

In 2022, the typical participant earned between \$0 to \$200 in commissions and bonuses, excluding retail profits. See breakdown on next page.

QUALIFICATIONS	MP MARKET PARTNER	MMP MANAGING MARKET PARTNER	AMB ASSOCIATE MARKET BUILDER	MB MARKET BUILDER	MMB MANAGING MARKET BUILDER	AMM ASSOCIATE MARKET MENTOR	MM MARKET MENTOR	MMM MANAGING MARKET MENTOR	AED ASSOCIATE EXECUTIVE DIRECTOR	ED EXECUTIVE DIRECTOR	SED SENIOR EXECUTIVE DIRECTOR
Personal Volume (PV)	200	300	400	500	500	500	500	500	500	500	500
Active Lines	-	2	3	4	4	4	4	4	5	6	8
Group Volume (GV)	-	1,200	2,400	4,000	5,000	5,000	7,000	7,000	7,000	7,000	7,000
Structure Requirement	-	-	-	1 MMP	2 MMP	1 MMP, 1 MMB	2 MMB	1 MMB, 2 AMM	3 MMB, 2 MM	4 MMB, 2 MMM	6 MMB, 2 AED
Downline Volume (DV)	-	-	-	-	-	-	30,000	60,000	120,000	300,000	800,000
1st Gen MMB in last 12 months	-	-	-	-	-	-		-	1	1	1

<b>RETAIL BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">W</span>	Earn 30% on sales from retail customers   Earn 15% on sales from VIP Customers
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<b>SUPER SELLER BONUS</b> <small>* PV from Customer Sales</small> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	<b>3%</b> Super Seller 500-999 PV	<b>4%</b> 1K Super Seller 1,000-1,999 PV	<b>6%</b> 2K Super Seller 2,000-2,999 PV	<b>10%</b> 3K Super Seller 3,000-9,999 PV	<b>15%</b> 10K Super Seller 10,000+ PV
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<b>VIP ACQUISITION BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	Enrol 4 new VIP customers in a calendar month and earn a \$75 bonus - unlimited number of VIP bonuses each month
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<b>UNI-LEVEL BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	Level 1	7%	10%	12%	12%	12%	12%	12%	12%	12%	12%	12%
	Level 2	-	3%	5%	6%	7%	7%	7%	7%	7%	7%	7%
	Level 3	-	-	-	3%	5%	5%	5%	5%	5%	5%	5%
	Level 4	-	-	-	-	3%	3%	3%	3%	3%	3%	3%

<b>GROUP VOLUME BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	Paid from you , down to your next generation MMB or above (Career Title).	2%	2%	2%	2%	2%	2%	2%	2%
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<b>RANK ADVANCEMENT BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	-	\$150 - If within enrolment month plus first 3 full months	\$150 - If within enrolment month plus first 4 full months	\$200 - If within enrolment month plus first 5 full months	\$600	\$600	\$1,200	\$3,000	\$6,000	\$12,000	\$25,000
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<b>RANK ADVANCEMENT MATCHING BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	\$150	\$150	\$200	\$600	<ul style="list-style-type: none"> <li>• Matching MMP, AMB, and MB Bonus will be paid to the sponsor if the sponsor is Paid-As the same title (or higher)</li> <li>• Matching MMB bonus will be paid to the first upline Career Title MMB+, if paid as MMB+. If not paid-as MMB+ the bonus will be forfeited and does not roll up.</li> </ul>						
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<b>MOTOR CLUB BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	To join the MONAT Motor Club, you must be paid as MM or above for 3 consecutive months. See Motor Club Terms and Conditions for details. Effective for new Motor Club enrolments, term renewals or upgrades after June 15, 2022.	\$900	\$900	\$1,350	\$1,350	\$1,800
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<b>GENERATION BONUS</b> <span style="border: 1px solid black; border-radius: 50%; padding: 2px;">M</span>	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%

W = WEEKLY PAYOUT

M = MONTHLY PAYOUT

In 2022, the typical participant earned between \$0 to \$200 in commissions and bonuses, excluding retail profits. This income disclosure will be updated annually. The current typical income disclosure is based on the following data:

