

Mannatech Compensation Plan



Mannatech Mission and Vision

Our mission is to fight global malnutrition by nourishing the world with Real Food Technology® supplementation while empowering and rewarding the lives of those who champion our cause.

Our vision is to impact the global epidemic of childhood malnutrition by linking five million consumers of Real Food Technology supplementation with five million children in need.

Social Entrepreneurship

Through our M5Msm donation through consumption programme your Business will help impact the lives of the worlds most vulnerable children and your rewards are linked directly to that purpose.

Mannatech Rewards Plan

Through multiple income streams, Associates are rewarded for their acquisition of consumers, as well as their ability to develop and train other leaders to do the same. Approximately 43% of the price Mannatech receives for all products and packs sold will be paid as bonuses and incentives through the Mannatech Rewards Plan. The plan provides 18 distinct methods of earning. To get the most benefit, it is important to understand how to build and train an organisation to capitalise on each of them.

16 Ways to Earn

Personal Production Rewards

1. Retail Bonus
2. Member Bonus
3. Direct Bonus
4. Power Bonus
5. Auto Order Bonus

Organisational Rewards

6. Team Bonus
7. Team Development Bonus
8. Leadership Bonus
9. Leadership Generational Bonus
10. Leadership Level Bonus
11. Leadership Development Bonus
12. Presidential Development Bonus
13. Lifestyle Bonus
14. Silver and Gold Presidential Bonus
15. Platinum Presidential Bonus
16. Incentives

It is illegal for a promoter or a participant in a trading scheme to persuade anyone to make a payment by promising benefits from getting others to join a scheme.

Do not be misled by claims that high earnings are easily achieved.

Immediate Income Rewards

Personal Production Rewards

Personal Production Rewards opportunities offer you a number of ways to earn commissions directly from the sale of Mannatech products. These bonuses provide immediate income to Associates for product and product pack sales to all direct retail customers, Members and Associates. You do not earn commissions or bonuses on your own product purchases. There is no requirement to purchase a product pack to become an Associate or earn any level of compensation.

Retail Bonus

Associates may purchase products from the company at Associate cost and then resell these products to their customers at retail prices. Your retail bonus will be the difference between the Associate cost and the retail price.

Direct Retail Customers

Associates can refer customers to Mannatech's toll-free number 0800 028 3071 to place retail product orders directly with the company. Give a customer your account number preceded by an "R". (Example – R12xxxx). The customer can then place a product order at the retail price, and the company will ship the product directly to them. As an Associate, you will earn your bonus based on the difference between the retail price and Associate price of the total product order.

Member Bonus

The Member Programme provides outstanding potential for Associates to earn commissions based on the purchases of the Members in their group. The first Qualified Associate - Premium Champion who sponsors a Member will receive a maximum 20% Member Bonus* on the Member's product purchases. If the first upline Qualified Associate is a Champion Associate the Member Bonus will be 15% of the Members product purchases*, the additional 5% will pay to the first Qualified Premium Champion Leader at Regional Director or higher.

* Excluding VAT and shipping.

Immediate Income Rewards

Pack Bonuses

Direct Bonus

A Direct Bonus is paid to the Enroler on the sale of any product pack. The Enroler must be in the same line of sponsorship as the person purchasing the sign-up product pack. If the Enroler's position is terminated, the Direct Bonus will pay to the next upline Enroler. If the Direct Bonus rolls up the maximum amount that will payout is the Champion amount. The Direct Bonus is paid on the products included in any product pack. No personal Qualifying Volume (QV) is required to earn the Direct Bonus. If the Enroler is a Champion Associate they will only receive the Champion Direct Bonus amounts. If the Enroler is an Premium Champion they will receive the Premium Champion amounts.

Direct Bonus		
	Champion Amount	Premium Champion Amount
Champion Pack	£6.00-£9.50	£9.50-£15.00
Premium Champion Pack	£14.25	£22.00



Immediate Income Rewards

Power Bonus

The Power Bonus is designed to award significant, immediate income to those who choose to achieve the status of Premium Champion Associate.

How the Power Bonus Works

- To earn the Power Bonus, you must be a Qualified Premium Champion Associate and the Enroler.
- As Enroler, you must enrol 4 Premium Champion product packs or Premium Champion Upgrade product packs to earn the Power Bonus.
- For every 4 Premium Champion product packs or Premium Champion Upgrade product packs you sell as Enroler, you can earn a Power Bonus. This means you can earn the Power Bonus multiple times.
- For your Premium Champion product pack and Premium Champion Upgrade product pack sales to accumulate each Business Period, you must maintain Qualified Premium Champion status.
- **If you do not maintain Qualified Premium Champion status for any Business Period, all previously accumulated sales from Premium Champion product packs and Premium Champion Upgrade product packs will be zeroed out and will not count towards future Power Bonus qualifications.**
- Any Associate who enrolls as an All-Star must qualify for the Personal Power Bonus within three full Business Periods following the first All-Star enrollment.
- If an Associate does not qualify for their Personal Power Bonus by the end of the fourth Business Period following their first enrollee, he/she will lose the first Business Period's All-Star count as part of the roll-off process and the count will start with the next Business Period.

If you upgrade to Premium Champion status all your personally Enrolled Premium Champion pack enrolments will count towards earning the Power Bonus in the BP that you upgrade.

Product packs cancelled during the Business Period or returned prior to a commission run for the Business Period when the commissions are being paid will not accumulate towards a Power Bonus.



