



# A Marketing Revolution!

THE MELALEUCA COMPENSATION PLAN

Creating the financial resources for an extraordinary life!



## OUR MISSION

*To enhance the lives of those we touch  
by helping people reach their goals.<sup>SM</sup>*



### FINANCIAL RESOURCES

In today's society, most of us spend a great deal of our lives trying to provide for our families and developing the resources necessary to have a great life. For most, getting ahead financially is a real challenge. Statistics suggest that those who make the most financial progress are often entrepreneurs who start their own businesses. But starting a business most often takes an investment of hundreds of thousands of dollars, sometimes millions. And even then, the road to success is fraught with obstacles and serious financial risk.

Over the last three decades, Melaleuca has been building a financial opportunity for the average person to start a business with virtually no risk and unlimited upside potential. We see ourselves as the champion of the "little guy." We believe that those who were not born into wealth and who have not climbed the corporate ladder should still have the same opportunity to get ahead in life. Although we've all heard the old mantra "It takes money to make money," Melaleuca has developed a proven system where people can make substantial improvements in their financial situation with virtually no financial investment simply by referring customers to Melaleuca. This system has proven to be quite successful. Melaleuca has already paid out over \$6 billion to households who were previously "just getting by" with their nine-to-five jobs.

### THE WELLNESS INDUSTRY

Our industry is the \$620 billion wellness industry. The key to Melaleuca's historic growth and life-changing financial reward program is Melaleuca's tremendous line of superior wellness products. We succeed because our wellness products are much more effective than grocery store brands. **They are simply the absolute best in the marketplace. We realize that is a bold statement. But scientific studies back up that statement. So does our product guarantee.**

### CREATING RESIDUAL INCOME FOR YOUR FAMILY

All compensation to our Marketing Executives is based on the sale of products to end consumers. However, you will never have to "sell" a single product to anyone since all products are sold directly by Melaleuca to your customers. Your role is simply to refer customers to shop at Melaleuca. You will be paid commissions whenever those customers purchase products. It's all about having delighted customers who, because of their personal experience of increased energy and healthier lives, continue to purchase Melaleuca products month after month. Delighted customers create an enormous demand for Melaleuca products. Since most of Melaleuca's customers are Members who purchase every month, that can mean dependable monthly income for you for the rest of your life! Your income will depend on how many loyal customers you have and how much they purchase each month. As with any business, your success will take hard work, diligence, perseverance, and leadership. But the result can bring significant change to your life.

# Important business principles...

Building a Melaleuca business follows the same business principles found in most businesses in that any manager can effectively manage only a limited number of direct reports. Therefore, a Melaleuca independent business is initially limited to five first-generation positions. This organization design offers the best in personal leadership and customer service. As a Melaleuca Marketing Executive, you will be authorized to build a Marketing Organization consisting of seven generations of management and customers. You will begin with five direct positions on your first business generation. Each of those positions will have five first-generation positions and so forth. As you develop other leaders within your Marketing Organization, you can qualify for additional first-generation positions.



Supplementing your regular income with profits from your Melaleuca business can dramatically change the financial outlook of your family. Melaleuca strongly recommends that you do not leave your current employment to build a Melaleuca business. We advocate that you be the best employee you can be for your current employer, but use your spare time to build a vibrant Marketing Organization. Please do not consider leaving your current job until your Melaleuca business is producing at least three times the current income of your full-time job.

Remember, at Melaleuca everyone has the opportunity to work toward a successful business without investing money. There's no need to pay for advertising, marketing, or meeting rooms. All you need to invest is your time and hard work. And with that hard work, you can create significant residual income for the rest of your life.





FINANCIAL REWARDS

# Commissions and Bonuses

# Commissions

You earn commissions from customers who were:

1) **enrolled by you** and 2) **enrolled by others**

You are paid commissions when customers in your Marketing Organization purchase product from Melaleuca. The commissions are calculated based on how many Product Points each customer purchases in a given month.



## Customers enrolled by **you**:

**Product Introduction Commission:** When you personally enroll a customer, you will receive 50% of Product Points **on orders your customers place during their first three months**.

**Personal Customer Commissions:** Beginning with your customer's **fourth month**, the commission you receive on your customers will depend on how many **Active Personally Enrolled Customers** you have during that month.

Active Customers Enrolled by You	Percent You Will Be Paid
1–7	7%
8–19	14%
20+	20%

## Customers enrolled by **others**:

**Organization Commissions:** You will receive 7% of the Product Points on purchases by customers who were enrolled by others in your Marketing Organization starting in the customer's second month.