Market Partner Income Range	# of Participants	% of total Market Partners
0.00-100.00	2,516	47%
100.01-200.00	563	11%
200.01-300.00	315	6%
300.01-400.00	217	4%
400.01 and above	1,707	32%

## SMART Start

### START STRONG, EARN MORE BONUSES

SMART Start is the SMARTEST way to jump into your business - everything it's about rewards vital behaviours, which are key to building a strong business. M

A new Market Partner's SMART Start period is defined as the new Market Partner's enrolment month, plus the following two calendar months.

This limited-time bonus program is exclusively available to new Market Partners within their SMART Start Period, giving them at least two full months to "earn while they learn."

### ACTIVATE BONUSES

Earn one of these bonuses for helping your new Market Partner achieve one of the following PV targets in their first 30 days! W

**Earn \$60 CAD when your new MP achieves 200 PV**

**Earn \$150 CAD when your new MP achieves 250 PV**

**Earn \$320 CAD when your new MP achieves 450 PV**

Bonuses are paid the Friday following the completion of the new Market Partner's first 30 days.

### SMART START BONUSES

**VIP Acquisition Bonus :** Enrol four VIP Customers, earn \$75 CAD

For every four new VIP Customers you enrol who purchase a minimum required amount and have an active Flexship, you will receive a VIP Acquisition bonus.

**Block Bonus :** Build a BLOCK, earn \$190 CAD

A "Block" is comprised of four personally enrolled VIP Customers and one personally enrolled MP with 200 PV or more in sales within their first 30 days of enrolment, which are collectively enrolled during your SMART Start Period. When you do BOTH activities while in SMART Start, you'll earn a Block Bonus of \$190! There is NO LIMIT to the number of Block Bonuses you can earn while in SMART Start.

**MONATbourhood Bonus:** Build a MONATbourhood, earn \$600 CAD

When you successfully complete three Blocks within your SMART Start Period, you will have built what we call, a MONATbourhood and you'll earn a \$600 bonus! You have built a MONATbourhood when you have enrolled at least 12 VIP Customers, with a minimum purchase and an active Flexship, and 3 Market Partners with 200 PV or more in sales each, within their first 30 days of enrolment.

### MATCHING SMART START BONUS

When your personally sponsored Market Partner earns a Block Bonus while in SMART Start, you'll receive a Matching SMART Start Bonus of **\$90 CAD** (In order to earn the bonus, the sponsor must be paid-as the same rank or higher, as the MP earning the Block Bonus).

**ACTIVE:** You are considered Active when you have 200 Personal Volume (PV) or more in a single calendar month.

**ACTIVATE BONUS:** When you enrol a new MP and they achieve one of the PV targets in their first 30 days, their sponsor will earn a one-time bonus. Bonuses are paid the Friday following the completion of the newly enrolled MP's first 30 days. Commissionable volume is not generated on PV for the first 30 days or up to 450 PV, whichever comes first.

**ACTIVE LINE:** Any first level Market Partner and their entire downline, where at least one Market Partner in the line has at least 200 PV.

**BLOCK:** A Block is comprised of four new personally enrolled VIP Customers with a minimum purchase requirement and one new personally enrolled Market Partner with 200 PV or more in sales within their first 30 days of enrolment, which are collectively enrolled during your SMART Start Period.

**BLOCK BONUS:** When you build a BLOCK while in SMART Start, you'll earn a Block Bonus! There is NO LIMIT to the number of Block Bonuses you can earn while in SMART Start.

**CAREER RANK:** The title given to a Market Partner that defines the highest rank they have achieved during their career with MONAT. The Career Rank may be adjusted based on the Reclassification Policy outlined on this document.

**COMMISSIONABLE VOLUME (CV):** The assigned value of each purchased product on which commissions are paid.

**DOWNLINE:** Everyone in your organization below you.

**DOWNLINE VOLUME (DV):** The sum of PV from you and your entire downline, regardless of their rank. Also called organizational volume (OV).

