

COMPENSATION PLAN U.S. FEBRUARY 2016

QUALIFICATIONS

To receive downline commissions, must be Active (200 PV)

UNI-LEVEL BONUS

	MP	AMP	LMP	MMP	AMB	MB	MMB
	MARKET PARTNER	ASSOCIATE MARKET PARTNER	LEAD MARKET PARTNER	MANAGING MARKET PARTNER	ASSOCIATE MARKET BUILDER	MARKET BUILDER	MANAGING MARKET BUILDER
	Submit a signed application	200 PV 1 Active Line	250 PV 2 Active Lines	300 PV 2 Active Lines 1,200 GV	400 PV 3 Active Lines (1AMP) 2,400 GV	500 PV 4 Active Lines (1AMP + 1LMP) 4,000 GV	500 PV 4 Active Lines (2MMP) 7,000 GV
LEVEL 1		7%	9%	10%	12%	12%	12%
LEVEL 2		—	—	3%	5%	6%	7%
LEVEL 3		—	—	—	—	3%	5%
LEVEL 4		—	—	—	—	—	3%
							2%

Group Volume Bonus (Personal Group Levels 1 through infinity to your next Generation/MMB)

FAST START BONUS

\$100 for every Market Partner you personally sponsor who purchases the **\$299 Business Product Pack***

\$120 for every Market Partner you personally sponsor who purchases the **\$399 Success Product Pack***

\$185 for every Market Partner you personally sponsor who purchases the **\$599 Overachiever Product Pack***

FAST BUILDER BONUS

A one-time bonus of \$150 for personally sponsoring 3 new Market Partners who also purchase a Product Pack during your Fast Start period*.

* A new Market Partner's Fast Start period is defined as a new MP's enrollment month plus the following two calendar months.

PERSONAL SALES

RETAIL CUSTOMER	30%
VIP CUSTOMER	15%
SALES BONUS 1 - 750 PV	+ 3% (UP TO 33%)
SALES BONUS 2 - 1,000 PV	+ 5% (UP TO 35%)
SALES BONUS 3 - 1,750 PV	+ 7% (UP TO 37%)
SALES BONUS 4 - 2,500 PV	+ 10% (UP TO 40%)

NETWORK BONUS

PAID ON YOUR NEW MP'S FIRST 3 FULL MONTHS		ACTIVE MARKET PARTNER
In addition to Uni-Level Bonus	Level 1	5%
	Level 2	5%

RANK ADVANCEMENT BONUS

MANAGING MARKET PARTNER Advancement Bonus - MP Matching Advancement Bonus - Sponsor * (Enrollment Month + First 3 Full Months)	\$150
ASSOCIATE MARKET BUILDER Advancement Bonus - MP Matching Advancement Bonus - Sponsor * (Enrollment Month + First 4 Full Months)	\$150
MARKET BUILDER Advancement Bonus - MP Matching Advancement Bonus - Sponsor * (Enrollment Month + First 5 Full Months)	\$200
MANAGING MARKET BUILDER Advancement Bonus - MP Matching Advancement Bonus - Upline MMB+ **	\$500
ASSOCIATE MARKET MENTOR Advancement Bonus - MP	\$500
MARKET MENTOR Advancement Bonus - MP	\$1,000
MANAGING MARKET MENTOR Advancement Bonus - MP	\$2,500
ASSOCIATE EXECUTIVE DIRECTOR Advancement Bonus - MP	\$5,000
EXECUTIVE DIRECTOR Advancement Bonus - MP	\$10,000
SENIOR EXECUTIVE DIRECTOR Advancement Bonus - MP	\$20,000

*Matching Advancement Bonus - Sponsor, MMP-MB, is paid to the direct upline Sponsor, who must be paid-as (corresponding rank-) in same month as newly promoting MP. The bonus will be forfeited if requirement is not met. This bonus never rolls up.

**Matching Advancement Bonus MMB - Sponsor, Upline MMB+ is paid to first next Career Title, paid-as MMB+ in upline. If that MMB is not paid-as MMB+ in same month as newly promoting MMB, the bonus will be forfeited and does not roll up.

SILVER AND PLATINUM CONSISTENCY BONUS

			Monthly Bonus
REQUIREMENTS	SILVER BONUS 1 (Silver Builder)	Enroll 3 new VIP Customers and Sponsor 1 new MP with Product Pack in one month	\$150
	PLATINUM BONUS 1++ (Platinum Builder)	Enroll 3 new VIP customers and sponsor 3 new MPs with Product Packs in one month	\$350
	SILVER BONUS 2	You are a Silver Builder and have 2 personally Sponsored Silver Builders in one month	\$350
	PLATINUM BONUS 2	You are a Platinum Builder and have 2 personally Sponsored Platinum Builders in one month	\$650

++ MPs are eligible to be paid incrementally for the Platinum 1 bonus. In other words, when an MP reaches 6+6 in one month, they earn \$700, when they reach 9+9, they earn \$1050, and so on. If you miss your Platinum bonus you may still be eligible for your Silver bonus. MPs are eligible to earn Silver & Platinum bonuses during the calendar month following the conclusion of their Fast Start Period*.