**There are other configurations that also meet the Bonus requirements.*



Organisational Rewards

Automatic Order Bonus

A 3% bonus is paid on an Associate's cost of product(s) selected on an Automatic Order*. This bonus will be paid to the Enroler if they are a Qualified Premium Champion Regional Director (RD) or above. Otherwise, the bonus will be paid to the first upline Qualified Premium Champion RD or above in the line of sponsorship above the Associate who maintains an Automatic Order during the Business Period.

How the Team Bonus Works

The Team Bonus is designed to reward you for taking the first steps necessary to build and train an active, growing sales organisation.

Qualifications for Team Bonus:

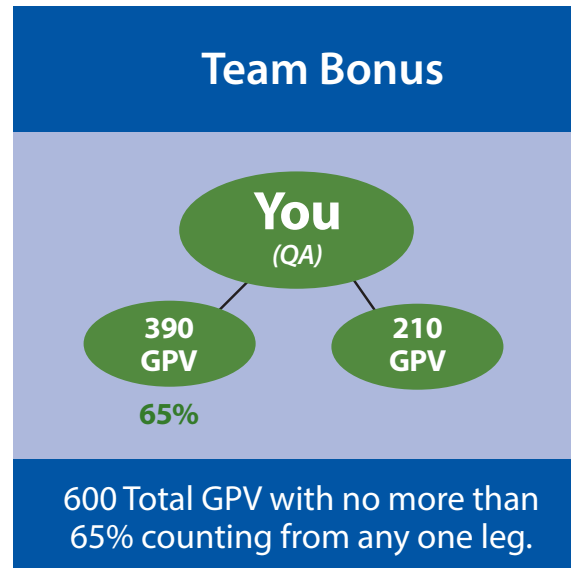
- Be a Qualified Associate (QA) by achieving 100PV during the Business Period.
- Achieve 600 GPV from your Members and Organisational sales (no more than 65% of GPV requirement can come from any one leg) in the Business Period.

Earn a £40 Team Bonus

* Excluding VAT and shipping.

The Team Bonus offers new Associates a number of distinct advantages:

- Earn a minimum £40.00/BP with sales volume from your downline organisation. You will continue to receive this income in each BP the qualifications are met until you reach National Director.
- Once National Director or above is achieved the Team Bonus is replaced with the Lifestyle Bonus.
- Motivates everyone in your organisation to focus on their product customers to enrol in the Automatic Order Loyalty Programme.
- Assists in building your downline to help you qualify for Organisational Rewards sooner.



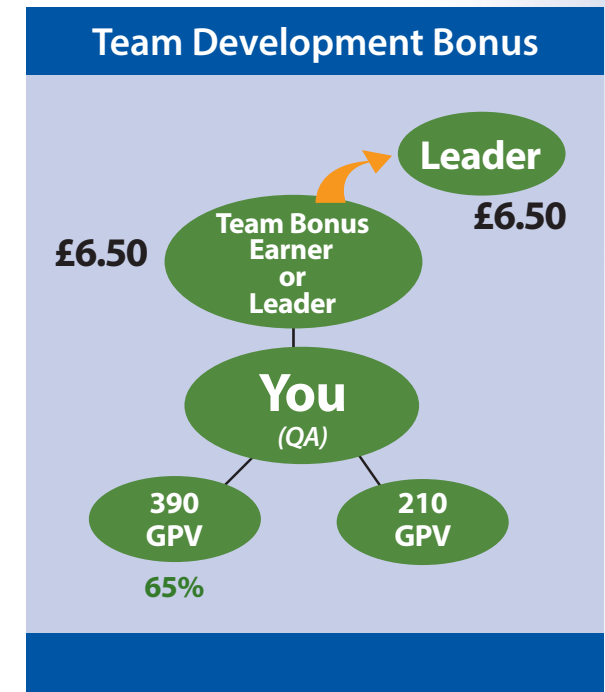
Team Development Bonus

The Team Development Bonus (TDB) rewards you for helping others in your organisation build their teams.

How the Team Development Bonus Works

Each Team Bonus earned by a QA generates two TDBs. The first TDB will pay to the first Team Bonus earner or RD and above. The second TDB will pay to the first RD and above from the first TDB earner. The first and second TDB earners will receive £6.50 each.

Note: If a Team Bonus earner develops more than 1,500 Group Point Volume (GPV) and/or becomes an RD or above, the TDB will not be paid.



Organisational Rewards

Leadership and Generational Bonuses

Leadership and Generational Bonuses reward your leadership skills and talents as you build your Business organisation by increasing product sales through recruitment and development of other Leaders. Whether you move up the Leadership Bonus ladder quickly or over a more extended time, as you reach higher Leadership levels, you can earn greater long-term income on your total group sales.

Leadership Bonuses provide Associates the ability to earn on more levels of sales activity and to earn higher bonuses on their entire group's sales.

Generational Bonuses are paid to Qualified Associates at various Leadership levels based on the sales activities of Leaders in their organisation at equal or higher Leadership levels.

How These Bonuses Work

To participate in the Leadership portions of this plan, you must first be a Qualified Associate. You will earn various percentages for the depth of your organisation. Leadership Bonuses will be paid for product sales generated in your downline organisation.