**GENERATION:** A Generation begins with a Market Partner in your downline who has a Career Rank of Managing Market Builder or above and can be anywhere below you. A Generation includes everyone below them, down to, but not including, the next Career Ranked Managing Market Builder or above.

**GENERATION BONUS:** Paid-As Associate Market Mentor (AMM) or higher may receive Generation Bonuses on the Commissionable Volume (CV) from their downline Generations. For example, a Generation 1 would pay out on the first downline MMB or higher (Career Rank) and all the people below them, down to, but not including, the next MMB (Career Rank) or higher in the line. If an MP has a Career Rank of AMM+ and drops to a Paid-As rank of MMB in a given month, they will be paid a 2% Generation 1 Bonus for that month.

**GROUP VOLUME (GV):** The personal volume from you and your downline, down to, but not including the next Managing Market Builder or above (by Career Rank). When a Market Partner in your group promotes to Career Rank Managing Market Builder, their GV will be included in your GV for that month.

**GROUP VOLUME BONUS:** A Bonus that pays 2% on the commissionable volume in your personal group. Pays from you, down to, but not including your next generation MMB Career Rank or above.

**90-DAY GRACE PERIOD FOR PROMOTING A MMB:** For the 3 calendar months after a Market Partner at the level of Managing Market Builder (MMB) or higher promotes a new MMB in their personal group, they will only be required to fulfill half of their GV requirement to be paid at that rank. If an additional MMB is promoted in their personal group during their grace period, the GV requirement will drop to zero for mutual grace period month(s). If the sponsor of the new MMB is not a career rank MMB or higher, the grace period for the GV applies to all upline MP's up to the next MMB Career Rank.

*For example, if the promoting MMB's sponsor has a career rank of MMB, they will have reduced GV requirement of 2,500 GV to be paid as MMB during the grace period. If the promoting MMB's sponsor promotes two MMB legs, their GV requirement will drop to zero for any rank during the grace period. If the sponsor is not a career rank MMB, the Market Partners in between the promoting MMB and the next MMB or higher (in their career rank) will also enjoy this benefit.*

**LEVEL:** The position of a Market Partner in your downline in relation to you, regardless of their rank. When you personally enrol a Market Partner they are considered to be your 1st Level. Market Partners below them are the 2nd Level, and so on.

**LINE:** A Line begins with a Market Partner on your 1st Level and includes all the Market Partners below them. You can have as many Lines as you have personally enrolled Market Partners. (Also called a Leg).

**MARKET PARTNER (MP):** Someone who has joined MONAT with the intention of growing a team, building a MONAT business and generating income.

**MATCHING BLOCK BONUS:** When your personally enrolled Market Partner earns a Block Bonus while in their SMART Start period, you will receive a Matching Block Bonus. To earn the bonus, the sponsor must be Paid-As the same rank or higher, as the Market Partner earning the Block Bonus.

**MOMONEY:** When a Market Partner earns commissions, they will be paid through an online wallet. The wallet is created upon your first commission that is \$10.00 or more. For details, please reference the MoMoney FAQ.

**MONAT MOTOR CLUB:** This is a bonus that rewards you for achieving success and maintaining consistency. Once achieved MM or higher for three consecutive months you will be eligible for a one time down payment plus ongoing monthly bonuses based on your monthly Paid-As rank.

**MONATBOURHOOD BONUS:** When three Blocks are completed within your SMART Start Period, you will earn a bonus. One Block = four VIP Customers with a minimum purchase and an active flexship, and one Market Partner with 200 PV or more in sales within their first 30 days of enrolment. . Building THREE of these within your SMART Start Period means that you've built a MONATbourhood.

**NEW 1ST GENERATION MMB IN THE LAST 12 MONTHS:** All Paid-As Directors must have one new 1st Generation MMB within the last 12 months. The MMB counts the month of which they promote and for the following 11 months regardless of a Career Rank demotion. The MMB may also re-count for a Director if the MMB has a demotion but ranks back up to MMB after the 12th month period.

