



**2023**

**North America Incentive  
Canada and United States Associates**

(Updated Oct 31, 2023)

**Never too late to participate in the challenge!**

Exclusive to **NEW ENROLLEMENT DURING OCTOBER 1, 2023 – DECEMBER 31, 2023:**

New Associates that signed up October 1 – December 31 and reach the level of Presidential Director or Higher will automatically qualify for the Tulum incentive for 2 people at the hotel. Additional rewards may be earned by reaching each level based on the published rules (see below).

**Key Dates**

- **Qualification Period:** February 1– December 31, 2023 (11 months)
- **Baseline Period:** February 1, 2022 – December 31, 2022
- **Trip Dates:** Early 2024
- **All-inclusive Resort and M5M Experience 5 nights and 6 days**  
**Qualification Summary:** Listed below are the minimum requirements to earn the 2023 Incentive trip. Later in the document, you will learn more about additional ways to earn points.
  - **Product Sales:** Sell products to New Associates and New Preferred Customers.
    - **Associates** must sell products to a minimum 11 (eleven) New Associates and Customers with a minimum of five (5) **being New Associates**.
    - **Presidential Directors and Bronze Presidential Directors** must sell products to a minimum of eight (8) New Associates and Customers with four (4) **being New Associates**.

- **Silver Presidential Directors and Above:** There are three possible ways to earn the trip. Leadership level is based on the 2022 qualifications as defined in this document.
  - Show cumulative DPV growth in North America volume during the promotion period to earn the 31,000point level. The baseline would be February,1, 2022 through December 31, 2022. Plus, the Leader must meet the Leadership level requirement as defined in this document and sell products to eight (8) new Associates or Customers. Reminder that this only for DPV for North America.
  - OR**
  - Have 4-personally enrolled Associates who qualified to attend the 2023 incentive at the 25,000-point level or higher. This would earn the Silver Director or higher the 31,000-point prize level if they meet the Leadership level requirement and sell products to eight (8) new Associates and Customers.
  - OR**
  - Must meet all the requirements for a Presidential Director/Bronze Presidential Director as stated in the rules.
- **Points:** One (1) point will be awarded to the Enroller for each PV earned on products purchased by each New Associate and New Customer during the Qualification Period. (1 PV = 1 Incentive qualification point; 100 PV = 100 Incentive Qualification points). All New Customers and Associates must have ship to addresses in Canada or the US.

#### **Awards Based on Point Volume as described:**

- **18,000 Points**
  - Hotel package for one (1). Will be required to share a room with another Mannatech Associate.
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
- **25,000 Points**
  - Hotel package for two (2).
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
- **31,000 Points**
  - Hotel package for two (2).
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
  - \$500 travel allowance.
- **37,000 Points- May select between Option 1 or Option 2**
  - **Option 1:**
    - Hotel package for three (3) in one (1) room
    - Mannatech sponsored meals and activities.
    - Transportation to and from the airport.
  - **Option 2:**
    - Hotel package for two (2) in one (1) room

- Mannatech sponsored meals and activities.
- Transportation to and from the airport.
- \$1000 travel allowance.
- **44,000 Points - May select between Option 1 or Option 2**
  - **Option 1: \***
    - Hotel package for four (4) in two (2) Rooms
    - Mannatech sponsored meals and activities.
    - Transportation to and from the airport.
    - \$1000 travel allowance.
  - **Option 2: \***
    - Hotel package for two (2) in one (1) room.
    - Mannatech sponsored meals and activities.
    - Transportation to and from the airport.
    - \$2,500 travel allowance.

\*Four (4) people in 1 room will earn the same as Option 1 in this level.

\*Travel allowance may be used for additional rooms, additional guests, airfare, etc.

Also, please note that if one (1) account meets all the requirements of the 25,000 points level or higher an Associate may accompany the earning Associate as a guest for the 2023 program for business purposes. The goal is to use criteria to motivate new and up and coming Associates or restart existing Associates.

