

EUROPEAN TRAVEL INCENTIVE 2015 TO SPAIN



INCENTIVE OVERVIEW

THE INCENTIVE INCLUDES:

- 2 x economy return flights to Malaga, Spain.
- 3 x nights' accommodation at a Resort hotel in a double/twin room on a bed and breakfast basis. (From Tuesday 6th - Friday 9th October)
- 2 x nights' accommodation in a double/twin room at the Convention hotel on a bed and breakfast basis. (The European Convention will be held Friday 9th – Sunday 11th October)
- Transfers in Spain;
 - From Malaga airport to the Resort hotel
 - From the Resort hotel to the European Convention
 - From the European Convention to Malaga Airport
- Full attendance at the European Convention is compulsory and forms part of the Incentive.
- Required attendance at the European Convention includes registration and the Gala dinner.

ENTRY

All Qualified Associates (those that are in good standing and residents of the countries mentioned below are automatically entered into this Incentive ("Participants").

Participants must meet the Qualification Criteria below during the Incentive Period.

INCENTIVE PERIOD

The 2014 European Travel Incentive begins Business Period (BP) 3 2015 (14th February 2015) and ends BP8 2015 (31st July 2015).

QUALIFICATION CRITERIA

The Participant must meet or exceed the following requirements. Please also refer to the Official Rules section of this document.

Qualification must be for the full package (Convention plus additional days) and no part package will be allowed.

QUALIFICATION BASELINE

The Qualification Baseline will be determined as follows:

- Leadership Level: Leadership Levels are determined by the highest Leadership Level achieved between BP9 2014 (2nd August 2014) through to BP1 2015 (16th January 2015).
 - If an Associate enrolled after BP1 2015, they are classed as a "New Associate"
 - If an Associate enrolled before BP1 2015

but had no Leadership Level during BP9 2014 through to the end of BP1 2015, they are classed as an "An Associate with no Leadership Level".

- Baseline Volume: The Baseline Volume Group Point Volume (GPV) will be the cumulative GPV for BP9 2014 (2nd August 2014) through to BP1 2015 (16th January 2015).

REQUIRED GPV GROWTH

- The difference between cumulative GPV for the Incentive Period compared to the Baseline Volume is called GPV Growth. At each Leadership Level, there is an element regarding Required GPV Growth. The GPV Growth needs to match or exceed the Required GPV Growth, and
- A maximum of 65% of the Required GPV Growth will be allowed from any one leg.

REQUIREMENTS PER LEADERSHIP LEVEL

NEW ASSOCIATES (ASSOCIATES WHO ENROL AFTER BP1, 2015)

- I. Total GPV in the Incentive Period must be a minimum of 13,500 cumulative GPV.
- II. Reach National Director Leadership Level in at least 1 BP of the Incentive Period.
- III. From the first BP after BP of enrolment, be on Automatic Order with a minimum of 100PV or more, throughout the Incentive Period and for the following BP (BP9 2015).
- IV. A maximum of 65% of the required GPV Growth will be allowed from any one leg; i.e.no more than 8,775 GPV will count in one leg, any GPV over this amount (in this leg) is not included in calculations.
- V. Personally enrol 12 Premium Champion Associates (All Stars) during the Incentive Period. (All enrolments for the purpose of the European Travel Incentive must be from a European Country within which Mannatech operates in order to qualify.)

EXISTING ASSOCIATES EITHER WITH NO LEADERSHIP LEVEL OR REGIONAL DIRECTOR LEADERSHIP LEVEL

- I. Increase GPV by a minimum of 15,000 cumulative GPV over Baseline Volume (see explanation above).
- II. Obtain National Director Leadership Level and maintain it in at least 2 BPs of the Incentive Period.
- III. Be on Automatic Order with a minimum of 100PV or more, each BP throughout the Incentive Period and for the following BP (BP9 2015).
- IV. A maximum of 65% of the required GPV Growth will be allowed from any one leg; i.e.no more than 9,750 GPV will count in one leg, any GPV over this amount (in this leg) is not included in calculations.
- V. Personally enrol 12 Premium Champion Associates (All Stars) during the Incentive Period. (All enrolments for the purpose of the European Travel Incentive must be from a European Country within which Mannatech operates in order to qualify.)

NATIONAL DIRECTOR LEADERSHIP LEVEL

- I. Increase GPV by a minimum of 18,000 cumulative GPV over Baseline Volume.
- II. Maintain National Director Leadership Level in at least 3 BPs of the Incentive Period.
- III. Be on Automatic Order with a minimum of

100PV or more each BP throughout the Incentive Period and for the following BP (BP9 2015).

