



**For all Associates and Leaders**

**January 1, 2019 (V1)**

Beginning January 2019 and each month after, Mannatech will track Associates who personally enroll a new Associate that joins Mannatech with a product Auto Order in the United States and Canada.

For each month an Associate signs-up a new Associate with an Auto Order in the US and Canada, he/she will be part of the prestigious Achievers Club. As long as an Associate has one signup per month with an Auto Order, they will remain part of the Achiever's Club and will receive special rewards.

Mannatech will track: 1. Current month, 2. The number of consecutive months with one new sign up + AO and cumulative enrollments with Auto Order beginning January 2019.

The more consecutive months that an Associate is part of the Achiever' Club, the bigger the reward. If an Associate misses a month, the Associate will start the qualification process over.

Please see the awards below.

**1 time / One-month**

- 1) Name posted in monthly newsletter
- 2) Name mentioned on the weekly recognition calls

**3 times / 3-month**

- 1) Builds on the monthly awards above.
- 2) Reach 3 or more in a row and receive a branded item from Mannatech
- 3) Special seating at events (MannaFest (January- March 2019 earners)
- 4) Special meet and greet with speakers / Richard Brook @ Fest
- 5) 1-time reward of 50 loyalty points for the 3 months of Achiever's Club Qualification

**6 times/ 6-Month**

- 1) Builds on the quarterly awards
- 2) Special Pricing for events – MannaFest
- 3) Special invite to Boot Camp training at no charge for training at the 9-month level for the first time.
- 4) 1-time reward of 100 loyalty points for the 6 months of Achiever's Club Qualification

## 12-month Earners

- 1) Builds on 6-month awards
- 2) 200 loyalty points
- 3) 1-time reward of 200 loyalty points for 12 months of Achiever's Club Qualification
- 4) Ability to have 1 month without enrolling a new Associate with an AO in the next 12-month and maintain membership in the Club.

## 24-month Club

- 1) Builds on 12-month awards
- 2) Weekend Getaway Tier 1 (TBD)

## 50-month Club

- 1) Builds on 12-month times
- 2) Weekend Getaway Tier 2 (TBD)

## 100-month Club

- 1) Builds on the 50-month Club
- 2) Free trip for one on the NA incentive trip during the year of achievement
- 3) Permanent member of the Club with all club perks
- 4) **Special Dream Trip award** / 100-month Achievers club members will select one trip from a variety of trips. Example trips include... New York vacation with tickets to the top Broadway productions, Trip to the US open, back stage tickets to your favorite concert anywhere in the world, targeted Richard Brooke training for you and your team, VIP seating at the Super Bowl for you and your family, an extra actor in a featured movie (example awards are based on a predetermined budget and categories determined by Mannatech).
- 5) **Lifetime Membership**

Auto Order generated date and Associate enrollment date must be in the same month as the sign-up date and must be recognized in the Mannatech system for that month. There will be no exceptions to this. Mannatech recommends that you have at least one order in by the 20<sup>th</sup> of the month to insure inclusion in this group.

Mannatech reserves all rights for final explanation.

### OFFICIAL RULES:

1. BY ENTERING THIS PROMOTION, PARTICIPANTS ACCEPT AND AGREE TO BE BOUND BY THESE OFFICIAL RULES. FURTHERMORE, ANY VIOLATION OF THESE RULES BY THE PARTICIPANT MAY, AT MANNATECH'S SOLE DISCRETION, RESULT IN DISQUALIFICATION. ALL DECISIONS OF MANNATECH REGARDING THIS PROMOTION ARE FINAL AND BINDING IN ALL RESPECTS.
2. All commissions, bonuses and earnings are earned through the sale of Mannatech products. The examples set forth in this Promotion are for illustration purposes only.
3. Only Associates in Good Standing during the Promotion Period are eligible to earn the incentive.
4. Qualification will not be considered from the result of an existing Associate sponsor transfer, override or country transfer.
5. Prior to the official notification of qualification to Participants, all qualification information provided by

