

Mannatech™ Career and Compensation Plan

a path worth pursuing



accelerate your path to success

It has been said that the race is to the swift. However, the typical network marketing compensation model requires long months of work before participants see any significant income. That's why Mannatech's innovative Compensation Plan is such a revolutionary idea. Instead of waiting for what seems like an eternity for your goals to match your time commitments, the plan includes Accelerated Leverage Bonuses that begin rewarding your team-building efforts in as little as a matter of weeks. Mannatech's unique package of up-front leveraged bonuses provides the perfect incentive to help you stay focused on the long-term success of your business. That means you can still keep your eye on the prize—but at the same time you'll be rewarded with money in the bank. And the more you apply yourself to building your organization, the faster your long-term income can build.

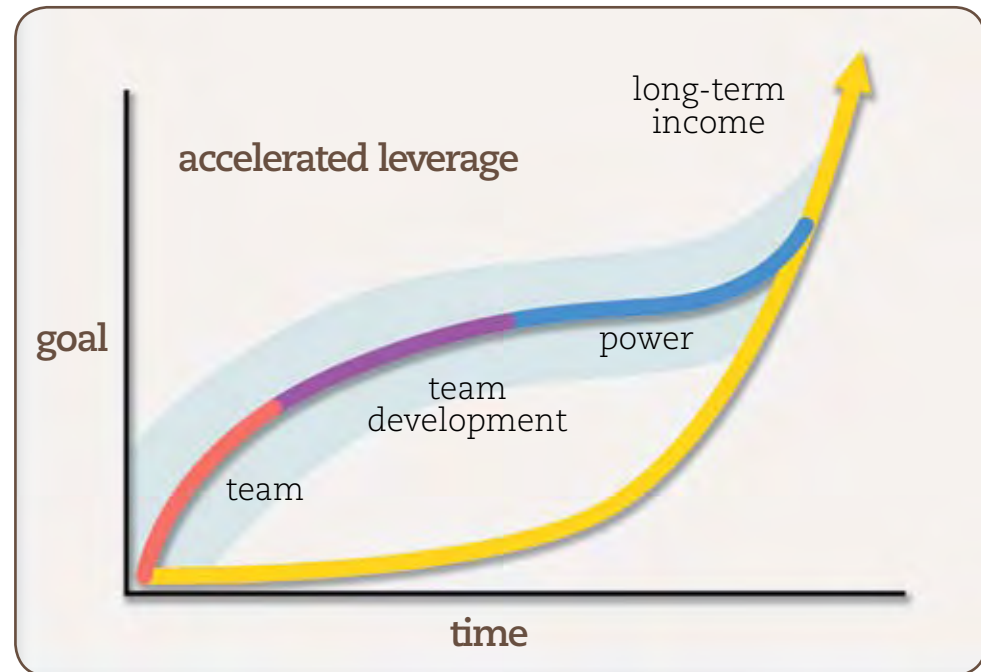
Mannatech opportunity



features of the Mannatech Career and Compensation Plan include:

- Accelerated Leverage Bonuses
- Potential for long-term personal income
- Seamless international sales organization
- Professional business and product training opportunities
- Bonuses calculated and paid directly by Mannatech
- Direct customer ordering, discounted Automatic Order, and direct customer shipping
- State-of-the-art corporate Web sites and Internet media designed to support training, ordering, selling and education
- A wide range of proprietary, high-quality, scientifically based nutritional supplement products, plus proprietary skin care products with mass market appeal

All amounts shown in this brochure are U.S. dollars.



Bridge your way to success faster. Mannatech offers an alternative to the traditional path of network marketing compensation by providing you with Team, Team Development, Power and Fast Start Bonuses to bridge your gap in income while you focus your efforts on building a long-term income and, ultimately, the possibility of financial freedom.

your path to success



Mannatech Compensation Plan

The Mannatech Compensation Plan is designed to maximize each stage of business growth. Through multiple income streams, Associates are rewarded for their efforts on the front line of initial business development and through product sales, as well as their ability to manage and train other leaders for long-term business stability. The plan provides 18 distinct methods of earning. To get the most benefit, it is important to understand each type of earning's purpose, how to qualify, and how to build and train an organization to capitalize on each of these incomes.

Immediate Personal Production Bonuses

Personal Production Bonus 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 sales to all direct retail customers and product purchases by personally sponsored Members and Associates. You do not earn commissions or bonuses on your own product purchases.

