



# MONAVIE COMPENSATION PLAN

MON

Effective February 16, 2010 (Malaysia)



MONA·VIE



MONA·VIE

concentrate botanical beverage mix  
açai berry  
750 ml

AT MONAVIE, OUR INDEPENDENT DISTRIBUTORS ARE OUR MOST IMPORTANT ASSET, AND WE REWARD THEM WITH AN EXCEPTIONALLY GENEROUS COMPENSATION PLAN. THERE ARE 7 WAYS TO EARN INCOME\* WITH MONAVIE.

# 07

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# THE KEY TO SUCCESS IN MONAVIE IS SIMPLE. BECOME A STAR AND HELP OTHERS BECOME STARS IN YOUR MONAVIE ORGANIZATION.

## 01

### DIRECT SALES AND THE PREFERRED CUSTOMER BONUS

Selling MonaVie products directly to your customers is the first pillar of a solid foundation for your business. Face-to-face retail sales allow you to earn income by purchasing MonaVie products at the wholesale price and then selling them at a retail price of your choosing. In addition to retail sales, you can enroll preferred customers<sup>§</sup> and earn a Preferred Customer Bonus on every purchase they make. The Preferred Customer Bonus is computed as 50% of the Preferred Customer Personal Volume\* (PCPV).\*\* For example, from a case of juice ordered by your preferred customer (with 50 PCPV), you earn a 25 Global Bonus Units (GBU)<sup>†</sup> Preferred Customer Bonus, and 50 PCPV rolls to you and your upline. In other words, the PV from the sales to your preferred customers counts toward your activity requirement. Any of the PV in excess of 200 rolls to your downline. You don't need to be active<sup>††</sup> or qualified<sup>‡</sup> to earn profit from sales made to retail or preferred customers.

## 02

### FIRST ORDER BONUS (FOB)

Active distributors with at least 200 PV earn a one-time-only FOB of 20% of the PV (up to a maximum of 40 GBU), and active distributors with 100-199 PV earn a one-time-only FOB of 10% of the PV (up to a maximum of 20 GBU) when their personally sponsored distributors place a first time order of MonaVie products. You must be active at the time the order is placed to earn the FOB.

## 03

### STAR MAKER BONUS

The second pillar of a successful business is helping your personally sponsored distributors earn the rank of Star. Active and qualified distributors with at least 100 PV may earn the Star Maker Bonus. Each time one of your personally sponsored distributors reaches the rank of Star, you earn a 20 GBU Star Maker Bonus from their sales. If you are active and qualified with 200 PV, you earn a 40 GBU Star Maker Bonus from their sales. If you are not qualified in the week that one of your personally sponsored distributors reaches the rank of Star, you will have the following three weeks to become qualified in order to earn the Star Maker Bonus.

## TERMINOLOGY

<sup>§</sup> **Preferred Customer:** Your customer, enrolled in MonaVie's database, who can place orders without your direct involvement.

\* **Volume:** Refers to the points assigned to products. PV is personal sales volume from products ordered for selling to your regular customers and from products ordered by your preferred customers. GV is group sales volume from products ordered by your downline for selling to their regular customers, and it also includes products ordered by their preferred customers.

\*\* **Preferred Customer Personal Volume (PCPV):** Volume associated with a purchase made by a preferred customer, which is half of the volume of a purchase associated with a distributor.

<sup>†</sup> **Global Bonus Units:** GBU is used to determine bonuses paid to distributors. One GBU = US \$1. Once GBU is calculated, it is converted using a predetermined exchange rate into local currency as of the date your earnings are actually paid out in bonuses.

<sup>††</sup> **Active:** Must generate a minimum of 100 PV every four weeks.

<sup>‡</sup> **Qualified:** Must have at least one personally sponsored and active distributor on each of your downline legs.



## 04

### TEAM BONUSES

Team bonuses are another pillar of the MonaVie Compensation Plan. As a new distributor, your focus will be on developing a base of retail and preferred customers. You'll also focus on helping your downline generate volume through sales.

