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HEALTHSPAN

STEMTECH INTERNATIONAL, INC.

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It's Spring
GROW YOUR BUSINESS!



CONSUME WITH
CONFIDENCE

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GAIN STARS
TO REACH GOALS

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CONFIDENCE!**



GLOBAL LEADERS



LEADERS PUBLISHED!



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MARVELOUS!**

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2016: AN EXCITING GAME CHANGER!

By Ray C. Carter, Jr., Co-Founder, President & CEO

2016 is shaping up to be a real “game changer” at Stemtech, in so many exciting ways. We begin our second quarter with “Spring Training” at the Business Academy in Boca Raton on April 22 – 24. Usually limited to Directors and above, this year’s event is open to all IBPs (even rookies). With a nod to the weekend’s theme of baseball’s spring training, we will “throw out the first pitch” with announcements that are sure to bring about home runs, following up with middle innings jam-packed with breakout sessions that will fill everyone’s playbooks with tools, strategies and plans to take back to the home teams.

There is so much to do in one short weekend that there’s no time for a “7th-inning stretch!” You can count on plenty of inspirational “chatter” throughout the weekend, however; it wouldn’t be a Stemtech weekend event without great food and a gala celebration, exciting giveaways and the opportunity to mingle with top coaches and learn hands-on from Stemtech superstars, plus the introduction of a unique new Stemtech product! People say that a great spring training makes all the difference in a team’s season. This is as true in business as it is for any sport. Stemtech’s Business Academy 2016 is the one place to fill your business playbook with a gameplan for success and be “first in the batting order” with our new product!

Two reminders: There is still time to “slide in” to free rewards, as the Business Academy contest continues through the end of March. And while baseball spring

training will be a prominent theme at the Business Academy, feel free to wear sports attire from your favorite team in any sport. However you get to Spring Training in Boca Raton and whatever team your attire supports, there is one indisputable fact: This weekend is one training event people will be talking about for years to come. Don’t miss it!



OTHER NEWS: We have just returned from an amazing Champions Challenge trip to Cape Town, South Africa, where top performing leaders from countries around the world joined us for a week of breath-taking tours of scenic vistas – from mountain tops to colliding oceans to wildlife safaris. We also surprised our Champions

with a “sneak peek” at our first ECO product, which will be introduced at the Business Academy. Congratulations to Triple Diamond Directors Marijke Long and Phillip & Ira Adidjaja, Leaders from the United States, for achieving this once-in-a-lifetime trip. It was magnificent!

There is no time to catch our breath, though... The second half of 2016 promises to be just as chock-full of business-friendly developments, with three exciting Regional Conventions, including the first-ever Americas Convention in Miami in August. As our all-star team of professionals continues to work hard to make Stemtech the best business opportunity on the planet, we know you, too, are sharing our vision, products and opportunity every day. Thank you for your dedication to making the world a better place for us all!

A handwritten signature in black ink, appearing to read 'Ray Carter'.

Ray C. Carter, Jr.
President & CEO

CONSUME WITH CONFIDENCE!

by Winsome A. Kirlaw, Quality Assurance Manager

As consumers, we do not want surprises when we reach for our favorite food. Similarly, when we take our supplements, including vitamins, protein shakes, or stem cell nutrition products, we want safety, reliability and results that we have come to expect and appreciate. At Stemtech, we ensure that all your expectations are met through repetitive and consistent good manufacturing practices (GMPs).

As a product takes form, a lot of thought goes into its being. Stemtech's ST-5™ with MigraStem™ is no exception. If anything, its production encompasses a great deal more coordination, as it contains nearly 40 ingredients. Most of the raw materials are plant-based and, as such, could possibly be exposed to natural, chemical and environmental toxins. To ensure that the resulting product is safe and unadulterated, the formulator for ST-5 reviews the Certificate of Analysis (COA) and Material Safety Data Sheet (MSDS) to evaluate the country of origin, exposure to chemicals such as pesticides, heavy metals, radioactivity, and extraction method, for example. Once this evaluation is accepted, it becomes a part of an intricate formulation process. A similar rigorous process is followed with the production of ingredients in all of Stemtech's other products.

As R&D continues its research and acceptance of all ingredients, the Quality team assists with test verification against the COA, evaluating the limits of each specification against local and international requirements. In addition, the suppliers of the raw ingredients are assessed and qualified to ensure that all future batches of ingredients meet the set requirements.

The Quality Department oversees the process from raw material procurement through processing, to the finish product and beyond. Raw materials are secured from the finest of the field and oftentimes customized to guarantee that batch-to-batch is produced to specified standards unique to the brainchild product of the formulator. We do what is necessary to ensure that plants used in our products are top-quality and safe – including actually creating a farm

in Madagascar to grow the *aloe macroclada* in SE3™!