Retail Profit

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

Immediate Personal Production

- 1 Retail Profit
- 2 Member Commission
- 3 Direct Bonus

Accelerated Leverage

- 4 Team Bonus
- 5 Team Development Bonus
- 6 Personal Power Bonus
- 7 Fast Start Bonus
- 8 Matching Power Bonus
- 9 Matching Fast Start Bonus

Long-term

- 10 Unilateral Bonus
- 11 Leadership Bonus
- 12 Generational Bonus
- 13 Leadership Development Bonus
- 14 Star Bonuses
- 15 Presidential Development Bonus
- 16 Global Volume Bonus
- 17 Auto Order Bonus
- 18 Incentives

Direct Retail Customers

Associates can refer customers to Mannatech's toll-free number (800) 281-4469 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.

immediate **personal** production

the Member plan

Let Mannatech service your customers! A retail customer may become a Member by paying a one-time fee of \$10 to cover administrative costs. This fee will be waived if a product order is placed at the time of application. The Member price is up to 5% off the suggested retail price of all their product purchases. Members should be encouraged to participate in the optional Automatic Order program, where they will receive an additional 10% discount off the Member price.

The Qualified Associate* (QA) who registers the Member will receive a 20% direct sales commission on all Member product purchases. Members are not Associates and do not participate in the Mannatech Compensation Plan. However, their experience with Mannatech products and continuing contact with Associate Sponsors will significantly increase the potential for them to enroll as active Associates in their Sponsor's downline sales organization.

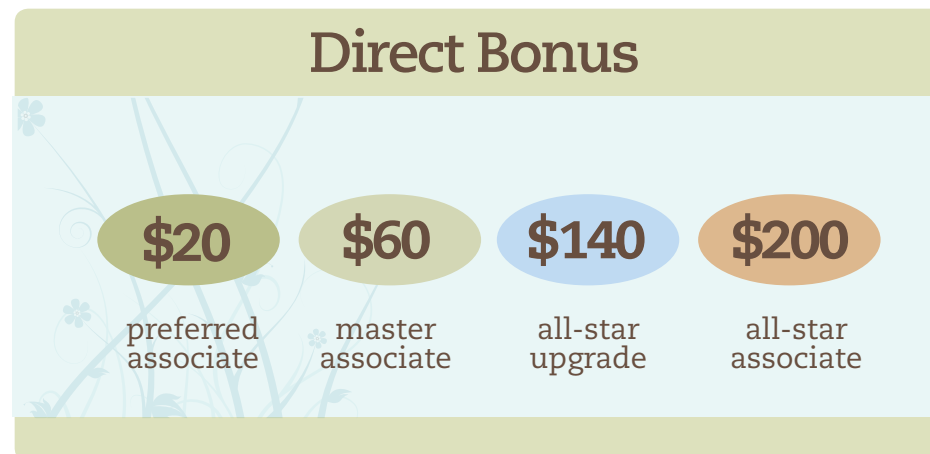
**Qualified Associates (QAs) are Associates who have renewed their position and have 100 Qualifying Volume (QV) in a business period (BP). QV is the sum of Personal Point Volume (PPV) from product purchases and Pack Qualifying Credit (PQC) from pack purchases.*

personally sponsored and enrolled Associates

The Mannatech Compensation Plan allows Associates to leverage their income opportunity via the principle of multiplication versus addition. In direct sales, income is earned and increased by adding additional customers (e.g., $4 + 4 + 4 = 12$). However, in network marketing, the duplication of your initial efforts through the people you sponsor can multiply your rewards (e.g., $4 \times 4 \times 4 = 64$). Mannatech offers you the opportunity to earn significant income generated from product sales through an organization that can be expanded worldwide. Approximately 44% of the price Mannatech receives for all products and packs sold will be paid as bonuses and incentives through the Mannatech Compensation Plan.

Direct Bonus

A Direct Bonus is paid to the Enroller on the sale of any product pack. The Enroller must be in the same line of sponsorship as the person purchasing the sign-up product pack. If the Enroller's position is terminated, the Direct Bonus will pay to the Sponsor if the Sponsor is a Regional Director (RD) or above. Otherwise, the Direct Bonus will pay upline through the line of sponsorship to the first qualified Regional Director. The Direct Bonus is paid on the products included in any product pack. There is no requirement to purchase a product pack to become an Associate or earn any level of compensation. No personal Qualifying Volume (QV) is required to earn the Direct Bonus.



accelerated leverage bonuses

Team Bonus*



\$100 monthly

* Diagram shown represents one Team Bonus configuration only. There are other configurations that also meet Team Bonus requirements.

accelerated leverage compensation

Experience the power of accelerated leverage with some of Mannatech's most exciting and innovative compensation opportunities! These sources of up-front income are designed to help Associates set the cornerstones of their businesses by growing and training their own sales organizations. They are dynamic, potentially lucrative bonus plans that can help you get your business off to a terrific start!

Team Bonus

The Team Bonus is designed to reward you for taking the first steps necessary to build and train an active, growing sales organization. You can earn a check each business period (BP) of at least \$100, plus all pack sale bonuses! You need only to ensure that you have six Qualified Associates (QAs) in your downline who achieve 100 QV through product sales in each BP.

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

- Earn a minimum \$100/BP with only six Qualified Associates in your downline. You will continue to receive this income in each BP the qualifications are met until your income exceeds \$100/BP.
- Motivates everyone in your organization and their product customers to enroll in the Automatic Order program.

