


|   |              | MP             | MMP   | AMB  | MB   | MMB   | AMM   | MM  | MMM                    | AED                          | ED                 | SED                       |         |
|---|--------------|----------------|---|--|--|---|---|---|------------------------|------------------------------|--------------------|---------------------------|---------|
| QUALIFICATIONS  |              | MARKET PARTNER | MANAGING MARKET PARTNER   | ASSOCIATE MARKET BUILDER                                 | MARKET BUILDER   | MANAGING MARKET BUILDER                                   | ASSOCIATE MARKET MENTOR   | MARKET MENTOR   | MANAGING MARKET MENTOR | ASSOCIATE EXECUTIVE DIRECTOR | EXECUTIVE DIRECTOR | 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 MMB<br>1 MMP,   | 2 MMB   | 1 MMB,<br>2 AMM        | 3 MMB,<br>2 MM               | 4 MMB,<br>2 MMM    | 6 MMB,<br>2 AED           |         |
| Downline Volume (DV)  |              | -              | -   | -  | -  | -   | -   | 30,000  | 60,000                 | 120,000                      | 300,000            | 800,000                   |         |
| 1 <sup>st</sup> Gen MMB in last 12 months                     |              | -              | -   | -  | -  | -   | -   |  | -                      | 1                            | 1                  | 1                         |         |
| RETAIL BONUS  |              | <b>W</b>       | Earn 30% on sales from customers   Earn 15% on sales from VIP Customers   |  |  |   |   |   |                        |                              |                    |                           |         |
| SUPER SELLER BONUS<br><small>* PV from Customer Sales</small> |              | <b>M</b>       | <b>3%</b> Super Seller<br>500-999 PV  | <b>4%</b> 1K Super Seller<br>1,000-1,999 PV              | <b>6%</b> 2K Super Seller<br>2,000-2,999 PV              | <b>10%</b> 3K Super Seller<br>3,000-9,999 PV              | <b>15%</b> 10K Super Seller<br>10,000+ PV   |   |                        |                              |                    |                           |         |
| VIP ACQUISITION BONUS   |              | <b>M</b>       | Enrol 4 new VIP Customers in a calendar month and earn a €50 bonus - unlimited number of VIP bonuses each month   |  |  |   |   |   |                        |                              |                    |                           |         |
| UNI-LEVEL BONUS   | 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%                        |         |
| GROUP VOLUME BONUS  |              | <b>M</b>       | Paid from you down to your next generation of MMB or higher (Career Title)  |  |  | 2%  | 2%  | 2%  | 2%                     | 2%                           | 2%                 | 2%                        |         |
| RANK ADVANCEMENT BONUS  |              | <b>M</b>       | -   | €90 - If within enrolment month plus first 3 full months | €90 - If within enrolment month plus first 4 full months | €135 - If within enrolment month plus first 5 full months | €425  | €425  | €900                   | €2,250                       | €4,500             | €9,000                    | €17,500 |
| RANK ADVANCEMENT MATCHING BONUS                               |              | <b>M</b>       | €90   | €90  | €135   | €425  | <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 Titled MMB+, if paid as MMB+.</li> <li>If not paid-as MMB+ the bonus will be forfeited and does not roll up.</li> </ul> |   |                        |                              |                    |                           |         |
| MOTOR CLUB BONUS  |              | <b>M</b>       | Specific qualifications apply to join the Monat Motor Club Effective for new Motor Club enrolments, term renewals or upgrades after 15 <sup>th</sup> June 2022. |  |  |   |   | €940  | €940                   | €1,240                       | €1,240             | €1,615                    |         |
| GENERATION BONUS  | 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%                        |         |

## SMART Start

### START STRONG, EARN MORE BONUSES

#### What is SMART Start?

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.

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

This limited-time bonus programme is exclusively available to new Market Partners within their SMART Start Period, giving them at least two full months to "earn while they learn". The SMART Start Period includes the date of the initial purchase month, plus the following two calendar months.

