies & Procedures	64
Reward Points	64
Qualifying Group Volume	64
Quick Start Incentive.....	64
Sales Volume (SV)	64
Sponsor	64
Team	64
60% & 40% Rule:	64

Consultant Agreement & Career Plan



GENERAL GUIDELINES

COMMISSION PERIOD

A commission period is defined by calendar months. The final cut-off date for monthly commissions is the last day of the month at 11:59 PM CST (refer to Time Zone). The commission period for the prior month closes no later than the 10th day of the following month at which time all promotions, titles and ranks are changed and commission and bonuses are paid accordingly. Note: All non-party and party orders are based on posted (paid) status.

DIRECT DEPOSIT

Consultants are paid any commission and bonus via direct deposit once the commission period has closed for the prior month if your Consultant profile is set up correctly on the My Zebra Suite App with direct deposit information. Pink Zebra does not issue checks and if you have not set your profile up with valid and correct Direct Deposit information, your commissions will be held and reflected in the Undeliverable Funds Report. After you save your banking information in your Consultant profile on the My Zebra Suite App, you will receive any outstanding Undeliverable Funds on the next commission cycle. Commission and bonus will be paid no later than the 10th day of the following month. Should you enter incorrect deposit account information into your profile and your direct deposit is returned undeliverable, we will not process a second direct deposit for you – it will reflect on the Undeliverable Funds Report and be deposited on the commission cycle following when the information is corrected.

Commission Minimum

There is no minimum amount required to be earned to receive a commission.

SHIPPING & PROCESSING TIME

Pink Zebra will choose the method of shipping depending on the overall cost, weight and zip code of the order's ship-to address. Orders under 10 pounds will be sent via our carriers parcel post and orders over 10 pounds will ship direct through the carrier.

Consultants must always provide Pink Zebra with a street address for shipping purposes. ***Pink Zebra will not ship to post office boxes.***

All orders will ship from the Sugar Land, TX warehouse within five business days of order. Pink Zebra will attempt to process most orders within one to two business days, but during peak times, it may be necessary to extend shipping times up to five business days. Any order placed via 2-Day are processed the day after they are placed and then shipped using FedEx 2-Day Business. FedEx 2-Day does not

Consultant Agreement & Career Plan



count a weekend or holiday as a day. Orders under 10 pounds will ship via Smart Post which go through the postal system. Orders over 10 pounds will ship via Ground.

Due to the extreme heat in the summer months, there may be limitations to what days of the week orders ship. This is to prevent orders from sitting in the shipper's warehouse and docks over weekends.

SHIPPING RATES

Effective July 2023 - Shipping rates for party, customer, Consultant, and shopping cart are as follows:

	Consultant Order	Party Order	Host Awards	Customer/Website Order	ScentFlirt	Enrollment Order
Continental US	Up to \$59.99 Retail = \$10 Over \$60.00 Retail is FREE	Up to \$59.99 Retail = \$10 Over \$60.00 Retail is FREE	Up to \$59.99 = \$10. Over \$60.00 = FREE	Up to \$59.99 Retail = \$10 Over \$60.00 Retail is FREE	\$4.00	Both Kits - \$22
Continental US 3-5 Business Day	Orders over \$49.99 are \$4.88 and orders under \$49.99 are \$12.88	Orders over \$49.99 are \$4.88 and orders under \$49.99 are \$12.88	NA	Orders over \$49.99 are \$4.88 and orders under \$49.99 are \$12.88	NA	NA
Continental US 2 Day	\$15 or 25% of Retail whichever is greater	\$15 or 25% of Retail whichever is greater	NA	\$15 or 25% of Retail whichever is greater	NA	NA
AK, HI, PR, US Virgin Islands	\$0 - \$49.99 = \$10 \$50.00 - \$199.99 = 20% \$200.00 & over = 10%	\$0 - \$49.99 = \$10 \$50.00 - \$199.99 = 20% \$200.00 & over = 10%	Up to \$59.99 = \$10. Over \$60.00 = FREE	\$0 - \$49.99 = \$10 \$50.00 - \$199.99 = 20% \$200.00 & over = 10%	\$8.00	Both Kits - \$32
Canada	NA	NA	NA	NA	NA	Both Kits - \$28

Certain states require the collection of sales tax on shipping charges. These taxes will be assessed and collected on orders in accordance with the current state laws.

Consultant Agreement & Career Plan



Sales Tax on Items

Pink Zebra collects and remits applicable sales tax only on orders placed through the official Pink Zebra replicated websites. Consultants are solely responsible for determining, collecting, and remitting any required sales tax on sales made outside of the replicated website. Pink Zebra is not responsible for any tax obligations arising from Consultant-to-customer transactions conducted independently.

GUARANTEE

Pink Zebra guarantees all products. Defective products can be returned within 45 days of product shipment from Pink Zebra for exchange of other products of equal or greater value. If the item being exchanged is a limited edition or seasonal item, and the product is no longer available, it may be exchanged for another item of equal or greater value. At the discretion of Pink Zebra, any defective product may be required to be returned to the home office so that Pink Zebra can verify that the item does not meet product specifications. All returned items must be accompanied with a receipt and order number.

When a defective item is returned, Pink Zebra will pay the shipping fees. The Company will provide a Call Tag or Returns Material Authorization (RMA) to cover the shipping charges for a defective item return.

Exchange Policy

If a customer is not completely satisfied with a Pink Zebra product for any reason, he or she may exchange it within 45 days of the original order's ship date. Order errors resulting from an incorrectly written or entered part number will be handled as exchanges. The exchanged product must be accompanied by the receipt, trouble ticket number and order number. The item must be exchanged for products of equal or greater value and any price difference would be the responsibility of the customer/Consultant. The item being exchanged must be from the current season. The customer or Consultant must pay the cost to ship the product back to Pink Zebra and Pink will ship the replacement product for free. If the item being exchanged is a limited edition or seasonal item and the product is no longer available, it may be exchanged for another item of equal or greater value.

REFUNDS

Pink Zebra does offer refunds on cancelled orders within 45 days as long as the receipt is provided. A refund will be for the price of the product and does not include shipping. A refund may take up to 5 business days to be reflected back to the credit card based on the individual's financial institution.

Consultant Agreement & Career Plan



CREDIT CARD PAYMENT

Customer Service will no longer accept credit card information from Consultants and Customers without first having them agree to our verbal statement/terms as follows:

“Please confirm that you are hereby authorizing Pink Zebra to charge your credit card \$ on your order”

Customer Service will only receive that information verbally with approval and will not write down or keep any credit card information.

Inventory Returns

Upon cancellation or termination of a Consultant's Agreement, the Consultant may return for a refund inventory and sales aids that he/she personally purchased from the Company if he or she is unable to sell or use the merchandise. A Consultant may only return products and sales aids purchased by him or her that are in resalable condition. Upon receipt of the products and sales aids, the Consultant will be reimbursed 90% of the net cost of the original purchase price(s), less shipping charges. The Company shall deduct from the reimbursement paid to the Consultant any commissions, bonuses, rebates or other incentives received by the Consultant which were associated with the merchandise that is returned.

Products and sales aids shall be deemed "resalable" if each of the following elements is satisfied: 1) they are unopened and unused; 2) packaging and labeling has not been altered or damaged; 3) the product and packaging are in a condition such that it is a commercially reasonable practice within the trade to sell the merchandise at full price; 4) products are returned to Pink Zebra within one year from the date of purchase; 5) the product contains current Pink Zebra labeling. Any merchandise that is clearly identified at the time of sale as non-returnable discontinued, or as a seasonal item, shall not be resalable. The Consultant returning the merchandise is responsible for all return shipping charges.

SUBSTITUTIONS

From time to time, Pink Zebra may need to make a substitution for a raw material or finished good. Pink Zebra reserves the right to substitute a component of similar value, purpose and quality for a product or component that has changed. These substitutions will not affect the fragrance or quality of any of our products. These substitutions may result in a difference between the specifications of the final product and those included on the website or other Pink Zebra publications.

Altering Pink Zebra Products

Consultant Agreement & Career Plan



Any alteration of a Pink Zebra product by Consultants, such as re-melting and repackaging, for reselling is prohibited as is altering any product in an image for any marketing purpose.

Consultants may NOT repackage Pink Zebra's products other than adding a personalized sticker that does not obstruct the Pink Zebra logo or labeling and must ensure that the products are sold and delivered in their original packaging to the customers.

INTERNATIONAL SALES

Consultants are not authorized to sell Pink Zebra products to anyone residing outside of the United States and its Territories at this time. Consultants may sponsor in both the United States and Canada (with the exception of Quebec) but due to the business tax implications, Pink Zebra websites only allow Consultants to make sales in the country in which they reside.

U.S. TERRITORIES

Consultants may hold Home Parties, sponsor new Teams and sell Pink Zebra products in U.S. Territories.

APO / FPO LOCATIONS

Consultants may sell to APO / FPO locations. Someone stationed on a foreign military base may become a Consultant. Sponsors and Consultants should be fully aware that products shipped to an APO/FPO address cannot be resold. The military also requires anyone operating a business on a military base to obtain their business license. The military's business license application is very clear regarding the restriction of product resale through an APO/FPO address.

Time Zone

Pink Zebra's corporate office is in the Houston, TX, area and in the Central Time Zone. Office hours are operated based on the Central Time Zone. Our system also operates in the Central Time Zone including ordering, month end and incentives.

DECLINED CREDIT CARDS

Declined credit cards are the responsibility of the user and not Pink Zebra. A credit card processor must align with your financial institution and if not, the credit card processor may decline the charge and or add additional fees. Common declines are:

Transaction Status: Declined. Authorization with the card issuer was successful but the transaction was declined due to an address or zip code mismatch with the address on file.

Consultant Agreement & Career Plan



Transaction Status: Declined. Card declined by issuer – Contact card issuer to determine reason.

Where the Company must deal with the processor it may take up to 7 business days for any adjustment or refund.

CHECKS

Pink Zebra does NOT accept checks from customers or Consultants. When a Consultant takes a personal check from a customer, he or she needs to be sure the check has a phone number and to deposit the check immediately. The Consultant should make sure the check clears the bank before delivering the products. Consultants bear all risk of loss for any returned checks accepted from a customer.

TAX RATE

The tax rate for an order is generally based on the zip code of the shipping address. A Consultant should collect taxes based on the rate of the location to which the order is being sent, except for orders to be delivered to a Texas address. Sales tax for orders shipped to Texas will be charged at the current rate applicable for the Pink Zebra Home Office in Sugar Land, Texas. Additionally, certain states require collection of sales tax on shipping charges. These taxes will be assessed and collected on Pink Zebra orders in accordance with current laws.

HOME OFFICE SUPPORT

Mailing Address: Pink Zebra Home
1601 Gillingham Lane
Suite 120
Sugar Land, TX 77478

Customer Service Hours: Monday – Friday, 8 am – 5 pm Central Standard Time

Toll Free Telephone Number: 1-855-PINK ZEBRA (746-5932)

Text Number: 713-999-4402

Customer Service E-mail: customerservice@pinkzebrahome.com

Trouble Ticket E-mail: pztroubletickets@pinkzebrahome.com

ScentFlirt E-mail: scentflirt@pinkzebrahome.com

Consultant Agreement & Career Plan



Suggestions: ideasandfeedback@pinkzebrahome.com

Pink Zebra Public Website: www.pinkzebrahome.com

Customer Service Support

CUSTOMER SERVICE EMAIL EXPECTATIONS

- Customer Service is committed to typically responding to all issues/inquiries received within 2 business days, if not sooner. Please keep in mind that often we also must wait for additional information before we can complete the investigation and resolve all issues.
- If Customer Service is not able to resolve these issues within the 2-business day timeframe, we will communicate via email or phone to ensure that the Consultant/Customer is kept informed.
- LIVE Chat is also available via the website.

CUSTOMER SERVICE TROUBLE TICKET EXPECTATIONS

- Trouble Tickets will be resolved immediately with a credit when submitted on the website within certain guidelines or within 3 business days when emailed to: pztroubletickets@pinkzebrahome.com, providing all pertinent information is included upon receipt and are worked in the order they were received. If Customer Service has to request additional information to resolve the issue, the 3-day window does not apply.
- An email will be sent to the Consultant or customer advising him or her that their Trouble Ticket cannot be resolved until we receive additional information. The Consultant or customer then needs to respond to the email with the requested information. Customer Service will make two attempts to obtain needed information from the Consultant or customer via email. If Customer Service has not received the needed information after two weeks, the Trouble Ticket will be closed with comments stating that if the issue has not been resolved, a new Trouble Ticket needs to be opened and should include the requested information.
- Items requiring immediate attention such as change of address, any shipping related issues, order cancellations, help closing a party, etc., should be handled with a phone call to Customer Service at 855-746-5932 rather than submitting a Trouble Ticket.
- Texting is available. This is a great way for those quick easy questions that are ideally 144 characters or less. Please include: Email and name. Note the texting system will not accept images and does not replace the Trouble Ticket system.