The Specific Leadership Levels You Can Reach Are:

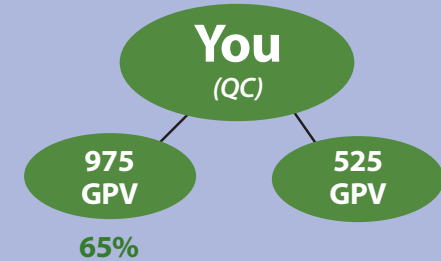
Regional Director

A Regional Directors (RD) is a Qualified Champion (QC)/Premium Champion Associates (QPC) who have a minimum of two legs with a total of 1,500 Group Point Volume (GPV). The GPV can come from any number of legs, but no more than 65% (975 GPV) can come from any one leg in a qualifying Period. Point Volume generating from any Associate's personal position does not count toward GPV requirements.

RDs Receive:

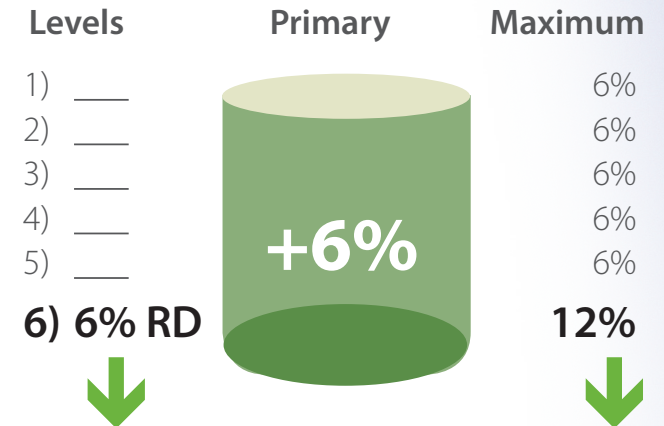
- 6% of their Primary Group Actual Pay Out (GAPO)
- 5% on the sales of their first-generation RDs' Primary GAPO
- 4% on the sales of their second-generation RDs' Primary GAPO
- 6% of APO on their sixth-level sales with compression and roll-up
- Qualification to receive the Team Development, Leadership and Generational Bonuses
- Auto Order Bonus will pay to Qualified Premium Champion RDs or above.
- All Qualified RDs will continue to receive a £40 Team Bonus.

Regional Director



1,500 total Group Volume (GPV) with no more than 65% (975 GPV) counting from any one leg

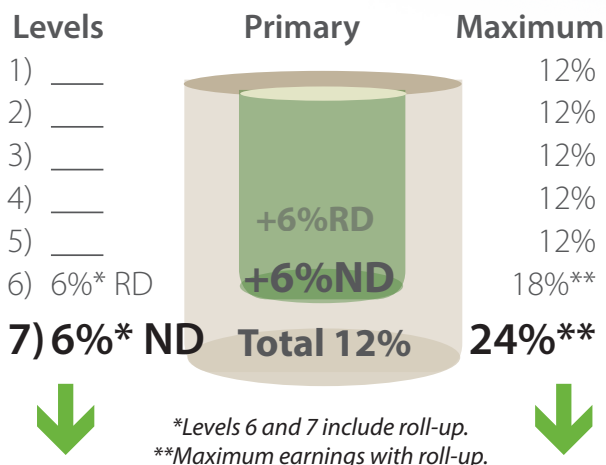
Regional Leadership Bonus



Primary Volume is the volume created by a Leader down to the next Leader in his or her organisation of the same or higher level.

Organisational Rewards

National Leadership Bonus



In addition to the benefits of RDs, NDs receive:

- 6% on the sales of their National Primary GAPO
- 5% on the sales of their first-generation NDs' Primary GAPO
- 4% on the sales of their second-generation NDs' Primary GAPO
- 6% of APO on the sales of their seventh level with compression and roll-up
- Eligible to receive Lifestyle Bonus

Note: ND's and above are not eligible to receive the Team Bonus payout

Executive Director

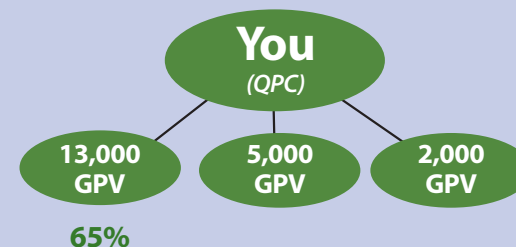
An Executive Directors (ED) is a qualified Premium Champion Associates who have at least three legs with a total of 20,000 GPV in a qualifying Period. The GPV can come from any number of legs, but no more than 65% (13,000 GPV) can come from any one leg in a qualifying period, and no more than 90% (18,000 GPV) can come from any two legs. A total of 2,000 GPV must come from side volume, generating outside of the two strongest legs.

In addition to the benefits of NDs, EDs receive:

- 6% on the sales of their Executive Primary GAPO
- 5% on the sales of their first-generation EDs' Primary GAPO
- 4% on the sales of their second-generation EDs' Primary GAPO
- 6% of APO on the sales of their eighth level with compression and roll-up

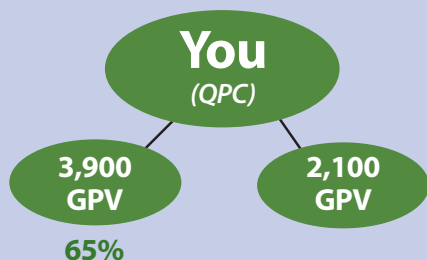
Note: Your qualification for certain bonuses and commissions beyond the Executive Director level will be dependent on your participation in the Company's Presidential Ambassador Program as further explained on the pages that follow.