The number of generations your commissions are paid on depends on your “Commission Rate.”

- **Product Advocates** are paid on **2 generations**.
- **Product Advocates 2** are paid on **3 generations**.
- **Product Advocates 3** are paid on **4 generations**.
- **Directors** and above are paid on **7 generations**.

**Presentation Point Commissions:** It is not unusual for a Marketing Executive to earn 100 or more Leadership Points in a month. When a Marketing Executive at a Status of Director 5 or higher earns more than 10 Presentation Points in any given month, they receive \$5 for every Presentation Point after the first 10 that month.

## Leadership Points

Leadership Points are a measurement of a leader's contribution toward helping others reach their goals. Leadership Points qualify you for certain Statuses and bonuses and allow you to earn commissions on customers enrolled by others in your Marketing Organization.

## How to earn Leadership Points

- Whenever a new customer is enrolled, 5 Leadership Points are awarded—3 points are awarded to the enroller (the person who referred the new customer) and 2 points are awarded to the person who made the presentation. An additional point is awarded to the presenter if the enrollee purchases a Value or Home Conversion Pack.
- When a leader helps their new personally enrolled Marketing Executive enroll new Members in their month of enrollment or the following month, the leader will receive an additional 3 Leadership Points on each of their personally enrolled Marketing Executive's first 10 new Member enrollments.
- Each time a leader helps a Marketing Executive advance to a Status of Director or above, the leader who has earned the most Leadership Points in the advancing Marketing Executive's Marketing Organization during the last three months will receive 10 Leadership Points. When a Marketing Executive advances to Director in the month of enrollment or the following two months, those 10 Leadership Points are doubled to 20 points.

# Bonuses

**You are paid bonuses:**

- 1) **when you advance** in Status
- 2) when **others in your Marketing Organization advance**
- 3) when you qualify for a **monthly Car Bonus**

**Advancement Bonus:** You will earn an Advancement Bonus **each time you advance to a new Status**, starting at Director. The higher the new Status, the larger the bonus. There are 49 Statuses—each Status is higher than the previous Status. So if you work hard, it does not take long to advance from one Status to the next.

Or...

**Pacesetter Bonus:** After you view the *Foundations* video at [Melaleuca.com/FoundationsVideo](https://Melaleuca.com/FoundationsVideo) in your month of enrollment or the following month, you will be eligible for the Pacesetter Program.

To receive the **Pacesetter Bonus**, you must advance to each Status within a specific timeline. Each Status has a different timeline. The **Pacesetter Program** will pay you **double** the **Advancement Bonus** each time you advance through the Director and Senior Director ranks as long as you advance before the deadline for the corresponding Status.

The timelines detailed to the right qualify you for the **Pacesetter Bonus**.

Status	Timeline (Months after enrollment)
Director	2
Director 2	3
Director 3	4
Director 4	5
Director 5	6
Director 6	7
Director 7	8
Director 8	9
Director 9	10
Senior Director	12

Status	Timeline (Months after achieving Senior Director)
Senior Director 2	1
Senior Director 3	2
Senior Director 4	3
Senior Director 5	4
Senior Director 6	5
Senior Director 7	6
Senior Director 8	8
Senior Director 9	10

**Right Start Bonus:** When you advance to the Status of Director in the month you enroll with Melaleuca or the following month, you will receive an additional \$100 on top of the Pacesetter Bonus for your Director advancement.

**Mentoring Bonus:** You can qualify to earn the **Mentoring Bonus** when your personal enrollees advance from one Status to the next. You will earn an amount equal to the Advancement or Pacesetter Bonus paid to your advancing personal Directors through the Status of Senior Director. You will also be paid a set amount ranging from \$2,200 to \$5,000 for advancing personal Senior Directors 2 through the Status of Executive Director. You are paid in the same month your personally enrolled Marketing Executives are paid their Advancement or Pacesetter Bonus. You can qualify for the Mentoring Bonus by having a three-month Leadership Point average of only 1 point for Directors and Directors 2, 5 points for Directors 3–5, and 10 points for Directors 6 or above.

**Note:** Melaleuca’s mission is to help people reach their goals. The better you are at helping others reach their goals, the more you will benefit financially. And the more your support team helps you reach your goals, the more they will benefit financially.