Consultant Agreement & Career Plan



RETAILING AND MARKETING

Location

Consultants may sell Pink Zebra on a cash and carry basis at fairs, shows, expos and any other TEMPORARY retailing events, but may never sell Pink Zebra in a retail store of any kind including but not limited to Consignment, Re-sell Shops, and Kiosks of any kind. Flea Market and Pop-Up type events are allowed as long as the product is set up and taken down at the beginning and end of the short-term days in attendance. The same Consultant cannot display at the same location each week or weekend, year-round.

PACKAGING AND SAMPLING

Consultants may NOT repackage Pink Zebra's products for sale other than adding a personalized sticker that does not obstruct Pink Zebra's logo or labeling and must ensure that the products are sold and delivered in their original packaging to any customer. This includes selling any discontinued items to other Consultants. Sample scoops, sample bags or any other type of sample cannot be sold to a customer. Sprinkles can be sold in Blending Bags but must be at least 3.75 oz.

Glimmer Candles

All Pink Zebra Glimmer Glass Candle containers and wicks have been designed and tested for safe use with Sprinkles. Pink Zebra cannot guarantee 'no harm' when you as a Consultant personally use or recommend non-approved glass and/or wicks to your customers. If you do, you are taking responsibility for the safety of yourself and/or your customer.

Logo Requirements

Consultants may use Pink Zebra logos in marketing efforts, but they must only be logos provided in My Zebra Suite and must be used in accordance with all logo policies/guidelines found throughout this manual. Consultants must always use the term "Independent Consultant" when promoting, marketing, or advertising the business. There are multiple versions of a Pink Zebra Independent Consultant Logo provided for use where applicable.

Consultant Agreement & Career Plan



CONSULTANT STATUS

INDEPENDENT STATUS & COMPLIANCE WITH APPLICABLE LAW

As an independent Contractor, each Consultant is responsible for his or her own business activity. A Consultant is considered neither an employee of Pink Zebra nor of his or her upline. Consultants are required to follow the tax codes and business reporting requirements in the respective jurisdiction where their business activities take place, and it is recommended that they consult with a local professional advisor for more information related to their business. Pink Zebra Consultants are responsible for the following:

- Complying with all federal, state, county and local laws and regulations as they relate to the possession, distribution, sale, stocking, receipt and advertising of Pink Zebra products or the operation of a business;
- Acquiring any applicable licenses or business registration, filing all necessary reports and paying all appropriate taxes and/ or fees legally required in order to operate a Pink Zebra business;
- Pink Zebra will collect the applicable taxes on orders placed through Pink Zebra. Pink Zebra, in turn, remits these taxes to the government tax authorities on behalf of Consultants;
- Reporting all earnings to the Internal Revenue Service and State revenue departments when applicable and being responsible for maintaining records and receipts of all business activities;
- Paying any required Social Security tax for the self-employed.

Responsibilities of Pink Zebra Consultants

CONSULTANTS ARE REQUIRED TO DO THE FOLLOWING:

- Familiarize themselves with the Pink Zebra Consultant Manual as well as all guidance provided through Home Office newsletters and other official announcements;
- Manage their Pink Zebra business in a way that is consistent with the Pink Zebra Consultant Manual, Statement of Policies, Terms and Conditions and any other amendments or publications made available by Pink Zebra;
- Avoid making any claims or representations regarding the Pink Zebra product line that are inconsistent with the website or publications made available by the Company;

Consultant Agreement & Career Plan



- Avoid making any claims or representations relating to potential compensation, except for those representations made in Pink Zebra publications;
- Understand and adhere to the exchange and guaranty provisions of product sales;
- Protect each customer's or Consultants payment and payment information, and submit and deliver each order in a timely manner;
- Coordinate and carry out parties and other sales avenues according to Pink Zebra policies and procedures.

EARNINGS CLAIMS:

As a Pink Zebra Independent Consultant, you are not allowed to make any statement, representation, or hypothetical scenario from which a current or prospective consultant could reasonably infer that he/she will earn a certain level or range or income either in person or on any social media platform.

- Marketing materials or advertising promising potential income amounts or demonstrating extraordinary or lavish lifestyles of a Pink Zebra consultant is prohibited.
- Statements such as "quit your job," "be set for life," "make more money than you ever have imagined or thought possible," "realize unlimited income," or any substantially similar statements or representations are prohibited; and
- Descriptions or images of opulent mansions, private helicopters, private jets, yachts, exotic automobiles, or any substantially similar descriptions or images are not allowed.

Consultant Code of Ethics

As a Pink Zebra Consultant:

- I will uphold the high standards of professionalism expected of a Pink Zebra Consultant and diligently market and sell Pink Zebra products. I further agree to require and monitor those same standards of professionalism with my Team.
- At all times, I will conduct myself with honesty, fairness and an ethical and professional manner. I will conduct my business in an ethically, morally, legally and financially sound manner. I will not engage in activities that would disparage Pink Zebra or myself, nor will I criticize Pink Zebra, its Management, other Pink Zebra Consultants, the products or the competition.
- I shall not, by my words or actions, bring Pink Zebra or the image of the direct sales industry into disrepute.

Consultant Agreement & Career Plan



- I will continue to actively promote and encourage the growth, cooperation and support of all Consultants, including those outside of my own organization.
- I will provide support and encouragement to my customers to ensure that their experience with Pink Zebra is a successful and happy experience. I understand that it is important to consistently provide follow-up service and to continue to actively support my customers.
- I will not willfully manipulate the Pink Zebra Career Plan at any time, without exception.
- I will ensure that I operate and market my business in an ethical manner that does not compromise the opportunity for other Consultants or misrepresent the income opportunity.
- I will continue to honor the confidentiality of Pink Zebra and other Consultants for all information I receive as a result of my relationship with Pink Zebra. This includes all information including but not limited to names, phone numbers, e-mail addresses, mailing addresses, and any other contact information of individuals associated with Pink Zebra; compensation plan information; and all intellectual property the Consultants are permitted to use as a result of their business relationship with Pink Zebra.

CORPORATE SPONSORED EVENTS

At Pink Zebra Home, our corporate-sponsored events are designed to celebrate, uplift, and support our consultant community. We are committed to creating an inclusive, respectful, and positive environment for all attendees.

To ensure these events remain enjoyable and safe for everyone, we require all participants to adhere to the following Code of Conduct:

Expected Behavior:

- Treat all attendees, staff, and partners with courtesy, kindness, and respect.
- Engage in uplifting, professional, and inclusive communication.
- Follow all event guidelines, instructions, and rules provided by Pink Zebra staff or venue personnel.

Unacceptable Behavior:

- Harassment, bullying, or any form of discrimination.
- Intimidating, disruptive, or aggressive behavior.
- Excessive intoxication, destruction of property, or being a disturbance to the event or others.

Consultant Agreement & Career Plan



- Any actions that reflect poorly on the values of Pink Zebra or jeopardize the safety, well-being, or enjoyment of others.

Consequences:

Pink Zebra Home reserves the right to take immediate action in response to any violation of this policy. This may include, but is not limited to:

- Removal from the event without refund.
- Suspension from attending corporate-sponsored events for a period of up to 12 months.
- Further review for continued participation in Pink Zebra-sponsored programs or opportunities.

By attending a Pink Zebra event, you agree to uphold this standard. We believe in creating experiences rooted in celebration, not confrontation and we appreciate your commitment to making every event as magical and memorable as the people who attend.

TikTok (& All Social Media) CODE OF ETHICS

SOCIAL MEDIA ETIQUETTE/PROFESSIONALISM

Use of TikTok or any social media platform must comply with the following guidelines:

1. Your participation on any social media platform must avoid inappropriate conversations, comments, images, video, audio, applications, or any other adult, profane, discriminatory, or vulgar content. Do not post any comments, photos, or videos that are rude or offensive or include music/sound with inappropriate language.
2. Unprofessional or disrespectful online conduct toward Pink Zebra, our competitors or other Pink Zebra Consultants is strictly prohibited. You may not disparage Pink Zebra, any Pink Zebra Consultant, any competitor, their customers, or their products on any online platform and may not do or say anything that could bring harm to any of the aforementioned businesses in any way. This includes not encouraging others to do the same.
3. A Consultant going LIVE on any Pink Zebra-affiliated account must be personally visible on camera at least 80% of the time. Another active Pink Zebra Independent Consultant, who resides in the same household and pays their website fee on their own account and maintains active status on that account, may go live alone for up to 20% of the time. They may also assist on camera at any time while the primary Consultant is visible.

Non-Consultants may only assist behind the scenes and cannot represent the business or sell products. This policy also applies to all events and parties - only a Pink Zebra Independent Consultant may represent the business and directly sell at any time.

Consultant Agreement & Career Plan



4. Encouraging anyone to leave their current Pink Zebra Consultant to become your customer, ScentFlirt subscriber or team member is unethical and strictly prohibited. This applies to encouraging it on LIVES as well as via personal communication.

5. On your Pink Zebra dedicated social media accounts, you may not promote multiple companies. If you choose to sell for multiple companies, you must have a dedicated social presence for each company you represent. This applies within the name of the account, the bio, Linktree, on LIVES, videos, etc.

SOCIAL MEDIA LIVE GUIDELINES FOR OPPORTUNITY EVENTS

To showcase the amazing opportunities at Pink Zebra, you can assist your team members in hosting LIVE Opportunity Events on social media platforms. This applies strictly to assisting with the opportunity and not to assisting them in selling product LIVE which is prohibited.

Here's how to make the most of your live sessions while ensuring you adhere to our ethical guidelines.

What You Can Do:

- **Highlight the Benefits:** Use your TikTok LIVE (or other applicable platform) to share the incredible advantages of joining Pink Zebra, such as the flexibility, community, and earning potential.
- **Showcase Success Stories:** Share real-life success stories and experiences from existing consultants to inspire potential team members.
- **Engage and Educate:** Answer questions, provide information about the Pink Zebra business model, and explain the support and resources available to new consultants.
- **Promote Team Spirit:** Create an inclusive and welcoming environment that reflects the supportive culture of Pink Zebra.

What You Can't Do:

- **Avoid Directing Sign-Ups:** Do not use your TikTok LIVE to encourage viewers to sign up under a specific team member instead of you. The focus should be on the Pink Zebra opportunity, not on individual team preferences.
- **No Poaching:** Do not use the opportunity event as a means to attract consultants from other teams or to persuade new consultants to switch from their current team to yours. Respect the commitments and decisions of others in the Pink Zebra community.

Best Practices:

- **Stay Professional:** Ensure that your live session remains professional and focused on the positive aspects of the Pink Zebra opportunity.

Consultant Agreement & Career Plan



- **Promote Integrity:** Build your team based on genuine interest and enthusiasm, not through manipulation or pressure tactics.

Respect Confidentiality: Do not share personal information about other consultants or their teams during your session.

CAREER/COMPENSATION PLAN MANIPULATION

Pink Zebra Independent Consultants are required to conduct themselves and their business with honesty, fairness and in an ethical, professional, and financially honest manner.

Each new Independent Consultant must directly join Pink Zebra Home on his/her own volition, pay their website fees and purchase products with his/her personal payment method.

A Pink Zebra Independent Consultant is prohibited from engaging in any or all of the following examples of enrollment and payment of orders/fees regarding any other Independent Consultant:

- The enrollment of individuals other than yourself into an Independent Consultant Agreement.
- The enrollment of a non-existent individual (false persona) as an Independent Consultant or customer.
- The enrollment of an existing Independent Consultant under a different account or with an alias name.
- The unauthorized use of a credit card, SSN, email or address or use of a fraudulent credit card, SSN, email or address.
- Paying for all or part of a customer or another Independent Consultant's product purchase or fees on their account. An Independent Consultant CAN pay for all, or part of an order shipped to a customer or other Independent Consultant (i.e. – prizes, gifts, etc.) as long as said order is placed on the account of the Consultant who is paying.
- Sharing customer orders or effecting the placement of customers' orders amongst downline Independent Consultant accounts; including sending links of other Independent Consultants to customers for the purpose of volume, qualification, rank advancement, commissions, incentives, rewards, or bonuses.