Executive Director



20,000 total Group Point Value (GPV) with no more than 65% (13,000 GPV) counting from any one leg and no more than 90% (18,000 GPV) counting from any two legs

National Director

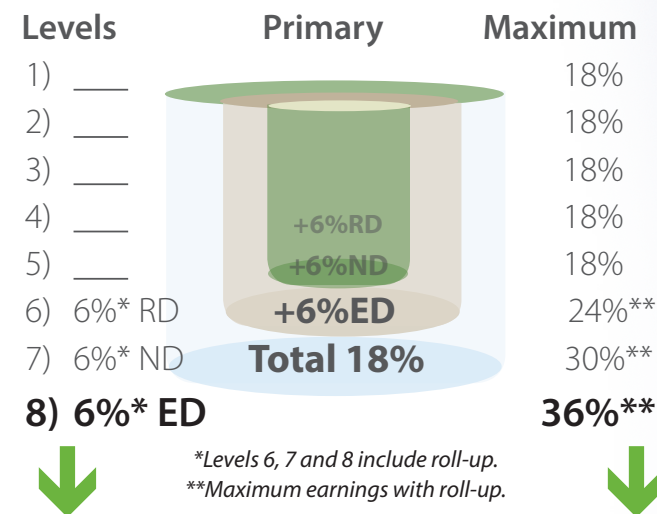


6,000 total Group Point Volume (GPV) with no more than 65% (3,900 GPV) counting from any one leg

National Director

A National Directors (ND) is a qualified Premium Champion Associates who have at least two legs with a total of 6,000 GPV. The GPV can come from any number of legs, but no more than 65% (3,900 GPV) can come from any one leg in a qualifying Period.

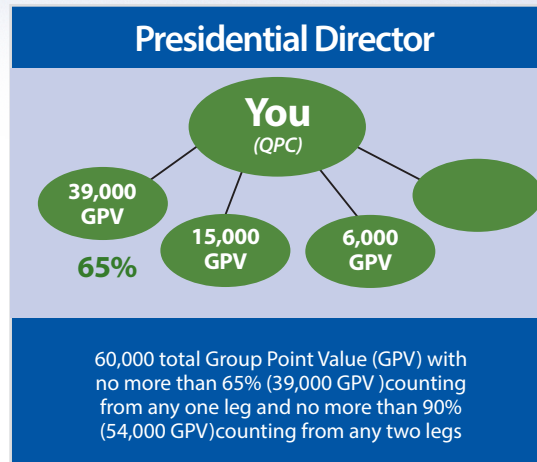
Executive Leadership Bonus



Organisational Rewards

Ambassador programme

Only those Presidential Associates that qualify for and maintain their qualification in the Ambassador Program are eligible to earn (to include but not limited to) the Presidential bonuses (which are identified throughout the Career and Compensation Plan booklet by “++”), participation in certain incentives/programs (see the rules and qualification requirements for each incentive/program), and recognition at events. Participation in the Presidential Ambassador Program is subject to the Presidential Associate’s adherence to the terms and conditions set forth in Section 4.9.8 Presidential Director Ambassador Program (“Ambassador Program”) of the Associate Policies and Procedures.



Bronze Presidential

A Bronze Presidential is a PD with a Presidential in one downline leg in the same BP.

Silver Presidential

A Silver Presidential is a PD with a Presidential in two separate downline legs in the same BP.

Gold Presidential

A Gold Presidential is a PD with a Presidential in three separate downline legs in the same BP.

Platinum Presidential

A Platinum Presidential is a PD with a Presidential in four separate downline legs in the same BP.

Note: For the benefits of building Presidential legs, see the Presidential Development Bonus section on page 9.

Presidential Director ++

A Presidential Director (PD) is a Qualified Premium Champion Associates who have at least three legs, with a total of 60,000 GPV in a qualifying Period. The GPV can come from any number of legs, but no more than 65% (39,000 GPV) can come from any one leg in a qualifying Period, and no more than 90% (54,000 GPV) can come from any two legs. A total of 6,000 GPV must come from side volume, generating outside of the two strongest legs.

In addition to the benefits of EDs, PDs receive:

- 8% of their Presidential Primary GAPO
- 6% on their first-generation PDs' Primary GAPO
- 4% on their second-generation PDs' Primary GAPO
- Qualification to participate in the Presidential Development Bonus

Presidential Leadership Bonus

Levels	Primary	Maximum
1	—	26%
2	—	26%
3	—	26%
4	—	26%
5	—	26%
6	6%* RD	32%**
7	6%* ND	38%**
8	6%* ED	44%**

**Levels 6, 7 and 8 include roll-up.
**Maximum earnings with roll-up.*

Leadership Development Bonus

The Leadership Development Bonus (LDB) is designed to reward you for building and maintaining Leaders within your organisation. Once you become a National Director or higher, you become eligible to earn this bonus. There is no limit to the number of Leadership Development Bonuses you can earn.

How the Leadership Development Bonus (LDB) Works

A £60 ND (LDB) is paid to the first upline qualified ND or above on every qualified ND. A £215 ED (LDB) is paid to the first upline qualified ED or above on every qualified ED. You earn these bonuses every Business Period, the qualification criteria are met.