**Expanded Mentoring Bonus:** Qualifying Directors 3 and above receive a **100%** match of the one-time **Advancement Bonus** on each advancement of their personal's personals from Director through Senior Director. And when your personal's personal advances from Senior Director 2 through Executive Director, you will earn a match of **100%** of the **Mentoring Bonus**.

**Leadership Development Pool:** You can qualify to participate in an exclusive pool bonus once you have been a Marketing Executive with Melaleuca for more than six months. Qualifying Senior Directors share in a lucrative pool equal to .25% of total company Product Points each month. Qualifying Executive, National, Corporate, and Presidential Directors share a pool equal to 1% of company Product Points each month.

Your share of the pool is calculated based on the number of pool shares you have versus others who are participating in the pool. You earn pool shares each time a personal enrollee advances in Status from Director through Senior Director. The value of developing leadership gets even more lucrative the longer you have been a Marketing Executive with Melaleuca. Your pool shares are doubled after you have been with Melaleuca for more than a year and your pool shares are tripled after you have been with Melaleuca for more than two years.

**Qualifications:** To qualify for the Expanded Mentoring Bonus and/or the Leadership Development Pool, simply enroll an average of two customers per month\* or develop and maintain one personally enrolled Director every three months. Additionally, Senior Directors must have a three-month average of at least 20 Leadership Points; Executive Directors and above must have a three-month average of at least 30 Leadership Points. \* Three-month rolling average with a minimum of four remaining active in the qualifying month.

**Leadership Growth Bonus:** Whenever you reach Senior Director or above Status, have New Growth in your Marketing Organization over a two-month period, and produce an average of 30 or more Leadership Points, you will earn the **Leadership Growth Bonus**.

Status	Growth Bonus
Sr. Director–Sr. Director 9	\$500
Exec. Director–Exec. Director 9 Non-Masters	\$2,000
Exec. Director–Exec. Director 9 Masters†	\$3,000
National Director and above	\$4,000

†Marketing Executives who have been at Senior Director or above Status for at least five years are considered Masters.

**Monthly Car Bonus:** Melaleuca will pay for a new car when you reach Senior Director. Melaleuca will pay for two new cars when you reach Executive, National, Corporate, and Presidential Director.



**Senior Director**  
**\$500**  
PER MONTH

**Executive Director**  
**\$1,000**  
PER MONTH

**National Director**  
**\$1,200**  
PER MONTH

**Corporate Director**  
**\$1,500**  
PER MONTH

## Status (Commission Rate)

	Requirements						Bonuses and Commissions				
	Number of Active Personal Customers	Average Monthly Leadership Point Production	Monthly Organization Volume	Monthly PEG (Personal Enrollee Group Volume)	Active Personally Enrolled Directors	Active Personally Enrolled Senior Directors	Advancement Bonus	Pacesetter Bonus	Mentoring Bonus (the amount you receive when your personal enrollee advances to this Status)	Expanded Mentoring Bonus (the amount you receive when your personal's personal advance to this Status)	Potential Organization Commission Available
<b>DIRECTOR</b>											
Director	8	1					\$100	\$200	\$100*	\$100	\$250
Director 2	10	2	1,000				\$200	\$400	\$200*	\$200	\$375
Director 3	11	3	2,500	1,000	1		\$500	\$1,000	\$500*	\$500	\$500
Director 4	12	4	5,000	2,500	2		\$500	\$1,000	\$500*	\$500	\$750
Director 5	13	5	7,500	5,000	2		\$500	\$1,000	\$500*	\$500	\$1,000
Director 6	14	6	10,000	7,500	3		\$600	\$1,200	\$600*	\$600	\$1,250
Director 7	15	7	12,500	10,000	3		\$700	\$1,400	\$700*	\$700	\$1,500
Director 8	16	8	15,000	12,500	4		\$800	\$1,600	\$800*	\$800	\$1,750
Director 9	18	9	17,500	15,000	4		\$1,000	\$2,000	\$1,000*	\$1,000	\$2,000