### SMART START BONUSES

#### VIP Acquisition Bonus M

1. Every four VIP Customers who makes a purchase, earns €50. For every four Customers that makes an initial purchase while in our VIP Programme, you'll receive a bonus of €50. There's no limit, so enrol 4, 8, 12 or more, and earn more!

#### Block Bonus

2. Build a BLOCK, earn €130.

A "Block" is comprised of four VIP Customers who initially make a purchase and one personally sponsored Market Partner with a Product Pack who are collectively enrolled during your SMART Start Period. When you do BOTH activities while in SMART Start, you'll earn a Block Bonus of €130! There is NO LIMIT to the number of Block Bonuses you can earn while in SMART Start.

#### MONATbourhood Bonus

3. Build a MONATbourhood, earn €400

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 €400 bonus, you will have enrolled at least 12 VIP Customers and 3 Market Partners with a Product Pack.

### MATCHING SMART START BONUS

When your personally sponsored Market Partner earns a Block Bonus while in SMART Start, you'll receive a matching bonus of €65 (In order to earn the bonus, the sponsor must be paid-as the same rank or higher, as the MP earning the Block Bonus). M

### PRODUCT PACK BONUSES

Sponsor a new Market Partner with a Product Pack and Earn! W

You'll receive a bonus for each new Market Partner who makes their initial purchase under your sponsorship or upgrades to a Product Pack. There's no limit to the number of Product Pack Bonuses you can earn.

€50 for each MP you enrol with a €220 Essentials Combo Product Pack (200 PV)

€50 for each MP you enrol with a €220 Essentials Hair Product Pack (200 PV)

€50 for each MP you enrol with a €220 Essentials Skin Product Pack (200 PV)

€120 for each MP you enrol with a €399 Success Product Pack (350 PV)

€240 for each MP you enrol with a €699 Overachiever Product Pack (500 PV)

### QUICK VIEW COMPENSATION PLAN

#### Definitions

**Period:** The period refers to a specific timeframe in which qualification and payouts are calculated. MONAT has a weekly period and a monthly period.

**Paid-As Rank:** Is the title given upon meeting rank qualification in a monthly commission period. The Paid-as rank may be the same or lower than the Career Title and may fluctuate from month to month.

**Career Title:** The title given upon promotion to a new rank and may also be referred to as your recognition title.

**Personal Volume (PV):** An assigned value associated with products. PV is the sum of your personally purchased products as well as products purchased by your personally sponsored Retail and VIP Customers.

**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 Title)

**Line:** A line begins with a Market Partner on your 1st Level and includes all of the Market Partners below them.

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

For more compensation plan definitions please visit your back office and visit your resource library for Compensation Plan Definitions.

**ACTIVE:** You are considered Active when you have at least 200 Personal Volume (PV) in a single calendar month. In order to be paid commission on downline volume you must be active with at least 200PV.

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

**BLOCK BONUS:** A Block is comprised of four new VIP Customers who enrol to make a purchase and one new personally sponsored Market Partner with a Product Pack which are collectively enrolled during your SMART Start Period.

**CAREER TITLE:** The title given upon promotion and may also be referred to as your recognition title.

**COMMISSION DETAIL REPORT / COMMISSIONS REPORT:** A report located in your Back Office which provides your commission payout details for weekly and monthly earnings.

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

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

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

**EUROPEAN FOUNDERS POOL:** The European Founder's pool is a bonus paid as shares of 1% of the market's commissionable revenue per quarter. Each market will have their own criteria for eligibility.

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

**GENERATION BONUSES:** Paid-As Managing Market Builder (MMB) 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 Title) and all the people below them, down to but not including the next MMB (Career Title) or higher in the line.

**NEW 1<sup>st</sup> GENERATION MMB IN THE LAST 12 MONTHS:** All Paid-As Directors must have one new 1st Level 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 Title 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.

**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 Title). When a Market Partner in your group promotes to Managing Market Builder for the first time their GV will be included in your GV for that month's qualification purposes only.

