



Mannatech 2019 Costa Rica Incentive

Trip to Costa Rica includes:

- 5 nights 6 days at the all-inclusive Dream Las Mareas Costa Rica
- Aloe Vera (Naturaloe Costa Rica) Plant Tour and Experience
- Aloe Field Experience
- Transfers to and from the Airport
- M5M Experience
- Sponsored Activities
- Welcome Reception and Dinner
- Farewell Reception and Dinner
- Recognition and Rewards for All
- Additional Travel and Allowances may be earned
- And so much more...

QUALIFICATION OVERVIEW

Key dates and requirements:

- Qualification Period: February 1, 2019 - December 31, 2019
- Baseline Period: February 1, 2018 - December 31, 2018
- Trip Dates: February 14 -19, 2020
- All new Associate enrollments and new Preferred Customers must be for Canada or the United States with “ship to” addresses in Canada or the United States in order to count toward this Incentive. Cross-country purchases beyond Canada and the US will not count toward this Incentive.

Criteria to earn the trip

- Sell products to new Associates and new Preferred Customers
- Show volume growth in your entire downline or side volume (volume outside your largest leg)
- Help new Associates that you have enrolled earn the trip
- Help newly enrolled Associates obtain and maintain AQP or PPV.

In order to earn the trip, Associates must meet the requirements as listed under the following sections. 1) Growth Requirement 2) Leadership Level Requirement 3) New Associate and Customer Enrollment Requirements with Product orders and, 4) New Point Volume.

Please see details below.

1) GROWTH REQUIREMENT: All new volume growth must be from United States and Canada as described above.

Associates will be required to achieve a minimum of one of the following. Both will be tracked during the qualification period.

- a. **Total DPV:** Overall (DPV) growth by at least 1 DPV will be required. The baseline DPV is from February 1, 2018 – December 31, 2018; or
- b. **Side Leg Volume:** Silver Executive Directors and above must add a minimum of 15,000 cumulative new growth to their side leg volume and exceed their side leg baseline volume. The baseline period for side leg volume is from February 1, 2018 – December 31, 2018. “Side Leg Volume” includes all volume outside of the largest leg. For baseline calculations, this generally includes all cumulative PPV, plus the cumulative DPV of all downline legs apart from the leg with the highest cumulative DPV during the baseline period.
- c. **Reactivated Associates will count toward the DVP or Side Leg Volume but, will not count toward the new order and new enrollment requirement defined in number 3 below under New Order Point Requirements and Rewards section.**

2) LEADERSHIP MAINTENANCE REQUIREMENT:

- a. Leadership rank must be maintained three (3) of the eleven (11) months including the final month of the qualification period.
- b. For the purposes of this incentive Leadership level rank will be compared to the highest level attained at least three (3) times during baseline period (February 1, 2018 – December 31, 2018).
- c. New and current non-leader Associates must attain at least a Gold Associate level.

3) NEW ORDER POINT REQUIREMENTS AND REWARDS:

In addition to #1 and #2 above, Associates will be required to meet the minimum point requirements as defined below.

- a. Associates (who did not reach Presidential status 3 times during the base period) must enroll and have product sales to a minimum of twenty-two (22) new Associates or Preferred Customers. Eleven (11) of the sales, must be to new Associates, and the remaining eleven (11) can be purchased by to either Associates or Preferred Customers.
- b. Presidential Directors and higher must enroll and have product sales to a minimum of seventeen (17) new Associates or Preferred Customers. Six (6) of the sales, must be to new Associates, and the remaining eleven (11) can be sold to either Associates or Preferred Customers.