- Assists in building your downline team to help you qualify for long-term income sooner.

how the Team Bonus works

- Become a Qualified Associate (QA) by achieving 100 QV in personal product purchases/sales during each BP.
- Build an organization of six QAs with no more than three in any one leg.
- Continue to earn the Team Bonus every BP these criteria are met. (See below for additional requirements once your organization reaches 1,500 GPV.)

The Team Bonus will pay the difference between your product bonuses (Unilateral, Member, Leadership, Automatic Order and Generational) and \$100, so that a check of \$100 will be paid until your product bonuses exceed \$100. At that time, your product bonus check is earned and calculated based on the standard commission rules.

additional Team Bonus requirements for Associates with more than 1,500 GPV

When your total Group Point Volume (GPV) reaches 1,500 (about 15 QAs), you must meet the Regional Director GPV requirement, which is 1,500 GPV with no more than 1,000 GPV coming from any one leg, to continue earning the Team Bonus. (You do not need to be a Master

accelerated leverage bonuses

Associate.) If you are currently earning a Team Bonus, you already have a minimum of 300 GPV coming from a second leg (3 Associates buying 100 QV). So, we are asking you to develop 200 more GPV in any leg that does not exceed 1,000 GPV and continue to maintain Team Bonus qualifications.

Once you meet the GPV requirement for maintaining your Team Bonus, if you are currently, or upgrade to, Essential/Master or Premium/All-Star Associate, you will also qualify for all additional Regional Director bonuses. Every Associate earning a Team Bonus will receive a one-BP grace period the first time they reach 1,500 GPV in order to ensure they have the opportunity to meet the new Regional Director GPV requirements. Associates who have used their grace period and fall below the 1,500 GPV are eligible to continue earning the Team Bonus if qualifications are met.

Team Development Bonus

The Team

Development Bonus (TDB) provides a fast track to immediate compensation and a significant bridge to



more substantial compensation. Once you have reached a Leadership level (Regional Director and above; see page 10), the Team Development Bonus will provide you with additional income for helping Qualified Associates in your downline build, train and maintain teams in their own sales organizations. It's a classic example of a situation where everyone wins!

how the Team Development Bonus works

Each Team Bonus earned by a Qualified Associate generates two Team Development Bonuses that are paid to the first- and second-generation upline RD or above. The first-generation RD or above will receive a \$20 Team Development Bonus. The second-generation RD or above will receive a \$15 Team Development Bonus.

note: If an RD or above has developed a Team, the TDB will not be paid. Only Associates not yet at Leadership level can generate a TDB upline. The TDB pays to the first upline RD or above and second upline RD or above who has a QA Team in their downline.



accelerated leverage bonuses



Personal Power Bonus and Fast Start Bonus

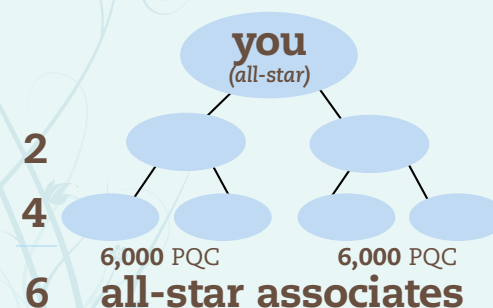
The Power Bonus is designed to award significant, immediate income to those who choose to achieve the status of Premium/All-Star Associate. The Fast Start bonus was added as an additional reward for those Associates who get off to a Fast Start and lay a solid foundation for their organization by earning their Power Bonus within their first three complete business periods.

how the Personal Power Bonus works

- Become a Premium/All-Star Associate! Only Qualified All-Star Associates are eligible to receive the Personal Power Bonus.
- Accumulate 6,000 Pack Qualifying Credits (PQC) through the sale of product packs in each of two separate legs. PQC is a set amount assigned to certain product packs and accrues based on product pack sales in your organization. The Personal Power Bonus can be earned with as few as three Premium (All-Star) Pack sales in each of two legs (see diagram).
- After two legs pair from the accrual of 6,000 PQC in each leg, you will qualify for a one-time \$1,000 Personal Power Bonus.

If you upgrade to Premium/All-Star in the middle of a business period through Associate points or upgrade pack purchases, all PQC volume for the business period will count in calculating leg PQC.

Personal Power Bonus*



\$1,000 Personal Power Bonus

** Diagram shown represents one Personal Power Bonus configuration only. There are other configurations that also meet the Personal Power Bonus requirements.*

Product Pack Level	PQC
Premium (All-Star)	2,000
Premium (All-Star) Upgrade	1,750
Essential (Master)	250
Basic (Preferred)	100

To accumulate leg PQC from product pack sales in your downline and have it count for Personal Power Bonus purposes, you must be a Premium/All-Star Associate with 100 QV during the business period when the product packs were sold. If the 100 QV is not maintained each business period, the volume will accrue under non-qualifying PQC and will not count toward the 6,000 PQC needed in each of two legs. Product packs cancelled or returned prior to the

accelerated leverage bonuses



commission run for the business period when the commissions are being paid shall have the PQC removed and will not be credited toward Power Bonus qualification.