Consultant Agreement & Career Plan



- Any other mechanism or artifice to qualify for the purposes of qualification, rank advancement, commissions, incentives, rewards, or bonuses that is not driven by bonafide personal or customer product purchases.

SCENTFLIRT SUBSCRIPTION PROGRAM

ScentFlirt is Pink Zebra's monthly subscription program. Pink Zebra Independent Consultants can personally subscribe (as a customer) according to the following guidelines as well as have customers subscribe through their websites. Commissions and bonuses on ScentFlirt subscriptions can be earned according to the current Career Plan.

INDEPENDENT CONSULTANT PERSONAL SCENTFLIRT ENROLLMENT

Pink Zebra Independent Consultants can become a member of our ScentFlirt subscription program for personal use and for use in the promotion of the program for business purposes, in accordance with one (1) of the following scenarios:

1. A Pink Zebra Consultant can pay for ScentFlirt with up to two (2) separate subscriptions, each with 1 box (order) per month (total 2 boxes).
 - a. The monthly ScentFlirt orders must be shipped to the Independent Consultant and paid for with their personal payment method. Or...
2. A Pink Zebra Consultant can pay for ScentFlirt with (1 subscription with 2 boxes (orders) per month (total 2 boxes).
 - a. The monthly ScentFlirt orders must be shipped to the Independent Consultant and paid for with their personal payment method.
3. Because ScentFlirt Subscriptions are part of our bonus program, all Consultant ScentFlirt Subscriptions will be attached to their consultant account, and not that of another Consultant. If someone resigns, their personal ScentFlirt Subscription (if they keep it) plus ALL of said Consultant's customer ScentFlirt Subscriptions roll to Pink Zebra Home. If any ScentFlirt customer wants someone else to get credit, they must cancel their current subscription and re-subscribe under a new Consultant. Preferred benefits do not transfer to the new subscription.

Independent Consultant CUSTOMER ScentFlirt Enrollment

A Pink Zebra Independent Consultant is prohibited from engaging in any or all of the following examples of ScentFlirt enrollment for any customer:

Consultant Agreement & Career Plan



1. The enrollment of individuals into a ScentFlirt subscription without his/her knowledge.
2. The enrollment of a non-existent individual (false persona) as a ScentFlirt customer.
3. The enrollment of an existing customer under a different account or with an alias name.
4. The unauthorized use of a credit card or use of a fraudulent credit card.
5. Paying for all or part of a customer's subscription with the purpose of counting toward personal or another Independent Consultant's volume, qualification, rank advancement, commissions, incentives, rewards, or bonuses.
6. Any other mechanism or artifice to qualify for the purposes of volume, qualification, rank advancement, commissions, incentives, rewards, or bonuses that is not driven by bonafide customer subscription.

RESELLING SCENTFLIRT SUBSCRIPTION BOXES/PRODUCTS/EXCLUSIVES

ScentFlirt is a subscription-based program. Consultants are strictly **prohibited from selling or re-selling the entire ScentFlirt box or its individual contents**. If any of the items are also current retail items (NOT still ScentFlirt Exclusive), they can be sold but not identified as being a ScentFlirt item. This includes not adding to or using these in bundles, Mystery Boxes, or giveaways. ScentFlirt cannot be sold in buy/sell groups.

Products labeled as **ScentFlirt Exclusives** can only be purchased through a Pink Zebra Home website by current ScentFlirt members. These Exclusive products **cannot be** purchased by ScentFlirt members and then **re-sold** as long as they remain exclusive to the subscription program. Once an item transitions from ScentFlirt Exclusive status to regular retail, it may be purchased and sold like any other Pink Zebra product. This includes not adding to or using these in bundles, Mystery Boxes, or giveaways. ScentFlirt Exclusives cannot be sold in buy/sell groups.

Building and maintaining a strong base of ScentFlirt subscribers and keeping the ScentFlirt Exclusives available only through subscriptions, is a crucial part of you growing a successful and profitable Pink Zebra business. Promoting and educating your customers on the benefits of the ScentFlirt program can also help you reach your Sapphire goals.

SALES AND RESELLING OF PRODUCTS TO CUSTOMERS

Pink Zebra is a consumable product intended for personal use and to be sold to a consumer (customer) through but not limited to parties, events, the Consultant's Pink Zebra replicated website, through a Consultant's social media channels (within all applicable policies) and one on one. Our product is a

Consultant Agreement & Career Plan



premium product and any discount or promotion given should be for a short period of time to not create the sense of a new discounted retail or everyday low price. **Both price discounts and mark-ups cannot exceed 10% of the retail price of a product.** Any reasonable and applicable shipping and handling/surcharge costs can be added above and beyond the 10% discount or mark-up. This is applicable to current and discontinued product. If Pink Zebra discounts any products more than the 10% for a sale, etc., consultants can also discount the same products for the same amount during that timeframe.

SALES AND RESELLING OF PRODUCTS TO OTHER CONSULTANTS

Any current Consultant may not sell products or supplies from the CURRENT 6-MONTH SEASON to another Consultant (with the exception of a team member helping another team member who needs something on a very occasional basis). Price, location and method have no bearing. It is not permitted whether at full retail, Consultant price or discounted prices and is not permitted in groups, on LIVES, one-on-one, etc. The 6-month "seasons" are considered January-June and July-December of a calendar year. Products that have been available on the website at any time during that same 6-month season cannot be sold to other Consultants even if it is discontinued or no longer available. They can be sold during the following season as long as they are no longer available on the website.

However, selling products AT ANY TIME to other Consultants in groups or elsewhere will automatically disqualify the selling Consultant from earning any level of Sapphire recognition and the Incentive Trip. The only exception is again, the very occasional need to assist a team member.

DISCOUNTS OR PROMOTIONS REGARDING ENROLLMENT KITS

You may not publicly advertise any join specials (except those sponsored by Pink Zebra). This will be defined as any personal offer made in print, electronically, through SMS, newsletter or in any other way made public. This does not prohibit special situations where you provide a personal special, but these may only be communicated privately one-to-one. It does not prohibit the ability to market and advertise the Pink Zebra business opportunity, product or host opportunity.

COMPETITIVE RECRUITING & COMPETITIVE SELLING

Consultants may not use the association and drawing power of their Pink Zebra Home business to recruit/sponsor or develop any other direct sales organization during the term of the Consultant's Agreement. Consultants may not recruit/sponsor other Pink Zebra Home Consultants or customers for any network marketing, party plan or direct sales business.

Consultant Agreement & Career Plan



The term “recruit/sponsor” means actual or attempted solicitation, enrollment, encouragement, or effort to influence in any other way, either directly or indirectly, another Pink Zebra Home Consultant or customer to enroll or participate in another multilevel marketing, network marketing or direct sales opportunity. This conduct constitutes recruiting even if the Consultant’s actions are in response to an inquiry made by another Consultant or customer.

Consultants cannot include/post a link to any other business or product which they can benefit financially or otherwise from on their Linktree or any social media profile, page, group, etc. where they identify with or promote Pink Zebra. Consultants may share links to other businesses that are not Direct Sales/MLM or a direct conflict of interest via text, messenger, etc. in a personal conversation.

BECOMING AN INDEPENDENT CONSULTANT

As a Pink Zebra Consultant, you have the opportunity to participate in the Career Plan and be an Independent Consultant. The basic requirements of becoming a Pink Zebra Consultant are that a Consultant must:

- Be at least 18 years of age;
- Be a citizen or a permanent resident of the U.S. or a citizen of a U.S. Territory;
- Possess a legitimate Social Security number;
- May only have one single Consultant account any one time;
- Sign and submit a Consultant Agreement.

ACTIVE

“Active” is defined as any Consultant who reaches \$200 in sales volume (SV) in a rolling six-month period. The rolling six-month period is counted from date of sale to date of sale; in other words, if you started on January 15th, you would have to accumulate a total of \$200 in SV before July 15th. It does not mean you have until the end of July to meet this sales requirement.

INACTIVE

Any Consultant who does not accumulate at least \$200 sales volume in a rolling six-month period will be moved to Inactive Status.

Upon being moved to Inactive Status, one of two things will happen:

- a) If you have had zero SV and have not been paying your monthly website fee, then your account will be **terminated**. Any team you have will roll up to your upline. That means you are no longer a Pink Zebra Consultant and all rights and privileges of a Consultant are no longer available to you.

Consultant Agreement & Career Plan



- b) If you have SV of \$1 - \$199 in the rolling six-month period, OR been paying your website fee, then your account will be moved to **Social Consultant**, at which time your team will roll-up to your upline, and your consultant base commission will drop from 25% to 10%. Refer to the Social Consultant explanation for more details. Once a Social Consultant, your account will remain at this status indefinitely unless you resign from the company or meet the requirements to return to Consultant status.

Resignations take place the following month after the commission period is closed (usually after the 10th).

This does not apply to Hold status. Any Consultant who is on Hold status is considered inactive for compensation purposes even if they have met the sales requirements as defined in "Active".

You can check your status simply by going to a report in **My Zebra Suite** by following these steps: Click on the hamburger menu (three horizontal lines) in the bottom right. Navigate to **Reports > Team Reports > My Downline**. Click on **Share Report** and choose to send a copy to yourself via email, text, or other available options. Open the Excel file that is sent to you. This report will display your current **consultant status**, your **Sales Volume (SV)** for the past six months and your **Active Until Date**

These changes to your status are handled internally and take place before month-end. It is the responsibility of the Consultant to check their account status to ensure that they are meeting the requirements to remain active at their current rank.

MONTHLY REQUIREMENTS

To earn monthly bonuses or commission based on personal or team volume, there are minimum requirements that must be achieved each calendar month. At any time, the monthly minimum is not met, no bonuses or commission will be earned or paid for the commission period. No overage is allowed, and there is no carryover on bonus or commission amounts which are not earned for a particular month due to monthly requirements not being met. Refer to specific personal sales and leadership for monthly requirements.

WEBSITE AND MY ZEBRA SUITE FEES

A nominal fee of \$19 plus any applicable tax will be billed to your credit card on file on or around your enrollment date each month. This fee is required to place orders, have a personal website and be found on the website (based on qualifications).

TEAM ROLL-UPS

Consultant Agreement & Career Plan



At any time, a Consultant does not meet the minimums required, resigns or is terminated, all their Team(s) will be automatically rolled up to the next direct upline. Team roll-ups occur after the close of a commission period (usually after the 10th of the month). In the event of a roll-up, the former Consultant will completely and permanently lose all rights to their former downline. The former Consultant will not receive any commissions or financial benefits derived from their former downline.

SWITCHING UPLINES

Because of the nature of the business model, Consultants may not switch uplines. To change uplines, a Consultant must resign or be terminated and wait for a period of no less than six calendar months to sign a new Consultant Agreement and purchase a new Enrollment Kit to begin selling under a new upline. There are no transfers of Team, sales, or career titles.

The only exception that would override this rule is within the first 24 hours of enrollment, when there may have been a human error in enrolling (not systemic error). The enrolled Consultant may CANCEL this transaction, without any penalty of obligation, within 24 HOURS FROM ENROLLMENT with written notice to Customer Service. The Email must be submitted and time stamped within 24 hours of the error taking place AND no other order besides the enrollment kit order may have been placed. Pink Zebra will work to change sponsors, but the Consultant could be responsible for any unforeseen charges due to shipping or cancellations. Email must be sent to customerservice@pinkzebrahome.com.

TERMINATION

Termination of the Consultant Agreement may occur either voluntarily by the Consultant as resignation or involuntarily through disciplinary action by Pink Zebra with or without cause. Any proceeds earned from commissions will be paid on the next commission process. Any payments made outside the commission plan which are not paid via direct deposit will be assessed a \$25 processing fee. Any re-enrollment eligibility must wait a minimum of six months and prior records of discipline will be reviewed to determine if a Consultant is eligible to enroll.

RESIGNATION

Should a Consultant wish to resign, they must provide a written notification to Pink Zebra. Once a Consultant resigns, they will not be permitted to sign a new Consultant Agreement and purchase a new Consultant Kit until they have waited six calendar months from the actual resignation date.

- Consultants who cancel their Consultant Agreement through resignation must sign and submit a letter of intent to resign to Pink Zebra. This letter must include the Consultant's name, email and signature, and it may be sent via e-mail, fax or regular mail to the attention of the Pink

Consultant Agreement & Career Plan



Zebra Customer Services Department. E-mail may be submitted to customerservice@pinkzebrahome.com

- The resignation will take effect immediately, however any rollup that is a result will take place once the commission cycle is completed (around the 10th) and any commissions owed will be paid once the commission cycle is completed (around the 10th).
- Whether you resigned or were terminated, any social media group created for your Pink Zebra team or other Consultants must be shut down with immediate effect or handed over to a current Pink Zebra Consultant who is in good standing.
- Any resigned or terminated Consultant must remove all reference of Pink Zebra from their social media accounts and anywhere else they identify with Pink Zebra. They must close any groups or business pages associated with Pink Zebra, cease using the title of Pink Zebra Independent Consultant and any Pink Zebra logos.