- Mannatech is unofficial and subject to change and verification by Mannatech. If the Participant falls below the Qualification Criteria, the Incentive Package will not be awarded.
6. Mannatech assumes no responsibility for notifying Participants of any returns or cancellations within their organization that affect point totals.
  7. We recommend (but do not require) that Participants keep track of their progress. Inquiries to research an account must be submitted through the Mannatech call center.
  8. All final rules and rule interpretations are solely at Mannatech's discretion.
  9. Awards are not transferable and may not be given away or sold. Only the names on the account are eligible to redeem the awards. In addition, if the Contest Qualifier chooses not to accept the award **no cash will be awarded** and the trip will be forfeited.
  10. Travel visas must be valid for a trip. Mannatech will not be responsible for any travel visas for any Contest Qualifiers and his/her guest(s).
  11. All new Associate accounts used to earn the trip must have a unique SSN, SIN and EIN and the Associate must be new to Mannatech or have not ordered product in the last 6 months.
  12. If a shared position qualifies for the Incentive Package, the joint owner of the position may be the guest. Each person listed on the account is not entitled to bring a guest. If one of the joint account owners chooses not to attend, a guest may be invited. However, the name on the account will be used for recognition purposes.
  13. Mannatech, in its sole discretion, reserves the right to substitute awards for one of equal or greater value for any individual or the entire group of Contest Qualifiers.
  14. Participants with excessive returns of products in their organization may be disqualified. In addition, if there are any excessive returns in the 12-months following the receipt of an award, Mannatech has the right not to accept the returns and/or the Associate agrees to reimburse Mannatech for the cost of the trip or Incentive Package and any other recognition received by the Associate. Mannatech reserves the right, in its sole discretion, to determine what constitutes excessive returns.
  15. Participants **must be 18 years of age or older at the start of the promotion period** to participate. If the Participant is under the age of 18 years old, a parent or legal guardian must also be named on the account. Online verification of age will be **REQUIRED** prior to completion of the registration. If it is found that the Contest Qualifier was not at least 18 years of age at the start of the Qualification Period, the Incentive Package **WILL BE** forfeited and may not be transferred to a legal guardian or parent.
  16. Participants must be a resident of the United States or Canada in order to participate and must be able to show proof, excluding residents of Quebec.
  17. An online Release of Liability may be requested when registering in order for a trip reservation to be completed.
  18. All applicable taxes are the responsibility of the Contest Qualifier. Contest Qualifiers in the United States and Canada. The value of the package included in their 1099 and T4A will vary depending on the award.
  19. If the Contest Qualifier cancels after cash is awarded and hotel rooms are booked, the Contest Qualifier will be issued a 1099 or T4A for the expenses incurred regardless if the Incentive Package is actually taken. Not-for-profit or government agencies should consult a tax attorney prior to participation.
  20. Participants consent to the use of their name and likeness for publicity and promotional purposes by Mannatech without additional compensation, unless prohibited by law.
  21. Participants' New Associates and their Auto Orders will be audited throughout the Promotion Period and will require a valid SSN, SIN or EIN to qualify.
  22. Any indication of manipulation of the qualification criteria will disqualify any Participant attempting to benefit from the action. This includes sponsoring manipulation, adding members and or accounts of

people that do not exist, buying in volume for qualification purposes may be subject to legal and compliance review. Mannatech, at its sole discretion, may disqualify any Participant from participating, refuse to reward points and or Incentive Packages and require the return of Incentive Packages if Participant engages in any conduct Mannatech deems improper, unfair, or otherwise adverse to the operation of the Incentives or detrimental to other entrants. Such improper conduct includes but is not limited to, falsifying personal information before, during or after the Promotion Period and may be subject to legal and compliance review.

23. If a Contest Qualifier voluntarily or involuntarily terminates his or her distributorship under the terms of the Associate Agreement before the trip, he or she will forfeit the right to receiving the award.
24. A cancellation for an award will be treated as final and will not be reinstated.
25. Guests of the contest qualifier may not be a Mannatech Associate unless they are a family member for a travel trip. A guest may not attend the trip without the qualifier.
26. Participants must refer to the Mannatech Compensation Plan in the Participants' market for more details.
27. Mannatech reserves the right to cancel or modify this Incentive program as determined by Mannatech at its sole discretion.
28. No purchase necessary.

#### DEFINITIONS:

1. Associate in Good Standing - one who has (1) renewed his or her position as required by the Company within the promotion period whichever or within one year as required and (2) has not received a final compliance sanction precluding the Associate from participating in events and/ or receiving recognition. A "Compliance Sanction" is considered final when (1) a ruling by the Compliance Committee is not appealed or (2) when an appealed compliance matter is decided by the Appeal Panel.
2. Point Volume (PV) - Points assigned to every product for the purpose of bonus qualifications.
3. Contest Qualifiers - A Qualified Associate who has met the minimum requirements of the incentive.