



healy



Compensation Plan

Build Your Healy World Business

Only valid in India
www.healy.world

Welcome to Healy World!

We create revolutionary products and opportunities to empower you to thrive and live a life of passion and joy. We deliver frequencies for your life.

As an Independent Healy World Member (IHW), you are a vital part of our mission not only for yourself but for people all around the world.

In this guide, you'll see the details of how you may be compensated for the time, energy, and hard work you put into your Healy World business. We invite you to familiarize yourself with this Compensation Plan so that you can elevate your efforts and build a sustainable business.

Notice: As with any business, your results as an Independent Healy World Member may vary and will be based on your individual capacity, business experience and expertise. There are no guarantees concerning the level of success you may experience as a Independent Healy World Member.

Your Bonus may be subject to local deductible payments for particular tax, statutory fees or similar other payments.

Our compensation plan focuses on three ways to earn*:

Customer Sales – When you recommend and sell Healy World products to Customers and Independent Healy World Members, you earn a percent bonus on those sales.

Team Building – As you recommend and sell Healy products, prospective individuals may want to join your team and build Healy World businesses of their own. As your team grows, you can earn a percentage on the products sold by your team members.

Leadership Rewards – By growing your team and nurturing their development, you can become a leader and earn a match on the earnings of the leaders below you. As they succeed, you succeed!

We are excited that you have chosen to partner with us as you look to build a Healy World business of your own. Just like you, thousands of Independent Healy World Members have joined our community, shared our life-changing products with people they know, and enjoyed the benefits of financial rewards!

*All compensation is based on actual sales by you and your team members.

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The Career Path

Advance in rank
as your product
sales grow.

We have created a unique career path for you to follow. As you do, you will have a unique chance to experience personal growth and success. There are three kinds of titles in the career path: Career Titles, Paid-as Titles, and Generational Titles.

Your Career Title is your recognition title and it reflects the highest title you have achieved.

Your Paid-as Title is the title that determines the bonuses that you are paid and can change month-to-month based on your monthly title achievements.

Your Generational Title is the title that is used to determine whether you are a generation to your upline and who in your downline might be a generation to you.

INDEPENDENT HEALY WORLD MEMBER (MEM)
ACTIVE MEMBER (ACT)
BUILDER (BLD)
SENIOR BUILDER (SBLD)
EXECUTIVE BUILDER (EBLD)

PHASE 1

Builder

As your business grows, you may move through three title phases – Builder, Manager, and Leader. Each phase includes increasing bonus programs.

When you begin your journey in Phase 1 as an Independent Healy World Member, the first Builder Title, you unlock the opportunity to share our products with others, build a business, and earn money.

As an IHWM with the Active Member or higher title, you have the opportunity to earn through our Core Bonus plus the Mentoring & Coaching Bonus.

TEAM MANAGER (TM)
SENIOR TEAM MANAGER (STM)
EXECUTIVE TEAM MANAGER (ETM)

PHASE 2

Team Manager

As you advance into the Team Manager Titles, your business focus will be on expanding your team, their sales and leading by example.

As an IHWM with one of our Team Manager Titles, you have the opportunity to earn through our Core Bonus, the Mentoring & Coaching Bonus, the Dual Bonus, and the Management Advancement Bonuses as you progress through the titles and develop your team, and help them expand their sales.

DIRECTOR (DIR)
SENIOR DIRECTOR (SDIR)
EXECUTIVE DIRECTOR (EDIR)
VICE PRESIDENT (VP)
SENIOR VICE PRESIDENT (SVP)
EXECUTIVE VICE PRESIDENT (EVP)
PRESIDENT (PRES)
SENIOR PRESIDENT (SPRES)
EXECUTIVE PRESIDENT (EPRES)

PHASE 3

Leader

Once you reach the Leader Titles, your business focus will be on developing Team Managers and Leaders within your team and helping them to succeed while continuing to lead by example.

As Leaders, you can earn through our Core Bonus, the Mentoring & Coaching Bonus, the Dual Bonus, the Leader Advancement Bonuses, the Leader Pool, and the Check Match Bonuses as you mentor your team and develop other Leaders like you.

Core Bonus

Device Direct Bonus

The Core Bonus can be earned by any Independent Healy World Member, regardless of title. This is designed to support the core foundation of your business which is sharing our products!