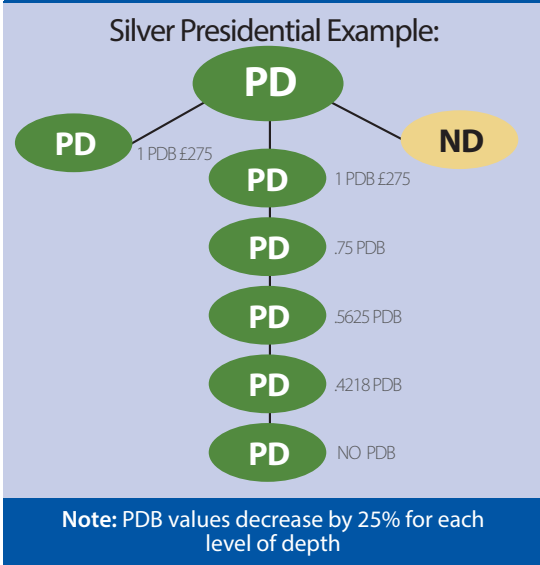
Organisational Rewards

Presidential Development Bonus ⁺⁺

The Presidential Development Bonus (PDB) rewards Presidential Directors for developing Presidentials in depth and width. Each Presidential Director receives a PDB based on Presidential Directors developed in both width and depth, as follows:

# of PD Legs in Width	Pays Through Generation of Depth
1..... 2	5..... 8
2..... 4	6..... 9
3..... 6	7..... 10
4..... 7	8..... 11

Presidential⁺⁺ Development Bonus



⁺⁺ Only those Presidential Associates that qualify for and maintain their qualification in the Ambassador Program are eligible to earn the Presidential bonuses (see Section 4.9.8 of the Associate Policies and Procedures).

Lifestyle Bonus

A bonus for each qualified Premium Champion with the current leadership level of National Director or above. The Lifestyle bonus can be earned each Business Period and will be based on your leadership level.

LIFESTYLE BONUS	
Leadership Level	Reward
National Director	£200.00
Executive Director	£430.00
Presidential Director ⁺⁺	£990.00

Silver and Gold Presidential Bonus ⁺⁺

The Silver and Gold Presidential Bonus pool is based on 1% of global Automatic Order and product pack sales and is paid with the product commissions each Business Period.

A Presidential Director who achieves and maintains Silver PD will receive 1 full share from the pool. A Presidential Director who achieves and maintains Gold PD will receive 2 full shares.

Platinum Presidential Global Volume Bonus ⁺⁺

The Platinum Presidential Global Volume Bonus (GVB) is a pool based on 1% of Global Finished Product Sales (GFPS) and product pack sales and paid with the product commissions each Business Period. The GVB is divided into two sub-pools, one earned for loyalty to Mannatech and the other for side volume activity. The loyalty sub-pool is 75% of the total GVB pool. One share is granted for each Presidential Director leg developed. The total number of shares from all Platinum Associates each BP is divided

into the loyalty sub-pool to determine the share value. Each Platinum Presidential Director is paid the share value multiplied by the number of Presidential legs each has achieved.

The side volume sub-pool is 25% of the total GVB pool. This sub-pool has weighted shares based on the total side volume achieved outside of all Presidential Director legs. The amount of the sub-pool is divided based on the amount of side volume from each qualified platinum Presidential Director. The total amount of side volume GPV from each Qualified Platinum Presidential Director is divided by the amount of sub-pool. This ratio is then applied to the side volume of each individual Platinum Presidential Director. This determines the portion of the 25% sub-pool each Qualified Platinum Presidential director will receive.

To Qualify for the Platinum Presidential Global Volume Bonus (GVB)

- You must achieve 100 QV/BP.
- You must qualify as a Presidential Director each BP.
- You must maintain four qualified Presidential Director legs each BP.

Note: Any Bronze Presidential Director or above who is determined to have breached the Agreement, including but not limited to the cross-sponsoring policy or the recruiting of Mannatech Associates for another MLM company, will be prevented from receiving commissions in the GVB for a two-year period upon achieving Platinum Presidential Director status and/or is subject to possible termination of the Agreement.

Incentives

Incentive Compensation

Incentives go beyond the Compensation Plan. Designed as extra motivation to help Associates achieve their goals and earn special rewards, trips, recognition and incentives.

At Mannatech, we want your Business to be satisfying and enjoyable. That's why we offer some of the most memorable incentive programmes you'll find anywhere. Veteran Associates have learned that Business achievement at Mannatech can mean far more than just financial rewards. Mannatech's exciting incentive programmes can result in awarding you cash, prizes or admission to special events for meeting selected Business performance criteria. You might even find yourself at an exotic location, accompanied by your Mannatech friends and Business associates!

Visit **Mannatech.com** at any time to learn how you can qualify to earn incentive awards.

Additional Information

Schedule of Payment

Retail, Member, Team and Team Development, Leadership and Leadership Development, Generational, Lifestyle, Presidential Development, Global Volume and 3% Automatic Order Bonuses will pay two weeks after the close of the Business Period.

Power Bonuses will pay four weeks after the close of the Business Period.

Direct, Generation Direct Bonuses will pay at two and also four weeks.