Once grown and harvested, all raw materials are received under formal warehouse practices and quarantined until Quality personnel can perform physical inspection and confirm a material's identity against the Certificate of Analysis (COA). Each and every lot of incoming raw material is then sampled and tested through rigid quality control (QC) requirements – including appearance, chemical identity, purity and microbiology – and only those that comply are added to the product you consume.

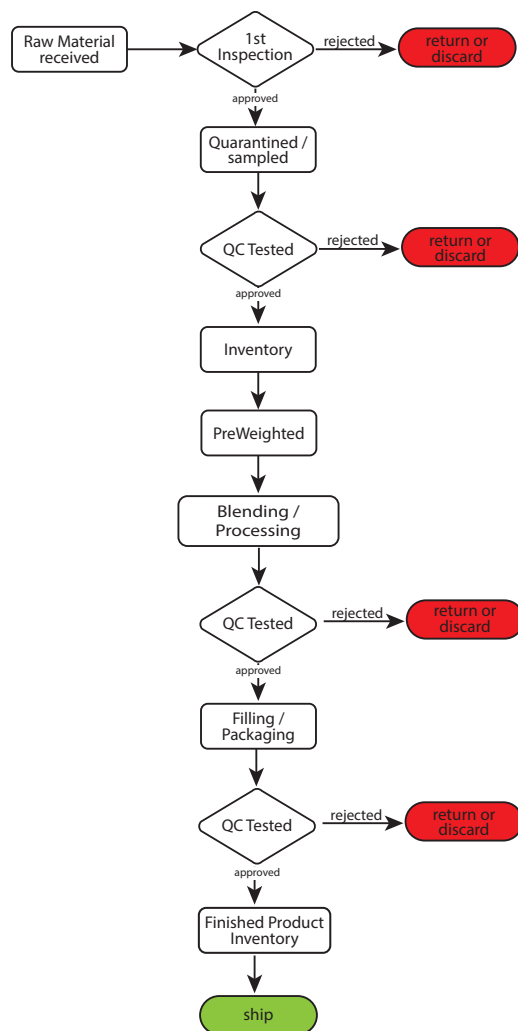
These ingredients are then stored under the manufacturer's prescribed storage conditions, and they are separated by categories, such as allergens or Kosher- or Halah-certified product. Prior to weighing, the containers are again physically inspected and verified against the COA to ensure that the correct component is being picked, and it has the QC lab approval to use.

Weighing against the formulation sheet is done in pairs with a check-and-balance approach for accuracy, then staged. As the pre-weighed material moves through to blending/processing, it is again visually inspected (against the formulation sheet) verifying the name, lot number, expiration date, and weight. Should there be any noncompliance – for example, expired product – it would be quarantined until Quality control personnel investigate to determine its disposition/outcome. Production continues once all aspects have met conformance at that stage.



Encapsulation, tableting or filling will go through continuous quality in process inspection to ensure compliance against specification established at each stage. For example, during the encapsulation process, capsules are collected every 20 minutes and their content is weighed to make sure that each capsule contains the target amount of the ingredient blend. If capsules are short, the encapsulating machine is stopped and adjusted. The same process takes place during the process of filling bottles with capsules to ensure that each bottle contains the right number of capsules. Further physical, chemical and microbial tests are done once the product becomes consumer ready in its jar, or sachet for example.

MANUFACTURING FLOWCHART



The product at this stage is consumer-ready, but monitoring continues to ensure that there is no possible cross-contamination throughout its life cycle. Products are properly transported, with only human consumable products, (never with chemicals or toxins), and stored to specification (at the correct temperature and humidity, and in a pest free warehouse). The warehouse and quality team randomly inspect the delivery vessel to confirm how it was shipped and ensure that there are no forms of contamination (such as pests or leakage, for example).

The Quality team also does post-production testing through its stability and verification program. These tests include physical, organoleptic, microbial and assay on components that are not always stable, such as some vitamins or minerals. Finished products for evaluation are retrieved from retained samples throughout the world. (Retained samples are a selection of products taken during the beginning, middle and end of each production run).



The R&D and Quality teams are charged with the responsibility of healthy stem cell nutrition through product and consumer protection, avoiding cross-contamination, including chemical and environmental types that can have damaging effects on wildlife and people. Life cycle monitoring and testing evaluations are considered effective tools in promoting good nutrition through the products manufactured and distributed by Stemtech.



Winsome came to Stemtech in 2014 with years of experience in Quality Assurance and Quality Control, in the dietary supplement industry and on the regulatory side (FDA). She has worked for distributors of dietary supplements, like Stemtech, and for manufacturers, like those we use to make our products. This gives her the breadth of experience and knowledge we need to maintain quality and reliability in our products, as well as the best support for the registration of our products worldwide. I am pleased to have Winsome on our Stemtech scientific team.

