

## **EMPLOYEE PROFIT-SHARING BENEFITS PROGRAM**

For the purpose of this document, the reference to the word “company” means the business that pays the employee’s regular salary. This profit-sharing bonus program is voluntary and should be seen as an opportunity to earn additional income with the company while maintaining a healthy lifestyle. If the employee orders a minimum of \$50 retail in health & nutrition products each month through this program, they will not only enjoy a healthier lifestyle, but they will also receive a minimum of \$1200 in total bonuses over a 12-month period.

### **Employees understand:**

- Employees have an opportunity to initially receive \$2 for every \$1 spent in the program. The more the employee spends in the program, the greater their individual bonus. However, the company reserves the right to place a limit (cap) on the amount of bonus an employee can receive.
- Employees should have a genuine interest in maintaining a healthy lifestyle for themselves and their families when participating in the program.
- This program is designed for both full-time & part-time employees alike. However, the company (employer) will determine which employees are eligible to participate in the program.
- This program can be altered at any time at the discretion of the company (employer). In addition, minimum and maximum bonus payouts can be changed at any time.
- This program is an extension of salary benefits offered by the company (employer) and may become the only opportunity to earn additional bonuses of this nature with the company (employer).
- This program can be terminated at any time, at the discretion of the company (employer).
- If an employee chooses not to participate in the program, they are saying “no” to additional bonuses with the company.
- Employees understand the more successful the employee benefits program becomes, the greater the chance for increased profit-sharing bonuses in the future.
- Bonuses are not guaranteed, and bonus payouts are strictly dependent upon the success of the program. Employees are, however, guaranteed a refund in the amount equal to the dollar amount they have spent on orders during the FIRST 12-month period, if the program is shut down for any reason.
- A minimum of \$50 in retail product purchase(s) is required each month to be eligible for bonuses. This minimum can also include products ordered on behalf of family members and/or friends of employees.
- Employees will be payroll deducted a minimum of \$25 per paycheck (after tax dollars), if the employee is paid twice a month; or a minimum of \$50 a paycheck, if the employee is paid once a month. All employee orders will

be deducted evenly between paychecks (if applicable) or deducted all at once if the employee is paid once a month.

- Any qualifying bonuses paid to the employee are paid strictly by the company (employer), through regular payroll.
- The timing of bonus payouts are strictly determined by the company (whether it be monthly, quarterly, semi-annual, or annual).
- Employees are responsible for reviewing the wellness products offered through this program, and employees are responsible for the products they chose to use/consume through this program. The employer shall be held harmless for any actions or reactions resulting from the employee's purchase of products through this program.
- Employees are responsible for making sure their individual monthly orders are submitted by the company, and employees are responsible for keeping track of their own monthly orders.
- When product(s) are received by the employer, they will be distributed to each employee.
- All employee orders must initially go through the company's (employer's) network marketing company website in order to qualify for bonuses.
- If an employee orders directly from the network marketing company themselves, they must go through the company's (employer's) network marketing company website to qualify for bonuses, and employees will be responsible for taxes, shipping and handling.
- If an employee fails to order a minimum of \$50 in retail products during any given month, or quits the program, any and all due bonuses may be forfeited at the discretion of the company.
- If an employee terminates with the company (for any reason) any bonuses due may be forfeited at the discretion of the company.

- By checking this box, the employee agrees to participate in this Employee Profit-Sharing Benefits Program.
- By checking this box, the employee does NOT agree to participate in this Employee Profit-Sharing Benefits Program and foregoes any future bonuses.

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**Employee**

**Date**

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**Supervisor**

**Date**

**Cc: Employee file**