- **Growth Requirement - Customer Point Volume (CPV):** Show CPV maintenance of 500 per month average.
- **Leadership Level:** Maintain your highest leadership level 3 times (Leadership level is determined during the baseline period) see more details below.
- **Additional Ways to Earn Points:**
  - **Leadership Rank Up Points:** Earn points for each Leadership level rank up during the Qualification Period. Learn more about the baseline Leadership level rank up in the document below.
  - **New Associates/500 CPV:** In the first three (3) full months after their enrollment date, if a New Associate builds new CPV of 500 or more, the New Associate will receive 300 points toward the incentive. Additional points will be awarded each month 500 CPV or higher is maintained. See more point information below.
    - **Enroller Bonus:** The enroller will earn an additional 200 points for the first month a New Associate achieves 500 CPV from New Preferred Customer product orders during the Qualification Period.
  - **Existing Associates/500 CPV.** Existing Associates must increase their Baseline by 500 points to earn an additional 300 points in CPV Bonus points.

- **Team 4, 6, 8, 10, 12 and 14 Bonus:** Each month a New higher Team level is attained for the first time, an additional 300 points will be rewarded to the Associate. For example: If an Associate reaches Team 6 (six) in February 2023 but reaches Team eight (8) in March an additional 300 points will be earned in March. The baseline for team attainment is December 2022.
- **No more than 4,000 points may be earned in the “Additional ways to earn” section.**
- **Top Point Earners:** In addition, the top 10-point earners (overall in US and Canada) who exceed 55,000 points, will earn an upgraded room for their stay during the trip dates and will receive a special event from the Executive Team to celebrate their achievements.
- **Each account that earns 10,000 points or more in February and March 2023, will earn an additional 1,000 points. instead of toward the qualifications. Note: The 10,000-point reference is a cumulative amount from February and March only including double points earned.**

**February and March of 2023 – double volume point will be earned. Fast Start Point Bonus**

- **Example:** If you earn 2,000 regular points in February and March, you will earn an additional 2,000 points toward qualifications for a total of 4,000 points.

#### **QUARTER BONUS POINTS:**

- **Each account earning 10,000 or more total points in February and March (including the double points) will earn a 1,000-point bonus.**
- **Example:** If you earn 2,000 points in February and 3,000 in March, your total points earned is 5,000. Mannatech will double your points to 10,000 and add 1,000 more points for a total of 11,000 points earned.

**2023 North America Incentive**  
**Canada and the United States**  
**Five nights and 6 days**  
**Official Qualification Criteria, Rules and Awards**

- \* All-inclusive Resort
- \* Transfers to and from the airport
- \* Welcome Reception and Dinner
- \* Farewell Reception and Dinner
- \* Recognition and Rewards for All
- \* Mannatech Sponsored Activities
- \* Additional Travel and Allowances may be earned
- \* M5M Give Back Day
- \* Experiences to last a lifetime and much more.

**QUALIFICATIONS:**

Key dates and requirements:

- Qualification Period: February 1, 2023– December 31, 2023 (11 months)
  - Baseline Period: February 1, 2022– December 31, 2022
  - Trip Dates: Early 2024
  - All New Associates and New Preferred Customers must be from Canada or the United States with “ship to” addresses in Canada or the United States to count toward this Incentive. Cross-country purchases beyond Canada and the US will not count toward this Incentive. Listed below are the three (3) minimum requirements needed to earn the 2023 Incentive trip. Later in the document, you will learn more about additional ways to earn points toward qualification.
1. **GROWTH REQUIREMENT:** There are two ways to meet the growth requirement. New volume must be from United States and Canada as described above with orders shipped to a US or Canada Address.

1 Associates must increase their CPV over their Baseline by 1,800 cumulatively or maintain at least 500 average per month for a total 5,500 cumulative during the qualification period. The Personal Point Volume (CPV) Baseline is **determined by the average monthly CPV on February 1, 2022, – December 31, 2022.**

**For example:** The average Baseline was 425 per month, so the cumulative should be  $(425 \times 11 = 4675)$  for the Qualification period of eleven (11). The total cumulative CPV required to qualify for the trip will be  $(4675) + 1800 = (6475)$

