

Hawaii Presidential Summit:
Awesome Things Coming Down the Pike!
Monday, February 11, 2013

- Cabo Incentive report now in Success Tracker
- TNL – Merri-jo Hillaker and Tracey Hickey – 7:30 Pm CDT at Mannatech Corporate offices or www.mannatechlive.com
- Thursday night XFM Support Call at 8 Pm CDT 800-768-2983 access code 471- 7417#
- Mannafest 2013, April 25th – 28th Special Pricing of \$109 ends on February 28 <http://www.mannacomm.com/mannafest2013/>

1. Compensation Plan Changes: Philosophy

Dan Jensen was hired by Mannatech to review our comp plan, and advise Mannatech.

A. Mannatech pays out one of the highest percentages in all of DSA but the payouts are not as effective as they could be. The Comp Plan should ignite activity...incentivize specific behavior.

B. Acknowledge that there are 3 types of leaders:

Leaders who succeed by developing leaders

Managers who succeed by developing managers, doing the right things.

New Associates: sells, recruits, builds small teams

C. Build a Plan to incentivize the leaders.

FIVE golden activities:

- 1) Selling
- 2) Recruiting
- 3) Building Managers
- 4) Building Leaders
- 5) Retention

D. Principles to be followed:

1) "Dollar per hour proposition"

Earnings must be high enough to compete for time...\$25/hr is what most people have in their mind.

Per month: everyone who is working to make at least \$350-\$500 per month.

2) Auto Ship is the Holy Grail...our treatment is crazy since it applies to everyone even if they order just once every 3 months.

3) "The Career Path is the make or break component of the Comp Plan."

Do it right or fail. ND (Managers) should be the central focus of our comp plan.

Get people from start to ND...with a great reward matching the step by step achievement, and carrying a payday of \$1000+ per BP!

4) Balance of degree of difficulty and the rewards.

Too difficult stops advancement.

E. Mistakes acknowledged by the Company

1) "Buying a Title"

2) Qualification that are too high for Beginners..."1st 90 days..."

3) Qualifications are too low

4) Created "One legged wonders"

5) Advancement based only on personal performance

6) Loss of income upon advancement (i.e. RD)

F. Goal: Use comp plan to direct behavior...have everything people do contribute to their leadership levels.

Maximize payout at every level.

Integrate our mission in the comp plan.

Simplify.

2. Proposed Comp Plan changes

A. Pay immediate...checks out every two weeks on earned income.

B. Organizational Activity...PV on every pack! For All Star (to be renamed to Champions Pack) carry \$500 PV!!

C. Team Bonus based not on balance in two legs, rather 600 GPV from all sources (including PV from Packs) no more than 65% in one leg.

Team Bonus = \$60 BUT you also get all Member Bonuses

all Pack Bonuses

all A/O Bonuses

all TDB

(So NO MORE \$100 only and others fall off when earn TB)

D. Take money out of Unilateral except at 6th plus level to put into these rewards so activity is truly rewarded.

When put pack PV into GPV will start churning out ND's,

E. Impact Bonuses: reward for reaching levels of meeting children's needs in our Give For Real Program.

- 1) NDs to get \$300 each BP
- 2) EDs to get \$650 each BP
- 3) PDs to get \$1,500 each BP

F. Loyalty Program: changing the Auto Order

Problem with current method:

Everyone can get a 10% discount.

Proposal:

Delete 10% auto discount

Replace with a 20% credit for products that accumulates every 3 months while on auto order.

Example: Auto Order of \$159 for Jan-Mar. As of April, you will have \$96 of product credit to use (3 X \$159 X 20%)!

Credits to expire if not used in next 12 months after earned.

TRUE LOYALTY PROGRAM! Who wouldn't want 20% versus 10%?

G. Deleting the Star Bonuses

These have for too long been a "nightmare" for many associates.

Also, they caused Assoc Leaders to abandon leaders in 1-4 legs to build on 5+ legs to get higher \$\$ in Star Bonuses.

This runs totally contrary to building a rock solid business.

So, build 4 legs...no incentive to go wide.

This will support even more associates to get to ND and more to get to Platinum.

H. Ambassador Program

Almost every other MLM will not allow you to be involved in another MLM at the same time (especially at higher Leadership Levels).

Why? Crossline sponsoring so need to protect the downlines.

Example: Word out on Visalus terminating a number of 6 figure associates who got involved in

Mannatech will "demote" any Presidential who is actively involved in another MLM to receive only Executive pay.

3. NutriVerus

A. #3 SKU at Mannatech today so being absorbed in the marketplace in a great way.

B. Feedback is all being used to make some changes:

Taste, Customer Usage, Packets, Capsules

Go to MannaThink to make some comments anytime.