**PAID-AS RANK:** The title given upon meeting rank qualifications in a monthly commission period. The Paid-As rank may be the same or lower than the Career Rank and may fluctuate from month to month.

**PERIOD:** The period refers to a specific timeframe in which qualifications and bonuses are calculated. In our compensation plan, there is a weekly period, as well as a monthly period.

**PERSONAL GROUP:** A Market Partner and their entire downline, down to, but not including the next Managing Market Builder or above (by Career Rank).

**PERSONAL VOLUME (PV):** An assigned value associated with products. PV is the sum of the assigned value for products you personally purchase and re-sale, as well as products purchased by your personally enrolled Retail and VIP Customers directly from MONAT.

**RANK ADVANCEMENT:** When a Market Partner meets specific qualifications in a calendar month, she/he may advance to a new rank.

**RANK ADVANCEMENT BONUS:** Market Partners who rank advance for the first time are eligible to receive a Rank Advancement Bonus. Some ranks must be achieved within a specific time-period.

**RANK ADVANCEMENT MATCHING BONUS:** Matching MMP, AMB, and MB Bonus will be paid to the sponsor if the sponsor is Paid-As the same rank (or higher). Matching MMB bonus will be paid to the first upline Career Rank MMB+ if they are paid as MMB+ during that month. If they are not paid-as MMB+ the bonus will be forfeited and does not roll up.

**RECLASSIFICATION POLICY:** Managing Market Builders who are not Paid-As their Career Rank at least once within 6 calendar months will be reclassified to their highest Paid-As Rank achieved in the prior 6 calendar months, and their Group Volume (GV) will return to the sponsor's GV on the 6th Month, if reclassified below MMB.

Associate Market Mentors and above not Paid-As their Career Rank at least once within 12 calendar months will be reclassified to their highest Paid-As Rank achieved in the prior 12 months and their Group Volume (GV) will return to the sponsor's GV on the 12th month, if reclassified below MMB.

**RENEWAL:** Each year, Market Partners are required to achieve 1,800 PV or more by the end of their renewal month with MONAT to remain a Market Partner.

**RETAIL BONUS:** A commission you receive on orders placed by your Retail and VIP Customers.

**RETAIL CUSTOMER:** A Customer who orders product at the full retail price.

**PERSONAL SALES BONUS:** Market Partners that achieve a minimum PV in a commission period will be qualified to receive an additional percentage on their total personal volume from their VIP and Retail Customer purchases. Personal PV is excluded from the earnings calculation.

**SMART START:** A limited time bonus program available to new Market Partners.

**SMART START PERIOD:** A new Market Partner's SMART Start period is their enrolment month, plus their next two calendar months. For example, a Market Partner who enrolled on April 10th, has a SMART Start Period which begins April 10th and ends on June 30th.

**SPONSOR:** The Market Partner who enrolled you, and is directly above you in the genealogy, is your Sponsor.

**STRUCTURE REQUIREMENT:** At least one Market Partner within one of your Lines must be Paid-As a specific rank in the month for rank qualification purposes. For example, to be a Managing Market Builder, you need at least two lines which contain a MP with the Paid-As rank of Managing Market Partner or higher. For qualification purposes, you may only count one rank per line.

**UNILEVEL BONUS:** As an active Market Partner you can be paid on the sales of Market Partners below you, down through four levels. The percentages you are paid and the number of levels you are paid on are based on your Paid-As Rank, regardless of the ranks of the people below you.

**UPLINE:** Your Sponsor is your direct Upline, plus any Market Partners above your direct Upline is also considered your "Upline."

**VIP ACQUISITION BONUS:** For every four new VIP Customers you enrol who purchase a minimum required amount and have an active flexship, you will receive a VIP Acquisition Bonus. If you are within your SMART Start Period, you will have your enrolment month plus two calendar months to earn the bonus. If you are out of your SMART Start Period, you will be paid when all four VIPs are enrolled (with minimum purchase requirements) within the same calendar month.

**VIP CUSTOMER:** A Customer who enrolled in our VIP program and purchases product at a discounted (VIP) price.