COMPENSATION PLAN CONTINUES

BONUS PLANS CONTINUES

GENERATION BONUS

	AMM	FOUNDER MM	MMM	AED	ED	SED
	ASSOCIATE MARKET MENTOR	MARKET MENTOR	MANAGING MARKET MENTOR	ASSOCIATE EXECUTIVE DIRECTOR	EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR
	500 PV 4 Active Lines (1 MMP & 1 MMB) 7,000 GV	500 PV 4 Active Lines (2 MMB) 7,000 GV 30,000 DV	500 PV 4 Active Lines (1 MMB & 2 AMM) 7,000 GV 60,000 DV	500 PV 5 Active Lines (3 MMB & 2 MM) 7,000 GV 120,000 DV 1 new 1st Gen MMB in the last 12 mos	500 PV 6 Active Lines (4 MMB & 2 MMM) 7,000 GV 300,000 DV 1 new 1st Gen MMB in the last 12 mos	500 PV 8 Active Lines (6 MMB & 2 AED) 7,000 GV 800,000 DV 1 new 1st Gen MMB in the last 12 mos

GENERATION 1	4%	4%	4%	4%	4%	4%
GENERATION 2	—	3%	4%	4%	4%	4%
GENERATION 3	—	—	3%	4%	4%	4%
GENERATION 4	—	—	—	3%	4%	4%
GENERATION 5	—	—	—	—	3%	4%

90-DAY GRACE PERIOD FOR PROMOTING AN MMB

When an MP at the level of MMB or higher promotes an MMB in their personal group, for the 3 calendar months following the promotion, the upline sponsor will only be required to fulfill ½ of their career title's GV requirement to be paid-as that rank. For example, when the upline sponsor's career title is MMB, in order to be paid-as MMB, that sponsor would qualify with 3500GV during the grace period. If the direct upline sponsor is not an MMB, the grace period for GV is extended and applies for all upline sponsor levels, up to the next MMB. An upline sponsor can earn up to two GV credits for 2 or more MMBs promoted in a personal group if they are in separate lines.

MAINTAIN YOUR PAID-AS MMB RANK:

When an MMB doesn't reach paid-as MMB at least once in a rolling 6-month period, in the following month (i.e., month 7), their title will be reclassified to the paid-as title reached in 6th month. The GV will return to sponsor's GV in 7th month.

MAINTAIN CAREER TITLE:

When a new rank is achieved, with the exception of MMB, you must reach that rank at least once in a rolling 12-month period to maintain that title. If rank is not achieved you will be reclassified in the 13th month to the next highest rank achieved in the rolling 12 months. You will then have a rolling 12 months to achieve that rank before reclassification.

PROFIT SHARING POOLS

Founder Pool

You are eligible to receive a payout from the Founder's Club Pool when you promote to Market Mentor within one year of joining—must join MONAT prior to October 1, 2015.

The Founder Pool is 1% of commissionable global volume.

To be eligible:

- Achieve rank of Market Mentor (or higher) one year from your enrollment date, plus end of enrollment month (the last day of your anniversary month). Example: if you enrolled Oct 15 2014, you need to reach MM level by Oct. 31, 2015.
- Maintain paid-as MM rank in the 3rd month of every calendar quarter for payout.
- Must be paid-as MM at least once in 12 consecutive months to remain in Founder's Pool. If MM is not achieved, Founder status will be permanently removed.
- Final date to reach MM level for Founder status is September 30, 2016.
- MPs who enrolled before October 1, 2014 are eligible to receive double shares.
- MPs who reach SED are eligible for 1 additional share.

The Founder Pool is divided among those Founders who earn shares at the close of a calendar quarter.

CONSISTENCY POOL

Be Paid-as Associate Market Mentor or higher each month of a calendar quarter.

January / March	April / June	July / September	October / December
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TO RECEIVE SHARES BASED ON YOUR PAID-AS TITLE EACH MONTH.

The Consistency Pool is ½ of 1% of commissionable volume globally. Consistency Pool is divided among those who earn shares at the close of a calendar quarter.

To be eligible for the Consistency Pool, you must be paid-as AMM or higher every month of the quarter in order to earn shares

Title	Shares
Associate Market Mentor	1
Market Mentor	2
Managing Market Mentor	3
Associate Executive Director	4
Executive Director	5
Executive Director	6

When you qualify for the Consistency Pool and are paid-as your career title in each month you will double your share amount for each month.