PROMOTIONS

Promotions to new leadership levels will occur on the first of the month following the month in which a Consultant meets all requirements for advancement. To be promoted to the next leadership level, all sales or sponsoring requirements must be complete by 11:59 pm CST on the last day of the month in which all qualifications are met.

Leadership Awards

Pink Zebra is excited to recognize Consultants with leadership awards at the Manager, Senior Manager, Executive Manager, Director, Executive Director and Presidential Director level. Awards are as follows:

Manager – Receive custom Pink Zebra Manager pendant to be awarded at Corporate Sponsored Events.

Senior Manager - Receive a custom Pink Zebra watch to be awarded at Corporate Sponsored Events.

Executive Manager - Receive a custom Pink Zebra Manager bracelet to be awarded at Corporate Sponsored Events. In addition, the registration fee for Reunion is discounted.

Director – Awarded an all-expense trip to the Home Office in Houston to tour the facility, to be fitted for custom boots (to be awarded at Reunion), receive special recognition and have a special dinner with Corporate. The trip includes airfare, rental car for weekend, overnight stay and expenses. Expenses not included are travel to and from the airport, baggage fees or any meals prior to landing in Houston. If the Consultant is within driving distance, the Company will reimburse for miles at the standard rate. This trip must be completed within 120 days from the promotion date (unless cause from natural disaster) or

Consultant Agreement & Career Plan



will be voided. Discounted registration to Reunion is also awarded (must hold paid as title at time of registration). Reunion is where the custom boots are presented.

Executive Director – Awarded an upgraded all-expense trip to the Home Office in Houston to tour the facility, be awarded custom tennis bracelet (or male version award) and have a special dinner with the Founders. The trip includes airfare, upgraded weekend rental, upgraded overnight stay, spa package and expenses. Expenses not included are travel to and from the airport, baggage fees or any meals prior to landing in Houston. If the Consultant is within driving distance, the Company will reimburse for miles at the standard rate. This trip must be completed within 120 days from the promotion date (unless cause from natural disaster) or will be voided. Where available at any Company sponsored event upgraded rooms will be provided, along with discounted registration to Reunion (must hold paid as title at time of registration).

Presidential Director – Awarded a personal all-expense paid 4-day trip for 2 anywhere in the Continental United States. Trip includes airfare, upgraded overnight stay and expenses. Expenses not included are travel to and from the airport, baggage fees or any meals prior to landing at destination. This trip must be booked within 120 days of the promotion date or it will be voided. Where applicable at any Company sponsored event upgraded rooms will be provided, along with discounted registration to Reunion (must hold paid as title at time of registration).

Leaders must be in good standing to earn and receive leadership awards.

SAPPHIRE PROGRAM

PINK SAPPHIRE

Any Consultant regardless of title can earn the rank of Pink Sapphire by reaching SV of \$17,000 during any Reunion year (July through June) and 50 ScentFlirt subscription orders in the same 12 months. They must also successfully complete Certified Nose It All Training, Certified Success with ScentFlirt Training and Certified SafeScents Advisor Training. These Certifications are only required once in a Consultant's Pink Zebra Career. Achievement of Pink Sapphire is currently recognized with an annual bonus, sash, Pink Sapphire award and the opportunity to earn in the Unlimited Bonus Program.

WHITE SAPPHIRE

Any Consultant regardless of title can earn the rank of White Sapphire by reaching personal SV of \$60,000 during any Reunion year (July through June) and 310 ScentFlirt subscription orders in the same 12 months. They must also successfully complete Certified Nose It All Training, Certified Success with ScentFlirt Training and Certified SafeScents Advisor Training. These Certifications are only required once

Consultant Agreement & Career Plan



in a Consultant's Pink Zebra Career. Achievement of White Sapphire is currently recognized with an annual bonus, sash, White Sapphire award and the opportunity to earn in the Unlimited Bonus Program.

BLUE SAPPHIRE

Any Consultant regardless of title can earn the rank of Blue Sapphire by reaching personal SV of \$110,000 during any Reunion year (July through June) and 500 ScentFlirt subscription orders in the same 12 months. They must also successfully complete Certified Nose It All Training, Certified Success with ScentFlirt Training and Certified SafeScents Advisor Training. Achievement of Blue Sapphire is currently recognized with an annual bonus, sash, Blue Sapphire award and the opportunity to earn in the Unlimited Bonus Program.

Unlimited Bonus Sapphire Program

Currently, when a Consultant earns the status of Pink, White or Blue Sapphire they will earn a bonus for their personal Sapphire Rank and also earn a bonus when anyone personally enrolled on their first line achieves Pink, White or Blue Sapphire, based on the following schedule. There is not a limit on the number of bonuses a Sapphire can earn. A Sapphire can also earn \$3.50 per ScentFlirt order when they have over 500 ScentFlirt orders regardless of which level of Sapphire is earned.

	Payout for Your Sapphire Rank	Payout Per Front Line: Pink	Payout Per Front Line: White	Payout Per Front Line: Blue
Pink	\$700	\$200	\$200	\$200
White	\$3,500	\$200	\$1,500	\$1,500
Blue	\$8,500	\$200	\$1,500	\$4,000

TITLES

Consultants are promoted to new titles, and there are two types of titles that will be reflected.

- Pay Rank – Title by which the Consultant is paid any commission, bonus or recognition. This can vary depending on the commission period.

Consultant Agreement & Career Plan



- Current Rank – The highest title earned. Titles are never taken away unless failure to comply with the Amendment to the Independent Contractor Agreement for Directors, Executive Directors and Presidential Directors. This is the title that the home office uses, and the Consultant may use on a business card or any other marketing piece.

Selling or Transferring a Business

Selling or transferring a Consultant's Business is not permissible. The Agreement with each Consultant is a personal contract with Pink Zebra and may not be transferred by the Consultant to a third party.

DEATH

In the event of a Consultant's death, any bonuses or commissions accumulated through the date of death will be paid to the Consultant's estate. See the Dana Napier Survivor Benefit for a succession plan.

THE DANA NAPIER SURVIVOR BENEFIT

Upon the death or incapacitation of an Independent Consultant, all rights to the Consultant's position and downline, including rights to commissions and bonuses, may be transferred to a successor as provided in the Consultant's will or as otherwise ordered by a court of competent jurisdiction or other testamentary process. Successor(s) must present Pink Zebra with proof of death or incapacitation, along with proof of succession, such as a Grant of Probate or an Enduring Power of Attorney. Any successor will be bound by all current and future terms and conditions set forth in the Company's Policies and Career Plan. If the successor is already an existing Consultant, Pink Zebra will replace the original account with the successor and will roll any downline into one account.

REFERRALS

Pink Zebra offers a referral program to provide leads generated from the home website (interest in holding a party or joining) to Consultants who have achieved the level of Executive Consultant or above. Referral leads are distributed based on the Consultant's proximity to the referral and the number of referrals the Consultant has already received within the last 30 days. Although the program is offered free of charge, Pink Zebra requires a Consultant who accepts a referral to agree to contact the lead within 48 hours of receiving the referral. If a Consultant fails to contact leads within 72 hours, they may be removed from the referral program and not receive subsequent leads. Pink Zebra reserves the right to alter, suspend or cancel the referral program. Pink Zebra also reserves the right to determine the geographical area from which referrals are drawn for each Consultant.

Consultant Agreement & Career Plan



WEBSITE “FIND A CONSULTANT” LOCATOR

The Pink Zebra Home locator allows a search by name, state or zip code. In order to be part of the locator, the Consultant must: 1) Have a \$200 in SV for the prior month. When searching by letter, zip code or state, the locator is based on the following hierarchy when pulling Consultants: 1) Highest Pay Rank, 2) Highest SV for the current month (live), 3) Location within the 25-mile radius and 4) Reflects the top 25. However, if a Consultant is identified through the use of the Consultant ID or Consultant Website, the search criteria is not used.

CRITICAL STATUS

Critical status is granted in situations to defer the qualification requirements of leadership. Critical status must be requested by the Consultant and is subject to Pink Zebra's approval. Critical status is approved for a 30-day period (one commission cycle) in accordance with the following:

- Death in the immediate family
- Medical circumstance for themselves or their immediate family
- Birth or adoption of a child
- Military commitments

Requests for critical status (or removal from Critical Status) must be made in writing and must be received by the home office prior to the end of the calendar period during which the Consultant was incapable of meeting qualifications. All requests for critical status must be e-mailed to Pink Zebra Customer Service. Email must be received by 5 PM CST no later than the 15th of the calendar month.

The request will be reviewed upon receipt. If Pink Zebra approves a Consultant's request for critical status, the term of critical status will begin on the first day of the month for a maximum of 30 days. During the period a Consultant has critical status, the Pay Rank will be maintained, and he or she may earn bonuses and commissions. The Consultant may request an extension of critical status, which will be approved on an individual basis. This extension will count as a second request. Notwithstanding the above, a Consultant may not be granted critical status more than five times in a career.

While on critical status you may:

- Support and train your team
- Receive customer orders
- Place personal orders
- Close any outstanding parties

While on critical status you may not:

Consultant Agreement & Career Plan



- Hold parties or events
- Attend company sponsored events

Critical status is not in place to protect against loss of incentives.

INCOME TAX FORM 1099

Because Consultants are considered independent contractors, it is the responsibility of the Consultant to pay Social Security tax and any other applicable taxes. Pink Zebra does not deduct any taxes from Consultant commission checks. Each year, Pink Zebra will issue an IRS Form 1099-MISC to each Consultant for the prior year's earnings, provided they have earned at least \$600 (the lowest amount in annual compensation that must be reported to the IRS) in override commissions, incentives, including trip incentives, and other reportable earnings. It is recommended that a Consultant with questions regarding self-employment tax, payment methods or other required filings contact a professional tax accountant. The \$600 for which an IRS Form 1099-MISC is issued is comprised of cash commission as well as any incentives.

Should a replacement copy of a Consultant's IRS Form 1099-MISC. become necessary for any reason, the Consultant may be charged a \$10 processing fee. Additional copies of commission records for preceding years may be charged a \$25 per hour researching fee as well as the cost of photocopies.

DISCIPLINARY ACTIONS

If a Consultant violates the Consultant Policies and Career Plan or engages in any illegal, fraudulent, deceptive, or unethical business conduct, Pink Zebra may, at our sole discretion, invoke any disciplinary actions that we deem appropriate. These actions are among the potential disciplinary actions:

- Issuance of a written warning or admonition with a time period to make changes or cease
- Reassignment of all or part of downline organization
- Adjustment of Consultant status
- Suspension, which may result in termination or reinstatement with conditions and/or restrictions
- Termination of Independent Consultant Agreement and status.

We will use our best efforts to first give notice of the alleged violation, by using the current e-mail address on file, and to allow the Consultant to present facts that show that there has been no violation. However, if we believe that the violation is of a serious nature, we reserve the right to make our determination and take action without prior notice.

Consultant Agreement & Career Plan



RALLIES AND REUNION PRESENTER GUIDELINES

This provides a guideline used when determining a presenter or speaker for a Company sponsored event such as a Rally and Reunion. There is an additional responsibility for leading a Rally or speaking at Reunion and being chosen is based on character, attributes and business results. Being chosen is both an honor for the Company and should be considered a personal honor and is a form of recognition for those chosen to represent the Company. Guidelines include. Guidelines are reviewed from the prior Rally / Reunion period to the current:

- Must be a Pink Sapphire in the previous or current Reunion year.
- Be following the Consultant Manual guidelines.
- May not be enrolled as a "Consultant / their description" with another direct sales company.
- Attend Company sponsored events.
- Commit to attending any and all training(s) prior to or after the event.
- Proximity to the event due to limitations in travel budgets.
- Be willing (if asked) to travel to a location away from your home town (Rallies specific).
 - Normal travel expenses to be paid by Company are: hotel, travel (flight or miles), car rental (if required), and normal meals while at hotel.
- Be considerate of any confidential information that may be shared prior to the event.

As interest in presenting at Rallies continues to grow and to provide awareness internally of potential presenters, all interested parties will need to submit an Interest Application (found in My Zebra Suite).