The team bonus aspect of the plan is calculated from your placement tree. You will be compensated based on successfully building sales volume within your placement tree. Your sponsor (or anyone else in your placement tree) may also place people in your placement tree. As your group begins to grow, you are entitled to team bonuses based on the total sales volume generated in your leg with the least volume.

Calculating team bonuses: you must be active and have at least one personally sponsored and active distributor in all of your legs to be eligible to earn team bonuses. In addition, you must have a

minimum of 500 GV on each of your placement tree legs in the bonus week.

Once you reach 500 GV on your leg with the least volume, a team bonus is calculated and paid on 10% of that leg's volume. Any unpaid GV is not flushed and carries over to the following week, as long as you remain active.

Any week your personal sales volume is over 200, the overage will be applied to your leg with the least volume. Team bonuses are limited to 10,000 GBU per week, per business center. Although team bonuses may be earned by being active with 100 PV, you can maximize your earnings with our FOB and Star Maker Bonus by remaining active with 200 PV.

# PERSONAL ENROLLMENT TREE AND THE EXECUTIVE CHECK MATCH BONUS

## 05

### EXECUTIVE CHECK MATCH BONUS

To further reward our executive field leaders for their sales, as well as the sales from their downline organization, we have created the Executive Check Match (ECM) bonus,\* which allows you to earn a bonus on the first 2,500 GBU of the team bonuses paid to distributors in your personal enrollment tree. This consists of distributors you personally sponsor, the distributors they personally sponsor, and so on. The ECM bonus is calculated from up to seven generations of executives in your personal enrollment tree. As your executive rank increases, so does the number of generations on which you can be paid an ECM bonus.

This ECM bonus is calculated by generations. A generation can include the executives found in each of your personal enrollment tree legs and distributors at the various Star ranks. A generation ends when a qualified executive is found, regardless of depth. The ECM bonus is calculated on unlimited width. Therefore, in order to maximize your income, you should strive to continue advancing to higher executive ranks as well as personally sponsoring distributors, thereby creating more personal enrollment tree legs on which you can earn an ECM bonus.

\*The ECM bonus is generated from the sales volume of the distributors in your personal enrollment tree. It is paid weekly and is based on a floating percentage. MonaVie guarantees a 50% payout of all bonus volume. After the various other ways of earning bonuses with MonaVie are calculated, any remaining available bonuses are allocated to the ECM bonus and then paid, along with other earned bonuses for the week. Bronze Executives and above must be active with at least 200 PV to earn an ECM bonus. Weekly bonuses from an ECM bonus cannot exceed the volume from your leg with the least volume.