<b>SENIOR DIRECTOR</b>											
Senior Director	20	10	20,000	17,500	5		\$2,000	\$4,000	\$2,000*	\$2,000	\$3,000
Senior Director 2	20	10	22,500	20,000	5		10% of True PEG	20% of True PEG	\$2,200	\$2,200	\$3,500
Senior Director 3	20	11	25,000	22,500	6		10% of True PEG	20% of True PEG	\$2,500	\$2,500	\$4,000
Senior Director 4	20	11	27,500	25,000	6		10% of True PEG	20% of True PEG	\$2,700	\$2,700	\$4,500
Senior Director 5	20	12	30,000	27,500	7		10% of True PEG	20% of True PEG	\$3,000	\$3,000	\$5,000
Senior Director 6	20	12	32,500	30,000	7		10% of True PEG	20% of True PEG	\$3,200	\$3,200	\$5,500
Senior Director 7	20	13	35,000	32,500	8		10% of True PEG	20% of True PEG	\$3,500	\$3,500	\$6,000
Senior Director 8	20	13	40,000	35,000	8		10% of True PEG	20% of True PEG	\$4,000	\$4,000	\$6,500
Senior Director 9	20	14	45,000	40,000	9		10% of True PEG	20% of True PEG	\$4,500	\$4,500	\$7,000

<b>EXECUTIVE DIRECTOR</b>											
Executive Director	20	15	50,000	50,000	10		10% of True PEG		\$5,000	\$5,000	Unlimited
Executive Director 2	20	15	60,000	60,000	10		10% of True PEG				Unlimited
Executive Director 3	20	15	70,000	70,000	10	1	10% of True PEG				Unlimited
Executive Director 4	20	15	80,000	80,000	10	1	10% of True PEG				Unlimited
Executive Director 5	20	15	90,000	90,000	10	2	10% of True PEG				Unlimited
Executive Director 6	20	15	100,000	100,000	10	2	10% of True PEG				Unlimited
Executive Director 7	20	15	110,000	110,000	10	3	10% of True PEG				Unlimited
Executive Director 8	20	15	120,000	120,000	10	3	10% of True PEG				Unlimited
Executive Director 9	20	15	130,000	130,000	10	3	10% of True PEG				Unlimited

\* Doubles when your personal enrollee receives the Pacesetter Bonus.

All bonuses shown in US dollars.



## Status

(Commission Rate)

Requirements								Bonuses and Commissions	
Number of Active Personal Customers	Average Monthly Leadership Point Production	Monthly Organization Volume	Monthly PEG (Personal Enrollee Group Volume)	Active Personally Enrolled Directors	Active Personally Enrolled Senior Directors	Active Personally Enrolled Executive Directors	Leadership Credits	Advancement Bonus	Potential Organization Commission Available

## NATIONAL DIRECTOR

National Director	20	15	140,000	140,000	10	4			10% of True PEG	Unlimited
National Director 2	20	15	150,000	150,000	10	4	1		10% of True PEG	Unlimited
National Director 3	20	15	162,500	162,500	10	4	1		10% of True PEG	Unlimited
National Director 4	20	15	175,000	175,000	10	3	2		10% of True PEG	Unlimited
National Director 5	20	15	187,500	187,500	10	3	2		10% of True PEG	Unlimited
National Director 6	20	15	200,000	200,000	10	2	3		10% of True PEG	Unlimited
National Director 7	20	15	212,500	212,500	10	2	3		10% of True PEG	Unlimited
National Director 8	20	15	225,000	225,000	10	1	4		10% of True PEG	Unlimited
National Director 9	20	15	237,500	237,500	10	1	4		10% of True PEG	Unlimited

## CORPORATE DIRECTOR

Corporate Director	20	N/A	250,000	250,000	10		5		\$100,000 + 10% PEG	Unlimited
Corporate Director 2	20	N/A	300,000	300,000	10		5	12	10% of PEG	Unlimited
Corporate Director 3	20	N/A	350,000	350,000	10		5	15	10% of PEG	Unlimited
Corporate Director 4	20	N/A	400,000	400,000	10		5	18	10% of PEG	Unlimited
Corporate Director 5	20	N/A	450,000	450,000	10		5	21	10% of PEG	Unlimited
Corporate Director 6	20	N/A	525,000	525,000	10		5	24	10% of PEG	Unlimited
Corporate Director 7	20	N/A	600,000	600,000	10		5	27	10% of PEG	Unlimited
Corporate Director 8	20	N/A	700,000	700,000	10		5	30	10% of PEG	Unlimited
Corporate Director 9	20	N/A	800,000	800,000	10		5	33	10% of PEG	Unlimited

## PRESIDENTIAL DIRECTOR

Presidential Director	20	N/A	1,000,000	1,000,000	10		5	35	\$1,000,000	Unlimited
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For information on Marketing Executive annual earnings visit [Melaleuca.com/IncomeStatistics](http://Melaleuca.com/IncomeStatistics).

