



## **2017-2018 Executive Director Incentive Rules** **Enrollment Date –September 1, 2017 through December 31, 2018**

### **New Executive Director Apple E-Gift Card Incentive**

Mannatech is proud to reward new Associates for reaching new leadership levels. New Associates have the opportunity to earn an Apple E-Gift Card for reaching Executive Director for the first time. Associates who earn the Apple E-Gift Card may choose to use the entire gift card to buy a new iPhone, purchase a mini iPad or put the money toward a larger laptop computer all in the effort to support their business. See how it works below:

**For the purpose of this incentive, new Associates are Associates that enrolled after in September 2017 or after.**

New Associates who achieve Executive Director Leadership level for the first time (in their Mannatech career) in the first 3 months following their enrollment date month will earn an Apple E-Gift Card. Canadian Associates will earn an Apple E-Gift Card for \$600 CAD and United States Associates will earn an Apple E-Gift Card for \$450 USD.

Example: If an Associate enrolled in July, the Associate has until the end of October to achieve Executive Director to earn the Apple E-Gift Card.

*Please refer to the Mannatech Career and Compensation Plan to find Executive Director Qualification Criteria. Qualification periods are based on an Associates new enrollment date.*

### **DEFINITIONS**

For purposes of these rules, the following definitions apply:

**NEW ASSOCIATE**— To qualify as a New Associate under the Apple E-Gift Card Incentive an individual must enroll as an Associate between September, 2017 and December 31, 2018. An individual will be considered a New Associate if he or she has previously enrolled and has reenrolled after 6 Months or more of no activity.

**NEW EXECUTIVE DIRECTOR**— An Associate individual must achieve Executive Director for the first time ever between October, 2017 and December 31, 2018. Please refer to the Mannatech Career and Compensation Guidelines for additional details.

**TERMINATED / RE-ENROLLED ASSOCIATES** -- Individuals who were inactive or were terminated may reenroll after six (6) Months of inactivity. If a Terminated Associate re-enrolls he or she will be considered a new Associate and may qualify for the gift card.

**INCENTIVE QUALIFIERS** -- Associates who achieve Executive Director Leadership and who have met all criteria to qualify for the Apple E-Gift Card Incentive

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**ASSOCIATES IN GOOD STANDING** -- Only active Associates in Good Standing during the Qualification Period and when the Apple E-Gift Card is awarded are eligible to enter or receive the Apple E-Gift Card. An “Associate in Good Standing” has not received a final compliance sanction precluding the Associate from participating in events 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.

### **Official Rules**

1. The Apple E-Gift Card awarded to the Incentive Qualifier named on the Mannatech account through the email of recorded provided Qualifier’s Mannatech account.
2. Only one (1) Apple E-Gift Card may be earned per Tax ID number. In no event may any Associate’s Tax ID number earn more than one (1) award. Any Associate who has previously qualified for an Apple E-Gift Card through a similar, or related Mannatech Incentive program may not earn a second product through this Incentive program. However, if an Associated is inactive for 6 months and reenrolls, he or she would be eligible to receive the gift card as stated above
3. If a shared position qualifies, only one Apple gift card will be awarded. Each person listed on the account is not entitled to an Apple E-Gift Card. The Apple E-Gift Card will be emailed to the email address on Mannatech file.
4. ALL participants **MUST BE 18 years of age or older** at the time of enrollment to participate in this incentive.
5. Mannatech, in its sole discretion, reserves the right to substitute an Apple E-Gift Card of equal or greater value for any individual Incentive Qualifier.
6. Incentive Qualifiers will be notified of their award via email per the VALID email account on file with Mannatech. If notification is returned as non-deliverable, the award may be forfeited.
7. The qualifier is responsible to contact Mannatech within 90 days of qualifying for the Incentive if they do not receive the email informing them they have not received the Apple E-Gift Card.
8. Participants must meet all eligibility requirements. Mannatech’s determinations and decisions are final on all matters related to this Incentive Program.
9. If the Incentive Qualifier chooses not to accept the Apple E-Gift Card earned, **no cash will be awarded** and the Apple E-Gift Card will be forfeited.
10. All applicable taxes are the responsibility of Incentive Qualifier. Qualifiers will have the value included in their reporting. Not-for-profit or government agencies should consult a tax attorney prior to participation.
11. By entering the Incentive Program, participants consent to the use of their name and likeness for publicity and incentive purposes by Mannatech without additional compensation, unless prohibited by law.
12. Mannatech reserves the right to cancel or modify this Incentive Program as determined by Mannatech at its sole discretion.



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13. By entering this Incentive Program, participants expressly agree to all rules and decisions made by Mannatech, Incorporated.
14. Associates must be a resident of Canada or the United States in order to participate. Mannatech reserves the right to disqualify an Associate if fraud or technical failures compromise the integrity of the Incentive Program, as determined by Mannatech at its sole discretion.
15. Mannatech reserves the right, in its sole discretion, to recover the aggregate retail value of the Apple E-Gift Card directly or indirectly through the withholding of future commissions in the following events:
  - a. If Product orders sold to achieve the prize are returned, the returned orders will be deducted from the qualification for the Apple E-Gift Card. After the deduction for returned products, the Associate falls below an Executive Director, the Associate will no longer be eligible for the Apple E-Gift Card.
  - b. An Incentive Qualifier is found to have committed fraud in connection with the achieving qualification for the Apple E-Gift Card.
16. Mannatech shall not be responsible or liable for damages, losses or injury resulting from entering the incentive or acceptance of the Apple E-Gift Card awarded.
17. Mannatech's aggregate liability in connection with this Incentive Program shall in no event exceed the retail value of the Apple E-Gift Card as estimated by these Rules.
18. This Incentive is void where prohibited by law.  
Gift cards will be issued one time and will not be reissued. It is the responsibility of the earner to keep track of the e-gift card sent.

#### CLARIFICATIONS

1. Leadership status is not finalized until the end of the Month. All determinations / decisions as to achieving Leadership are solely at Mannatech's discretion.
2. Recalculation requests for Commissions and Leadership Levels may not apply for qualifications.
3. Apple E-Gift Card are not transferable.

For more details, go to **Mannatech.com**  
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