### EXAMPLE ILLUSTRATION

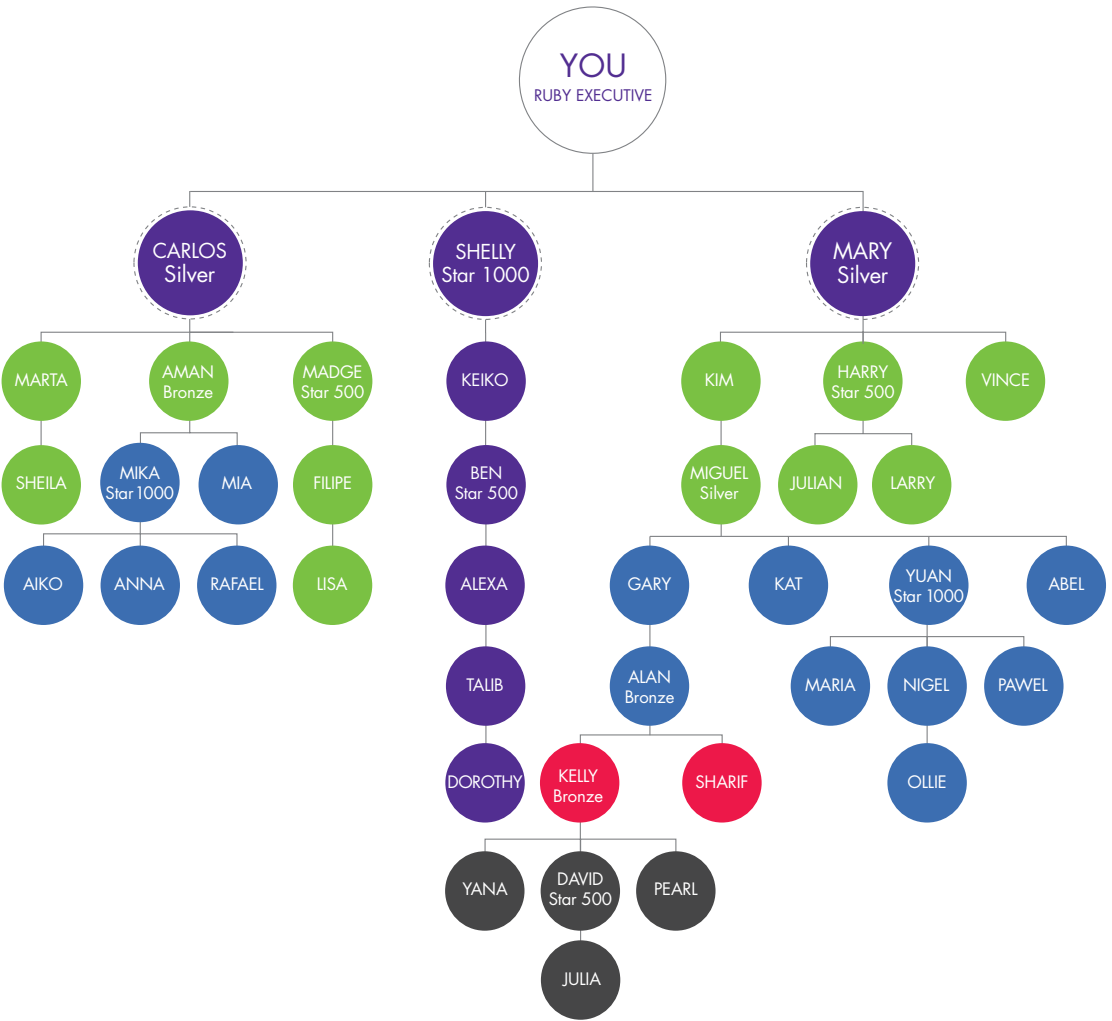
The illustration on the right is designed to help you better understand the ECM bonus. In this example, you are a qualified Ruby Executive, which enables you to earn an ECM bonus through four generations of distributors or higher on each of the three personal enrollment tree legs. Once a qualified "paid as" distributor or higher is found on any leg, it completes the first generation of distributors for that particular leg.

Let's look at the leg that begins with Mary. In this particular leg, you would earn an ECM bonus on sales through Kelly because she is a fourth generation distributor. To be paid deeper on this leg (allowing you to earn an ECM bonus on David's team bonus), you would need to advance to Emerald Executive, which would allow you to be paid through five generations of distributors.

Let's look at one final example. On the personal enrollment tree leg beginning with Shelly, no executive exists in this line; therefore, everyone in this line is considered first generation.

To maximize your earnings with the MonaVie ECM bonus, you should strive to reach the highest executive ranks.

Please note that there is no limitation on the number of legs you may have in your personal enrollment tree. You may earn the ECM bonus through all of the volume in such legs.



PERSONALLY SPONSORED DISTRIBUTOR

SECOND GENERATION DISTRIBUTOR

FOURTH GENERATION DISTRIBUTOR

FIRST GENERATION DISTRIBUTOR

THIRD GENERATION DISTRIBUTOR

FIFTH GENERATION DISTRIBUTOR

EXECUTIVE RANKS	BRONZE	SILVER	GOLD	RUBY	EMERALD	DIAMOND	BLUE DIAMOND
GENERATIONS PAID	1	2	3	4	5	6	7



## 06

### LEADERSHIP BONUS

We have reserved 2.5% of our total company GV for our group of Blue Diamond Executives and above. In this group, you may earn shares in the MonaVie Leadership Pool based on your "paid as" rank from the sales volume generated through your personal enrollment tree legs. With each rank advancement you receive additional shares. This bonus is paid weekly.