# The Fine Print: Things you need to know

When you are dealing with a program that has already paid out over \$6 billion, you’ve got to expect there’s going to be a little fine print just to make sure our people are representing our company and products ethically and honestly and to make sure those who are paid substantial amounts are involved in the endeavor of helping others. So here it goes...

**Additional First-Generation Positions:** A Marketing Executive will earn an additional first-generation position (over the original five) for each active personally enrolled Director or above.

**“Status” Means “Commission Rate Status”:** Whenever specific Statuses are used when discussing Melaleuca’s Compensation Plan in this brochure (e.g., Executive Director), it means your “Commission Rate Status.”

**Home Security Commissions:** Substantial commissions are available each month on the *Melaleuca Home Security* program. To qualify for these commissions, you must designate one household as your personal production account in the *Melaleuca Home Security* program. To learn more, visit [MelaleucaSecurity.com](http://MelaleucaSecurity.com).

**Advancement Bonus Payout:** The Five-Month Retention Index in the month the Advancement Bonus is paid determines the percent of the Advancement or Pacesetter Bonus the Marketing Executive receives. Advancement and Pacesetter Bonuses are paid in the month of advancement with

Five-Month Retention Index	Percent of Bonus Paid
50.0% or above	100%
45.0%–49.9%	80%
40.0%–44.9%	70%
Less than 40.0%	50%

the exception of Marketing Executives advancing to a Status of Director 3 through National Director 9 who achieve the necessary Organization Volume more than two months before developing the required number of personally enrolled Directors, Senior Directors, or Executive Directors (“Leadership”). If the necessary Organization Volume is achieved more than two months prior to the required Leadership, the Marketing Executive will be paid 1/3 of their Advancement or Pacesetter Bonus each month for a period of three months.

**Rapid Advancement:** Senior Directors and above who have an Organization Retention Rate of greater than 90% can be paid on the advancement of an unlimited number of new Statuses in any given month. Senior Directors and above who have an Organization Retention Rate of 85% to 90% can be paid Advancement or Pacesetter Bonuses for up to two Status advancements in a single month. Senior Directors and above who have an Organization Retention Rate below 85% can be paid Advancement or Pacesetter Bonuses on a maximum of one Status advancement per month. If the number of Status advancements a Marketing Executive achieves in a single month exceeds the number that the Marketing Executive is eligible to be paid on, the unpaid Advancement or Pacesetter Bonuses will be paid in subsequent months as long as the Marketing Executive continues to meet the requirements for Status and grows in subsequent months (excluding roll-ups and organization moves).

**Mentoring and Expanded Mentoring Bonuses:** For you to qualify for the Mentoring, Expanded Mentoring, or Leadership Development Pool Bonuses, your advancing Marketing Executives must advance within two months after achieving the required Organization Volume for that Status, and you must have a Commission Rate equal to or higher than that of the advancing Marketing Executive who qualifies you for the Expanded Mentoring Bonus or for whom you are being paid. Mentoring and Expanded Mentoring Bonuses are paid based on the same percentage as the Advancement or Pacesetter Bonus of the advancing Marketing Executive and are paid in the same month the advancing Marketing Executive is paid.

**No Commissions Paid on Backup Orders During First Three Months:** Commissions will only be paid on a customer’s first three months of purchases if the customer actually places an order. In other words, Backup Orders and Select Packs are not commissionable in the first three months.

**Car Bonus:** There are specific guidelines for the type of car that will qualify. For details go to [Melaleuca.com/CarBonus](http://Melaleuca.com/CarBonus).

**Five-Month Retention Index:** A Five-Month Retention Index of 50% or greater is required on your presentations to earn Presentation Point Commissions.

**Limits on Order Size:** Commissions are paid on the first 150 Product Points that a customer purchases each month. No commissions are paid on amounts exceeding 150 Product Points. A Marketing Executive’s Organizational Volume will include a maximum of 150 Product Points per month per customer.

**Leadership Meetings:** Training, education, and knowledge are essential for leadership positions in any business or Marketing Organization. Senior Directors and above must attend leadership meetings in order to qualify for bonuses (e.g., Leadership Growth Bonus). Executive Directors and above do not need to attend Standing Executive Leadership Council to receive their Car Bonus.

**Leadership Points:** Average Leadership Points for a Status are calculated on up to a three-month average. Leadership Points awarded for new Members are included in the calculation as long as that customer remains a Member during their first three months.