- IV. A maximum of 65% of the required GPV Growth will be allowed from any one leg; i.e.no more than 11,700 GPV will count in one leg, any GPV over this amount (in this leg) is not included in calculations.
- V. Personally enrol 12 Premium Champion Associates (All Stars) during the Incentive Period. (All enrolments for the purpose of the European Travel Incentive must be from a European Country within which Mannatech operates in order to qualify.)

EXECUTIVE DIRECTOR LEADERSHIP LEVEL

- I. Increase cumulative GPV over Baseline Volume by 15% or 18,000 GPV, whichever is higher.
- II. Maintain Executive Director Leadership Level at least 4 BPs of the Incentive Period.
- III. Be on Automatic Order with a minimum of 100PV or more each BP throughout the Incentive Period and for the following BP (BP9 2015).
- IV. A maximum of 65% of the required GPV Growth will be allowed from any one leg.
- V. Personally enrol 8 Premium Champion Associates (All Stars) during the Incentive Period. (All enrolments for the purpose of the European Travel Incentive must be from a European Country within which Mannatech operates in order to qualify.)

OFFICIAL RULES

PRESIDENTIAL DIRECTOR LEADERSHIP LEVEL AND ABOVE

- I. Increase cumulative GPV over Baseline Volume by 6% or 18,000 GPV, whichever is higher.
- II. Maintain Presidential Leadership Level at least 4 BPs of the Incentive Period.
- III. Be on Automatic Order with a minimum of 100PV or more, each BP throughout the Incentive Period and for the following BP (BP9 2015).
- IV. A maximum of 65% of the required GPV Growth will be allowed from any one leg.
- V. Personally enrol 6 Premium Champion Associates (All Stars) during the Incentive Period

DEFINITIONS

1. Position transfers - for the purpose of this Travel Incentive, the highest Leadership Level achieved by the position between BPs 9 2014 (2nd August 2014) and BP1 2015 (16th August 2015) will determine the activity required.

2. Terminated/Re-enrolled associates - if an Associate terminates their account, and re-enrols in a new position (after the minimum 6 month waiting period), they will be considered a New Associate providing this is during the Incentive Period.
3. Members -
 - a. Members are retail customers and do not participate in the Mannatech Career and Compensation Plan; Therefore, Members cannot qualify for the Travel Incentive.
 - b. Members order volume in your downline/ organisation WILL count toward your Travel Incentive qualification.
4. Leadership Level - please refer to the Career and Compensation Plan for a full explanation of how to qualify at a Leadership Level.
5. Incentive Qualifiers - Associates who achieve the Qualification Criteria during the Incentive Period, and who abide by the General Rules.
6. Travel Incentive Package includes – please refer to details on page 1.

CLARIFICATIONS

1. Prior to the official notification of qualification to Incentive Qualifiers, all qualification information is unofficial and subject to verification by Mannatech.
 2. Mannatech assumes no responsibility for notifying Participants of any returns or cancellations in their organisation that affect sales volume point totals.
 3. GPV Growth, enrolments and Leadership Levels can be tracked via Success Tracker™.
 4. All discrepancies must be forwarded to Mannatech's Customer Service Team at ukcustserv@mannatech.com.
 5. If an Associate reaches a new Leadership Level during the Incentive Period they still need to apply the criteria as per their Leadership Level as defined in the Qualification Baseline.
 6. All determinations/decisions as to awarding the Travel Incentive are solely at Mannatech's discretion.
 7. Travel Incentive trips are not transferable.
- the Travel Incentive, participants expressly agree to all rules and decisions made by Mannatech.
 2. All Associates must be a resident of Austria, Czech Republic, Denmark, Estonia, Finland, Germany, The Netherlands, Norway, Republic of Ireland, Sweden, Spain or United Kingdom in order to participate. All other entries will be disqualified.
 3. Only active Independent Associates in Good Standing during the Travel Incentive Qualification Period are eligible to enter. An "Associate in Good Standing" is one who has renewed his or her position as required and is not the subject of a final Compliance Committee disposition or recommendation. Mannatech's decision is final regarding whether an Independent Associate is an Associate in Good Standing.
 4. The Travel Incentive will be awarded to the Incentive Qualifier(s) named on the Mannatech account at the end of the Qualification Period. Incentive Qualifiers will be notified by email at the address registered on their Mannatech account.
 5. Should an Individual Associate position qualify, their guest may only be a spouse, partner or immediate family member and must not be a non-qualifying Associate. (Note: The non-qualifying Associate also includes immediate family members if they are an Associate and are not a spouse or partner).
 6. If a shared position qualifies for the Travel Incentive Package, both Associates listed on the qualifying account are entitled to a flight. Should one named person on the account wish to take a different guest, Mannatech must receive a signed letter from the non-attending Associate, giving permission to forfeit the Incentive. And the guest must meet the rules as under point 5 above.
 7. ALL Participants must be 18 years of age or older by 14th February 2015. Verification of age will be required prior to receiving the trip. If it is found that the Incentive Qualifier was not at least 18 years of age at the beginning of the Incentive Period, the Incentive award will be forfeited.
 8. Only 2 flights and double or twin room may be earned per Mannatech account number as part of the standard qualification of the package. In no event may a Participant position receive more than one (1) room or two (2) flights as part of the Travel Incentive Package.
 9. An Associate can not qualify for the Travel Incentive on more than one account number.
 10. Mannatech, in its sole discretion, reserves the