Device Direct Bonus

You can earn up to 40% on the Bonus Volume from the Devices and upgrades that you sell each month! The amount you earn is based on your total Device Personal Volume from your Customers and your personally sponsored (Level 1) Independent Healy World Members.

This bonus is paid on a weekly and monthly basis. 30% will be paid weekly and any remaining amount that you've earned by qualifying for a higher percentage will be paid with your monthly bonus earnings.

Device Personal Volume (DPV)	Bonus	Timing
0-4,999.99	30%	Weekly
5,000.00+	+10% (40%)	Monthly

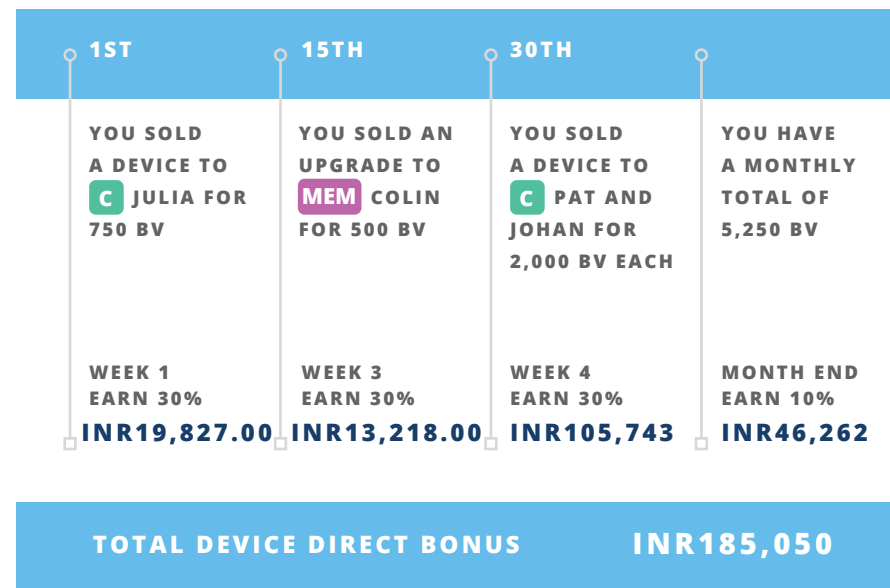
HOW IT WORKS:

You sold a Healy device that had 750 Bonus Volume to your Customer, Julia, on April 1st. Then you sold an upgrade with 500 Bonus Volume to one of your Level 1 Independent Healy World Members, Colin, on the 15th of the month, and two 2,000 Bonus Volume devices to your Customers, Pat and Johan, on the 30th. You have a total of 5,250 in Device Personal Volume, qualifying you for 40% in the Device Direct Bonus.

You'll receive 30% on each of the devices and upgrades with the weekly payments throughout the month for a total of INR138,787 and then you'll receive the remaining 10% (INR46,262) with your monthly bonus earnings, for a total Device Direct Bonus of INR18,5050.

When the Device Direct Bonus is paid on a device or upgrade, the Bonus Volume for other bonuses will be reduced to 60% of the original BV.

APRIL



- C Customer
- MEM Independent Healy World Member

Note: Prices and bonuses mentioned in this document are in INR and are subject to change/revision from time to time and/or based on currency exchange rate. Kindly refer to our official website for current prices and the exchange rate. The calculations in the table above are based on the exchange rate of 1 Euro – Rs 88.119

The calculations and figures provided herein are for illustrative/explanation purposes only. The actual earnings are solely dependent on your efforts and sale of Healy World products.

Phase 1: Builder

Builder Titles have access to our Core Bonus and the Mentoring & Coaching Bonus.

You can join for free as an Independent Healy World Member and start earning the Device Direct Bonus of up to 40%, based on the sales completed.

As you begin your journey as an Independent Healy World Member, focus on building a strong foundation for your business by sharing our products and growing your team.

RDP - 3-month Rolling Device Points
DV - Downline Volume

For detailed definitions please see our glossary at the end of this guide.