**Or you can maintain an average of 500 per month for a total of 5,500.**

**For the purposes of the incentive, CPV = Customer orders minus personal orders.**

## **2. LEADERSHIP UPGRADES AND MAINTENANCE REQUIREMENT:**

- a. Leadership rank must be maintained three (3) of the eleven (11) months. Your Leadership rank cannot fall below the next level down in the last month of the incentive, December 2023. For example; If your Leadership Baseline rank is Silver Executive Director, you may not fall below an Executive Director in the last month of the incentive.
- b. For the purposes of this incentive Leadership level rank will be compared to the highest level attained at least three (3) times during the Baseline period.
- c. New and current non-leader Associates must attain at least a Gold Associate level at least one time during the Qualification period.
- d. Additional points may be earned for each level of rank up achieved for the first time during the Qualification period as follows:
  - i. An additional 500 points per level for New Directors and Executive Director levels will be awarded.
  - ii. An additional 1000 points per level for New Presidential Director, Bronze Presidential Director, Silver Presidential Director and Gold Presidential Director will be awarded.
  - iii. New Platinum Presidential Directors and above will receive 2000 points and the opportunity to receive special incentive consideration and designated below for Silver Presidential Directors and Above.
  - iv. If more than one (1) new level is achieved in a month, the highest Leadership Level will be awarded and the highest point level will be earned plus 50% of the stated points for the lower level
    1. For example: If an Associate reaches Gold Director and Presidential level Leadership levels (2 levels) for the first time in March of 2023, the Associate will receive the full amount of the points for reaching the Presidential Level (higher point volume) of the two levels and 50% of the lower-level points. In this case, it would be 1000 points for Presidential Director and 250 points for Gold Executive Director for a total of \$1250 points. To receive additional Leadership level attainment points, this Associate would need to earn Bronze Presidential or Higher.



2. **The maximum** cumulative number of Leadership Rank up points for the purposes of this incentive is two thousand (2000).

**3. NEW ORDER POINT REQUIREMENTS AND REWARDS:** In addition to the above, Associates will be required to meet the minimum point and new product order requirements by selling products to New Preferred Customers and New Associates as defined below.

- **Product Sales:** Sell products to New Associates and New Preferred Customers.
  - **Associates** must sell products to a minimum of eleven (**11**) New Associates and Customers with a minimum of **five (5) being New Associates**.
  - **Presidential Directors and Bronze Presidential Directors** must sell products to a minimum of eight (8) New Associates and Customers with four (4) being **New Associates**.
  - **Silver Presidential Directors and Above:** There are three possible ways to earn the trip. Leadership level is based on the 2022 qualifications as defined in this document.
    - Show cumulative DPV growth for North America volume during the promotion period to earn the 31,000-point level. The baseline would February 1, 2022 through December 31, 2022. Plus, the Leader must meet the Leadership level requirement as defined in this document and sell products to (eight) 8 new Associates or Customers. Reminder that this only for DPV for North America.
  - **OR**
  - Have 4-personally enrolled Associates who qualified to attend the 2023 incentive at the 25,000-point level or higher. This would earn the Silver Director or higher the 31,000-point prize level if they meet the Leadership level requirement and sell products to eight (8) new Associates and Customers.
  - **OR**
  - Must meet all the requirements for a Presidential Director/Bronze Presidential Director as stated in the rules.
  - **Points:** One (1) point will be awarded to the Enroller for each PV earned on products purchased by each New Associate and New Customer during the Qualification Period. (1 PV = 1 Incentive qualification point; 100 PV = 100 Incentive Qualification points). All New Customers and Associates must have ship to addresses in Canada or the US.

**Awards Based on Point volume as described:**

- **18,000 Points**
  - Hotel package for one (1). Will be required to share a room with another Mannatech Associate.
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
- **25,000 Points**

- Hotel package for two (2).
- Mannatech sponsored meals and activities.
- Transportation to and from the airport.
- **31,000 Points**
  - Hotel package for two (2).
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
  - \$500 travel allowance.
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  - Hotel package for two (2) in one (1) room.
  - Mannatech sponsored meals and activities.
  - Transportation to and from the airport.
  - \$2,500 travel allowance.

\*Four (4) people in 1 room will earn the same as Option 1 in this level.

**The top 10-point earners who exceed 55,000 points, will earn an upgraded room for the stay during the trip dates.**

**The top point earner will receive a 5,000 cash prize.**

\*Travel allowance may be used for additional rooms or travel for Each Qualifier.

- a. New Associate Enrollments and Preferred Customer Enrollments must take place during the Qualification period.
- b. 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.
- c. The New Associate enrollee must personally purchase a product order (during the enrollment month) during the incentive Qualification period. 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. Note: we cannot guarantee that orders placed after 10 PM CST on the last day of the month will count towards that current month. Therefore, it is recommended that orders are generated before 10:00 pm Central Standard Time.