Each Associate may earn the Personal Power Bonus only one time.

how the Fast Start Bonus works

- Only Qualified Premium/All-Stars who have earned a Personal Power Bonus through the sale of product packs are eligible to receive the Fast Start Bonus.
- Associate must earn a Personal Power Bonus within their first three complete business periods to qualify for a one-time \$500 Fast Start Bonus.

Each Associate may earn the Fast Start Bonus only one time.

how the Matching Power Bonus works:

As the Enroller, any time a new Premium/All-Star Qualified Associate in your organization earns a Personal Power Bonus, you will earn a Matching Power Bonus of \$1000.

- Enroller must be a Premium/All-Star Qualified Associate who has received the Personal Power Bonus! Only Premium/All-Star Qualified Associates are eligible to receive the Matching Power Bonus.
- Associates may earn a Matching Power Bonus for every Associate they enroll who earns a Personal Power Bonus.

how the Matching Fast Start Bonus works:

When a Premium/All-Star Associate you enrolled earns their Personal Power Bonus within their first three complete business periods to qualify for a Fast Start Bonus, you will also earn a matching \$500 Fast Start Bonus, if you are a qualified Premium/All-Star Associate with 100 QV and have received the Personal Power Bonus.

Matching Power Bonus and Matching Fast Start Bonus



Each Premium/All-Star Enroller may earn up to \$1,500 for each and every Associate they enroll who earns a Personal Power Bonus.

In above example, the qualified Enroller would be eligible to receive a total of \$3000.

Long-term bonuses



Unilateral Bonus

Qualified Associates are paid on their first five levels.

Level 1	2%
2	2%
3	4%
4	4%
5	4%

long-term Bonuses

After you have established the foundation of your Mannatech organization and benefited from Mannatech's Accelerated Leverage Team and Power Bonuses, Mannatech's long-term bonuses can provide you with full- or part-time income and lead you toward financial freedom. Mannatech has eight types of long-term bonuses. These bonuses are based on the Actual Pay Out (APO) of the products you and your organization sell and include the following: Unilateral Bonus, Leadership Bonus, Generational Bonus, Leadership Development Bonus, Star Bonus, Presidential Development Bonus, Global Volume Bonus, Auto Order Bonus.

Unilateral Bonus

The Unilateral Bonus is a long-term income stream based on the volume of products you and your organization sell.

how the Unilateral Bonus works

To be eligible to qualify for the Unilateral Bonus, you must achieve 50 QV for the business period and maintain your annual renewal requirements. Two percent of the APO of products sold will be paid to active Associates through the Unilateral Bonus program for levels 1 and 2 of their organizations. Four percent of the APO of products sold will be paid to active Associates through the Unilateral Bonus program for levels 3, 4, and 5.

the Unilateral Bonus plan

- Pays on all product sales in your organization through five active levels of depth.
- Compresses out non-purchasing Associates and non-renewed Associates.
- Has no width restrictions.



Leadership and Generational Bonuses

Leadership and Generational Bonuses reward your leadership skills and talents as you build your business organization 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 organization at equal or higher Leadership levels.

how these Bonuses work

To participate in the Leadership portions of this plan, you must first be at the Essential/Master or Premium/All-Star level Associate. You will earn various percentages for the depth of your organization. Leadership Bonuses will be paid for product sales generated in your downline organization.

The specific leadership levels you can reach are:

Regional

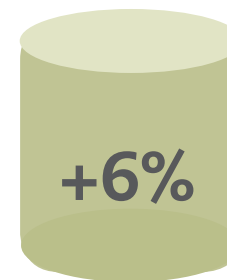
Regional Directors (RDs) are Qualified Essential/Master or Premium/All-Star Associates who have a minimum of two legs with a total of 1,500 Group Point Volume (GPV). The GPV can come from any number of legs, but no more than 1,000 GPV can come from any one leg in a qualifying period. Point Volume generating from any Associate's personal position does not count toward GPV requirements.

in addition to the 1 through 5 unilateral bonus, RDs receive:

- 6% of APO on their sixth-level sales with compression and roll-up
- 6% of their Primary Group Actual Pay Out (GAPO)
- 4% on the sales of their first-generation RDs' Primary GAPO
- 2% on the sales of their second-generation RDs' Primary GAPO
- Qualification to receive the Team Development, Star, Leadership, Generational and Automatic Order Bonuses