Qualification and Commissions

The plan requires that Associates achieve various levels throughout the plan along with set Qualifying Volume (QV) through product sales to earn commissions as follows:

- Qualified Associate 100 QV
Member Bonus, Team Bonus, Regional Director and Team Development Bonus
- Premium Champion Associate 100 QV
Same as above + Member, Generation, Automatic Order, National, Executive and Presidential Director, Leadership Development, Presidential Development, Power and Lifestyle Bonuses

Thirteen Business Periods

The plan requires that Associates qualify for set QV each Business Period. The company operates on a calendar year of 13 four-week Business Periods.

Upgrade Options

If you are currently a Champion Associate and want to become a Premium Champion Associate, you may choose one of the two options described below.

When you achieve Premium Champion Associate, you begin receiving the status and pay that accompanies that level to the Business Period earned. The annual renewal date on your position will change to the last day of the Business Period when your Premium Champion status was achieved.

An upgrade happens only one time, since once a Premium Champion status is achieved, you can never drop from that status, provided your status is renewed each year.

1. Purchase of an Upgrade Product Pack

A current Champion Associate may become a Premium Champion Associate through the purchase of a Premium Champion Product Pack.

2. Achieving Set Personal Member Point Volume Options (PMPV)

The plan allows you to upgrade to Premium Champion Associate through point accumulation from Personal Member Point Volume (PMPV) qualifications in a Business Period. The PMPV qualifications come from the sales volume generated through your product sales/purchases plus product sales to your Members. The PMPV qualifications that must be met in one Business Period are as follows:

- Champion Associate 500 PPV + 500 Member PV
- When you upgrade via PMPV, you will become eligible to begin receiving Premium Champion Associate commissions.

Retention/Renewal Options

Your Associate status is re-visited annually on your anniversary BP (one year after your original registration or last renewal), with three options being available, as described below. You must take action through one of these options for your commissions to continue generating.

1. Premium Champion Renewal Through Renewal Product Pack Purchase

If you are a Premium Champion Associate, you will receive a renewal letter/email approximately 30 days prior to close of your anniversary BP. For your Premium Champion Associate commissions to continue generating, your renewal payment must be received before the close of your anniversary BP. Upon purchase of your Leadership Renewal Product Pack, your Associate agreement is automatically renewed for 13 Business Periods at the Premium Champion level you have achieved.

As Leadership Renewal Product Packs carry 52 Qualifying Volume (QV), you must maintain a qualifying order in your anniversary BP to remain eligible for full Premium Champion bonuses. On your qualifying order in that BP, 50% of the APO will be deducted to fund administration costs.

Additional Information

2. Premium Champion Renewal Through PMPV Option (see #2 Under "Upgrade Options")

If you are a Premium Champion Associate, you may also meet your annual Leadership renewal requirements in your anniversary BP by meeting the PMPV requirement as described below:

- Premium Champion Associate 500 PPV + 500 Member PV

On your qualifying order in your anniversary BP, 50% of the APO will be deducted to fund administration costs.

3. Automatic Retention at the Associate Champion Associate Status

Premium Champion Associates who choose not to renew their Leadership status by either of the above options may continue to order products, and will be retained at the Champion Associate level. This automatic transaction will take place with the first product order after the anniversary date. If no order is received, the Associate's status is considered "on hold." However, such Associates can regain their Premium Champion Associate status at any time through the purchase of a Renewal Pack; the annual renewal date would then change to the date of the renewal order.

Champion Associates are automatically retained through ongoing product orders, and any product order(s) placed in any Business Period following the renewal date will have the 50% deducted from the APO (as noted in (1) and (2) above). If an order is not placed after the annual renewal date, you will be considered non-renewed.

Note: Your Members will also have a 50% APO deduction the Business Period following one year from their original registration date and then annually thereafter.

Returns, Refunds and Cancellations

All returns and cancellations of product and product pack orders will not count toward qualifications or commissions. Commission overpayments resulting from returns, refunds and/or recalculations may be deducted from future commissions, or they may be deducted from the pools prior to the commission runs. The company may also withhold future commissions or bonuses in the event a product pack for which you have already been paid a commission or bonus is returned.

Please refer to policy number 5.13 in the Associate Policies & Procedures for complete rules on returns, refunds and cancellations.

Factoring Language:

All payments under the global Compensation Plan are subject to and may be limited by the following conditions. There will be a cap (or maximum pay-out amount) on all commissions, incentives, bonuses and other compensation (cumulatively "Potential Commissions") to qualifying Associates during a commission cycle equal to 42.6% of the global net commissionable sales revenue the Company receives during a commission cycle (the "Maximum Payout Amount"). Should the global Potential Commissions exceed the Maximum Payout Amount; the Company will reduce commissions ("factor") proportionately in order to equal the Maximum Payout Amount.

Glossary

Accelerated Leverage

Mannatech's combination of Team Bonus, Team Development Bonus and Power Bonus, which together can provide you with significant, faster income while you are building your Business organisation toward long-term income.

Actual Pay Out (APO)

The maximum pound sterling value assigned to products and product packs on which commissions will be paid, in a qualification period.

Associate

Any independent distributor who is eligible to participate in the Career and Compensation Plan and is governed by the Associate Policies and Procedures, Career and Compensation Plan and Associate Terms and Conditions as part of his or her agreement with Mannatech.

Associate Levels

Levels at which an individual may choose to enroll with Mannatech. There are three Associate levels: Associate, Champion and Premium Champion.

Associate Status

There are two types of Associate status.

1. Active – renewed their annual status and purchased the appropriate amount of sales volume in the current Business Period.
2. Inactive – an Associate or Member who has not ordered any products or packs in the most current six completed

Business Periods.