- c. New Associate Enrollments and Preferred Customer Enrollments must take place during the qualification period (February 1, 2019 through December 31, 2019).
- d. An Associate enrollment registration (\$49.99) must be purchased by the enrollee to be considered a new Associate enrollment. However, the enrollment registration of \$49.99 does not count toward the required point volume.
- e. The new Associate enrollee must personally purchase a product order that is generated in the month that he or she enrolled. In order for a product order to count in any given month, the order must be generated prior to or on the last day of the month. The order can be generated no later than 8:00 pm Central Standard Time on the last day of the month.
- f. New Preferred Customer - A new Preferred Customer enrollee can only count toward the required twenty-two (22) new personal enrollments once the first product order is placed.
- g. One (1) point will be awarded to the Enroller for each PV earned on products purchased by the new Associate and new Customer during the Qualification Period. (1 PV = 1 Incentive qualification point; 100 PV = 100 Incentive qualification points).
- h. Associates must meet or exceed the required points to earn the Incentive.
- i. Preferred Customers that are signed up as an Associate during the promotion period will count toward the requirements of #3. However, they will only count toward the new Associate requirements and will no longer count as a Preferred Customer if they change from a Preferred Customer to an Associate during the promotion period.
- j. Please see the points and prizes below.
 - 16,000 Points – Resort package for two / Accommodations / Meals as per the package for two (if applicable) and activities.
 - 20,000 Points – Adds a \$500 travel allowance.
 - 25,000 Points – Adds a \$1000 travel allowance.
 - 30,000 Points – Adds a \$1000 travel allowance and accommodations for 3 in same room.
 - 35,000 Points – Adds a \$1000 travel allowance and accommodations for 4 (up to two rooms)
 - 40,000 Points – Adds a \$2000 travel allowance and accommodations for 4 (up to two rooms)
 - Additionally, the top 3-point earners exceeding 45,000 points will receive an upgraded suite (counts towards one of the two already earned) and a private dinner with Mannatech management, special private transfers to and from the airport, special inside tour of the manufacturing facility in addition to the rewards outlined above.

4) **ADDITIONAL WAYS TO EARN POINTS:**

- a. **January 2019 Associate Enrollment Points:** Up to three (3) new Associates enrolled in January 2019 and their volume will count toward the enrollment requirements during the qualification period if the enrollment and

product order meet all the criteria specified above. If more than three (3) Associates were enrolled in January then the three (3) Associates with the highest volume will be included for each account number.

- b. **Enroller Points:** There are two ways to earn additional enroller points. Either AQP points or PPV points may be earned **but not both in the same month** for the same volume. The maximum enroller points earned = 3000 points. Only US and Canada volume will be included.
 - i. **To Earn AQP Points** – If during the qualification period, an Associate enrolls a new Associate who then enrolls an Associate who earns an AQP during the qualification period, the Enroller is eligible to receive points for each month it is earned. For each month that the new Associate earns and retains the AQP consecutively, the Enroller will receive points as follows:
 - 1. Month 1-3 = 100 points per month, Month 4-8 =150 points per month, Month 9-11 = 200 points per month.
 - 2. If a month is missed, the points earned starts over at month one.

Or

 - ii. **To Earn PPV Points-** Enrollers who enrolled Associates during the qualification period who have 500 PPV in a month during the qualification period will receive points for each month it is achieved. For each month that the new Associates earns and retains the 500 PPV consecutively, the Enroller will receive points as follows:
 - 1. Month 1-3 = 75 points per month, Month 4-8 =100 points per month, Month 9-11 = 175 points per month.
 - 2. If a month is missed, the points earned start over at month one.

Team Points reward Directors and above for having team members they personally enrolled qualify for the trip. For each such team member the Director and above who enrolled the Associate will receive 1000 points toward the Incentive to a maximum of 4000 points (maximum 4 people).

Note: This will be calculated after the Incentive qualification period closes and therefore should be viewed as upgrade bound offers after incentive has been earned. Both existing Associates and new Associates that you have personally enrolled and that have earned the trip will count.

5) BONUS PRIZES:

- a. **QUALIFIED PLATINUM PRESIDENTIAL DIRECTORS** or higher may qualify for the 20,000-point level if they meet the minimum growth requirements

defined in the growth requirement Section # 1 above and maintain their Leadership level as described in # 2 above.

- b. **HIGH PERFORMANCE BONUS** Associates who qualify for the Incentive and have products purchased by at least fifteen (15) new Associates, will be eligible for a special dinner with corporate management.
- c. **EACH 3-MONTH PERIOD** (see below) special qualifications will be targeted at recruitment to help maximize the incentive.
 - i. Segment 1 / January – March – TBD
 - ii. Segment 2 / April – June – TBD
 - iii. Segment 3 / July - September - TBD
 - iv. Segment 4 / October - December – TBD
- d. **QUALIFIED LEADERSHIP LEVEL RANK-UP** for Presidential Directors and higher will receive an additional \$500 trip credit if they earn the trip.
- e. **ACHIEVERS CLUB AWARD POINTS:** Associates may earn extra rewards during the incentive qualification period for earning and maintaining Achievers Club status during the qualification period. Prizes such as meal upgrades, excursions, room credits will be provided to those who earn the Incentive and also are members of the Achievers Club for more than six (6) months consecutively.