- d. New Preferred Customer - A New Preferred Customer enrollee can only count toward the required new personal enrollments if the first product order is placed in the month of enrollment.
- e. One (1) point will be awarded to the Enroller for each PV earned on products purchased by each New Associate and New Customer during the Qualification Period. (1 PV = 1 Incentive qualification point; 100 PV = 100 Incentive qualification points).
- f. Associates must meet or exceed the required points to earn the Incentive.
- g. If a New Preferred Customer enrolls prior to the Qualification Period and transitions to an Associate during the Qualification Period, the enrollment will count toward the New Associate enrollment requirement and the volume will begin to count from the sign-up date on. Prior volume as a customer will not be recognized for incentive purposes.
- h. New Preferred Customers that upgrade to an Associate during the Qualification period will count toward the requirements. However, they will only count toward the New Associate requirements and will no longer count as a Preferred Customer when they change from a Preferred Customer to an Associate during the Qualification period. Volume up to the month of the upgrade, will count toward the enroller. Volume after the conversion will count toward the new upgraded Associate.

**4. ADDITIONAL WAYS TO EARN POINTS:** A maximum number of 2000 of points may be earned though combined efforts described 4a, 4b, and 4c.

**a. CPV Bonus – New Associates**

New Associate is defined as an Associate enrolled after February 1, 2023. In the first (three) 3 full months after their enrollment date, a New Associate (see above) builds new CPV of 500 or more, the New Associate will receive 300 points toward the incentive. For example: If they enrolled in February 2023, they must have a 500 CPV balance no later than the end of **May**. A maximum number of 2000 of points may be earned though combined efforts described 4a, 4b, and 4c.

After the first 3 months for each month that the New Associate consecutively (without a break) maintains CPV of 500 or more they will receive an additional 300 points each month (Please note that personal orders by the New Associate do not count toward the new 500 CPV for incentive purposes. **A maximum number of 2000 of points** may be earned though combined efforts described 4a, 4b, and 4c.

**For example:** New Associate (Jesse) enrolled February 27, 2023 (all CPV in this example is from the New Associate Jesse)

March CPV = / 0 points  
April CPV = 550 / 300 points  
May CPV = 600 / 300 points  
June CPV = 400 / no points  
July CPV = 600 / 300 points  
Aug CPV = 600 / 300 points

**The enroller** will earn an additional 200 points for the first month a New Associate achieves 500 CPV from New Customer product orders during the Qualification Period. A maximum number of 2000 of points may be earned though combined efforts described 4a, 4b, and 4c.

**b. CPV (Customer Point Volume) Bonus Existing Associates.**

Existing Associates are Associates enrolled prior to February 1, 2023. Existing Associates must increase their Baseline by 500 points to earn the CPV Bonus as described above. Mannatech will use the average of the Baseline Period to calculate the starting point. **For each month they maintain the incremental CPV of 500 or more consecutively (without a break), they will receive an additional 300 points up to maximum of 2000 points.** Personal orders of Existing Associates do not count toward the calculation of the increase of 500 CPV for incentive purposes

**Only new customers enrolled during the Qualification period will count. A maximum number of 2000 of points may be earned though combined efforts described 4a, 4b,4c**

**Example:**

Existing Associate Harry

December 2022 CPV Baseline is 750

February 2023 CPV = 1000/ No points earned

March 2023 CPV = 1300 / 300 points earned

April 2023 CPV = 1000 / No points earned

May 2023 CPV = 1500 / No points earned

June 2023 CPV = 1300 / No points earned

**c. Team 4, 6, 8, 10, 12, 14 and beyond earners:** Each month a New higher Team level is attained for the first time, an additional 300 points will be rewarded to the Associate. For example: If an Associate currently has Team 6 (six) in February 2023, but obtains Team 8 in March, an additional 300 points will be earned in March. The next level the Associate must earn is Team 10 to receive additional points according to this section.

Team Points will be calculated at the end of the Qualifying period. One (1) level will be rewarded each month. This level will now become the baseline for future points under this section.

For example: An Associate with a baseline of Team 4 earns both Team 6 and Team 8 in June 2023, the Associate would receive 300 points for achieving one (1) additional level (Team 8) and 50% of the lower level (Team 6) or 150 points for a total of 450 points. In this example, the Associates new baseline would be Team 8.