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CD

Christian Drapeau
Chief Science Officer

STEMTECH GLOBAL LEADERS

NEW PRESIDENT'S CLUB



SOSIM KIM

Korea

In December of 2015, after only three years with Stemtech, Sosim Kim achieved her dream of attaining President's Club. From the beginning, dreams have always been an essential part of Mrs. Kim's business plan. She says, "If you want success, you have to wish your dreams and establish your own goals. This is the most important way to do business and to live your life."

Too often, she says, "People live without any dreams," even though many experts consider dreams both valuable and necessary for a fulfilling life. When selecting the partners to share the Stemtech vision, Mrs. Kim chooses those who can dream big... people who can see success in their future. "My partners and I have the same dreams together. Making their dreams real is the reason why I exist," she says.

Conceding that there are many people in Korea who still have negative perceptions of the network marketing profession – despite its obvious positive economic effect – Mrs. Kim says, "I would like to overcome this adverse view by showing people that Stemtech is different. It is a unique and respected company with unmatched products and a very lucrative business opportunity whose growth and success have resulted from the dedication of people in many countries who see the vision and follow their dreams. This is what my business partners and I believe: Stemtech succeeds because we succeed."

GLOBAL LEADERS

NEW TRIPLE DIAMONDS



Hong Song Lee, *Korea*

With no background in network marketing but experience in “doorstep sales” of cosmetics, Hong Song Lee came to Stemtech after enjoying excellent results with our products for inner wellness. She has had success in building a business by introducing Stemtech’s products to many of her former cosmetics customers, focusing on those who are interested in building their own businesses.

With help and support from her upline mentors, including Sosim Kim, Mrs. Lee has grown her local organization, meeting prospects in her private office in her hometown of Busan, a lovely area known for its beautiful beaches. While she might like to spend more time with her husband and three children, Mrs. Lee says it is important now for her to devote all the time needed to ensure business growth.

Even though building a business takes time, Mrs. Lee says Stemtech makes it very easy: “Good products make the customers and partners [come to] you,” she says. “With Stemtech’s exclusive and professional products, people can succeed with little or no experience [in networking], as I am doing. My goal of achieving President’s Club is near. I love Stemtech!”

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NohSu Park & Hyunsuk Lee, *Korea*

It was Stemtech’s vision that attracted NohSu Park to Stemtech. While he has always found the network marketing concept appealing, he says, “Until I found Stemtech, I had not seen a company with the vision I was looking for. Stemtech’s products and compensation plan both embody the vision that will lead me to succeed in business.”

Mr. Park shares the business with his wife, Hyunsuk Lee, with whom he is raising three children. While he would like to be able to spend more time with his family now, Mr. Park realizes that it takes time to build a business to benefit his family’s future. Pointing out that he has “no hobbies,” so he can devote plenty of time to business, he says, “Soon I will have a comfortable life with my family through my Stemtech business. That is my only goal.”

As he focuses on finding the most dedicated business partners, Mr. Park points out, “Network marketing is a ‘support business.’ He is grateful for the help he receives from the Stemtech Korea staff, from his upline sponsor Hong Soon Lee and from Sanggi Park, saying, “They are always doing the best for me and my partners.” In the very spirit of duplication, Mr. Park is committed to providing whatever his own team of IBPs needs to succeed, as they all look forward to building a truly global organization.



Jacqueline Silva, *Ecuador*

Sometimes it is a lot easier to encourage people to try a new product when you yourself are a “walking advertisement” for its effects. Jacqueline says, “When I tell people I am 52, they cannot believe it, and they want to do what I am doing to stay young-looking. I say, ‘It’s Stemtech’s product,’ and that is usually all it takes!”

With experience as a college professor, realtor, Chevrolet salesperson and legislator, Jacqueline has developed a reputation for credibility throughout Quito and beyond. Her varied professional career has also prepared her well for developing a business that succeeds best through personal interaction. She says her procedure is always the same: “I look for dedicated Business Builders and VIP Customers who will re-purchase. I tell my personal story of health, welfare and economic growth, encouraging people to ‘live the product’ and share the plan with others right away, to start making money quickly. And I always follow up, requesting honest feedback, so I can improve.”

Thanks to her mentors, Oswaldo and Ivonne Castro, and Stemtech, Jacqueline says, “My life is a dream come true. I am so happy to be part of an international company that is safe, reliable and growing and whose products come from solid research in the exciting field of stem cell nutrition. Now I get to change lives with Stemtech!”