OFFICIAL RULES:

1. BY ENTERING THIS PROMOTION, PARTICIPANTS ACCEPT AND AGREE TO BE BOUND BY THESE OFFICIAL RULES. FURTHERMORE, ANY VIOLATION OF THESE RULES BY THE PARTICIPANT MAY, AT MANNATECH'S SOLE DISCRETION, RESULT IN DISQUALIFICATION. ALL DECISIONS OF MANNATECH REGARDING THIS QUALIFICATION ARE FINAL AND BINDING IN ALL RESPECTS.
2. All commissions, bonuses and earnings are earned through the sale of Mannatech products. The examples set forth in this Qualification are for illustration purposes only.
3. Only Associates in Good Standing during the Qualification Period are eligible to earn the Incentive.
4. Qualification will not be considered from the result of an existing Associate sponsor transfer, override or country transfer.
5. Prior to the official notification of qualification to Participants, all qualification information provided by Mannatech is unofficial and subject to change and verification by Mannatech. If the Participant falls below the Qualification Criteria, the Incentive Package will not be awarded.
6. Mannatech assumes no responsibility for notifying Participants of any returns or cancellations within their organization that affect point totals.
7. We recommend (but do not require) that Participants keep track of their progress. Inquiries to research an account must be in writing and received by Mannatech's Incentives Department by January 20, 2020 to be considered for review. Any discrepancy received after this deadline will not be considered for approval.
8. All final rules and rule interpretations are solely at Mannatech's discretion.
9. Incentive Packages are not transferable and may not be given away or sold. Incentive Packages may not be transferred to another Mannatech Associate, family member, friend, etc. Only the names on the account are eligible to redeem the trip. In addition, if the Contest Qualifier chooses not to accept the Incentive Package earned, **no cash will be awarded** and the trip will be forfeited.

10. Travel Visas must be valid for the trip. Mannatech will not be responsible for any travel visas for any Contest Qualifiers and his/her guest(s).
11. Only one (1) Incentive Package may be earned per Mannatech SSN, SIN, EIN or CRUP. Upon sign-up, the SSN, SIN, EIN or CRUP will be tracked for duplication and authenticity at the time of sign-up and at the end of the trip qualification.
12. All new Associate accounts used to earn the trip must have a unique SSN, SIN and EIN and the Associate must be new to Mannatech.
13. If a shared position qualifies for the Incentive Package, the joint owner of the position may be the guest. Each person listed on the account is not entitled to bring a guest. If one of the joint account owners chooses not to attend, a guest may be invited.
14. Mannatech, in its sole discretion, reserves the right to substitute the Incentive Package destination for one of equal or greater value for any individual Contest Qualifier or the entire group of Contest Qualifiers.
15. Contest Qualifiers will be notified on or before January 20, 2020 at the last known email address for those who have VALID email accounts on file with Mannatech. If the notifications returned as non-deliverable, the Incentive Package may be forfeited. The notifications will include a link to the registration website as well as instructions on how to complete the registration process.
16. Participants with excessive returns of products in their organization may be disqualified from the Qualification. In addition, if there are any excessive returns in the 12 months following the trip qualification that would have affected qualification, Mannatech has the right not to accept the returns and/or the Associate agrees to reimburse Mannatech for the cost of the trip or Incentive Package and any other recognition received by the Associate. Mannatech reserves the right, in its sole discretion, to determine what constitutes excessive returns.
17. Participants **must be 18 years of age or older at the start of the qualification period** to participate. If the Participant is under the age of 18 years old, a parent or legal guardian must also be named on the account. Online verification of age will be **REQUIRED** prior to completion of the registration. If it is found that the Contest Qualifier was not at least 18 years of age at the start of the Qualification Period, the Incentive Package **WILL BE** forfeited and may not be transferred to a legal guardian or parent.
18. Participants must be a resident of the United States or Canada in order to participate and must be able to show proof, excluding residents of Quebec.
19. An online Release of Liability must be accepted when registering in order for a trip reservation to be completed. The trip will not be awarded without acceptance of this release.
20. All applicable taxes are the responsibility of the Contest Qualifier. The value of the package included in their 1099 and T4A will be approximately USD \$6,000 up to \$15,000 depending on the trip awarded.
21. If the Contest Qualifier cancels after cash is awarded and hotel rooms are booked, the Contest Qualifier will be issued a 1099 or T4A for the expenses incurred regardless if the Incentive Package is actually taken. Not-for-profit or government agencies should consult a tax attorney prior to participation.
22. By entering, Participants consent to the use of their name and likeness for publicity and qualification purposes by Mannatech without additional compensation, unless prohibited by law.
23. Passports are required for ALL travelers regardless of age. There may be special restrictions for parents traveling with minor children. Please contact your local consulate for travel requirements outside of the United States or Canada.
24. Participants' New Associate will be audited throughout the Qualification Period and will