PHASE 1 TITLES AND REQUIREMENTS

INDEPENDENT MEMBER	ACTIVE MEMBER	BUILDER	SENIOR BUILDER	EXECUTIVE BUILDER
MEM	ACT	BLD	SBLD	EBLD
Join for free	1 RDP	1 RDP 500 DV	1 RDP 1,250 DV	1 RDP 1,750 DV

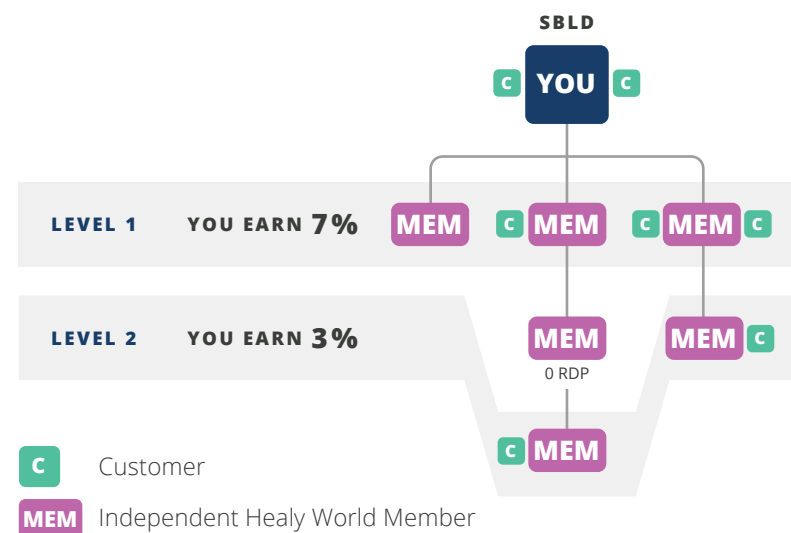
Mentoring & Coaching Bonus*

The Mentoring & Coaching Bonus rewards you for teaching your Independent Healy World Members how to sell, how to expand their teams and how to teach those Independent Healy World Members to sell.

When you are paid as an Active Member or higher title, you will earn the Mentoring & Coaching Bonus on the Bonus Volume from the products purchased by the Independent Healy World Members and their Customers on your Level 1 and 2 in your Sales Group, regardless of their titles.

A level is simply the location that another Independent Healy World Member has in relation to you. An Independent Healy World Member directly below you in your Sales Group would be your Level 1 and an Independent Healy World Member directly below them would be your Level 2.

The percentage you earn and the number of levels you are paid on are based on your paid-as title in the month. If an Independent Healy World Member is not paid as an Active Member or higher in the month, then this bonus will compress (roll over them), to the next upline Independent Healy World Member that is paid as an Active Member or higher.



PAID-AS TITLE	ACTIVE MEMBER	BUILDER	SENIOR BUILDER	EXECUTIVE BUILDER
LEVEL 1	3%	5%	7%	9%
LEVEL 2	—	—	3%	4%

*This bonus is subject to the Company Payout Cap. Please refer to the glossary for additional information.

Phase 2: Team Manager

Members with Team Manager Titles have access to our Core Bonus and the Phase 2 bonuses: Mentoring & Coaching Bonus, Dual Bonus, and Management Advancement Bonuses.

On achieving Team Manager or higher Paid-as title, you become entitled to be paid for Phase 2 bonuses.

During this phase of your Healy journey, your priority should be on developing and providing support to your team while continuing to share products.

RDP - 3-month Rolling Device Points

DV - Downline Volume

SL - Sales Line

SLV - Sales Line Volume

OV - Outside Volume

For detailed definitions please see our glossary at the end of this guide.

PHASE 2 TITLES AND REQUIREMENTS

TEAM MANAGER	SENIOR TEAM MANAGER	EXECUTIVE TEAM MANAGER
TM	STM	ETM
1 RDP 2,500 DV 2 SL x 500 SLV	1 RDP 4,000 DV 2 SL x 1000 SLV	1 RDP 7,000 DV 2 SL x 2000 SLV 1,050 OV



Mentoring & Coaching Bonus

The Mentoring & Coaching Bonus encourages and rewards managers for nurturing their teams by teaching them how to sell, how to expand their teams and how to teach those Independent Healy World Members to sell.

You will earn this bonus on the Bonus Volume from the products purchased by the Independent Healy World Members and their Customers on both Level 1 and Level 2 in your Sales Group.

If an Independent Healy World Member is not paid as an Active Member or higher in the month, then this bonus will roll over them, to the next upline Independent Healy World Member that is paid as an Active Member or higher.