RIGHT TO MAKE CHANGES

We reserve the right to make changes at any time to the Career Plan, Consultant Agreement, Policy & Procedure (Consultant Manual), and major price changes related to product or service.

ORDERS

TYPES OF ORDERS

The Pink Zebra Career Plan offers the following order types to give the Consultant flexibility in managing his or her business. The orders types are either commissionable or non-commissionable as noted below.

1. Party Order

Consultant Agreement & Career Plan



- a. Defined as any order made by a host and a group of customers where the order is at least \$200 or more.
- b. Host benefits are awarded.
- c. The order is either shipped to the host, the individual guests who attended the party or a combination of both.
- d. A party link must be used for a party to get credit for any order. Orders not placed directly through a party link cannot be moved to a party by a Consultant or Customer Service.

2. Regular Website Order By a Consultant

- a. Defined as a single order that is processed through a Consultant's replicated personal website, with no minimum order amount.
- b. The order is shipped to the Consultant.

3. Regular Website Order By A Customer

- a. Defined as an order used to purchase product on a Consultant's replicated personal website.
- b. The order is shipped to the Customer or anywhere they deem.

Back Orders

Pink Zebra does not accept back orders at this time. Items that show "Out of Stock" or "No Inventory" may not be ordered at that time.

COMMISSIONABLE AND NON-COMMISSIONABLE ORDERS

The following orders are considered commissionable, and a Consultant is able to earn volume-based commissions or bonuses accordingly:

- Sales submitted under a Party Order.
- Sales submitted as a Customer or Website Order.

The following orders are considered non-commissionable:

- Sales submitted as business supply orders.
- Enrollment Kit Orders.
- Orders paid for with Point or Coupon Redemption.

Consultant Agreement & Career Plan



Order Statuses

Three order statuses that are applicable to orders are defined as:

- **Posted Status:** An order has been closed or paid for using a valid form of payment. An order that is in this status has begun the process to be picked and packed in the Warehouse and this order may NOT be changed.
- **Shipped Status:** An order in this status has been picked, packed and has begun the shipping process. At this stage, the order may NOT be changed and a tracking number can be found by clicking on the invoice number in Orders Report.
- **Incomplete Status:** An order in this status has had a payment attempted, but the credit card declined for whatever reason. Please double check the billing information entered or with your bank for further information.

Due to the processing of the system and the definitions of these statuses it is important to have a full understanding that in Posted and Shipped status, the Company may not be able to make changes to the order.

MARKETING AND ADVERTISING

E-COMMERCE AND WEBSITE ADVERTISING

The Consultant may not use or register any name that uses the words Pink Zebra, Pink Zebra Home or any derivatives, for a URL/domain (web address), an e-mail address, a nickname, an online alias, or online headers for marketing purposes. The policy is not limited to these, but examples which may not be used include NAME@pinkzebrahome.com, NAME@pinkzebraXXXX.com, pinkzebraNAME@xxx.com, NAME@xxxpinkzebra.com.

Pink Zebra supports the marketing of the Consultant's business through online media or social media sites, such as but not limited to Facebook, TikTok, Instagram, Pinterest, YouTube, Twitter, etc.

FACEBOOK

Consultant Agreement & Career Plan



If you are identifying with Pink Zebra on a Facebook Page or Group, the words Independent Consultant must be included in the Facebook Page/Group Name according to the following guidelines:

- Personal or Business Name, Pink Zebra, Independent Consultant
- Pink Zebra, My Personal or Business Name, Independent Consultant
- My Personal or Business Name, Independent Consultant
- Independent Consultant, My Personal or Business Name

The URL for the page cannot have the words Pink Zebra in it. Some approved examples include:

- www.facebook.com/personalORbusinessname
- www.facebook.com/personalORbusinessnamepz
- www.facebook.com/pzpersonalORbusinessname
- www.facebook.com/personalORbusinessnamepzc

Please Note: When you set your Facebook Page up, the URL for that page will default to the Page Name. If you have chosen to use one of the options where Pink Zebra is part of your page name, you will need to change the URL to remove those two words before saving.

OTHER SOCIAL MEDIA

For other social media sites or online marketing, the term "Independent Consultant" does not have to be in the account name, but must be clearly and prominently stated within the bio or header. This includes TikTok, Instagram, Pinterest, YouTube, Twitter, etc. In addition, the URL for many of these sites would be your @. This @ cannot contain the words Pink Zebra.

The Consultant is allowed one external social media site of each type (included but not limited to a Facebook page or Facebook group, TikTok, Instagram, Pinterest, YouTube, Twitter, etc.) to personalize his or her Pink Zebra business and promote the Pink Zebra opportunity. The Consultant is only allowed to use the Pink Zebra replicated website as his or her shopping cart, and should not use a re-direct from an external website to a Pink Zebra replicated site. Our server has no way of knowing if the site you are using is pci compliant and secure which can cause the redirect links to break and not go directly to your replicated site. We cannot guarantee you will receive credit for any order using redirects.

Consultants can post a separate link to either a Jotform or SquareUp or TikTok Shop page for selling fragrance, entry into online games and 'grab bags'. Other on-hand Pink Zebra products such as Accessories (Simmer Pots, etc.) PLUS Pink Zebra Mystery Boxes, ScentFlirt, Exclusive ScentFlirt items and non-PZ product cannot be sold on these pages.

Consultant Agreement & Career Plan



Independent Consultant Logo Use Guidelines

Any use of the logo to market, promote, advertise or gain awareness of your Pink Zebra business needs to include the Independent Consultant Logo. Anytime you are promoting your business in a way that may not include a logo but are referencing Pink Zebra the term "Independent Consultant" must be clearly and prominently stated and or viewed. Logos are found under Resources in My Zebra Suite.



PINK ZEBRA (HOME OFFICE) LOGO USE GUIDELINES

At no time, can any Consultant create or distribute any item or literature that contains the Pink Zebra logo and brand that was not created by Pink Zebra directly and distributed for that intended purpose. Consultants must use the "Pink Zebra Independent Consultant Logo" provided in My Zebra Suite for such material.



Paisley Head Logo Use Guidelines

Using the Paisley head alone without the text is not allowed as that creates images, trinkets and such that too closely resemble our Corporate logo. You must use the "Pink Zebra Independent Consultant" logo. This includes not using it as a profile picture on social media.



Consultant Agreement & Career Plan



ScentFlirt™

PINK ZEBRA SCENTFLIRT LOGO

CORPORATE SOCIAL MEDIA SITES

The purpose of our corporate social media platforms is to promote the Pink Zebra brand by creating excitement and awareness for the products and our many opportunities (business, party, customer, host, subscriber, etc.).

We provide you the opportunity to interact as part of our social community and respond to requests from potential customers/recruits on our Pink Zebra Corporate social media sites to help build your business, but we need to use the most professional etiquette possible and not overwhelm anyone. To accomplish this, please adhere to the following on all posts and LIVE broadcasts including PZTV:

1. There should only be ONE response per inquiry. Please refresh a few times to ensure you were first to respond before messaging. If you were not first, delete your comment and do not message.
2. Tell the potential customer/recruit that you will private message them or ask them to private message you if they are expressing interest in joining. Please make it a professional comment not just a rushed "PM you." Example of a professional response would be, "I would be happy to assist you, I will private message you." However, if they need a simple question answered, answer it on the post. If they are just making a comment, do not ask if they need assistance. Some people just want to comment and/or they are most likely a Consultant.
3. There should be NO private messaging without leaving a reply on the post. If we get reports/complaints (which we do) of too many people messaging, then a Consultant may be banned from the page and/or disciplinary action may be taken. We also delete comments at our discretion.
4. We ask that professional etiquette be followed including not having the same Consultant(s) always being the one to respond.
5. There should be NO direct marketing on any of our social media pages. This includes posting your website URL and direct statements such as, 'I would love to help anyone who is interested!' or 'I am a Consultant in Texas!'
6. We also love you interacting with us and responding to our posts. We do request you try to make the interaction genuine versus just trying to promote your business through your comments, as this is transparent to the public.

Consultant Agreement & Career Plan



7. Please private message Pink Zebra Home with any comments/questions regarding policies or product that are of an internal nature since all of our social media accounts are public forums.

Social Networking

When creating a new social media account (including Facebook business pages), always follow the policy in My Zebra Suite > Resources > Consultant Manual.

Graphics designed by the Home Office: Anything Pink Zebra has posted on any corporate social media accounts, you are welcome to use and share, but not edit, mark, resize, or manipulate in any way.

Images branded from the Home Office: You are welcome to use any graphics provided in My Zebra Suite with the Pink Zebra logo or saved from Pink Zebra Home website or official social media sites, as long as you do not alter the image. If you alter the image or add it to a collage, you must add the "Pink Zebra Independent Consultant" logo. For example, you can share a Pink Zebra Home image from Facebook, and include your website in the post, but cannot save a Pink Zebra Home image with corporate logo and put your website directly on the image.

Social Media Images: You are free to design any graphics for use online to promote your Pink Zebra business, however, all graphics must include the "Pink Zebra Independent Consultant logo", so as not to be confused with any graphics that have been created by Pink Zebra Home office. When designing graphics, do not alter the product or logo in any way. Please be mindful of copyright laws. Do not add images created by people other than yourself unless you have a license to use the image. Do not use the Pink Zebra logo in combination with any other non-Pink Zebra brand logos.

Social Media Profile Pictures: You may not use images of the Pink Zebra logo, mark, or any combination thereof for your profile or cover photos. You are allowed to use the Pink Zebra Independent Consultant logo as long as it remains unaltered or other images.

Discount Sites / Lottery / Gambling

Pink Zebra does not support online sites that are bidding or discount related and does not support products being issued through lottery, gambling, or chance types of offers. These online sites may include but are not limited to eBay or similar, penny-type auction sites and other similar types of sites. Consultants are allowed to use an auction style game on their social media pages/groups/LIVES as long as the product is sold within the range of 10% below to 10% above retail price, per policy.

- **GAMBLING:** For clarification purposes, any activities that involve your customers purchasing a ticket, a punch card, a Bingo number or anything game related, they must be guaranteed to win a product or products that are of a retail value equal to or greater than what they paid. Pink Zebra allows Consultants to offer Gift Bags and Mystery Boxes as long as the products are Pink

Consultant Agreement & Career Plan



Zebra products. Other items such as decorative trinkets, gift wrap, etc. can be included and charged for but cannot exceed \$10. Any non-PZ items must be non-branded items (cannot contain a brand name or be a recognized product from any Direct Sales or retail brand) and cannot be a fragrance product or any accessory item that Pink Zebra sells (including but not limited to) warmers, diffusers, car fresheners, etc. There can be no "chance" of winning as that is considered gambling. As a rule, any form of **gambling** is illegal within the borders of **Canada** if it is not licensed or managed by the government (either on a federal or provincial level). This certainly applies to major gaming operations such as land-based casinos, but it also applies to charitable options such as bingo and raffles.

- **MYSTERY HOST:** If a Consultant hosts or collects orders for a party and decides to give away all or a portion of the host award program's free products, that is allowed.

Gift Bags and Mystery Boxes

Pink Zebra allows Consultants to offer Gift Bags and Mystery Boxes as long as the products are Pink Zebra products. Other items such as decorative trinkets, gift wrap, etc. can be included and charged for but cannot exceed \$10. Any non-PZ items must be non-branded items (cannot contain a brand name or be a recognized product from any Direct Sales or retail brand) and cannot be a fragrance product or any accessory item that Pink Zebra sells (including but not limited to) warmers, diffusers, car fresheners, etc. Example, if you sell someone a \$100 Gift or Mystery Box, it must contain at least \$90 (retail value) of Pink Zebra product. The other \$10 can cover wrapping, trinkets, etc. Actual shipping charges can be added in addition.

Quarter Auctions for Charity

Pink Zebra allows 'Quarter' Auctions to be used as a way for you to promote your business as long as they are for a charity or fundraising purpose. Participation may include donation of products/prizes to be auctioned where the proceeds from at least one of the auction rounds go directly to the organization or charity. The Consultant may within that same event sell product through a traditional vendor event set-up. Not permitted are 'Quarter' or Other Auctions where the purpose of the auction is to split all proceeds between the vendors (Consultants). When product is auctioned for charity in these events pricing is not restricted to 10% below and above the retail price.