- require a valid SSN, SIN or EIN to qualify.
25. **Any indication of manipulation regarding qualification criteria will disqualify any Participant attempting to benefit from the action.** This includes sponsoring manipulation, adding members and or accounts of people that do not exist, buying in volume for qualification purposes may be subject to legal and compliance review. Mannatech, at its sole discretion, may disqualify any Participant from participating in the Qualification, refuse to reward points and or Incentive Packages and require the return of Incentive Packages if Participant engages in any conduct Mannatech deems improper, unfair, or otherwise adverse to the operation of the Incentive or detrimental to other entrants. Such improper conduct includes but is not limited to, falsifying personal information before, during or after the Qualification Period and may be subject to legal and compliance review.
 26. If a Contest Qualifier voluntarily or involuntarily terminates his or her distributorship under the terms of the Associate Agreement before the trip, he or she will forfeit the right to an Incentive Package and may be subject to legal and compliance review.
 27. A cancellation will be treated as final and will not be reinstated.
 28. **Guests of the contest qualifier may not be a Mannatech Associate unless they are a family member. A guest may not attend the trip without the qualifier.**
 29. Participants must refer to the Mannatech Compensation Plan in the Participants' market for more details.
 30. Mannatech reserves the right to cancel or modify this Incentive program as determined by Mannatech at its sole discretion.
 31. No purchase necessary.

DEFINITIONS:

1. **Associate in Good Standing** - one who has (1) renewed his or her position as required by the Company within the qualification period whichever or within one year as required and (2) has not received a final compliance sanction precluding the Associate from participating in events and/ or receiving recognition. A "Compliance Sanction" is considered final when (1) a ruling by the Compliance Committee is not appealed or (2) when an appealed compliance matter is decided by the Appeal Panel.
2. **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.
3. **Associate Status** - There are two types of Associates:
 - a. **Active**—any Associate who meets the minimum requirement for their rank within the qualification period.
 - b. **Inactive**—an Associate who has not met the minimum leadership rank requirements for six (6) consecutive months.
4. **Contest Qualifiers** - A Qualified Associate who has met the minimum requirements of the Incentive.
5. **Downline Point Volume (DPV)** DPV consists of an Associate's Personal Point Volume (PPV) plus volume from their entire downline organization.
6. **Enroller** - The Associate who is listed on the Associate Application and Agreement as the Enroller. The Enroller and the Sponsor may be the same person, or the Enroller may place the new Associate under a different Sponsor in their organization.
7. **Leader** - Any Associate who has obtained the Leadership Rank of Executive or above.
Leadership Rank - Any Associate-recognized title or the highest title they have achieved. An Associate's leadership title may vary from month-to-month due to leadership qualification requirements

8. **Point Volume (PV)** - Points assigned to every product for the purpose of bonus qualifications.
 - **Baseline** – For the purposes of this incentive, the baseline equals the amount of volume you have either in your entire organization or your sides legs in the US and Canada from February 1, 2018 - December 31, 2018
- 9.
- 10.
11. **Personal Point Volume (PPV)** The volume earned on personal and customer purchases/ sales needed to qualify for commissions during the qualification period.
12. **Side Leg Volume** includes all volume outside of the largest leg. For baseline calculations, this generally includes all cumulative PPV, plus the cumulative DPV of all downline legs apart from the leg with the highest cumulative DPV during the baseline period.