Automatic Order

An optional product order that is automatically generated from the start date selected. Automatic Orders are processed every 28 days for Associates and every 30 days for Members.

Automatic Order Bonus

A bonus of 3% of an Associate's Automatic Order (excluding VAT and shipping) is paid each Business Period to the Enroler if they are a Qualified Premium Champion Regional Director or above, or to the first Qualified Premium Champion Regional Director or above upline from the Associate with the Automatic Order.

Business Period

For compensation distribution purposes, Mannatech divides each year into 13 four-week Business Periods. A Business Period calendar with dates for the year can be found in the Resource Library on mannatecheurope.com.

Career and Compensation Plan

The Mannatech Career and Compensation Plan is designed to maximise each stage of Business growth. Through multiple income streams, Associates are rewarded for their efforts on initial Business development and sales. The plan provides a variety of distinct methods of earning income.

Compression In the Leadership and Generational Bonuses, all non-selling and non-renewed Associates are

eliminated from the calculation of the bonus. Purchasing Associates are then compressed, replacing the levels of non-selling and non-renewing Associates and creating pay levels before bonuses are calculated.

Champion Associate

An Associate who has enrolled with a Champion Associate Pack. A non-renewed Premium Champion Associate who continues to order products is re-classified to this level.

Current Associate

Any Associate who has placed an order in a 365-day reporting Period.

Direct Bonus

The bonus paid to the Enroler on the sale of any product pack.

Downline

Consists of all the Associates/Members enrolled or sponsored by an Associate/Member or by other Associates/Members in their team or organisation.

Enroler

The Associate who actively works with a customer to introduce them to Mannatech products and is listed on the Associate Application and Agreement as the Enroler. The Enroler and the Sponsor may be the same person, or the Enroler may place the new Associate under a different Sponsor in their organisation.

Executive Director (ED)

Mannatech's third level of Leadership. Qualified Premium Champion Associates who have a minimum of three legs with a total of 20,000 Group Point Volume (GPV) based on product and product pack sales, thus qualifying them for the Executive Leadership Bonus with increased depth bonuses beyond the National Leadership Bonus.

Factoring

Process of capping commissions.

Former Buyer

An Associate or Member who last placed a product/pack order (excluding MPMs) in the time Period three, four, five and six completed Business Periods ago, and who does not have an Automatic Order that will trigger a product purchase in the current Business Period.

Generational Bonuses

A series of bonuses paid to qualified Associates at various Leadership levels based on the sales activities of Leaders in their organisation at equal or higher Leadership levels.

Generational Volume

The volume created by downline Leaders of the same or higher level as the Leader.

Group Actual Pay Out (GAPO)

The total APO that is paid on product and product pack sales generating from a Leadership organisation (same as Regional Director level or higher) in a qualification period down to the next Leader of same or greater Leadership status. While excluding your own APO, it does include your first Leader's APO, since they are not paid on their own APO.

Group Point Volume (GPV)

The total PPV earned from all Associates and members in your downline, in one Business Period.

Inactive

An Associate or Member who has no order in the current or previous six completed Business Periods, and who does not have an Automatic Order that will trigger an order in the current Business Period, and is past due renewal date.

Income

Income that re-occurs Business Period after Business Period, on an ongoing basis. The network marketing business model provides for income from all ongoing product orders of everyone in your Business organisation, through the specifics of the compensation plan.

Independent Distributor

See: Associate.

Leader

Any Associate who has obtained one of Mannatech's Leadership Levels: Regional Director, National Director, Executive Director or Presidential Director.

Leadership Bonuses

A series of bonuses that provide continued income as the Associate advances in leadership levels. An Associate must first be a Qualified Premium Champion and will earn increasing percentages of product sales generated in their downline organisation, into greater depth of their organisation. (N.B Champion Associates can benefit at Regional Director level only.)

Leadership Development Bonus

Designed to reward National Directors and Executive Directors for building the first level of National Directors, or higher, in their organisation. This can range from £60 per National Director to £215 per Executive Director.

Leg

A personally sponsored Associate and that entire downline structure.

Leg GPV (Leg Group Point Volume)

Leg GPV is the total Group Point Volume under an entire leg of your organisation. Leg GPV includes member volume for Leadership purposes.

Lifestyle Bonus

A bonus that is paid to all National Directors and above for achieving and maintaining their specified leadership level.



Programme

Every month a consumer has an Automatic Order containing an Advanced Ambrotose® product, PLUS™ tablets, NutriVerus® powder, Omega-3 with Vitamin D3 capsules, Phytomatrix® tablets, Ambrotose AO® capsules, MannaBears™ supplement, and PhytoMatrix® tablets, the company will fund a month's supply of Mannatech's patented PhytoBlend™ powder for an undernourished orphan.

Member

A regular consumer of Mannatech's products who receives a 5% discount off the retail price of our products. Members are not Associates and do not participate in the Mannatech Career and Compensation Plan.

Member Bonus

Pays from the total Member product purchases to (excluding VAT and shipping) the first upline Qualified Associate.

Member Generation Bonus

Pays from the Member Bonus to the first upline Premium Champion Associate Leader.

Member Point Volume (MPV)

The total Member PV of all Members who qualify in a Business Period. This PV total is used to calculate the Personal Member Point Volume and Group Point Volume.