**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 Title or above.

**90 DAY GRACE PERIOD FOR PROMOTING AN MMB:** When a Market Partner at the level of Managing Market Builder (MMB) or higher promotes an MMB in their Personal Group for 3 calendar months following the promotion, the upline sponsor will only be required to fulfill half of their GV requirement to be paid as that title. If more than one downline member has advanced to MMB in the previous two periods, the GV requirements for each rank are waived. For example, when the upline sponsor's career title is MMB in order to be paid as MMB, the sponsor would qualify with 2,500 GV during the grace period. If the direct upline sponsor is not an MMB, the grace period for the GV applies for all upline sponsor levels, up to the next MMB.

**LEVEL:** The position of a Market Partner in your downline in relation to you, regardless of their title. When you personally sponsor 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 of the Market Partners below them. You can have as many Lines as you have personally sponsored Market Partners. (Also called a leg).

**MP:** A Market Partner. Someone who has joined MONAT with the intention of growing a team and generating income.

**MATCHING SMART START BONUS:** When your personally sponsored Market Partner earns a Block Bonus while in their SMART Start period you will receive a matching block bonus. In order 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's.

**MOTOR CLUB BONUS:** This is a bonus that rewards you for achieving success and maintaining consistency. Once achieved you will receive a monthly bonus based on your title. More information may be found in your back office.

**MONATBORHOOD:** When three Blocks are completed within your SMART Start Period you will earn a bonus. One Block = four VIP Customers and one Market Partner with a Product Pack. Building THREE of these within your SMART Start Period means that you would have built a MONATborhood.

**ORGANISATIONAL COMMISSIONABLE VOLUME (OCV):** The sum of commissionable volume from your entire organisation.

**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 Title and may fluctuate from month to month.

**PERIOD:** The period refers to a specific timeframe in which qualifications and payouts are calculated. In our compensation plan, we have 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 Title).

**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.

**PERSONAL VOLUME (PV):** An assigned value associated with products. PV is the sum of your personally purchased products as well as products purchased by your personally sponsored Retail and VIP Customers. (See also Qualifying Volume)

**PRODUCT PACK (PP):** A collection of products available only to new Market Partners upon enrolment. Product packs contain personal volume but they do not have commissionable volume.

**PRODUCT PACK BONUS:** Market Partners who sponsor a new Market Partner with a Product Pack may be eligible to receive a bonus.

**QUALIFIED LINE (OR STRUCTURE REQUIREMENT):** To have a Qualified Line, at least one Market Partner within one of your Lines must be qualified to be Paid-As a specific rank in the month. For example, to be a Managing Market Builder you will need four Active Lines plus two of those lines must have at least one Paid-As a Managing Market Partner or higher. For qualification purposes, you may only count one title per line.

**QUALIFYING VOLUME (QV):** Used for Personal Volume (PV), Group Volume (GV) and Downline Volume (DV) calculations in order to determine if you are qualified based on terms of your title.

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

**RANK ADVANCEMENT BONUS:** Market Partners who rank advance for the first time may be eligible for a Rank Advancement Bonus based on the time period they achieved it within.

**RANK ADVANCEMENT MATCHING BONUS:** Market Partners who are the sponsor of another

Market Partner who achieve a Rank Advancement Bonus may be eligible to receive a Matching Rank Advancement Bonus.

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

Associate Market Mentors and above who are not Paid-As their Career Title at least once within 12 calendar months will be reclassified to their highest Paid-As title achieved in the prior 12 months and their Group Volume (GV) will return to the sponsors GV on the 12th month.

**RENEWAL:** Each year Market Partners are required to renew their Market Partner account every 12 months 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.

**SMART Start:** A bonus programme 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 20th June, has a SMART Start Period which begins 20th June and ends on 30th August.

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

**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 Title regardless of the titles of the people below you.

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

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

**VIP ACQUISITION BONUS:** For every four new VIP Customers you enrol and they will make a MONAT purchase, you will receive a 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 within the same calendar month and they will make a MONAT purchase.