## 07

### MULTIPLE BUSINESS CENTERS

As your MonaVie business grows, you can potentially have a total of four business centers (initial center plus three additional centers), with each potentially earning 10,000 GBU per week in team bonuses.

You are awarded your second business center at Hawaiian Blue Diamond and your remaining two business centers at Black Diamond. While additional business centers allow you to maximize your income earning potential, they are not required for you to advance within the MonaVie Compensation

Plan. A distributor can reach Triple Crowne Black Diamond, the highest rank in MonaVie, by focusing on his or her initial business center.

To qualify for income on multiple business centers, you must maintain the business requirements of a qualified Blue Diamond and be active with 200 PV. Additionally, you must maintain seven Star 500 legs under your initial business center. Additional business centers will have unlimited earning capability if your initial business center is qualified and paid as a Black Diamond. If, however, the "paid as" rank for your initial business center falls below Black Diamond for any given bonus period, all additional business centers will be paid at their respective "paid as" ranks.

In addition, all enrollment tree GV from additional business centers will count toward the qualification and rank advancement of your initial business center if your initial business center remains qualified and paid as a Black Diamond.

BLACK DIAMOND REWARDS\*  
PUT YOU IN THE DRIVER'S SEAT.



\* You must be fully compliant with your distributor agreement to be eligible for any Black Diamond rewards.

# REWARDS AND COMPENSATION<sup>§§</sup>

## BLACK DIAMOND

- Earn remaining two business centers (third and fourth)
- Participation in the MonaVie Leadership Pool
- 2,500 GBU Black Diamond Mercedes Car Allowance\*
- Black Diamond ring (men) and pendant (women)
- Your personalized Black Diamond documentary

## ROYAL BLACK DIAMOND

- 100,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- MonaVie Day: we're rolling out the red carpet for you—fly first class to the U.S. then board the MonaVie jet and fly to Salt Lake City, Utah, for your official day at MonaVie headquarters
- Participation in the MonaVie Jet Credit program‡

## PRESIDENTIAL BLACK DIAMOND

- 300,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- Five night accommodations at the Atlantis Resort (Bahamas) in the MonaVie Reef Towers Penthouse§; first class airfare for two provided
- Participation in the MonaVie Jet Credit program‡

## IMPERIAL BLACK DIAMOND

- 600,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- Adventure-filled Mediterranean getaway aboard a luxurious private yacht\*\*
- Participation in the MonaVie Jet Credit program‡

\* When you first achieve the rank of Black Diamond, you earn 2,500 GBU from MonaVie as part of the MonaVie Mercedes program. After you provide proof that you have leased or purchased a new black Mercedes car (\$1,550 or \$550), MonaVie will pay you 2,500 GBU per month as an allowance for your car. After one year, MonaVie will review your distributorship's earnings. You will continue to receive a monthly allowance for the next year, and subsequent years, based on how many weeks in the previous year you maintained your qualified and active rank of Black Diamond: 40 weeks plus = 2,500 GBU; 30–39 weeks = 1,650 GBU; 20–29 weeks = 1,250 GBU; 15–19 weeks = 850 GBU. You must be continually active with at least 200 PV to earn the Black Diamond car allowance.

† Annual access.

‡ As a qualified Royal Black Diamond Executive or above, you will earn MonaVie jet credits based on the "paid as" rank of your highest ranking business center. MonaVie jet credits are earned on a weekly basis at the following rate: Royal Black Diamond = 0.5, Presidential Black Diamond = 0.75, Imperial Black Diamond = 1, Crowne Black Diamond = 1.5, Double Crowne Black Diamond = 2, and Triple Crowne Black Diamond = 2.5. Jet credits do not expire and can only be used within the continental U.S.

§ This is a one time trip for first time Presidential Black Diamond qualifiers only.

\*\* One time trip; hosted by a member of the MonaVie Executive Management team.