Li Tien Yap, *Australia*

With a large extended family spread across the world, Li Tien has lots of international connections that she could use to develop a global business, including her upline U. S. Triple Diamond Chi-Tung Tsai. For now, however, she is confining her business development to the Sydney area, as she concentrates on her studies as a fulltime university student. “The courses I have taken in my Business course, such as Advanced Marketing, have helped me in promoting Stemtech to others,” she says, noting that she markets SE3®, StemFlo®, DermaStem® and StemPets® primarily. “In the future, I want to expand my stream out of Australia, promoting the products widespread so that people all over will come to know about

Stemtech’s products and reap their health benefits.”

Li Tien had been looking for natural supplements to try out when her mother Ng Poy Eng suggested she try SE3. “I was impressed with Stemtech and the product’s benefits,” she says, “so I decided to give it a go.” She enrolled as an IBP in March, 2014.

While young in years, Li Tien has the business acumen that it often takes people years to develop. Her advice to new IBPs is right on-target: “Don’t be afraid to go out of your way when looking for new customers or business partners. Also, do not forget to follow up continually with your existing customer/partner base to build loyalty and ensure retention.”



He-Shih & Yeh Wang, Taiwan

Even when he was heavily involved with his career as an importer of robots and medical equipment, Mr. Wang says, “I always have understood that maintaining good health is important for our whole life.” Prior to joining Stemtech in 2014, however, he knew only generally that people need to take responsibility for themselves when it comes to wellness. Now his understanding is more focused: “The best way to improve wellness is by taking stem cell nutrition, solving health issues at the source.”

Mr. Wang leads the discussion of Stemtech’s products and opportunity at family parties and social activities, while Mrs. Wang handles the prospect research, documents and organization records. “Mr. Homer Lin’s lectures [at the Taiwan headquarters] are very helpful to my business, too,” Mr. Wang says. “He taught me how to develop a business with the correct attitude.”

While the Wangs promote all Stemtech products available in their market, Mr. Wang points out that DermaStem® is a good market-driver. “DermaStem is an easy way to attract young people,” he says. “It can lead people to think of caring for their health from the outside to the inside... all with Stemtech products.”



Hsiu-Min Yap, Taiwan

Retired after thirty years working in the building trade and marketing, Mrs. Yap is probably busier now than when she was going to work every day... In addition to building her successful Stemtech business, she is studying three languages: English, Spanish and Japanese! Since she joined Stemtech the day after Christmas in 2014, her simple business plan (“Use the products, share the products”) has served her well as she has built an organization that spans the globe.

At seminars and family parties, Mrs. Yap explains that Stemtech produces “products that are good for human wellness,” always keeping in mind that her three-fold business principle is “Honesty, Honor and Thinking of Others.” She encourages prospects to consider not only the uniqueness of Stemtech’s products and the solid science behind them, but also the personal benefit of “confidence building” that comes with developing a successful Stemtech business.

With an ongoing goal of “5 new enrollments weekly,” Mrs. Yap is thankful for assistance from her daughter Ya-Wei Kuo (pictured), saying, “It is important to support our business partners and to help them to grow.”



Gina Garcia, Mexico

There were three attractions that brought Gina to Stemtech: First, she could see that Stemtech products were “the right way to regenerate the body naturally.” Second, Stemtech is “a leading and pioneering company, fully innovative, projecting global growth [as it addresses] world health conditions in a completely natural way.” And third, that the business opportunity “fits with my life plan: a healthy lifestyle with freedom [and] the opportunity to impact ...the lives of millions of people [and their] health and economic stability.”

A single mother of three teenaged children, Gina has a special place in her heart for women for whom the Stemtech business opportunity has provided a welcome relief from poverty and/or violence that has victimized them for much of their lives. “I want to help them leave behind their fear and become powerful and self-sufficient women – entrepreneurs – with self-confidence, self-esteem and personal power,” she explains.

Gina’s personal goal is “to be the Number 1 Leader in Latin America before the end of 2016.” To accomplish this, Gina is working on three strategies: “To work the Hispanic market in the USA, Mexico, Puerto Rico and the Dominican Republic; to take advantage of the great interest in skin care, promoting DermaStem® to women; and to generate 100,000 monthly organizational points as a platform to ascend to President’s Club, as I expand my organization to 2000 partners.”

HOW MANY STARS WILL IT TAKE... TO REACH YOUR GOALS?

By Yani Aguayo, Director/Americas Marketing



In 2016, Stemtech will be focusing more than ever on celebrating the accomplishments of our Independent Business Partners. In addition to our monthly highlights of Rank Advancements for Directors and above in *HealthLink* and our quarterly recognition of new Triple Diamonds and above in *HealthSpan*, we will be applauding your achievement of milestones – including Vehicle Bonus Tiers, Bonuses and Star Levels – through our full communications network.

