



THE COMMUNITY PAGE

A Tribute to Our Great Employees!



Every good business person knows that the key to having a great business is to hire and keep great employees. That philosophy could never be more true when one looks at the history of Melaleuca.

We would never have had the success we have experienced without great employees. Many of their stories have never been told. In fact, many of their stories will never be told. These great people just come to work everyday without great fanfare and do whatever it takes to get the job done. We currently have more than 2,300 of these great people employed at our facilities in Idaho Falls, Rexburg, and Knoxville, and almost 400 employed in Taiwan, Hong Kong, Korea, Australia, Japan, and the U.K. Without them there would be nothing—no products produced or sold; no commission checks sent out; no lives enhanced.

We had only eight employees when we started in 1985. Four of those are still with us today, twenty years later. I recently introduced Kathi Rowberry, Dennis Otteson, and Billie Farnes at our annual convention in Minneapolis. I was thrilled at the warm standing ovation that they received from the 7,500 in attendance. Twenty years of faithful service is a long time! I hope they feel rewarded for their investment in our mission of enhancing lives.

Our employees continue to amaze me! Each year we give several Perfect Attendance Awards to those who have never missed a day of work during the entire year. That means they may have taken their scheduled vacation days but they have never called in sick a single day. In other words, they have never taken an unscheduled day off. We have many employees who have continued year-after-year, never missing a day of work. Some have amassed an unbelievable number of years of perfect attendance. In fact, two associates, Deborah Parker and Bryan Dean have just completed their twelfth year of perfect attendance. That means twelve years of never missing a single day of work! Now that's dedication! It also says something about their sense of responsibility to each other, the company, and our customers! It's great to be able to count on great people like this! They will always get the job done—no matter what! And it will always be done right! Quality is their standard! You can count on quality—day in and day out!

I want to say 'thank you' to all of the great people who come to work every day at Melaleuca to help us fulfill our mission of enhancing lives. Without them we would have accomplished nothing. On this page, we pay special tribute to them. I hope you will take a minute to read about some of their contributions.

Sincerely,

President & Chief Executive Officer
Melaleuca, Inc.

A \$20,000 Surprise!

At a recent employee meeting Frank VanderSloot presented Kathi Rowberry, Dennis Otteson, and Billie Farnes a surprise of \$20,000 each, for their twenty years of service. (The checks were "grossed up" to more than \$33,000 each so the actual checks after taxes equaled exactly \$20,000.) Frank then announced that other employees would receive the same thing as soon as they reached twenty years of service. He added, "I don't know what an appropriate 'thank you' is for twenty years of service, but, \$20,000 for twenty years seems like a good place to start."

The Following Employees have had Perfect Attendance for more than Ten Years!

TWELVE YEARS PERFECT ATTENDANCE



DEBORAH PARKER - Quality Assurance. Deborah was hired on April 15, 1991, as a Line Associate. She was promoted to Quality Assurance Technician in June, 1994. Deborah was promoted to Quality Assurance Coordinator in December, 1996, and to Document Control Specialist in February, 2001, where she continues to contribute today!



BRYAN DEAN - Maintenance. Bryan was hired on February 14, 1992, as a Mechanic I. Bryan was promoted through the ranks of Mechanics up to the highest level of Mechanic V on August 26, 2003. Bryan is currently employed as a Journeyman Electrician where he has been working since September, 2003.

ELEVEN YEARS PERFECT ATTENDANCE



WAYNE BARON — Warehouse. Wayne was hired on October 4, 1993, as a Line Associate. He was promoted to a Coordinator in October, 1994. He was promoted to a Forklift Operator in October, 1998, and has been working in that capacity in our Rexburg Manufacturing Facility ever since.



BRAD FELL — Warehouse. Brad was hired January 14, 1991, as a Forklift Operator. Brad transferred to Truck Driver October, 12, 2004, and he continues to serve us in that capacity today.



RODNEY OTTESON — Warehouse. Rodney was hired November 18, 1991, as a Line Associate. He was promoted to Material Handler in July, 1992. He was promoted to Forklift Operator in January, 1995, where he continues to serve us today.

TEN YEARS PERFECT ATTENDANCE



JUDY GARNER — Product Delivery. Judy was hired on July 17, 1992, as a Line Associate. She was promoted to a Line Coordinator in September, 1994. Judy continues to lead her associates as Coordinator today.



ALYNN MCINTIRE — Quality Production. Alynn was hired on December 15, 1991, as a Quality Production Line Associate. Alynn is working in that same capacity today but the position has been renamed Quality Production Specialist.



KEN OWEN — Formulation. Ken was hired on August 12, 1991, as an Associate Processor in our Formulation Department. He was promoted to Forklift Operator in November, 1993, promoted to Processor in November, 1997. He was then promoted to Processor II in November, 1999, and is currently working in that capacity.

The Following Associates have been Loyal Melaleuca Employees for over 15 Years!

TWENTY YEARS OF SERVICE

Kathi Rowberry
Dennis Otteson
Billie Farnes
Frank L. VanderSloot

EIGHTEEN YEARS OF SERVICE

Gayle Smith

SEVENTEEN YEARS OF SERVICE

Denise Jones
Carma Messler
Nicki Bowden
Jolene Hill

SIXTEEN YEARS OF SERVICE

Brandie Miller
Dauphne Lords
Sherrey Taylor
Phyllis Moad
Rosann Nealis

FIFTEEN YEARS OF SERVICE

DJ Calderwood
Lonnie Woolstenhulme
Dori Grimes
DeAnn Hahn
Debra Croft
Noel Jenkins
Cindy Burgess
Christina Gonzales
Lorraine Harris
Sally Morgan
Jennifer Kelsey
Alethea Cox
Jace Poole
Bonnie Hendrickson
Joyce Mahlin
Nicole Smith
Queta Tolman
Natalie Rasmussen
Dalrie Lees



19 employees, who have made a world of difference at Melaleuca, were recently honored for their 15 years of dedicated service.