§§ All rewards are non-transferable and have no deemed cash value.



### CROWNE BLACK DIAMOND

- 1,000,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- Your second personalized Black Diamond documentary
- MonaVie Exotic Car program in partnership with duPont Registry—choose the car of your dreams (Lamborghini, Ferrari, Maserati, Rolls-Royce, or Bentley)
- Participation in the MonaVie Jet Credit program‡

### DOUBLE CROWNE BLACK DIAMOND

- 2,000,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- Five star trip to any one of five exotic locations (South Africa, the Rhine River, Switzerland, China, or Scotland)††
- Participation in the MonaVie Jet Credit program‡

### TRIPLE CROWNE BLACK DIAMOND

- 3,000,000 GBU cash bonus
- Participation in the MonaVie Leadership Pool
- Accommodations at the Zermatt Resort (Midway, Utah) in the three bedroom MonaVie Chateau Villa†
- Participation in the MonaVie Jet Credit program‡
- A stratospheric adventure—MonaVie is taking you out of this world!††

### ANNUAL REWARD TRIPS

#### Ruby Fly-In††

As a new MonaVie Ruby, you'll fly to Midway, Utah, for training, networking, and fun at the world famous Zermatt Resort.

#### Diamond Destination††

New MonaVie Diamonds will enjoy sand, surf, and sun during an all expense paid trip for two to the Grand Wailea Resort in Maui, Hawaii.

#### Black Diamond Celebration<sup>§§</sup>

Enjoy some of the world's most exciting and exotic destinations as a new MonaVie Black Diamond.

† Annual access.

‡ As a qualified Royal Black Diamond Executive or above, you will earn MonaVie jet credits based on the "paid as" rank of your highest ranking business center. MonaVie jet credits are earned on a weekly basis at the following rate: Royal Black Diamond = 0.5, Presidential Black Diamond = 0.75, Imperial Black Diamond = 1, Crowne Black Diamond = 1.5, Double Crowne Black Diamond = 2, and Triple Crowne Black Diamond = 2.5. Jet credits do not expire and can only be used within the continental U.S.

†† One time trip.

†† To participate in your second Diamond Destination, you must advance to Hawaiian Blue Diamond before the end of the qualification period. To participate in additional Diamond Destination events, you must remain a qualified Hawaiian Blue Diamond for 60% of the qualification period.

§§ To participate in the Black Diamond Celebration, you must remain a qualified Black Diamond for 60% of the qualification period.

# MONAVIE

## RANK QUALIFICATIONS

RANKS	QUALIFICATIONS	WEEKLY EARNING POTENTIAL
<b>STAR RANKS</b>		
STAR	Must be personally active and have two personally sponsored and active distributors, regardless of placement position.	
STAR 500*	500 GV in your leg with the least volume during a one week period.	Total weekly earning potential 1,000 GBU
STAR 1000	1,000 GV in your leg with the least volume during a one week period.	Total weekly earning potential 1,000 GBU
<b>EXECUTIVE RANKS</b>		
BRONZE	2,000 GV in your leg with the least volume during a one week period and a minimum of one personal enrollment tree leg that includes a qualified STAR 500 or above.	Total weekly earning potential 1,000 GBU
SILVER	3,000 GV in your leg with the least volume during a one week period and a minimum of two personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 1,500 GBU
GOLD	5,000 GV in your leg with the least volume during a one week period and a minimum of three personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 2,500 GBU
<b>EXECUTIVE ELITE RANKS</b>		
RUBY	10,000 GV for two consecutive weeks in your leg with the least volume and a minimum of four personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 5,000 GBU
EMERALD	15,000 GV for two consecutive weeks in your leg with the least volume and a minimum of five personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 7,500 GBU
DIAMOND	20,000 GV for three consecutive weeks in your leg with the least volume and a minimum of six personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 10,000 GBU
BLUE DIAMOND	25,000 GV for four consecutive weeks in your leg with the least volume and a minimum of seven personal enrollment tree legs that include a qualified STAR 500 or above in each leg.	Total weekly earning potential 20,000 GBU
HAWAIIAN BLUE DIAMOND†	75,000 GV for four consecutive weeks in enrollment tree volume‡ with no more than 25,000 GV coming from any single enrollment tree leg.	Total weekly earning potential 25,000 GBU

\* Distributors must be personally active and qualified to advance any rank, Star 500 and above.