GENERAL RULES

1. The Travel Incentive is offered and administered by Mannatech Swiss International GmbH c/o Mannatech Limited of 85a Park Drive, Milton Park, Abingdon, Oxfordshire, OX14 4RY. By entering

right to substitute the Travel Incentive Package for one of equal or greater value for any individual Incentive Qualifier or the entire group of Incentive Qualifiers.

11. Participants must meet all Eligibility Requirements. Mannatechs determinations and decisions are final on all matters related to this Travel Incentive.
12. By entering, Participants consent to the use of their name and likeness for publicity and promotional purposes by Mannatech without additional compensation.
13. Attendance at the European Convention during the trip is compulsory.
14. Taxation is the responsibility of the Incentive Qualifier for the Travel Incentive.
15. Mannatech reserves the right to disqualify a Participant if fraud or technical failures compromise the integrity of the Travel Incentive, as determined by Mannatech at its sole discretion.
16. Mannatech reserves the right, in its sole discretion, to recover the aggregate value of the Travel Incentive Package directly or indirectly through the withholding of future commissions in accordance with the Product Returns Policy for all returned products.
17. Mannatech shall not be responsible or liable for damages or losses resulting from entering the Travel Incentive.
18. Mannatechs aggregate liability in connection with the Travel Incentive shall in no event exceed the combined monetary value of the trip as estimated by these Rules.
19. A Release of Liability form must be completed in order for a room reservation to be made and airfare booked. The trip will not be awarded without completion of this form.
20. Incentive Qualifiers will be notified on or before 31st August 2015 via email for those who have VALID email accounts on file with Mannatech. If either notification is returned as non-deliverable, the award may be forfeited at Mannatech's sole discretion. The notifications will include the relevant paperwork to confirm acceptance of the trip.
21. Paperwork for the Travel Incentive Package, acceptance of the Release of Liability, and verification of age must be completed and submitted to Mannatech no later than the deadline in the email referred to in point 20 above. If no response is received the trip will be forfeited.
22. The Travel Incentive Package must be taken on the dates specified by Mannatech or it will be forfeited.
23. All Incentive Qualifiers are invited at the discretion of the Regional President of EMEA.
24. If the Incentive Qualifier chooses not to accept the Travel Incentive Package, no cash will be awarded and the trip will be forfeited.
25. All applicable taxes and travel insurance are the responsibility of the Incentive Qualifier.
26. All Incentive Qualifiers must travel on the group flight and all airline tickets will be booked by Mannatech Europe. Should you not wish to travel on the group flight you must inform Mannatech within 2 weeks of qualification.
27. Passports are required for ALL travellers regardless of age. There may be special restrictions for parents travelling with minor children. Please contact your local consulate for travel requirements.
28. All name changes will be accommodated where possible and must be in writing and sent to Mannatech Europe on or before 14 days before travel. A name-change fee of £100.00 will be recharged to the Incentive Qualifier for any name changes received. Name changes must come from the Incentive Qualifier and sent to kspencer@mannatech.com or faxed to 0044 1235 441801.
29. Cancellations must be in writing and sent to Mannatech Europe (fax or e-mail) on or before 14 days before travel. A cancellation fee of £100.00 will be recharged to the Incentive Qualifier for any cancellation received. Cancellations must come from the Incentive Qualifier and emailed to: kspencer@mannatech.com or faxed to 0044 1235 44181.
30. No purchase necessary. Void where prohibited by law.

For clarification on any rules or criteria please contact Customer Services on 01235 441800 or e-mail ukcustserv@mannatech.com. See also the Career and Compensation Plan for further details on building a Mannatech business.

UK Only

1. 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.
2. Do not be misled by claims that high earnings are easily achieved.