National Director (ND)

Qualified Premium Champion Associates who have a minimum of two legs with a total of 6,000 Group Point Volume (GPV), thus qualifying them for the National Director Leadership Bonus with increased depth bonuses beyond the Regional Leadership Bonus.

Mannatech Online Documents (MOD)

Mannatech's library of online documents. Individual documents are listed by MOD number. Visit the Library section of uk.mannatech.com.

Network Marketing

A Business model in which a distributor network is needed to build the Business. Usually such Business involves payouts occurring at multiple levels (hence, multilevel marketing).

Personal Member Point Volume (PMPV)

The total of an Associate's PPV plus their personally sponsored Members' PV in a Business Period.

Personal Point Volume (PPV)

The number of points earned on personal product purchases/sales needed to qualify for commissions during each Business Period. The PPV is used to calculate PMPV and GPV.

Personally Sponsored Associate

An Associate who can be enrolled by either you or an Associate upline of you, who is sponsored by you and sits directly below you in your structure.

Physical Level/Pay Level

Physical level is the actual level where an Associate is located in the downline structure. Pay level is the level at which an Associate will be paid after commission

Platinum Pool

A Global Volume Bonus is a pool of 1% of Global Finished Product and Product Pack Sales, and funds a reward programme for Platinum Presidential Directors plus certain travel and business development costs for Platinum Presidential Directors.

Point Volume (PV)

Points assigned to every product for the purpose of bonus qualifications.

Power Bonus

Earned when a qualified Premium Champion Associate enrolls 4 qualified Premium Champion sign-ups or upgrades. Can be earned multiple times.

Presidential Development Bonus

Rewards Presidential Directors for developing Presidentials in their organisation, both in depth and width (more legs).

The more Presidential Director legs an upline Presidential has (width) the deeper down it will pay.

Presidential Director (PD)

This is Mannatech's highest leadership level. These are Qualified Premium Champion Associates who have a minimum of three legs with a total of 60,000 Group Point Volume (GPV) based on product and product pack sales, thus qualifying them for the Presidential Leadership Bonus with increased depth bonuses beyond the Executive Leadership Bonus. Further, Presidential Directors gain benefits for building additional Presidential legs (see Presidential Development Bonus). A Bronze Presidential is a PD with a Presidential in one leg; a Silver Presidential has two legs with at least one PD; a Gold Presidential has three legs with at least one PD; a Platinum Presidential has four or more legs with at least one Presidential in each leg.

Primary Volume

The volume created by a Leader down to the next Leader in his or her organisation of the same or higher level.

Qualified Associate (QA)

An Associate who has at least 100 QV in the Business Period. A Qualified Premium Champion Associate must renew annually to maintain all Premium Champion privileges. Champion Associates, including non-renewal for Premium Champion Associates, must simply maintain 100 QV each Business Period to reclaim Qualified status.

Qualifying Volume (QV)

Volume coming from an Associate's personal sales volume. Premium Champion Associates must also be renewed for their Qualifying Volume to count toward all applicable commissions.

Premium Champion Associate

An Associate who achieves Premium Champion status by obtaining a set Personal Member Point Volume in one Business Period, or purchasing a Premium Champion pack.

Renewal

To be entitled to the full range of Premium Champion continuing bonuses, Associates must renew their positions annually, or re-achieve their status through the accrual of set PMPV based on product sales. The PMPV requirements in a Business Period for the Premium Champion level requirements are 500 PPV plus 500 Member PV.

Roll-Up

Several bonuses are paid out on every Associate's APO. When an Associate does not qualify to earn any portion of the Leadership or Generational Bonuses, the remaining bonuses roll up to the first Associate qualified to earn the bonus.

Silver and Gold Bonus

A Global Volume Bonus that is a pool of 1% of the Global Automatic Order Sales which funds a reward programme for Gold and Silver Presidential sales.

Sponsor

An existing Associate becomes a Sponsor at the time of enrollment of a new Associate. The 'Sponsor' on the application form guides the placement of the new Associate.

Sponsored Associates Sponsored Associates create a new leg and are placed on the first physical level of an organisation.

Success Tracker™

Mannatech's proprietary Business Management system that provides Associates with business-critical information. From downline Associate search tools to robust Sales and Marketing reports, Success Tracker supplies information that provides visibility into all aspects of an Associate's Mannatech business, which allows them to manage and grow their business

Suggested Retail Price

The recommended selling price for a product by the Associate to his or her non-member customers. This is a recommended price only, and there is no obligation to comply with the recommendation.

Team

This term has multiple uses in Mannatech. (a) Team Bonus. The same "team," comprised entirely of Premium Champion Associates, can provide you with a Power Bonus. (b) Many leaders use "team" to define their entire Mannatech organisation. (c) Other leaders use "team" to define a smaller group of leaders, or leaders-in-training, that they work closely with on an ongoing basis of mutual support to achieve growing success.

Team Bonus

Provides a minimum £40 each Business Period for building a team with 600 GPV in product and product pack sales each BP.

Team Development Bonus (TDB)

Once you have reached Team Bonus and beyond, this win-win bonus pays £6.50 to the first-generation Team Bonus earner or Leader, and £6.50 to the second generation upline Leader, whenever an Associate in their organisation achieves a Team Bonus. This bonus is ongoing every Business Period that qualifications are met.

Total Company APO

The total Company APO available for pools and commissions, less any amounts allocated to the Retention Program.

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