In the coming months, you will see a number of features highlighting the achievements of North American IBPs especially, with additional acknowledgement of other outstanding achievements in our Global Family.

We want you to see YOUR NAME in upcoming stories. Since our first group of stories will be focusing on our Star achievers, we want to give you a quick tutorial here on how to make the Star program work for you.

If you are just starting out, your immediate goal might be one or two Stars. (See the chart below for qualification requirements by level.) Many IBPs in North America have qualified for the three-Star level, another large group are at the four-Star and five-Star levels – all goals that are achievable with your dedication and time. Your ultimate goals, of course, are the Six- and Seven-Star levels, where both your recognition and your lifestyle can be the fulfillment of your dreams.

As you can see on the chart, the qualification requirements for levels increase along with the bonuses – but your expanding organization will certainly generate the necessary volume (APPV and OGV) and personally-enrolled AutoShips... if you are managing your organization for production and growth.

Now, if I were you and if I wanted to increase my “Star-rating,” I would take every opportunity to learn from Stemtech Leaders who are already enjoying the LIFESTYLE that comes with Six and Seven Stars.

Where might you find these Leaders? Stemtech provides three All-Star Leaders for you every week on the Thursday Success Call: Seven-Star Leaders **Ian Davies** and **Marijke Long** and Six-Star Leader **Mark Parsekian**. And how many of the other 20+ American Leaders enjoying Six/Seven-Star lifestyles can you network with at Stemtech’s Business Academy and Americas Convention this year? One thing I know about every one of these very successful business leaders is this: Each one of them is eager to share their knowledge, tips, strategies and support with you. All you have to do is ask!

So let's make a plan for your rise in Star ranking. Begin TODAY with these five basic steps:

1. Set a goal for the Star level you can achieve in 2016.
2. Write down a plan of action – weekly, monthly, quarterly – for exactly how you will progress toward your goal.*
Tip: Working with your Freedom Team is a great idea!
3. Hold meetings, call prospects, use the internet... whatever it takes to recruit and enroll new IBPs on AutoShip.
4. Follow up on every interaction. Support your new IBPs, getting them started making money right away. Encourage VIP Customers to upgrade to IBPs. Show your interest in every team member; this is a key to retention!
5. Record and celebrate every accomplishment. It is always encouraging to see that you are following your plan and achieving milestones along the way to your short-term goals. Tip: Tell your team about your plan and share your achievements with them. Their support will help you to stay on track and your progress will encourage them to duplicate your path to your goal!

As you are working toward your Star goal, take advantage of every opportunity to learn from the Leaders who are at the top of the Star ranks. We will include Star ranks with the StemGem level of each presenter in our Webinars and Conference Calls from now on: Example – Triple Diamond Everett Potter, Six-Star. Then LISTEN CAREFULLY... These Leaders know what to do to help you get to the Recognition your achievements deserve!

And of course, get to every event where you can learn from our top "Stars"... The Business Academy this spring and the Americas Convention in the summer, without a doubt. These events and the business education they offer, as well as the incomparable networking opportunities you'll have with Five-, Six- and Seven-Star Leaders attending these events, are simply priceless. What's more, Star achievers showing outstanding advancement can look forward to on-stage recognition! Now, that's a goal to write down RIGHT NOW!

Are you ready to become a Stemtech Star? BEGIN TODAY!

*Make sure yours is a **SMART** Goal:

1. **Specific** (# Star level, APPV & OGV needed, # AutoShip enrollments)
2. **Measurable** (Keep track of the numbers.)
3. **Attainable** (If you are just beginning, start with 2- or 3-Star as a goal.)
4. **Relevant** (to your plan: APPV, OGV, AutoShips)
5. **Time-based** (Break it down into week 1, 2, 3, 4; month 1, 2, 3; quarter 1, 2, etc.)

Prosperity Bonus

		1★	2★	3★	4★	5★	6★	7★	
APPV	=	50	100	100	200	200	300	400	500
Personally Enrolled with AutoShip Order	=	1	2	3	4	5	6	8	10
OPV	=	0	1000*	5000*	10,000*	25,000*	50,000*	100,000*	250,000*
Levels	1	7%	7%	7%	7%	7%	7%	7%	7%
	2	7%	7%	7%	7%	7%	7%	7%	7%
	3	7%	7%	7%	7%	7%	7%	7%	7%
	4		7%	7%	7%	7%	7%	7%	7%
	5			7%	7%	7%	7%	7%	7%
	6				7%	7%	7%	7%	7%
	7					7%	7%	7%	7%
	8						1%	1%	1%
	9						Infinity	2%	2%
	10							Infinity	3%

*no more than 50% from any one leg

APPV (AutoShip Personal Point Value): The PV from your personal AutoShip orders and the AutoShip orders of your VIP Customers.
OPV (Organizational Point Value – AutoShip only) PVP (AutoShip only) & the PVP of 7 levels of AutoShip organization volume
The Prosperity Bonus will pay on the first 100 BV that accumulates from all orders in a given month from an individual IBP (excluding VIP customer volume).