**Personal Production Account:** Failure to personally produce revenue of at least 29 Product Points per month in the Personal Production Account for two consecutive months constitutes the Marketing Executive’s voluntary resignation. A Marketing Executive who has voluntarily resigned will lose his/her personal enrollees and his/her Marketing Organization. The resignation shall become effective on the day following the last day of the second month of inactivity.

# Definitions:

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**Active Customer:** A customer who has completed and returned a Customer Membership Agreement and purchases at least 29 Product Points during the calendar month.

**Commission Rate:** The Status at which a Marketing Executive is paid in any month because the Marketing Executive has met all the qualifications to be paid at that Status.

**To Enroll:** The process of completing and submitting a Customer Membership Agreement.

**Five-Month Retention Index:** The average percentage of your Members who are still Members after their fifth month of being customers. (This is a three-month average.)

**Marketing Executive:** A person who has completed, executed, and delivered to Melaleuca an Independent Marketing Executive Agreement; has at least one personally enrolled active customer; and has received his/her first commission check.

**Marketing Organization:** The seven generations of customers and Marketing Executives directly below you.

**Member:** A customer who has stipulated in the Customer Agreement that the customer is committed to purchase at least 35 Product Points per month and has ordered at least 35 Product Points in a month. In addition to many other benefits, Members receive a 30% to 50% discount on Melaleuca products.

**New Growth:** The increase in Members in a Marketing Executive's Marketing Organization excluding roll-ups and organization moves (i.e., enrollments – cancellations + reactivations = New Growth).

**Organization Retention Rate:** The percentage of Members in a Marketing Executive's Marketing Organization last month that are still Members at the end of this month.

**Organization Volume:** The commissionable Product Points from products purchased in a Marketing Executive's Marketing Organization in a calendar month.

**Personal Enrollee:** Same as a Personally Enrolled Customer.

**Personally Enrolled Customer:** A customer you personally referred to Melaleuca and who has you listed on his/her Customer Membership Agreement as his/her enroller.

**Personal's Personals:** The personal enrollees of your personal enrollees.

**PEG (Personal Enrollee Group Volume):** The total Organization Volume of a Marketing Executive's personal enrollees in any given month.

**True PEG (True Personal Enrollee Group Volume):** The total Organization Volume of a Marketing Executive's personal enrollees in any given month. (Contrary to how "PEG" is calculated, "True PEG" counts each customer's monthly purchase volume only once, even though that customer might be under several personal enrollees in the Marketing Organization.)

**Personal Production Account:** To qualify for commissions, a Marketing Executive is required to "personally produce" revenue of at least 29 Product Points per month. That simply means you must designate various households who will be designated to purchase on your Personal Production Account. You can allow anyone to use this account to purchase their Melaleuca products. Many Marketing Executives use this

account to purchase products for their own household. For you to qualify for commissions during any given month, the customers using your Personal Production Account must purchase a total of at least 29 Product Points during that month. A customer assigned to your Personal Production Account can be a Member, so that he/she may purchase products at Member prices. Households purchasing products on your Personal Production Account must be purchasing products for their own personal consumption. In other words, they cannot be purchasing product simply to help you receive a commission.

**Preferred Member:** Same as Member.

**Presenter:** The Marketing Executive who gave the majority of the presentation that resulted in the enrollment of the Member.

**Product Point:** A value assigned to each Melaleuca product upon which commissions and bonuses are calculated.

**Status:** The highest Commission Rate a Marketing Executive has ever achieved.

**Support Team:** The seven Marketing Executives above an individual in a Marketing Organization who have the potential to receive commissions based upon the purchases of that customer.

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## Leadership Required:

Directors who produce less than one Leadership Point in the last three months may earn up to \$100 in Organization Commission.

## Program Interpretation:

Interpretation of this brochure and Melaleuca's Compensation Plan is at Melaleuca's complete discretion.

**Policies:** This Compensation Plan is subject to Melaleuca's Policies and Procedures and all Marketing Executive agreements. This brochure is not intended to be a complete explanation of Melaleuca's Compensation Plan for its Marketing Executives. For a complete explanation, please visit [Melaleuca.com/CompensationPlan](http://Melaleuca.com/CompensationPlan).

## 30 Days' Notice Required:

Melaleuca may change this Compensation Plan with 30 days' notice. Any changes will be printed in the monthly *Leadership in Action* magazine or by some other reasonable means.





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