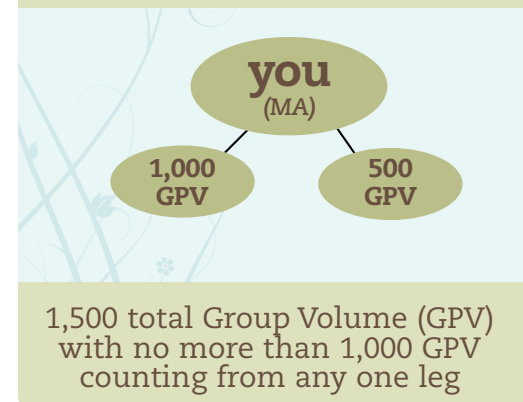
Regional Leadership Bonus

Levels	Primary	Total
1	2%	8%
2	2%	8%
3	4%	10%
4	4%	10%
5	4%	10%
6	6%	12%

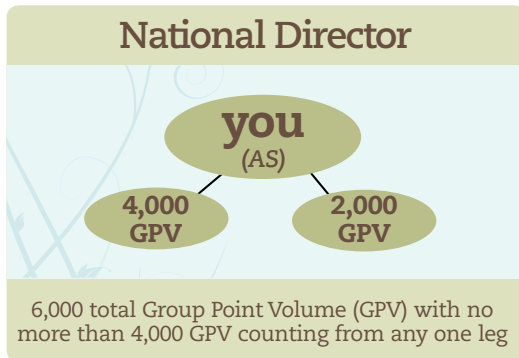


Primary Volume is the volume created by a Leader down to the next Leader in his or her organization of the same or higher level.

Regional Director



long-term bonuses



National Leadership Bonus

Levels	Primary	Total
1	2%	14%
2	2%	14%
3	4%	16%
4	4%	16%
5	4%	16%
6	6%*	18%**
7	6%*	24%**

Total 12%

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

National

National Directors (NDs) are qualified Premium/ All-Star 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 4,000 GPV can come from any one leg in a qualifying period.

In addition to the benefits of RDs, NDs receive:

- 6% of APO on the sales of their seventh level with compression and roll-up
- 6% on the sales of their Primary National GAPO
- 4% on the sales of their first-generation NDs' Primary GAPO
- 2% on the sales of their second-generation NDs' Primary GAPO

Senior National Director

Senior National Directors (SNDs) are National Directors who have a minimum GPV of 12,000. The GPV may come from any number of legs with no more than 8,000 contributing from any one leg in a qualifying period.

In addition to the benefits of NDs, SNDs receive special training and incentive opportunities.

Executive

Executive Directors (EDs) are qualified Premium/ All-Star 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 14,000 GPV can come from any one leg in a qualifying period, and no more than 18,500 can come from any two legs. A total of 1,500 GPV must come from side volume, generating outside of the two strongest legs. In addition to the benefits of NDs, EDs receive:

- 6% of APO on the sales of their eighth level with compression and roll-up
- 6% on the sales of their Primary Executive GAPO
- 4% on the sales of their first-generation EDs' Primary GAPO
- 2% on the sales of their second-generation EDs' Primary GAPO

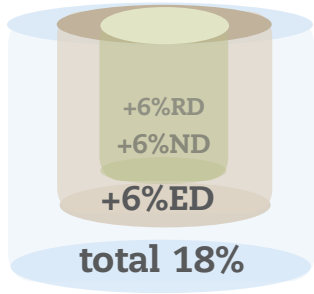
Senior Executive Director

Senior Executive Directors (SEDs) are Executive Directors who have a minimum GPV of 40,000 with a minimum of three legs. The GPV may come from any number of legs; however, the SED may only count 37,000 GPV from the two strongest legs with no more than 27,000 contributing from the strongest leg. A minimum of 3,000 GPV in side volume (legs 3, 4, 5, and beyond) is also required.

In addition to the benefits of EDs, SEDs receive special training and incentive opportunities.

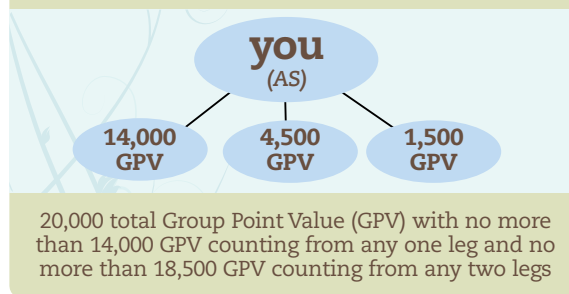
Executive Leadership Bonus

Levels	Primary	Total
1	2%	20%
2	2%	20%
3	4%	22%
4	4%	22%
5	4%	22%
6	6%*	24%**
7	6%*	30%**
8	6%*	36%**



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

Executive Director



Presidential

Presidential Directors (PDs) are qualified Premium/All-Star 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 40,000 can come from any one leg in a qualifying period, and no more than 54,000 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:

- 7% of their Primary Presidential GAPO
- 4% on their first-generation PDs' Primary GAPO
- 2% on their second-generation PDs' Primary GAPO
- Qualification to participate in the Presidential Development Bonus for each business period that Presidential status is maintained

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

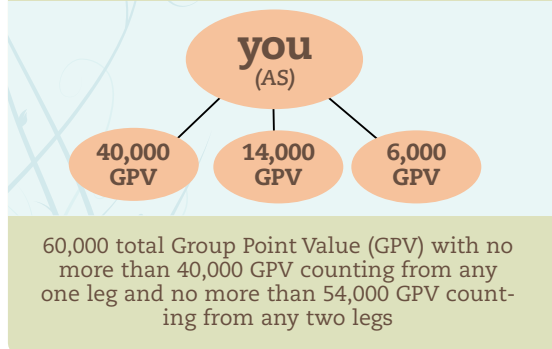
A Gold Presidential is a PD with a Presidential in three separate downline legs in the same BP.