ONLINE CLASSIFIED AD SITE, AUCTION SITES, SHOPPING SITES, AND ORDER FULFILLMENT STORES

Consultant Agreement & Career Plan



Consultants may not use online classifieds, auction sites, shopping sites, or order fulfillment stores including but not limited to: Facebook Marketplace, eBay, Craigslist, Mercari, Amazon, OrderDog, Poshmark, Overstock, Shopify, Letgo, Bonanza, eBid, etc. to list, sell or market Pink Zebra products. Consultants may also not use any of these same sites for prospecting, recruiting, sponsoring, and informing the public about the Pink Zebra business opportunity and/or Pink Zebra events. Further, Consultants may not (1) enlist or knowingly allow a third party to sell Pink Zebra products on any online classified ad site, auction site, shopping site, or order fulfillment store or (2) sell products to a third party that the Consultant has reason to believe will sell such products on any online classified ad site, auction site, shopping site, or order fulfillment store.

Online Community Pages/Groups

(buy-Sell Pages/Groups, garage Sales, Home Based Business Pages, Advertising Groups, Etc.)

Consultants may NOT list, sell or market Pink Zebra products in these local online Pages/Groups. Consultants may generically promote their affiliation with Pink Zebra and offer the opportunity to Shop, Host or Join by offering to private message and/or providing a link to a Pink Zebra replicated website IF allowed by the Group. Offering Free samples is allowed but must be in compliance with any other applicable policy and should be managed through private communication once the contact is made. Any graphic, post or comment must be generic such as the Pink Zebra Independent Consultant Logo, product images, etc. and pricing is not allowed. Company sponsored Join Specials can be mentioned without pricing. The same guidelines apply to going LIVE in any of these groups. Due diligence should be given to identifying whether another Pink Zebra Consultant has already posted/commented and professionalism standards should be followed.

Examples NOT Allowed On These Community Pages/Groups

An image of 6 Sprinkles Jars you have in stock with a post saying "I have these 6 Sprinkles Jars on hand, \$10 each."

A company produced graphic which lists any pricing for both product and join promotions.

An image showing specific jars of Sprinkles that you have available, even if you do not include pricing.

Examples Of What Is ALLOWED On These Community Pages/Groups (subject to the group guidelines)

Consultant Agreement & Career Plan



"I am a Pink Zebra Independent Consultant. Message me to learn more about our unique home fragrance and décor products."

"If you are interested in an exciting home-based business opportunity, message me to hear about our wonderful products and opportunity to currently join my team with a special promotion Pink Zebra is running."

"Have you tried Pink Zebra soy-blend wax Sprinkles?" "I would love to send you a free sample, please message me."

CONSULTANTS SOCIAL MEDIA PAGES/GROUPS

Consultants may promote and sell any Pink Zebra products as well as offer the business opportunity directly from their own social media Pages and Groups provided they follow all policies and procedures related to social media accounts, logos, join promotions, repackaging, etc. It is a Consultant's responsibility to know and follow Facebook (and other social media platforms') guidelines.

TikTok (& ALL SOCIAL MEDIA) CODE OF ETHICS (REPEATED FROM CODE OF ETHICS SECTION)

SOCIAL MEDIA ETIQUETTE/PROFESSIONALISM

Use of TikTok or any social media platform must comply with the following guidelines:

1. Your participation on any social media platform must avoid inappropriate conversations, comments, images, video, audio, applications, or any other adult, profane, discriminatory, or vulgar content. Do not post any comments, photos, or videos that are rude or offensive or include music/sound with inappropriate language.
2. Unprofessional or disrespectful online conduct toward Pink Zebra, our competitors or other Pink Zebra Consultants is strictly prohibited. You may not disparage Pink Zebra, any Pink Zebra Consultant, any competitor, their customers, or their products on any online platform and may not do or say anything that could bring harm to any of the aforementioned businesses in any way. This includes not encouraging others to do the same.
3. A Consultant going LIVE on any Pink Zebra-affiliated account must be personally visible on camera at least 80% of the time. Another active Pink Zebra Independent Consultant, who resides in the same household and pays their website fee on their own account and maintains active status on that account, may go live alone for up to 20% of the time. They may also assist on camera at any time while the primary Consultant is visible.

Consultant Agreement & Career Plan



Non-Consultants may only assist behind the scenes and cannot represent the business or sell products. This policy also applies to all events and parties—only a Pink Zebra Independent Consultant may represent the business and directly sell at any time.

4. Encouraging anyone to leave their current Pink Zebra Consultant to become your customer, ScentFlirt subscriber or team member is unethical and strictly prohibited. This applies to encouraging it on LIVES as well as via personal communication.

5. On your Pink Zebra dedicated social media accounts, you may not promote multiple companies. If you choose to sell for multiple companies, you must have a dedicated social presence for each company you represent. This applies within the name of the account, the bio, Linktree, on LIVES, videos, etc.

SOCIAL MEDIA LIVE GUIDELINES FOR OPPORTUNITY EVENTS

To showcase the amazing opportunities at Pink Zebra, you can assist your team members in hosting LIVE Opportunity Events on social media platforms. This applies strictly to assisting with the opportunity and not to assisting them in selling product LIVE which is prohibited.

Here's how to make the most of your live sessions while ensuring you adhere to our ethical guidelines.

What You Can Do:

- **Highlight the Benefits:** Use your TikTok LIVE (or other applicable platform) to share the incredible advantages of joining Pink Zebra, such as the flexibility, community, and earning potential.
- **Showcase Success Stories:** Share real-life success stories and experiences from existing consultants to inspire potential team members.
- **Engage and Educate:** Answer questions, provide information about the Pink Zebra business model, and explain the support and resources available to new consultants.
- **Promote Team Spirit:** Create an inclusive and welcoming environment that reflects the supportive culture of Pink Zebra.

What You Can't Do:

- **Avoid Directing Sign-Ups:** Do not use your TikTok LIVE to encourage viewers to sign up under a specific team member instead of you. The focus should be on the Pink Zebra opportunity, not on individual team preferences.
- **No Poaching:** Do not use the opportunity event as a means to attract consultants from other teams or to persuade new consultants to switch from their current team to yours. Respect the commitments and decisions of others in the Pink Zebra community.

Consultant Agreement & Career Plan



Best Practices:

- **Stay Professional:** Ensure that your live session remains professional and focused on the positive aspects of the Pink Zebra opportunity.
- **Promote Integrity:** Build your team based on genuine interest and enthusiasm, not through manipulation or pressure tactics.

Respect Confidentiality: Do not share personal information about other consultants or their teams during your session.

Truth In Advertising

A Consultant is responsible for ensuring their online marketing activities are truthful, are not deceptive, and do not mislead customers or potential Consultants in any way. Any online promotion activities and tactics that mislead or are deceptive, regardless of intent, will not be allowed. Pink Zebra will be the sole determinant of truthfulness and whether specific activities are misleading or deceptive.

DOMAIN NAMES, EMAIL ADDRESSES AND ONLINE ALIASES

Consultants are not allowed to use or register the words Pink Zebra for any Internet domain name, URL (web address), email address, or online aliases. Additionally, you cannot use or register domain names, email addresses, and/or online aliases that could cause confusion, or be misleading or deceptive, in that they cause individuals to believe or assume the communication is from or is the property of Pink Zebra. Pink Zebra cannot show up as the sender or in the subject line of an email coming from an Independent Consultant. The exception is any email sent by Pink Zebra on behalf of Consultants.

SEARCH ENGINE OPTIMIZATION (SEO)

Search engines are built to facilitate and expedite the online community finding the most recommended, relevant content available for any given topic. Authentic SEO is the result of adding value to the online community through the content you author, conversations you join, relationships you create, and improving the ease with which all of these are indexed by search engines. Other SEO tactics that are not authentic, don't add value, don't contribute to the online community, and in any way attempt to manipulate search engine algorithms to overinflate the value and relevancy of your replicated website are considered against policy. Given the complexity and ever-changing landscape of SEO it would be impossible and impractical for us to list all SEO tactics that would be considered non-compliant. Anything you do, or someone acting on your behalf does, to optimize your site must align with these values. This may include spam linking (or blog spam), unethical search engine optimization (SEO) tactics, misleading click-through ads (i.e., having the display URL of a communication appear to resolve to an official Pink Zebra corporate site when it goes elsewhere), unapproved banner ads, and unauthorized press releases.

Consultant Agreement & Career Plan



PINK ZEBRA LINKS

When directing readers to your replicated website it must be evident from a combination of the link, and the surrounding context, to a reasonable reader that the link will be directing to the site of an Independent Consultant. Attempts to mislead Web traffic into believing they are going to a Pink Zebra corporate site, when in fact they land at a Consultant site is not allowed.

BANNER ADVERTISING

You may place banner advertisements on a website provided you use the Pink Zebra Independent Consultant logo. All banner advertisements must link to your Replicated Website. You may not use blind ads or web pages that make product or income claims that are ultimately associated with Pink Zebra products or the Pink Zebra opportunity.

Digital Media

You may upload, submit, or publish any Pink Zebra-related video, audio, or photo content that you develop and create if it aligns with Pink Zebra values, contributes to the Pink Zebra community greater good, and is in compliance with Pink Zebra Policies and Procedures. These submissions must clearly identify you as an Independent Consultant (both in the content itself and in the content description tag), must comply with all copyright/legal requirements, and must state that you are solely responsible for this content and not Pink Zebra.

CONFLICTS OF INTEREST

COMPETITIVE SELLING

As long as a Consultant's Pink Zebra Consultant Agreement remains in force, a Consultant may not become a salesperson for any other direct sales, party plan or network marketing program that sells candle or fragrance, home décor products, or other competing items carried in the Pink Zebra product line. A Consultant must not be an agent, independent salesperson, employee or owner of any entity whose primary purpose is the manufacture, marketing or sale of candles / fragrance, home décor products or other competing items carried in the Pink Zebra product line. For the purposes of this policy, a company is competing with Pink Zebra when the offering is a significant portion of the company's product and marketing presence.

Consultant Agreement & Career Plan



Any Consultant holding the title of Director, Executive Director or Presidential Director must sign and adhere to the Amendment to the Independent Contractor Agreement.

Competitive Sponsoring

Consultants may not use the association and drawing power of their Pink Zebra business to sponsor or develop any other direct sales organization. During the term of a Consultant's Agreement, Consultants may not sponsor other Pink Zebra Consultants for any network marketing, party plan or direct sales business. The term "sponsor" means actual or attempted solicitation, enrollment, encouragement, or effort to influence in any other way, either directly or indirectly, another Pink Zebra Consultant or customer to enroll or participate in another multilevel marketing, network marketing or direct sales opportunity. This conduct constitutes sponsoring even if the Consultant's actions are in response to an inquiry made by another Consultant.

Team Sponsoring

Pink Zebra undertakes all efforts to support the ethical business efforts of all Consultants. Any activity that attempts to sponsor another Consultant's Team, slander another Consultant, enroll a Consultant as a new Team member prior to his or her termination and completing the required six calendar month inactivity period (for prior Consultants), or undertake other activities that could be interpreted as unethical may subject a Consultant to disciplinary action.

TRADEMARK & INTELLECTUAL PROPERTIES

TRADEMARK

The Pink Zebra business name and trademarks belong exclusively to the Company. An active Consultant may use the trademarks provided he or she uses them correctly. Consultants must use the registered trademark symbols ® or ™ where applicable and may not alter the trademarks in any way.

Consultants who are terminated or resign lose all rights and privileges of a Consultant and may no longer use the Pink Zebra business name or trademark.

LOGO USE

Pink Zebra currently has the following registered names that are logos (defined as stylized characters) which may be used but not altered. They are:

- Pink Zebra logos
- Sprinkles® logo
- Simmering Lights® logo
- Soft Soy® logo

Consultant Agreement & Career Plan



- Soaks™ logo
- Just Add Soaks™ logo
- HEROES™ program
- Rallies
- EZ PZ™
- Club Pink™
- ScentFlirt™

Anytime these words are used in the form of a logo (whether individually or with other text), they may not be altered and must remain as the approved logo. Consultants must use the “Independent Consultant” Pink Zebra logo as it appears on the pre-approved logos section available on My Zebra Suite and the Pink Zebra Logo based on the guidelines provided below. The logo cannot be altered in any way. Additionally, Consultants may duplicate the Pink Zebra logo on any type of clothing, supply item or other promotional items to market their Pink Zebra businesses (as defined below) but not for the purpose of resale.

Consultants who are terminated or resign lose all rights and privileges of a Consultant and may no longer use the Pink Zebra logos.

Example Types	Pink Zebra Home Independent Consultant Logo	Pink Zebra Home Logo
Vehicle/Trailer/Mobile - Decals, Wraps, Vehicle Designs	X	
Social Media Graphics, Business Cards, Self-designed Flyers, Images, Posters, Banners, Stationary, Recipe Books	X	
Logo Wear - Shirts, Jackets, Caps, Tents		X
Table Cloths, Table Runners, Key Chains, Water Bottles or Cups		X

PATENTS

Any patents owned by Pink Zebra that cover certain Pink Zebra products are protected under U.S. federal law.