REV NOV2015

Stemtech LEADERS PUBLISHED!

It is always good for business when Stemtech Leaders are featured in an independent publication, especially one as prestigious as **Networking Times**. The March-April edition of this respected network marketing magazine devotes six pages to fascinating stories by Triple Diamonds **Marijke Long**, **Mark Parsekian** and **Denny Kluver** and a heart-warming two-page story by Ambassador **Ray Flynn** (a Stemtech Convention favorite and former Boston Mayor). VP **Don Karn**'s powerful three-page feature has been given the magazine's coveted placement as The Close.

The question which contributors were to address was **"How Do We Create an Inclusive Culture?"** in network marketing. Contributors approached the topic from many angles, but all made it clear that one of the strengths of a business in network marketing is the fact that success is based on **including** men and women of all ages, from all ethnic and educational backgrounds, with abilities and disabilities, and with or without prior experience in sales, business or network marketing. **No one is excluded in our profession!**

EXCERPTS FROM STEMTECH LEADERS' ARTICLES:

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In *"A Culture Based on Global Friendships,"* **Mark Parsekian** wrote, "Our business offers an opportunity for anyone—young or old, rich or poor, male or female, part-time or fulltime, regardless of special needs or level of education. Unlike many other business models, network marketing is truly global

in scope and allows all motivated individuals to achieve their dreams. Teamwork is the foundation to success and inclusion is the lifeblood of teamwork.

"Network marketing is a transformational vehicle that can help effect positive change among people all over the world... very quickly. It is a subculture that welcomes individual differences while promoting a global message. Simply put, if you have friends or a team in other countries, you don't want to go to war there or inflict suffering upon them."



Marijke Long's article, *"Come from a Place of Equality,"* begins with: "Network marketing is a beautiful way to connect cross-culturally. I grew up in the Netherlands, came to the U.S. in my late-twenties, and started a family. I was raised in an environment where young children could stay home rather than going

to a daycare center, because there was a parent in the house. I wanted this for my own children as well, and getting involved with network marketing made this possible. I could work from home and set my own hours. It was fabulous! My circle of caring friends in the U.S. grew rapidly because of our common network marketing careers, and it has been an enriching experience for the whole family.

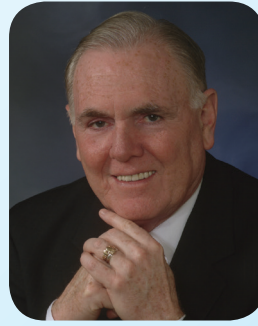
"As a network marketing leader, I have been very focused on international expansion within our company, as different cultures have always fascinated me. Opening new countries can be a rather challenging and long process that requires a lot of patience. But the result is also tremendously rewarding in the end. I love nothing more than being able to offer other women and families the same opportunity that was made available to me when I was a young mother living in a foreign country who desperately needed the money, time and freedom to care for her three small children."



Denny Kluver wrote of network marketing as “*Offering Hope to the World*,” saying, “The world can benefit from the “sharing concept” that is at the core of network marketing.

“Can you see the hope this offers to the world? We are people helping other people to get the things out of life they truly need. I sometimes try to imagine how we could sell everything using the network marketing business model. This pipedream might not be possible or practical, but thankfully, more and more goods are now being sold through network marketing.

“I have discovered that international network marketing adds a spice to life. Imagine going to a convention and meeting people in your organization from many other countries. Working as a team—no matter which country your downline is from -- makes for awesome excitement and is so rewarding!



In his article “*Diversity at Boston City Hall and in Life*,” former Boston Mayor **Ray Flynn** recalled comments made recently by a Harvard Professor about Flynn’s administration: “In 1991, Boston was voted by the prestigious **American City and County** magazine as the ‘Best Managed City in America.’ Boston’s administration in those days truly reflected the diversity of this large, great, historic American city. Boston wasn’t just trying to achieve diversity, but equality and an efficient workforce.”

Flynn goes on to tie diversity to Stemtech’s business practices, saying, “I think one of reasons for the company’s success is its teamwork approach in scientific research and its creative distribution practices. As I learned in sports, politics and business, nothing succeeds like integrity and teamwork.”

Don Karn’s article “A Global Melting Pot of Equals,” from Networking Times’ The Close is reprinted in its entirety following this article.