Platinum Presidential

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

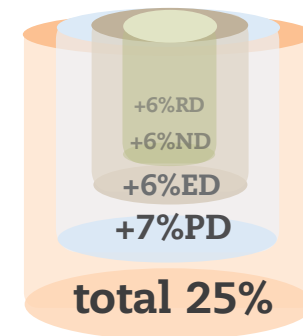
note: For the benefits of building Presidential legs, see the Presidential Development Bonus section on page 18.

Presidential Director



Presidential Leadership Bonus

Levels	Primary	Total
1	2%	27%
2	2%	27%
3	4%	29%
4	4%	29%
5	4%	29%
6	6%*	31%**
7	6%*	37%**
8	6%*	43%**



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

Long-term bonuses



Leadership Development Bonus

The Leadership Development Bonus is designed to reward you for building and maintaining Leaders within your organization. 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 works

If you are a National Director or above, you earn \$100 per ND in your organization where you are the first upline qualified ND. If you are an Executive Director or above, you earn \$450 per ED or PD in your organization where you are the first upline qualified ED or above.

You earn these bonuses every business period.

Star Bonuses

Star Bonuses are designed to increase long-term income for building depth within your organization. Star Bonuses are paid from product pack sales within your organization.

how Star Bonuses work

There are two Star Bonuses paid out on the sale of every Essential (Master), Premium (All-Star) and Premium Upgrade Pack—the Leadership Star Bonus and the Leg Star Bonus. Renewal Packs pay only on the Leg Star Bonus.

note: The Star Bonuses will pay upline for Essential/Master, Premium/All-Star, Premium Upgrade and Leadership product packs sold in all international markets. The value of the bonus will vary according to market and type of product pack sold.

to qualify for the Leadership Star Bonus

- You must achieve 100 QV/BP based on product sales.
- You must achieve the Leadership status of Regional, National, Executive or Presidential Director.
- Leadership Star Bonus pays upline to the first four generations of Leaders and to the first upline Presidential. (See Star Bonus Payout chart, page 14.)

note: If the first upline Presidential is also the first, second, third or fourth upline Leader, the Presidential can earn those bonuses also. (No Leadership Star Bonus can roll up past the first Upline Presidential.)

to qualify for the Leg Star Bonus Personal qualification

- You must achieve the status of Essential/Master or Premium/All-Star Associate.
- You must achieve 100 QV/BP based on product sales.

group qualification 1-Star Leg Bonus Qualification

You have 1-Star status if you have at least one leg containing any combination of 12 Essential/Master and/or Premium/All-Star Associates. This leg becomes your permanent Qualifying Leg, and you will not receive any Leg Star Bonus on this leg. Once you have a Qualifying Leg, you are eligible to receive the 1-Star Leg Star Bonus in all other legs if you are the first upline 1-Star from the Associate purchasing the Essential/Master or Premium/All-Star Product Pack.

2-Star Leg Bonus qualification

You achieve 2-Star status by having two legs, each containing any combination of 12 Essential/Master and/or Premium/All-Star Associates. The second leg to meet this criterion is permanently coded as your 1-Star leg. You will be able to earn only 1-Star Leg Star Bonuses on this leg. All future legs not coded as your Qualifying or 1-Star Legs will be treated as 2-Star legs in generating Leg Star Bonuses.

3-Star Leg Bonus qualification

You achieve 3-Star status by having three legs, each containing any combination of 12 Essential/Master and/or Premium/All-Star Associates. The third leg to meet this criterion is permanently coded as your 2-Star leg. You will be able to earn only 2-Star Leg Star Bonuses on this leg. All future legs not coded as your Qualifying 1- or 2-Star Legs will be treated as 3-Star legs in generating Leg Star Bonuses.

4-Star Leg Bonus qualification

You achieve 4-Star status by having four legs containing any combination of 12 Essential/Master and/or Premium/All-Star Associates. The fourth leg to meet this criterion is permanently coded as your 3-Star leg. You will be able to earn only 3-Star Leg Star Bonuses on this leg. All future legs not coded as your Qualifying, 1-, 2- or 3-Star legs will be treated as 4-Star legs in generating Leg Star Bonuses.

Leg Star Bonus

- 25% of the Leg portion of the Star Bonus on the purchase of each pack is paid to the first upline 1-Star Associate.
- 25% is paid to the first upline 2-Star Associate.
- 25% is paid to the first upline 3-Star Associate.
- 25% is paid to the first upline 4-Star Associate.

note: Roll-up occurs until the entire Leg Star Bonus is paid out. For example, a 4-Star Leg can generate the 1-, 2-, 3- and 4-Star Leg Bonuses.