4. New DVD coming out
 - A. Emphasizing Glycos
New NAS Study
NFL Players Assoc.

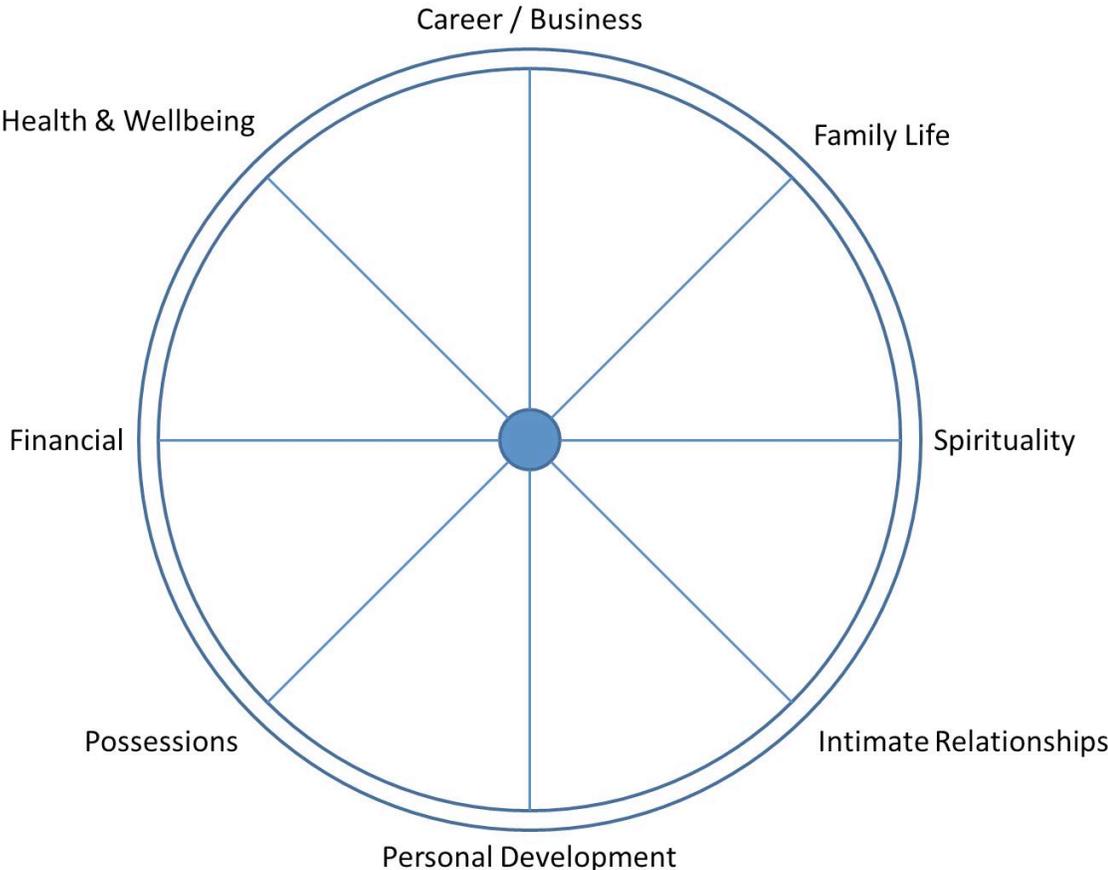
5. Products Coming
 - A. New shift in Weight Loss
Issues with ingredients in OsoLean...getting too costly to hold down price
Also, new theories in weight loss show protein shortages are truly at cause. This trend is here to stay.
New weight loss product (Protein drink) under wraps to come out this year...100% real food, no soy or milk product. "Will be best in the market"
We are eating heavily enriched synthetic foods triggering the thrift gene.

6. Navig8 Changes
 - A. Texts to go out with every email
 - B. Training segments being shot all week in Hawaii in all languages

7. New Trainings Coming
 - A. New Associate Training Certificates
\$25 in each Pack to go toward these trainings so new associates can go through a Master Training.
 - B. Leadership Development Course Coming!
Sona VanderHoop with 20+ years experience has been developing, and it will be terrific 2 day seminar.
See attached Wheel of Life.
ACTION means I Act On
 - 1) Make a Plan
 - 2) Specific Action every day
 - 3) Have a Support Team (Accountability Partner)Attach "Crazy Ones" quote

And much more for the week...it was awesome, and you all need to work hard to be there next year. But, first...GET TO ND and make \$1000 every 4 weeks. We will all become ND factories, which will lead to Presidential factories. We are BACK and on the right TRACK!!!

Wheel of Life



The Crazy Ones

"Here's To The Crazy Ones. The misfits. The rebels. The trouble-makers. The round pegs in the square holes. The ones who see things differently. They're not fond of rules, and they have no respect for the status-quo. You can quote them, disagree with them, glorify, or vilify them. About the only thing you can't do is ignore them. Because they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world - *are the ones who DO !*"
~ *Apple Computers* ~