NETWORK MARKETING

A Global "Melting Pot of Equals"

By Don Karn, VP/ECO Products Division



The focus of the nightly news is too often on the things that divide us: We hear about conflicts over national or regional borders, tragedies perpetrated in the name of one religion/philosophy or another and the persisting onus of gender inequality worldwide, just to name a few ways we humans have chosen to divide ourselves. A person can get really depressed about the human condition just by watching the news.

But then I come to work in network marketing and I feel a lot better... **Our profession is the very essence of inclusion**, of equal opportunity for people everywhere in the world, regardless of race, religion, gender or lifestyle. There are no limitations imposed by society on the potential for success of a dedicated network marketer. Our profession is filled with success stories of men and women of all ages, from every country in the world, with varying ethnic and educational backgrounds, abilities and disabilities. It makes me happy each day to know that the profession I have loved for over 40 years does not exclude anybody!



Here are just a couple specific examples of the benefits of inclusion:

EXAMPLE 1



Bill Lohmeyer

Anyone anywhere can build a successful network marketing business. One of our top distributors [the late Bill Lohmeyer] was a blind man confined to a wheelchair by other physical problems. He made over a million dollars in our company's early years.



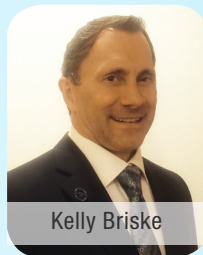
Everett Potter

We have a top distributor in North Dakota [Everett Potter] and another in Alaska [W. Kelly Briske], both of whom hold successful recruiting meetings all year-round, including in the dead of winter.



Sebastien Kpago

Another top performer [Sebastien Kpago] lived in Togo and had to travel across the border to Ghana to hold meetings and receive product delivery. He built a huge organization and rose to the top rank in less than two years, making more money than he could ever have dreamed of.



Kelly Briske

Others are building businesses in economically-challenged areas like Eastern Europe, where many people see direct sales as a way out of persistent poverty. Many, many successful network marketers have organizations spanning the globe that they built solely by “letting their fingers do the walking” on the internet.

EXAMPLE 2

Many direct sales companies are in the natural health product field, as is the company I work for*. Our “exclusive” first product was based solely on a natural botanical harvested in the United States, and we could probably have built a sustainable business on just this locally-harvested product. But it was when we looked toward the inclusion of ingredients from outside our borders that we realized our products' true potential.



We searched worldwide for natural botanicals used by native cultures

— many of them in Third-World countries — that have for generations supported health naturally. Our testing showed that including these age-proven local botanicals in our products would be beneficial, improving our formulas dramatically. What's more, the benefits extend not only to our products, our distributors and customers, but significantly also to the natives in these under-developed countries, whose partnership with us in growing and harvesting these botanicals has brought economic advancement to them. We are all so much better off because of this venture into inclusion.

So I suggest we all stop watching the nightly news and all its depressing stories about the things that divide us and focus on what unites us as human beings. Let's embrace our similarities and differences with loving hearts... dedicating ourselves to the spirit of inclusion that will make the world a better place for all of us.

**Reprinted from Networking Times, March-April 2016. This industry magazine does not permit the naming of contributors' companies or products/services in their articles.*

People around the world make good livings with network marketing because our profession **includes** them, disregarding perceived “limitations” that might keep them out of other businesses. And let's keep in mind that the “customer base” for network marketing **includes** nearly 7 billion people!



MALAYSIA IS MARVELOUS!

By Heather Livingston, MSc, VP Global Product Training & Sports Marketing



As a global company, Stemtech works with all regulations and requirements to provide products that are legal and viable to the country and the people within. Malaysia is one of our strongest countries in the Stemtech Global Family. The regulations are strict and rigorous in this nation, so it

takes a while to get a product registered. After crossing all the t's and dotting all the i's, SE2™ launched in Malaysia amongst fanfare and celebrations.

Note: SE2 in Malaysia is known as **AFA Extract Plus**.

On January 9, 2016, Stemtech Malaysia General Manager Ken Muir and the staff hosted an outstanding lively, passionate, and informative event. The Malaysian Diamond Advisory Board contributed to this successful launch by participating with Ken throughout the planning and execution of the day.



Ken Muir, event host

The event's guest speaker was Homer Lim, General Manager of Taiwan. Homer understands the Chinese mind-set and has grown Taiwan into a leading market in Stemtech, successfully transitioning that market from StemEnhance® to SE2. Homer shared his strategy and techniques for growing Stemtech and supporting SE2. He empowered and motivated the audience and shared with them just how he promotes the Stemtech business with people in Taiwan.