Pink Zebra Literature

Producing photocopies of any Pink Zebra publication is permitted provided it is intended for business use but not for dissemination. Copyrighted material includes any publication or form provided by Pink

Consultant Agreement & Career Plan



Zebra via the Internet or otherwise. Reproducing or scanning copyrighted publications, including a the Pink Zebra Home website, is a violation of the U.S. copyright laws protecting these items. Consultants are permitted to use text from Pink Zebra publications, provided they include a citation of the publication from which the information was taken, giving all credit to Pink Zebra. Pink Zebra owns the copyrights to any advertisements approved by the home office and reserves the right to use these approved advertisements in any way seen fit.

Copyright / Intellectual Property Other Than Pink Zebra

Consultants are not allowed to use images of other brands, personalities, athletes or other that have not been approved by the owner and properly compensated.

CAREER PLAN

INTRODUCTION

The Pink Zebra Compensation Plan introduces an exciting, trendsetting method of compensating our Independent Consultants. It is surprisingly simple, financially rewarding and equitable, in terms of giving everyone involved an equal opportunity for success. The Plan combines the best of retail sales methods and traditional wholesale distribution with an aggressive and duplicable method for geometrically growing your business. The Pink Zebra sponsoring formula will make building your business fun and profitable!

Our goals are simple, but the rewards are great.

1. Create a way for a beginning Independent Consultant to make **IMMEDIATE** income.
2. Build **LONG-TERM** benefits for the Pink Zebra Professional.
3. Sustain customer retention with top-quality products, fair prices and excellent service.
4. Sustain Independent Consultant retention, activity and enthusiasm with continued training and education opportunities; marketing support; and attainable commissions, bonuses, and incentive awards.

Marketing Phases

There are six (6) different ways to generate revenue as a Consultant for Pink Zebra. It is possible to participate in one or all of these profit centers. The following is a general list of the ways to earn revenue based on our Plan.

SELLING PHASE

Consultant Agreement & Career Plan



1. Minimum Base Commission – 25% base commission
2. Enhanced Personal Commissions – additional 5% commission (paid monthly)
3. New Consultants in their Quick Start period are ineligible for Enhanced Commission until after their 4th commission period

MANAGEMENT PHASE

4. 7% Sponsoring Bonus (paid monthly)
5. 3% Team Level Bonuses, four levels deep (paid monthly)
6. 2% Mentoring Bonus (paid monthly)

EXECUTIVE PHASE

7. Three levels of Generation Bonuses totaling 7% (paid monthly)

OVERVIEW

The Pink Zebra compensation plan was designed to offer Consultants the opportunity to develop a significant income through selling our products and enhancing that income through sponsoring others who sell our products.

People who join Pink Zebra as Consultants can sell LIVE or through online parties, hold in-person parties, sell Pink Zebra at short-term Events and overall build a customer base. A Consultant begins his or her *Pink Zebra* business by initiating an Independent Consultant agreement and requesting to become a New Consultant. In addition, as an incentive, FREE product benefits are awarded during his or her first 90 days through the company sponsored Quick Start Incentive when identified goals are achieved.

SOCIAL CONSULTANT

Everyone who joins Pink Zebra becomes part of the business holding the rank of Consultant. Consultants who join have a rolling six months (from date of sale to date of sale as referenced above) to become active and then must continue to maintain active status on a rolling six-month basis, which means that you have met the \$200+ SV requirement during that time. If at any time a Consultant at any rank moves to Inactive status because of a lack of sales activity, their rank would move to Social Consultant. Changes to a Consultant status are processed immediately.

Social Consultants earn a base commission of 10% and are ineligible for enhanced commission nor sponsoring or leadership bonuses. They will be charged for website/My Zebra Suite fees at the current rate and are eligible to attend any company-sponsored events.

If a Consultant of any rank is moved to Social Consultant status because of \$0 SV in the rolling six-month period, any team members would roll up through the normal process. The downlines maintain their

Consultant Agreement & Career Plan



current position in genealogy. If a Social Consultant is interested in returning to a Consultant status, they must accumulate \$460 SV in a calendar month, at which time all benefits of Consultant rank become available and will be reflected when the commission cycle for that month in sales is finalized. They can then return to 25% commission level, be eligible for enhanced commissions and begin to build a new team to earn sponsoring and leadership bonuses but their old team does not return to them. Once a Social Consultant, your account can remain at this status indefinitely, unless you resign from the company or accumulate \$460 SV in a calendar month.

BASE COMMISSIONS

The base commission a Consultant or higher rank earns is 25% of SV on any standard order, including Party Orders and Customer Orders. The Consultant or higher rank earns 25% of SV base commission at the time commissions are processed (see Commission Period).

ENHANCING YOUR COMMISSIONS

Consultants or higher rank may begin receiving commissions from 25% to 30% based on SV of the products they sell or purchase monthly from their personal website (See Table 1 Enhanced Personal Sales Commission). Social Consultants are not eligible for enhanced commissions. During your Quick Start period you are not eligible for enhanced commission. Eligibility begins after your 4th commission cycle. Here is how it works:

Rank	SV \$0-\$999	SV \$1000+
Consultant	25%	30%
Executive Consultant	25%	30%
Manager	25%	30%
Senior Manager	25%	30%
Executive Manager	25%	30%
Director	25%	30%
Executive Director	25%	30%
Presidential Director	25%	30%

LEADERSHIP BONUSES: WORKING WITH OTHERS TO BUILD A TEAM

When a Consultant (Consultant and higher rank) helps the people he or she recruits as Consultants to build their Team, the Consultant helps them to become successful while building depth in his or her own

Consultant Agreement & Career Plan



organization. Pink Zebra compensates the Consultant for building Teams by paying him or her 3% of the assigned Commissionable Volume (CV) through up to four levels of Consultant sales volume in his or her organization. Commissionable Volume (CV) is the assigned value on which a Consultant's Team Bonuses are calculated, usually 70% of SV but adjusted on certain products.

The term "Level" is used to describe a Consultant's relationship to the other Consultants in his or her organization. For example, when the Consultant sponsors someone, that person is the Consultant's Level 1. When that person sponsors someone, the new Consultant becomes Level 2 to the original Consultant, and so on. A Consultant (Consultant and higher rank) can earn the right to receive bonuses on up to four levels of Consultants. To remain Active as a Consultant, the Consultant will be required to maintain minimum Personal Sales (SV) of \$200 during a rolling six-month period.

SPONSORING BONUS

This is a very exciting aspect of the Pink Zebra Plan. Pink Zebra pays a 7% Sponsoring Bonus to the original Consultant (Consultant and higher rank) who enrolls a new Consultant. The Sponsoring Bonus is paid on the sales of the enrolled Consultant for as long as he or she remains a Pink Zebra Consultant! As a Qualified Enroller, the original Consultant will receive this special Sponsoring Bonus on the Commissionable Volume (CV) of any Enrollee whom he or she personally enrolled as long as the original Consultant is personally active during the month by producing your \$460.

MENTORING BONUS

At the Executive Manager level and higher, the Consultant qualifies for a Mentoring Bonus of 2% beginning with all the CV (Commissionable Volume) of everyone in his or her group. This additional bonus will include all the sales volume created by all downline Team members to unlimited depth down to the first Executive Manager or higher ranked person in his or her Team.

At the Director level, the Consultant qualifies for a Mentoring Bonus of 3% on Executive Manager Legs down to the next breakaway Executive Manager. Mentoring Bonus is paid to the Original Enroller on Original Enrollee only.

How to Qualify For and Maintain Your Leadership Benefits

CONSULTANT

Qualifications:

Consultant Agreement & Career Plan



1. Minimum sales volume of \$460 per month (Bonus Qualified)
2. Have at least one (1) active Consultant (rank)(excludes Social Consultant) in a separate Team in Level 1

Monthly Maintenance:

1. Minimum sales volume of \$460 per month (Bonus Qualified)

EXECUTIVE CONSULTANT

Qualifications:

1. Minimum sales volume of \$460 per month (Bonus Qualified)
2. Have three (3) or more active Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1

Monthly Maintenance:

1. Minimum sales volume of \$460 per month (Bonus Qualified)
2. Maintain three (3) or more active Consultant (rank)(excludes Social Consultant) Teams in Level 1

MANAGER

Qualifications:

1. Minimum sales volume of \$460 per month (Bonus Qualified)
2. Four (4) or more active Consultants (rank) (excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant
3. The 60% rule applies.

Monthly Maintenance:

1. Minimum sales volume of \$460 per month (Bonus Qualified).
2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
3. Maintain \$5,750 in GV.
4. The 60% rule applies.

SENIOR MANAGER

Qualifications:

1. Minimum sales volume of \$460 per month (Bonus Qualified)
2. Have two (2) or more active Manager Teams in Level 1
3. Generate \$17,250 in GV per month for two (2) consecutive months at the point of the promotion and on the second month of reaching \$17,250 GV, points 1,2,3,and 4 must all be in place
4. The 40% rule applies to both months

Consultant Agreement & Career Plan



Monthly Maintenance:

1. Minimum sales volume of \$460 per month (Bonus Qualified).
2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
3. Maintain \$11,500 in GV.
4. The 40% rule applies.

EXECUTIVE MANAGER

Qualifications:

1. Minimum sales volume of \$800 per month (Bonus Qualified)
2. Complete Executive Manager Training
3. Have one (1) or more active Senior Manager and two (2) Manager Teams in Level 1
4. Generate \$34,500 in GV per month for two (2) consecutive months at the point of the promotion and on the second month of reaching \$34,500 GV, points 1,2,3,and 5 must all be in place.
5. The 40% rule applies to both months

Monthly Maintenance:

1. Minimum sales volume of \$800 per month (Bonus Qualified).
 2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
 3. Maintain \$17,250 in GV.
 4. The 40% rule applies.
- Eligible to receive 2% Executive Manager Team Bonus-

TRAINING REQUIREMENTS (EFFECTIVE 7/1/23)

Executive Managers, Directors, Executive Directors and Presidential Directors must provide evidence of consistent training to large groups of people of content that supports the company direction every month.

1. This training must be held in person or through other media channels.
2. "Per month" is defined as each month for the applicable calendar year and is reset each year.
3. **Any failure to comply with these training requirements will result in the loss of your team and your team members roll up to your upline. They maintain their current position within the team structure.**

Consultant Agreement & Career Plan



CAREER PLAN OVERVIEW

Rank	Qualifying Requirements				Award Amounts Available											
	Personal Sales	Group Volume	Level 1 Active	Level 1 Frontline	SV \$0 - \$999	SV \$1,000+	Sponsoring Bonus	EM Mentoring	DIR Mentoring	Team Level 1	Team Level 2	Team Level 3	Team Level 4	Gen 1	Gen 2	Gen 3
Consultant	\$ 460				25%	30%	7%			3%						
Executive Consultant	\$ 460		3	3 C	25%	30%	7%			3%	3%					
Manager	\$ 460		4	2 EC	25%	30%	7%			3%	3%	3%				
Senior Manager	\$ 460	\$ 17,250 (2)	4	2 M	25%	30%	7%			3%	3%	3%	3%			
Executive Manager	\$ 800	\$ 34,500 (2)	4	1 SM/2 M	25%	30%	7%	2%		3%	3%	3%	3%			
Director	\$ 1,150	\$ 57,500 (2)	4	4 M/1 EM	25%	30%	7%	2%	3%	3%	3%	3%	3%	3%		
Executive Director	\$ 2,600	\$ 115,000 (2)	4	4 M/1 EM/1 D	25%	30%	7%	2%		3%	3%	3%	3%	3%	2%	
Presidential Director	\$ 4,600	\$ 172,500 (2)	4	4 EM/1 D/1 ED	25%	30%	7%	2%		3%	3%	3%	3%	3%	2%	2%

() = Months

() = Months

Rank	Monthly Requirements					Award Amounts Available										
	Personal Sales	Group Volume	Level 1 Active	Level 1 Frontline	SV \$0 - 5999	SV \$1,000+	Sponsoring Bonus	EM Mentoring	DIR Mentoring	Team Level 1	Team Level 2	Team Level 3	Team Level 4	Gen 1	Gen 2	Gen 3
Consultant	\$ 460				25%	30%	7%			3%						
Executive Consultant	\$ 460		3	3C	25%	30%	7%			3%	3%					
Manager	\$ 460	\$ 5,750	4	2 EC	25%	30%	7%			3%	3%	3%				
Senior Manager	\$ 460	\$ 11,500	4	2 EC	25%	30%	7%			3%	3%	3%	3%			
Executive Manager	\$ 800	\$ 17,250	4	2 EC	25%	30%	7%	2%		3%	3%	3%	3%			
Director	\$ 1,150	\$ 28,750	4	2 EC	25%	30%	7%	2%	3%	3%	3%	3%	3%			
Executive Director	\$ 2,600	\$ 115,000	4	2 EC	25%	30%	7%	2%		3%	3%	3%	3%	3%	2%	
Presidential Director	\$ 4,600	\$ 172,500	4	2 EC	25%	30%	7%	2%		3%	3%	3%	3%	3%	2%	2%

Level 1 Actives does not include Social Consultant

EXECUTIVE PHASE GENERATION BONUSES

When a Consultant becomes a Director under the Plan, he or she is eligible to qualify for "generation bonuses." Generation bonuses are paid as a group's leadership grows and rewards the Consultant for helping them.

