

**1. What is Weekly Pay?**

Mannatech has an attractive and competitive Compensation Plan in the industry. It is simple to explain the six ways we reward our Associates. The Compensation Plan is fair and rewards hard work with Incentives, Commissions and Bonuses. We are now enhancing our payment solutions for our Associates through Mannatech Pay. When you join Mannatech Pay and elect for Weekly Pay, you are accelerating eligible bonuses available to Associates in select markets who want to receive their payouts for eligible bonuses more quickly.

**2. What markets can receive Weekly Pay?**

All markets, with the exception of Korea, Japan and Mexico, can receive Weekly Pay at this time.<sup>†</sup>

**3. Is Weekly Pay mandatory?**

No. Weekly Pay is completely optional. The default for Weekly Pay in the Back Office is "off." Associates can subscribe to Weekly Pay at any time. You may also unsubscribe at any time.

**4. How do I subscribe to Weekly Pay?**

To subscribe, log-in to your Back Office account and go to My Commissions. If you already use Mannatech Pay, simply click Subscribe to Weekly Pay on your My Commissions page. If you are new to Mannatech Pay, select Request Mannatech Pay Now and fill out the application. Then, click Subscribe to Weekly Pay. Mannatech Pay is a pre-requisite of Weekly Pay.

**5. Can I have Direct Deposit and Weekly Pay?**

No, you may only have one payment method at a time. When you join Mannatech Pay and elect Weekly Pay, your previous Direct Deposit is removed.

**6. What happens to my Weekly Pay if I decide to no longer use Mannatech Pay?**

If you opt-out of Mannatech Pay, you can no longer receive Weekly Pay. To opt out of Mannatech Pay, complete the Direct Deposit Request Form to return to monthly payouts. You may download the Direct Deposit form here: <https://library.mannatech.com/48>

**7. When can I expect my payments?**

Commissions are calculated at the end of day on Thursday. Payments are disbursed no later than the following Friday. If a week overlaps at the end of the month, deposits can be split into two payments.

**8. Which bonuses are eligible for Weekly Pay?**

The following eligible bonuses are available in these markets:

**Global (Except Taiwan, Korea, Japan and Mexico):**

- Autoship Qualified Personal (AQ)
- First Order Bonus (FOB)
- Business Development Bonus (BDB)
  - Team 2 Bonus
  - Team 4 Bonus

**Hong Kong:**

- First Order Bonus (FOB)
- Business Development Bonus (BDB)
  - BDB Team 500
  - BDB Team 1,000

## 9. Which bonus is eligible for Daily Pay?

The following bonus is available in these markets:

Global (Except Taiwan, Korea, Japan and Mexico):

- o First Order Bonus (FOB)

## 10. What happens if an order is returned for a refund after a weekly payout?

Mannatech will follow our normal Recoupment of Commissions process.

## 11. What currency is used for International Product Sales?

Mannatech will follow our normal Commissions process. The Associate is paid the currency of the country for the "paid-to" Associate account at time of payout.

## 12. How long does it take to get paid after subscribing to Weekly Pay, or to opt out?

Once you subscribe, you can expect to receive your first paycheck after a couple of weeks. After that, you'll start seeing your eligible bonus every week. If you decide to opt out of Weekly Pay, it will go into effect at end of day the following Thursday.

## 13. What if I enroll in Weekly Pay mid-month?

All cumulative bonuses eligible for Weekly invoices from the beginning of the month will be included in your first Weekly Pay disbursement.

## 14. Are there fees for using Weekly Pay?

There are no fees associated directly with Weekly Pay, but fees associated with Mannatech Pay do apply. Below are a few typical fees for Mannatech Pay, additional details may be found in your Mannatech Pay portal:

- Monthly Maintenance fee — \$1.00 USD
- Bank Transfer fee (depends on the market) — \$0.35 - \$2.00 USD
- Mannatech Pay Pre-paid card order — \$5.95 USD
- Transfer funds to Mannatech Pay Pre-paid card — \$0.50

## 15. When do I receive my Mannatech Pay Pre-paid card?

Your Mannatech Pay Pre-paid card should be delivered within 2-5 weeks after ordering, depending on your location.

**For information on Mannatech Pay see our Overview at:**

<https://library.mannatech.com/8192>