

MANNALIFE INTERNATIONAL COMPENSATION PLAN

1. BINARYCOMMISSION (Paid Weekly):

The binary commission is calculated at 10% of a business associate’s weak leg commissionable volume. For example, if a business associate has 500 in commissionable volume in their weak leg for a given week, then they will receive \$50 (10% of 500) in binary commission that week. In order to qualify for this binary commission, a business associate must have achieved the rank of Executive. To qualify as an executive, a business associate must have sponsored two (2) active Executive Trainees (one on each leg) and have 50 PPV (Personal Purchase Volume) on Autoship. See #3 below for additional ranks and rank requirements.

The binary commission is limited to \$25,000 per month, per business center. For these purposes, a month will be considered a four-week period. We will issue a schedule of the 13 four-week months.

After maximizing the first business center at \$25,000 per month for three consecutive months, a Diamond Executive (see #3 below for rank requirements) can open a second business center. This second business center must be placed down the business associate’s weak leg. After the second business center is maximized at \$25,000 for three consecutive months, a Diamond Executive and open a third business center which can be placed at the business associate’s discretion. For sponsorship purposes, the second and third centers are attributed to the original sponsor of the Diamond Executive (the Diamond Executive cannot sponsor himself or herself for these positions).

Retail and preferred customers (end consumers) do not collect commissions in the pay plan. Retail face-to-face sales are encouraged and rewarded. Example: team members can purchase MannaLife International products at wholesale cost, sell them at the suggested retail price, and receive immediate retail profit. Affiliates who do not participate in team commissions can build websites to sell products at retail.

2. FAST START BONUS (Paid Weekly):

The fast start bonus is based on the commissionable sales volume on JUST the FIRST initial product order that is submitted for each new customer or business associate. The Fast Start Bonus is calculated as a percentage of the initial product volume. Non-Volume items such as freight are not considered when calculating this bonus. This bonus will be paid to the sponsor as well as 4 sponsorship levels up from the sponsor (see chart below). Payout percentage is based upon Autoship level. **The volume for first initial product order does not count for purposes of calculating Binary Commissions – it only counts for this Fast Start Bonus.** You must be an Executive Trainee or above to receive this bonus.

	Payout Percentage	Autoship Requirements	Payout Percentage	Autoship Requirements
Sponsor	30%	50 PPV	35%	120 PPV
1 st level up	3%	120 PPV	3%	120 PPV
2 nd level up	3%	120 PPV	3%	120 PPV
3 rd level up	3%	120 PPV	3%	120 PPV
4 th level up	3%	120 PPV	3%	120 PPV

Standard Compression will be utilized when calculating this bonus.

3. MEGA MATCH BONUSES (Paid Monthly):

Bronze Executives and above earn Mega Matching Bonuses on weak leg commissions of the Compensation Plan on members belonging to you, up to the seventh (7th) generation of Executives below you. Executives that you personally sponsor are considered your first (1st) generation and pay you even if they are 100 levels below you. When that executive helps a new executive join the business, that person becomes your second (2nd) generation. This continues automatically down all seven (7) generations, no matter how deep!*

Rank Requirements	Executive Trainee	Executive	Bronze Executive	Silver Executive	Gold Executive	Platinum Executive	Diamond Executive
Personal Volume (on A/S)	50 PPV	50PPV	50PPV	120PPV	120PPV	120PPV	360PPV
# of Preferred Customers on A/S	0	0	0	2	4	6	8
Personally Sponsored	0	2 Executive Trainees	2 Executives	2 Executives	1 Executive 2 Silver Executives	2 Silver Executives 1 Gold Executive	3 Gold Executives
Monthly Weak Leg Volume	Any	Any	1,000	2,500	10,000	50,000	150,000
Mega Match Bonus	Mega Match Bonus	Mega Match Bonus	Mega Match Bonus	Mega Match Bonus	Mega Match Bonus	Mega Match Bonus	Mega Match Bonus
Your First 1 st Generation (You Sponsored)			10%	20%	30%	40%	50%
Your 2 nd Generation					6% Bonus Match	6% Bonus Match	6% Bonus Match
Your 3 rd Generation					7% Bonus Match	7% Bonus Match	7% Bonus Match
Your 4 th Generation						8% Bonus Match	8% Bonus Match
Your 5 th Generation						7% Bonus Match	9% Bonus Match
Your 6 th Generation							10% Bonus Match
Your 7 th Generation							10% Bonus Match

- No matching bonus is paid on the Fast Start Bonus program so maximum money can be paid for new sales volume.

Notes:

PPV represents Personal Purchase Volume by the business associate. This amount ONLY includes volume from personal purchases. It does not include volume from customers or business associates in the downline.

For purposes of calculating this bonus, a month will be considered a four-week period. The matching bonus will be calculated on the binary commission checks issued in that four-week period. We will issue a schedule of the 13 four-week months.

A Platinum Executive must hold that rank for three consecutive months before advancing to the rank of Diamond Executive.

Standard Compression will be utilized when calculating this bonus.

4. RETAIL SALES (Paid Weekly)

Business associates will receive a commission on each full retail commissionable order placed by customers they have signed-up. This commission will be the difference between the retail volume of the order and the customer autoship volume of the order.

For example, assume that a customer has an order that has 60 commissionable volume. That same item has 50 commissionable volume if the order had been placed on autoship. The sponsor will be paid a \$10 commission on that order (the difference between the full retail volume and the customer autoship volume). This bonus is paid on all full retail orders, except for the first order placed by the customer. The first order is paid a bonus as described in #@ above.

A business associate must be an Executive Trainee or above to receive this bonus.

5. CUSTOMER ORDER BONUS (Paid Weekly)

Business associates and their sponsors will receive a commission on each commissionable order placed by customers they have signed-up. Those customers can order periodically or on Autoship. The Sponsor will receive a 20% bonus of the commissionable volume. The first level upline will receive a 5% bonus of the commissionable volume.

For example, if a customer has an autoship order that has 75 commissionable volume, then the business associate will be paid \$15 (20% of 75) and the sponsor will be paid \$3.75 (5% of 75).

A business associate must be an Executive Trainee or above to receive this bonus.

6. PRESIDENTIAL HONOR CLUB, 2% OF MANNALIFE INTERNATIONAL GROSS BV SALES (Paid Quarterly):

This amounts to 2% of the gross amount of the commissionable volume (CV) of company sales. The bonus is paid quarterly. To qualify, Platinum Executives and above must meet the requirements of their rank for all three months prior to participating in the pool. Shares of the pool will be divided as follows: Platinum Executive = 1% share; Diamond Executive = 1% share.

Example: If there was \$100,000 in each pool and 100 Platinum Executives (Including those that were also Diamonds) and 25 Diamond Executives. The Platinum Executives would each receive \$1,000. The Diamond Executives would receive a total of \$5000, (\$1000 from the Platinum pool and \$4000 from the Diamond Pool)

7. EXECUTIVE SUPPORT (Paid Monthly):

MannaLife International Does this better than anybody	Gold Executive	Platinum Executive	Diamond Executive
Expense Allocation For Transportation*	\$500 Monthly	\$1,500 Monthly	\$3,000 Monthly
Executive Expense Account Contribution	\$500 Monthly	\$1,500 Monthly	\$3,000 Monthly

*To fight the American recession MannaLife International supports U.S. auto makers for car expense allocations. Any month the ranks above are achieved, the shown bonus will be paid.

NOTE: *Overall payout across all bonuses will be limited to 50% of commissionable volume for the month. If calculated commissions need to be reduced, we will proportionally reduce the Mega Match bonus before reducing the Binary Commissions for the following month.*