When an Executive Manager in your downline becomes a Director; that Director becomes your 1st Generation, and you will begin receiving a 3% generation bonus on that Director's personal Group Volume (GV).

Consultant Agreement & Career Plan



When your 1st Generation Director has someone in her group who becomes a 1st Generation, that person's organization becomes your 2nd Generation, and if you have met the Qualification to be paid as an Executive Director, you will receive 2% on the GV of her organization. And when your 2nd Generation Director has someone in her group who becomes her 1st Generation; that person's organization becomes your 3rd Generation, and if you have met the Qualification to be paid as Presidential Director, you will receive 2% on the GV of her organization.

Generation bonuses are paid to unlimited depth in each generation until another Director or higher rank is found. This continues down to the maximum number of generations. (See tables below.)

Special Note: As it pertains to Directors, the term Personal Group Wholesale Volume consists of a Director at the top of an Organization and every Consultant downline of that Organization, through each and every Team, until reaching a Consultant with the rank of Director or higher within any Team. The sum of all Consultants within these Teams and the Director or higher rank person at the top makes up the Personal Group of that Director.

Consultant Agreement & Career Plan



QUALIFICATION AND GENERATION BONUSES

DIRECTOR		EXECUTIVE DIRECTOR		PRESIDENTIAL DIRECTOR	
QUALIFICATIONS					
	Active	Active	Active	Active	Active
	Min Sales Volume of \$1,150 per month	Min Sales Volume of \$2,600 per month	Min Sales Volume of \$2,600 per month	Min Sales Volume of \$4,600 per month	Min Sales Volume of \$4,600 per month
	4 Active Manager Teams in Level 1	4 Active Manager Teams in Level 1	4 Active Manager Teams in Level 1	4 Active Manager Teams in Level 1	4 Active Manager Teams in Level 1
	1 Executive Manger in Level 1	1 Executive Manger in Level 1	1 Executive Manger in Level 1	1 Director Team	1 Director Team
	\$57,500 GV* per month for 2 consecutive months	1 Director Team	1 Director Team	1 Executive Director Team	1 Executive Director Team
	Independent Contractor Agreement for Directors, Exectutive Directors, &	\$115,000 GV* per month for 2 consecutive months	\$115,000 GV* per month for 2 consecutive months	\$172,000 GV* per month for 2 consecutive months	\$172,000 GV* per month for 2 consecutive months
	*40% Rule Applies	*40% Rule Applies	*40% Rule Applies	*40% Rule Applies	*40% Rule Applies
MAINTENANCE					
	\$1,150 Personal Sales in the pay period	\$2,600 Personal Sales in the pay period	\$2,600 Personal Sales in the pay period	\$4,600 Personal Sales in the pay period	\$4,600 Personal Sales in the pay period
	\$28,750 GV in the pay period	\$115,00 GV in the pay period	\$115,00 GV in the pay period	\$172,500 GV in the pay period	\$172,500 GV in the pay period
MENTORING BONUS					
	3% to next EM Leg				
GENERATION BONUSES					
Generation 1	3% GV	3% GV	3% GV	3% GV	3% GV
Generation 2		2% GV	2% GV	2% GV	2% GV
Generation 3				2% GV	2% GV

Consultant Agreement & Career Plan



How to Qualify and Maintain Your Executive Level Benefits

DIRECTOR

Qualifications:

1. Minimum sales volume of \$1,150 per month (Bonus Qualified)
2. Have four (4) or more Active Manager Teams in Level 1 and one (1) or more Active Executive Manager Teams in Level 1
3. Generate \$57,500 in GV per month for two (2) consecutive months at the point of the promotion and on the second month of reaching \$57,500 GV, points 1,2, and 4 must all be in place
4. The 40% rule applies
5. Have signed at least 1-2 months prior to qualifying for the Director rank the Amendment to Independent Contractor Agreement which is in effect for Director, Executive Director and Presidential Director. The rank may not be earned if the agreement has not been signed prior to the promotion. You may request to view this agreement at any time.

Monthly Maintenance:

1. Minimum sales volume of \$1,150 per month (Bonus Qualified).
2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
3. Maintain \$28,750 in GV.
4. The 40% rule applies
5. Follow and abide by Amendment to Independent Contractor Agreement Director, Executive Director and Presidential Director.

EXECUTIVE DIRECTOR

Qualifications:

1. Minimum sales volume of \$2,600 per month (Bonus Qualified)
2. Have four (4) Active Manager Teams in Level 1, one (1) Active Executive Manager Team and one (1) Director Team
3. Generate \$115,000 in GV per month for two (2) consecutive months at the point of the promotion and on the second month of reaching \$115,000 GV, points 1,2, and 4 must all be in place

Consultant Agreement & Career Plan



4. The 40% rule applies

Monthly Maintenance:

1. Minimum sales volume of \$2,600 per month (Bonus Qualified).
2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
3. Maintain \$115,000 in GV.
4. The 40% rule applies.
5. Follow and abide by Amendment to Independent Contractor Agreement Director, Executive Director and Presidential Director.

PRESIDENTIAL DIRECTOR

Qualifications:

1. Minimum sales volume of \$4,600 per month (Bonus Qualified)
2. Have four (4) or more Active Executive Manager Teams in Level 1, one (1) or more Active Director Teams in Level 1 and one (1) or more Active Executive Director Teams in Level 1
3. Generate \$172,500 in GV per month for 2 consecutive months at the point of the promotion and on the second month of reaching \$172,500 GV, points 1,2, and 4 must all be in place
4. The 40% rule applies

Monthly Maintenance:

1. Minimum sales volume of \$4,600 per month (Bonus Qualified).
2. Maintain four (4) or more active enrolled Consultants (rank)(excludes Social Consultant) in separate Teams in Level 1, two (2) of which contain an Executive Consultant or higher.
3. Maintain \$172,500 in GV.
4. The 40% rule applies.
5. Follow and abide by Amendment to Independent Contractor Agreement Director, Executive Director and Presidential Director.

Consultant Agreement & Career Plan



DEFINITIONS

BONUS

This is the remuneration that is based on the percentage of sales volume of others (downline, Teams) in accordance with the respective provisions of the Career Plan.

BONUS QUALIFIED

In order to be bonus qualified for the calendar month, personal sales requirement must be met as outlined in your specific rank as shown above. This allows you to earn bonuses and team level bonuses on your team.

BASE COMMISSION

This is the base commission or discount earned for being a Consultant when a commissionable order is placed. The base amount is 25% of SV and is awarded at the time commissions are run (see Commission Period) and paid to the Consultant through direct deposit.

CAREER PLAN

The official set of definitions and performance requirements as published in the Pink Zebra Consultant Manual by which the company pays its Consultants (Consultant or higher rank).

CURRENT RANK

The highest title earned. Titles are never taken away. This is the title that the home office uses and the Consultant may use on a business card or any other marketing piece.

COMMISSION PERIOD

The commission period is defined as a calendar month, and all activity to reach a requirement (sales, leadership, and activation) must be met before 12:00 AM CST of the first day of the next month to impact

Consultant Agreement & Career Plan



that commission period. The commission period closes after the end of the month, and there may be up to 10 business days before activity reports, bonuses or commissions are updated or paid out.

COMMISSIONABLE VOLUME

This value is the base value of a product that is eligible to have leadership percentage-based commissions paid on it. The commissionable volume is 70% value of Sales Volume (SV is calculated at 82% of retail price).

DOWNLINE

All the Consultants under a given Consultant in the Sponsor organization, at any level.

DIRECTOR GENERATION

A Director on your team and their Downline to but not including a Pay Rank at the breakaway rank or higher of Director.

ENROLLER

Consultant who enrolled another Consultant. A Consultant's Enroller may or may not be the same person as the Consultant's Sponsor due to roll ups. You will have an original enroller, which will never change with roll ups.

EXECUTIVE MANAGER GENERATION

An Executive Manager and their Downline to but not including a Pay Rank at the breakaway rank or higher of Executive Manager.

FRONTLINE

Refers to all Consultants that are personally sponsored and/or enrolled (Level 1) by a particular Consultant or by the Company.

GROUP VOLUME (GV)

Consultant Agreement & Career Plan



GV is the sum of all SV for a given Leg or total Team and is used to determine title.

GROUP

The Consultant and his or her entire Downline. Volume for a group includes personal sales volume (SV) or commissionable volume of the Consultants and their Customers at any level.

HOLD STATUS

Hold status can be applied to any Consultant not providing a SSN. Earnings are withheld from Consultant until Hold is removed.

LEADERSHIP COMMISSION

Leadership Commission is the earnings from the activity and sales of a Team. Leadership commission is based on the Group Volume.

LEG

A Sponsored (Level 1) Consultant and their Downline.

LEVEL

Degree of placement relationship in the Sponsor organization. Directly sponsored Consultants are Level 1 Consultants. The directly sponsored Consultants of Level 1 Consultants are Level 2 Consultants.

MAINTENANCE

The standard of performance involving a Consultant that is required for that Consultant to continue being "Pay Rank" a particular rank after meeting the initial qualification requirements for that rank.

MY ZEBRA SUITE

My Zebra Suite (MZS) is a business app where you will manage your business, view reports, and view multiple types of communication from the Home Office. You download it from the APP Store (Apple users) or Google Play Store (Android users). You do not place orders on the app. Orders are placed on your website just like a customer would.

Consultant Agreement & Career Plan



PAY RANK

Title in which the Consultant is paid any commission, bonus or recognition based on meeting specific requirements for a commission period. Pay Rank can be lower than your Title Rank.

POLICIES & PROCEDURES

The governing rules that define the relationship between Pink Zebra and the Consultant.

REWARD POINTS

Reward Points for achieving Quick Start goals will be tracked on the My Zebra Suite App but redeemed during check out on the website.

QUALIFYING GROUP VOLUME

The volume used for qualifying that includes the 40% and or 60% rule.

QUICK START INCENTIVE

Quick Start is an incentive that is available to any new Consultant for the first 90 days and awards Reward Points for achieving sales and sponsoring milestones. The incentive also rewards Consultants when they achieve the leadership level of Manager. Reports are run once per month and rewarded consistent with the commission period of the 10th of the month. Quick Start is an annual incentive and it may be changed at the beginning of each year. *Refer to the current Quick Start incentive flier for all details.*

SALES VOLUME (SV)

Sales Volume is where there is a base commission paid based on the retail sale of the product and is used to calculate qualifications, incentives and Quick Start. SV is based on 82% of the retail price.

SPONSOR

Consultant under whom another Consultant is placed in the career plan.

TEAM

Each personally sponsored Consultant on your First Level is part of your total Downline and is a separate "Team." You and your entire Sales Organization (Downline) are one "Team" to your sponsor.

60% & 40% RULE:

Consultant Agreement & Career Plan



No more than 60% or 40% of the Group Qualifying Volume (based on rank) required for qualification or maintenance can come from any one Team. If a Team makes up more than 60% or 40% of the volume, then they will default to 40% or 60% of the total required volume. For example, if you have four Teams or Legs that are producing volume, no more than 60% or 40% of the volume can come from one Team.

Example using 40% rule:

Team 1: \$1,000

Team 2: \$5,000

Team 3: \$20,000 = 66%

Team 4: \$4,000

Total: \$30,000

Based on Team 3 being more than 40% of your group volume, Team 3 will now default to 40% of the Group Volume (40% of \$30,000) or \$12,000. The total now is \$1,000+ \$5,000+ \$12,000+ \$4,000 = \$22,000. The \$22,000 counts toward leadership qualifications.