TWO DAYS OF GREAT NETWORKING



Launching AFA Extract Plus in Malaysia was a true pleasure for me. We went over the studies, ingredients, features and benefits, how to consume, how to share; then we responded to queries that the Diamond Advisory Board had assembled ahead of time. In a second session, we did the Business Products section, “Science into Action.” I have done this session at many Stemtech Business Academies around the world to audiences who have been “hungry for more.” Some of the topics in “Science into Action” are: Product One-Liners, Getting Your Experience Succinct and Duplicable, Other Brands, Handling Objections, Follow-up, and 3 Kinds of People.

RECOGNIZING SUCCESS

President’s Club Member Madam Foo was recognized as the first to qualify for The Champions Challenge in South Africa in March. She inspired all by saying, “Yes, it is tough, but it can be done and there still is time!”



Ken Muir, Homer Lin and I congratulate Mme. Foo

New Directors filled the stage as they were recognized and given awards. In addition, local rising stars received the “Lions and Rhinos” Awards, part of a unique Stemtech Malaysia program that supports and motivates IBPs each month to achieve rank and qualify for the next corporate promotion.



Celebrating Certificates of Accomplishment!

The entire day was supported with wonderful video clips, motivational and inspirational quotes and lively activities, while the evening was capped off with a batik-dressed dinner with live musical entertainment. (I’d like to thank Triple Diamonds Hazmi and Islene Hamizan for the shopping trip to help me obtain a batik dress!)

Ken Muir and the whole Malaysian staff executed a well-run, on time, energetic and sold-out event. Sales of AFA Extract Plus topped \$45,000 for the day!

WOWza – Go, Malaysia!

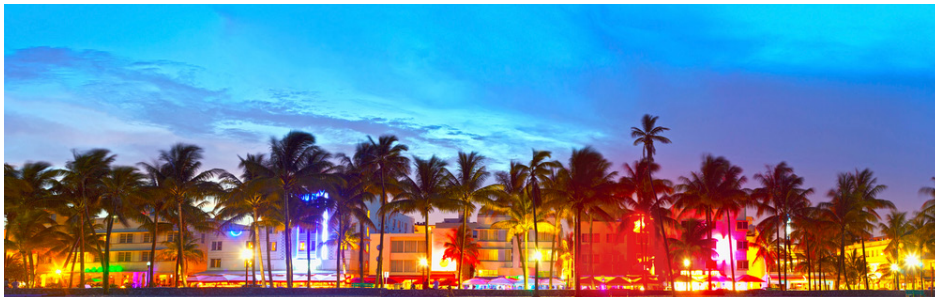


LEARNING NEW THINGS AND FUN!



THE PERFECT WEEKEND IN MIAMI

By Robyn Krauss, Director of Global Marketing



Close your eyes and think of Miami. Ah, the crystal blue Atlantic Ocean, sandy white beaches, fresh salt air, the warmth of tropical breezes, and the endless line of gently swaying palm trees. But there's so much more... the vibrant architecture that reflects the rich history and defines the future; Miami's bustling international art scene from street corners to galleries and state of the art museums; ; and music guaranteed to make anyone move. And then there's the food... yum, yum! Miami's culinary scene is one of the

nation's trendiest – with some of the world's best chefs setting up shop all over the city.

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We chose Miami for The Power of Passion Americas Convention 2016 not only because it exudes Passion, a creative vibe and excitement but also because as a company, we share a lot of the same characteristics: Miami is a city of the future; a multicultural hub of cutting edge innovation and all around prosperity; and an energetic connection of multiple business opportunities, resulting in valuable partnerships. I live in this wonderful metropolis and experience daily a lot of its amazing attributes. Miami is truly a mix of world cultures that has created a unique and fun-filled entertainment destination.

With an already jam-packed weekend filled with exciting Stemtech Convention events, you might want to plan for a few extra days in Miami to take in everything. If you join so many others in taking advantage of our mini Convention incentives – that let Stemtech pay for most of your Miami spree – you can add a few “pre-trip” or “post-trip” days on your own. Thanks to the Stemtech incentives for free room nights and travel, your perfect weekend can turn into an extended, wallet-friendly, summer getaway!

Come experience the carefree lifestyle here in Miami...on Stemtech!

See you soon!



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Monday Calls

9:00pm EDT / 8:00pm CDT

7:00 pm MDT / 6:00 pm PDT

JOIN US! Call in and Learn!

Webinars/Calls

9:00 pm EDT / 8:00 pm CDT

9:00 pm MDT / 6:00 pm PDT

Webinar: Stemtechonline.com

JOIN US! Log on and learn!

Watch your emails for topics, dates and dial-in/login instructions.

Make sure you and your team are holding monthly calls and meetings!