† Hawaiian Blue Diamond and Executive Premier Rank distributors must maintain the requirements of a qualified Blue Diamond.

‡ Enrollment tree volume refers to sales volume earned by your personal enrollment sales organization in one bonus week.



RANKS	QUALIFICATIONS	WEEKLY EARNING POTENTIAL
<b>EXECUTIVE PREMIER RANKS<sup>†</sup></b>		
BLACK DIAMOND	150,000 GV in enrollment tree volume with no more than 50,000 GV coming from any single enrollment tree leg for four consecutive weeks.	Unlimited weekly earning potential
ROYAL BLACK DIAMOND	300,000 GV in enrollment tree volume with no more than 75,000 GV coming from any single enrollment tree leg for four consecutive weeks.	Unlimited weekly earning potential
PRESIDENTIAL BLACK DIAMOND	500,000 GV in enrollment tree volume with no more than 100,000 GV coming from any single enrollment tree leg for four consecutive weeks.	Unlimited weekly earning potential
IMPERIAL BLACK DIAMOND	750,000 GV in enrollment tree volume with no more than 125,000 GV coming from any single enrollment tree leg for four consecutive weeks.	Unlimited weekly earning potential
CROWNE BLACK DIAMOND	1,050,000 GV in enrollment tree volume with no more than 150,000 GV coming from any single enrollment tree leg for six out of eight consecutive weeks.	Unlimited weekly earning potential
DOUBLE CROWNE BLACK DIAMOND	1,400,000 GV in enrollment tree volume with no more than 175,000 GV coming from any single enrollment tree leg for six out of eight consecutive weeks.	Unlimited weekly earning potential
TRIPLE CROWNE BLACK DIAMOND	1,800,000 GV in enrollment tree volume with no more than 200,000 GV coming from any single enrollment tree leg for six out of eight consecutive weeks.	Unlimited weekly earning potential

<sup>†</sup> Hawaiian Blue Diamond and Executive Premier Rank distributors must maintain the requirements of a qualified Blue Diamond.

All references to income, implied or stated, through the MonaVie Compensation Plan are for illustration purposes only. MonaVie does NOT guarantee any level of income or earnings to any distributor. Earnings from the MonaVie Compensation Plan solely depend on sales and each distributor's skill, ability, and personal application.

# COMPENSATION PLAN Q&A

## 01 **Why am I considered “active” for four weeks rather than an entire month?**

Because we pay bonuses weekly rather than monthly, our definition of “active” is a four week rolling period rather than an entire month (each week runs from Saturday at 12:01 a.m. (MST) to Friday at midnight).\*

## 02 **If I go inactive, what happens to my volume and organization?**

All accumulated placement tree volume will be reset to zero; however, once you reactivate by generating 100 PV, you will once again begin to accumulate group sales volume as products in your placement tree organization are sold.

## 03 **Once I’ve earned bonuses, when can I expect to be paid?**

The bonus week ends Friday at exactly 12 a.m. Any earned bonuses will be paid 7–10 days later.

## 04 **When team bonuses are paid, what volume is deducted from my business center?**

Any sales volume that was used to earn team bonuses will be deducted. Any unpaid volume will continue accumulating as long as you remain active.

## 05 **How do I generate PV?**

You can generate personal sales volume in two ways—through product sales made to your preferred customers and through purchasing products at wholesale to use in building your sales distribution business.

\* The official time for ending the bonus period is -7 GMT which is adjusted twice annually for Daylight Saving Time.

# INCOME DISCLOSURE STATEMENT MID YEAR 2009



The Income Disclosure Statement is a reflection of MonaVie's rewarding opportunity. The following chart represents the average global earnings of the ranks of MonaVie Distributors worldwide and provides high, low, and average weekly income information, as well as annualized averages.