Star Bonus Payouts Leadership Star Bonus

	MA	AS	UPGRADE
1st-Generation Leader	\$10	\$25	\$15
2nd-Generation Leader	\$8	\$20	\$12
3rd-Generation Leader	\$6	\$15	\$9
4th-Generation Leader	\$4	\$10	\$6
Presidential*	\$4	\$10	\$6

*No Leadership Star Bonus rolls up past Presidential

Leg Star Bonus

	MA	AS	UPGRADE	RENEWAL
1-Star	\$10	\$25	\$15	\$20
2-Star	\$20	\$50	\$15	\$20
3-Star	\$30	\$75	\$15	\$20
4-Star	\$40	\$100	\$15	\$20
Renewal**		\$80		

long-term bonuses

Presidential Development Bonus

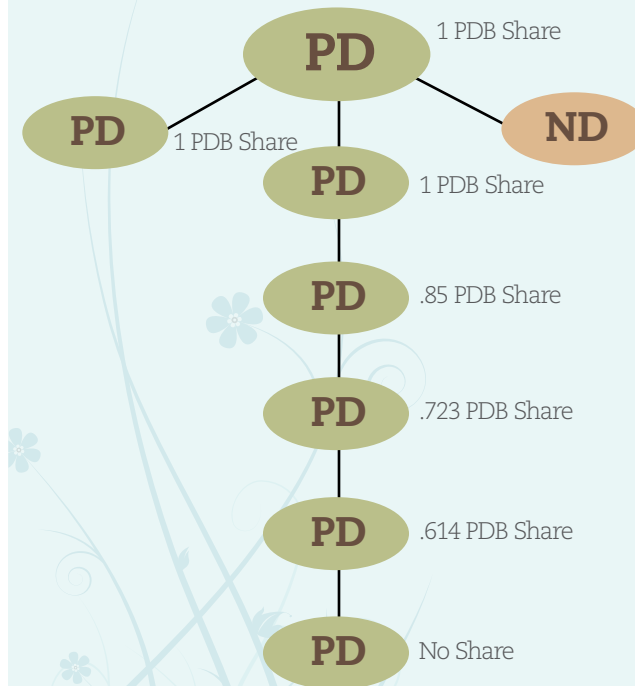
The Presidential Development Bonus rewards Presidential Directors for developing Presidentials in depth and width. The Presidential Development Bonus is paid from a pool of 5% of total APO and a contribution from certain pack sales.

Each Presidential Director receives one share (not to exceed \$450) from the pool for achieving the level of Presidential Director. In addition, each Presidential Director receives shares based on Presidential Directors developed in both width and depth, as follows:

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

Presidential Development Bonus

Silver Presidential example:



note: share values decrease by 15% for each level of depth

Global Volume Bonus for Platinum Presidentials

The Global Volume Bonus (GVB) is a pool based on 1% of Global Finished Product Sales (GFPS) each business period. The GVB is divided into two pools, one earned for loyalty to Mannatech and the other intended to help cover the costs for travel and business development. The loyalty pool is 75% of the total 1% GFPS 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 GVB 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 travel and business development pool has weighted shares based on the total side volume

achieved outside of all Presidential Director legs. Each Platinum Presidential Director has a weighted factor assigned to them based on side volume, from lowest to highest. The lowest is 1.5 points, and it increases by .5 points up to the Associate with the highest side volume. The total of all weighted points is then divided by the 25% remaining in the GVB pool. This determines the share value, which is then multiplied by each Platinum Presidential Director's weighted share value for the total commission due each Platinum Presidential Director.

to qualify for the 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.
- You must agree and comply with the terms of the Platinum Presidential Ambassador Loyalty Agreement.

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 subject to possible termination of the Agreement.



long-term bonuses



discount automatic order benefits

Stability is having regular product orders every business period. Automatic Orders are an important part of building and maintaining your Mannatech business. Not only do you and your customers receive a 10% discount off wholesale or Member product orders, you also personally benefit from having your customers and yourself on Automatic Order. Your income is based on two things—the depth of your organization generating Unilateral Bonuses and the volume of your organization generating Leadership Bonuses. Having your customers on Automatic Order helps you maintain both the depth and volume of your organization.

The Discount Automatic Order program is optional and not a requirement to participate in any aspect of the Mannatech Compensation Plan.

automatic order bonus

A 5% bonus is paid on an Associate's discounted cost of product(s) selected on an Automatic Order. This bonus will be paid to the Enroller if they are a qualified RD or above. Otherwise, the bonus will be paid to the first upline qualified RD or above in the line of sponsorship above the Associate who maintains a standard discount Automatic Order during the business period.



incentives

incentive compensation

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

If you're like most people, you spend about as much time doing business as you spend on your personal life. Why shouldn't that business time be fun? At Mannatech, we want your business to be as satisfying and enjoyable as what you like to do when you're not working. That's why we offer some of the most memorable incentive programs you'll find anywhere. Veteran Associates have learned that business achievement at Mannatech can mean far more than just financial rewards. Man-

natech's exciting incentive programs 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!