The baseline for Team level attainment is December 2022 and will only include customers with ship to addresses in the United States or Canada. New Team levels will also only include customers from the United States or Canada.

**A maximum number of 2,000 points may be earned through combined efforts described, 4a, 4b and 4c.**

**A maximum of 2,000 point may be earned through Leadership advancement as stated in section 2d. 4,000 points total points may be earned from 4a, 4b, 4c and section 2d combined.**

OFFICIAL RULES: BY ENTERING THIS QUALIFICATION, 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.

1. 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.
2. Only Associates in Good Standing during the Qualification Period are eligible to earn the Incentive.
3. Qualification will not be considered from the result of an existing Associate sponsor transfer, override or country transfer.
4. 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.
5. Mannatech assumes no responsibility for notifying Participants of any returns or cancellations within their organization that affect point totals.
6. 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 Jan 10, 2024 to be considered for review. Any discrepancy received after this deadline will not be considered for approval.
7. All final rules and rule interpretations are solely at ManTech's discretion.
8. 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.
9. If the Contest Qualifier chooses not to accept the Incentive Package earned, a cash option may be awarded at a portion of the cost of the trip as Mannatech will incur attrition fees for non-attending earners.
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 and will be tracked for duplication and authenticity at the time of sign-up and at the end of the trip Qualification. An Associate with multiple accounts may only receive the incentive rewards for one account.
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 31, 2024 at the last known email address for those who have VALID email accounts on file. 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 to participate and must be able to show proof, excluding residents of Quebec.
19. An online Release of Liability must be accepted when registering for a trip reservation to be completed. The trip will not be awarded without acceptance of this release. All applicable taxes are the responsibility of the Contest Qualifier. The value of the package included in their 1099 and T4A will be **USD \$3,000 up to \$10,000 depending on the trip awarded.**
20. If the Contest Qualifier cancels after cash is awarded and/or hotel rooms are booked, the Contest Qualifier will be issued a 1099 or T4A for the expenses incurred regardless of if the Incentive Package is taken. Not-for-profit or government agencies should consult a tax attorney prior to participation.
21. 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.
22. Passports for travel outside of your resident country 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.
23. Participants' New Associate will be audited throughout the Qualification Period and will require a valid SSN, SIN or EIN to qualify.

24. 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 a 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.
25. 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.
26. A cancellation of the trip will be treated as final and will not be reinstated if past the deadline for registration.
27. A guest may not attend the trip without the qualifier. However, an Associate may be a guest of an Associate that earned the trip. Please note that this is on a trial basis only.
28. Participants must refer to the Mannatech Compensation Plan in the Participants' market for more details.
29. Mannatech reserves the right to cancel or modify this Incentive program as determined by Mannatech at its sole discretion.
30. No purchase necessary.
31. Mannatech may cancel an event at any time based on circumstances beyond Mannatech' control if Mannatech deems it is in the best interest of the company and Associates and qualifiers.
32. Additional guest tickets, hotel fees, etc. not earned will be booked at the qualifiers expense and the qualifier will assume complete risk and responsibility for any cancelation fees and change fees for the qualifiers guest. For example: If the qualifier earns a trip for two 2 people and they bring a 3rd guest, the qualifiers is solely responsible for their expenses. Travel insurance is recommended when booking tickets to make sure tickets can be changed if needed.

#### **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. **New Customer** – A customer who bought Mannatech for the first time on or after February 1, 2023.

4. **New Associate** – An Associate who purchased products and enrolled as an Associate for the first time on or after February 1, 2023.

5. **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.

6. **Contest Qualifiers** - A Qualified Associate who has met the minimum requirements of the Incentive qualification criteria.

7. **Downline Point Volume (DPV)** DPV consists of an Associate's Personal Point Volume (CPV) plus volume from their entire downline organization.

8. **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.

9. **Leader** - Any Associate who has obtained the Leadership Rank of Executive or above.

10. **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.

11. **Point Volume (PV)** - Points assigned to every product for the purpose of bonus qualifications.

12. **Baseline** – For the purposes of this incentive, the Baseline equals the amount of volume or Leadership level you have either in your entire organization or your side legs in the US and Canada for the timeframe specified above.

13. **Customer Point Volume (CPV)** The volume earned on customer purchases needed to qualify for commissions during the Qualification period minus personal purchases. This term is only used for the purposes of this incentive.