Active Distributor Rank	Average Weekly Number of Distributors Paid at This Rank	% of Average Weekly Distributors	Weekly Income (US Dollars)			Annualized Average Check	Weekly Average Hours Worked*
			High	Low	Average Check		
Distributor	46,766	50%	\$699	\$0	\$23	\$1,214	4
Star	32,172	35%	\$880	\$0	\$35	\$1,817	6
Star 500	7,933	8%	\$815	\$50	\$76	\$3,947	6
Star 1000	3,267	4%	\$1,000	\$100	\$172	\$8,963	6
Bronze Executive	1,168	1%	\$1,000	\$200	\$357	\$18,572	7
Silver Executive	639	1%	\$1,500	\$300	\$564	\$29,310	8
Gold Executive	386	<1%	\$2,500	\$500	\$1,027	\$53,413	9
Ruby Executive	145	<1%	\$5,000	\$1,000	\$2,015	\$104,759	12
Emerald Executive	66	<1%	\$7,500	\$1,500	\$3,090	\$160,656	13
Diamond Executive	32	<1%	\$10,000	\$2,000	\$3,884	\$201,987	16
Blue Diamond Executive	76	<1%	\$20,000	\$2,500	\$7,481	\$388,986	20
Hawaiian Blue Diamond Executive	24	<1%	\$25,000	\$4,544	\$12,711	\$660,995	20
Black Diamond Executive	27	<1%	\$101,761	\$6,505	\$28,584	\$1,486,366	27
Royal Black Diamond Executive and Above	7	<1%	\$134,517	\$28,483	\$65,548	\$3,408,500	>40

The income statistics above are for all MonaVie Distributors who were paid bonuses during the period from July 4, 2008 to June 26, 2009, at the above ranks, excluding rank advancement bonuses. A "Distributor" is defined as any person who: (1) executed a MonaVie Distributor Application and Agreement; (2) has sponsored at least one person; (3) has received at least one non-retail bonus; and (4) has been active in any of the eight weeks preceding the bonus period (to learn the requirements for being an "active" distributor in your market, reference your country specific MonaVie Compensation Plan document). Note that this excludes retail customers, preferred customers, retailers (those who have received a retail bonus only), pre-enrollees, distributors who did not renew, and customers, retailers, or distributors whose relationships with MonaVie were revoked. An individual who has executed a MonaVie Independent Distributor Application and Agreement, but has not fulfilled the four criteria enumerated above, is not a Distributor. That person is simply a wholesale customer. If, and only when, all four criteria are satisfied does that person become a Distributor. Accordingly, the status of an individual can, and sometimes does, change throughout the course of a year. For example, Mary enrolls as a customer in February. In April, she qualifies to become a Distributor and maintains her qualification through May. In June, she is inactive, and therefore, her status is that of a customer. In July, she begins retailing products to a few customers, and thus, becomes a retailer (but not a Distributor). In August, she again qualifies as a Distributor but fails to remain qualified for the remainder of the year. For the purposes of this Income Disclosure Statement, Mary will only be considered a Distributor during the months of April, May, and August. **The average annualized income for all Distributors during this period was \$2,918.22. From July 2008 to June 2009, approximately 87% of individuals who executed a MonaVie Distributor Application and Agreement, and made at least one purchase in the last 12 months, are considered wholesale customers.**

The earnings of the Distributors in this chart are not necessarily representative of the income, if any, that a MonaVie Distributor can or will earn through his or her participation in the MonaVie Compensation Plan. Your success depends upon your skills, work effort, and market conditions. MonaVie does not guarantee any level of income or your success.

\* These figures are derived from a survey of approximately 18,000 distributors performed by MonaVie through our online ordering system.

Drink it. Feel it. Share it.™

MonaVie Malaysia Sdn. Bhd.  
Level 21, Suite 21.01, The Gardens South Tower, Mid Valley City  
Lingkaran Syed Putra, 59200 Kuala Lumpur

[www.monavie.com](http://www.monavie.com)

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