Check your regular Associate magazine, or visit **mannatech.com** at any time to learn what's coming up and how you can qualify to earn incentive awards.

additional information

schedule of payment

Retail profit; Member commission; Direct Bonus; Team and Team Development Bonuses; Unilateral, Leadership and Leadership Development Bonuses; and Generational, Presidential Development and 5% Automatic Order Bonuses will pay two weeks after the close of the business period.

Star Bonuses, Direct Bonus, Personal Power Bonus, Fast Start Bonus, Matching Power Bonus, Matching Fast Start Bonus and Global Volume Bonus will pay four weeks after the close of the business period.

qualification and commissions

The plan requires that Associates achieve various levels throughout the plan along with set Qualifying Volume (QV) through product sales equal to the sum of both PPV and PQC in order to earn commissions as follows:

- Active Associate 50 QV
1–5 Levels of Unilateral Bonuses
- Qualified Associate 100 QV
Above + Member, Team Bonus
- Essential/Master Associate 100 QV
Above + Regional Director, 5% Automatic Order Bonus, Star Bonus and Team Development Bonus
- Premium/All-Star Associate 100 QV
Above + National, Executive and Presidential Director, Leadership Development, Presidential Development, Personal Power Bonuses and Fast Start Bonuses.

thirteen business periods

The plan requires that Associates qualify for set QV each business period. The company operates on a calendar year of thirteen four-week business periods.

upgrade options

If you are currently a Basic/Preferred Associate and want to become either an Essential/Master or Premium/All-Star Associate, or if you are currently an Essential/Master Associate and want to become a Premium/All-Star Associate, you may choose one of the two options described below.

When you achieve Essential/Master Associate and/or Premium/All-Star Associate, you begin receiving the status and pay that accompany 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 Essential/Master or Premium/All-Star status was achieved.

An upgrade happens only one time, since once Essential/Master or Premium/All-Star 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 Basic/Preferred Associate may become an Essential/Master or Premium/All-Star Associate through the purchase of an Essential/Master Product Pack or a Premium/All-Star Product Pack.

A current Essential/Master Associate may

become a Premium/All-Star Associate through the purchase of a Premium/All-Star Upgrade Pack.

(2) achieving set personal member point volume options (PMPV)

The plan allows you to upgrade to Essential/Master Associate and/or Premium/All-Star 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:

- Essential/Master Associate 400 PPV + 400 Member PV
- Premium/All-Star Associate 1,000 PPV + 1,000 Member PV
- When you upgrade via PMPV, you receive a counter in the Star Leg program and you will become eligible to begin receiving Essential/Master and/or Premium/All-Star Associate commissions, but no Star Bonus money will pay to your upline.

retention/renewal options

Your Associate's 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) essential/master or premium/all-star renewal through renewal product pack purchase

If you are an Essential/Master or Premium/All-Star Associate, you will receive a renewal offer approximately 50 days prior to close of your anniversary BP. (A follow-up reminder will come about 20 days before expiry, if necessary.) For your Essential/Master or Premium/All-Star 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 Essential/Master or Premium/All-Star level you have achieved. The Leadership Renewal Product Packs pays \$80 through the Leg Star Bonus program.

As Leadership Renewal Product Packs do not carry Qualifying Volume (QV), you must maintain a qualifying order in your anniversary BP to remain eligible for full Essential/Master or Premium/All-Star bonuses. On your qualifying order in that BP, 45% of the APO will be deducted to fund production and mailing of *Health & Living* magazine and other Mannatech mailings for the next year.

(2) essential/master or premium/all-star renewal through PMPV Option (see #2 under "Upgrade Options")

If you are an Essential/Master or Premium/All-Star Associate, you may also meet your annual Leadership renewal requirements in

your anniversary BP by meeting these PMPV requirements as described above:

- Essential/Master Associate
400 PPV + 400 Member PV
- Premium/All-Star Associate
1,000 PPV + 1,000 Member PV

On your qualifying order in your anniversary BP, 45% of the APO will be deducted to fund production and mailing of *Health & Living* magazine and other Mannatech mailings for the next year.

(3) automatic retention at the basic/preferred associate status

Essential/Master or Premium/All-Star 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 Basic/Preferred 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 Essential/Master or Premium/All-Star 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.

Basic/Preferred 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 45% 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 45% APO deduction the business period following one year from their original registration date and then annually thereafter. The automatic retention process extends subscriptions to certain Mannatech magazines in one year.

pack qualifying credits (PQC)

Certain product packs will have Pack Qualifying Credit (PQC) that counts toward the Power Bonus Leg PQC. QV includes PQC and PPV, which will allow the Associate purchasing the pack to qualify in the business period the pack is purchased for whatever bonuses they are eligible.

PQC and QV will not count toward Group Point Volume (GPV) requirements or the purchasing Associate's PMPV.

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.