TEAM MANAGER TITLES EARN

10%
LEVEL 1

5%
LEVEL 2

Dual Bonus*

When you qualify as a Team Manager or higher, you may receive the Dual Bonus on Bonus Volume of your Dual Sales Team and from your Personal Bonus Volume (PBV).

Your Dual Sales Team may consist of two lines: a left line and a right line. Each time you enroll a new Independent Healy World Member, you will choose to add them to one of those two lines, and they will automatically be placed in the next available outside position. You may also have individuals in your upline and downline placing people in one of your lines so your Dual Sales Team will grow through not just your efforts, but also that of your entire team!

Each month, the line with the higher amount of Dual Bonus Volume (DBV) is considered your Strong Line, and the line with the lesser amount is considered your Pay Line. DBV is the combination of Bonus Volume that you accumulate in the month and any available Carry-Over Volume from the previous month.

Your paid-as title determines the percentage you may earn in the Dual Bonus. This percentage will be paid on all of the DBV in your Pay Line as well as any Personal Bonus Volume above 200. An equal amount of DBV will be removed from your Strong Line and any remaining DBV in that line is considered Carry-Over Volume (COV).

*This bonus is subject to the Company Payout Cap. Please refer to the glossary for additional information.

Dual Bonus

Your paid-as title also determines the amount of COV you may carry into the next month. When you are paid as a Team Manager or higher at least once every three months, your COV will continue to carry forward each period until it is removed due to an equal amount of DBV that is paid on in your Pay Line or it exceeds the maximum COV based on your highest paid-as title in the current and previous two months, in which case the excess amount will be removed. COV that is older than 12 months will be removed if you have not been paid as your Career Title in the current month or previous 11 months.

Each title has an associated maximum earnings amount for this bonus. If your total Dual Bonus is higher than that amount, then it will be adjusted to equal the maximum earnings allowed. By qualifying at higher titles, your Dual Bonus percentage, COV, and maximum earnings amount may increase, according to the sales of you and your team, allowing you to earn more!

PAID-AS TITLE	PERCENT BONUS	MAXIMUM EARNINGS POINTS	MAXIMUM CARRY OVER VOLUME
TEAM MANAGER	8%	1,000	25,000
SENIOR TEAM MANAGER	10%	2,500	50,000
EXECUTIVE TEAM MANAGER	12%	5,000	100,000



HOW IT WORKS:

You are paid as a Team Manager in June and will receive an 8% Dual Bonus on the Dual Bonus Volume (DBV) in your Pay Line and your Personal Bonus Volume (PBV) above 200.

You accumulate 40,000 DBV in your Strong Line, 10,000 in your Pay Line, and 500 PBV. You will receive INR72,610 in the Dual Bonus, paid on a total of 10,300 Bonus Volume and an equal amount of DBV will be removed from your Strong Line.

After your Dual Bonus is calculated, you have 29,700 DBV remaining in your Strong Line. Team Manager is your highest paid as title in the current month and previous two months so you may have up to 25,000 COV for July. The remaining 4,700 will be flushed.

STRONG LINE:

June DBV: 40,000
June DBV Removed: 10,300
COV for July: 25,000 (max for TM)
DBV Flushed: 4,700

PAY LINE:

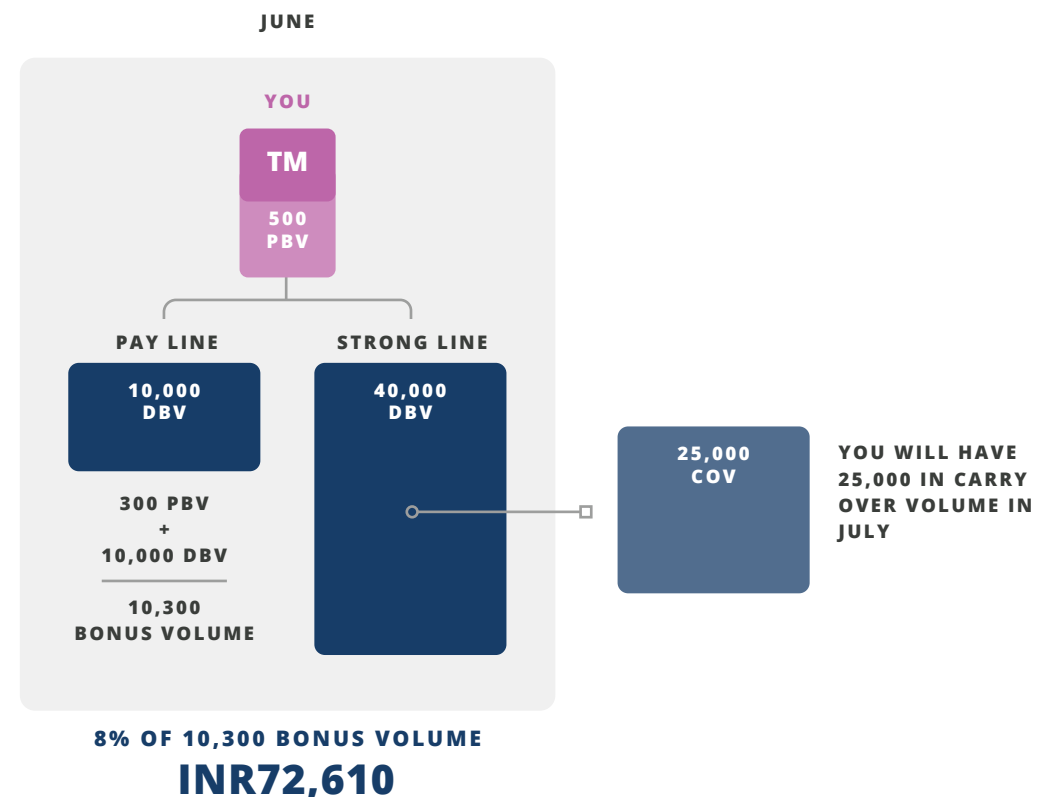
June DBV: 10,000
Dual Bonus earnings:
 $8\% \times 10,000 \text{ DBV} = \text{INR70,495}$
There is no COV from your Pay Line

PERSONAL BONUS VOLUME:

June PBV: 500
Dual Bonus earnings:
 $8\% \times 300 \text{ PBV} = \text{INR2,115}$
(PBV above 200 is eligible for the Dual Bonus)

SUMMARY:

Total Dual Bonus earnings: **INR72,610**
Remaining COV for July: 25,000



Note: Prices and bonuses mentioned in this document are in INR and are subject to change/revision from time to time and/or based on currency exchange rate. Kindly refer to our official website for current prices and the exchange rate. The calculations in the table above are based on the exchange rate of 1 Euro – Rs 88.119

The calculations and figures provided herein are for illustrative/explanation purposes only. The actual earnings are solely dependent on your efforts and sale of Healy World products.

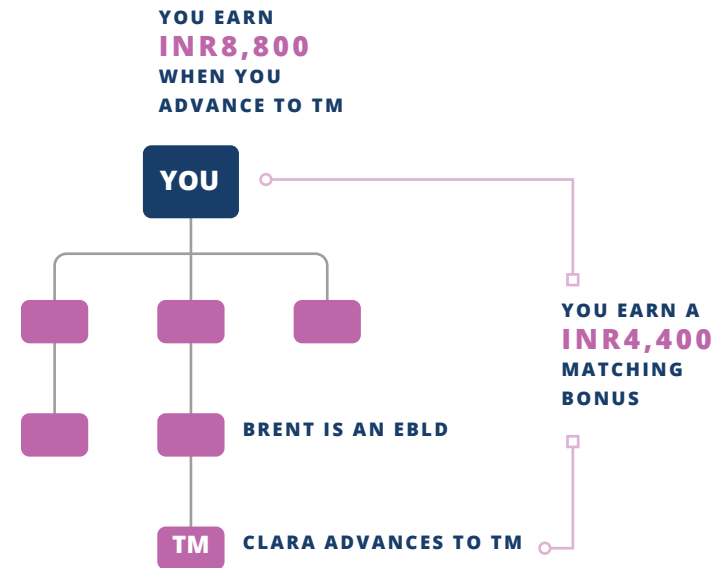
Management Advancement Bonuses

When you advance to Team Manager, Senior Team Manager, and Executive Team Manager for the first time, you will receive a one-time bonus for each advancement. If you advance multiple titles at the same time, then you will receive the bonus for *each* title!

When you have someone in your Sales Group that advances to one of these titles and you are the first upline with an equal or higher Career Title, then you will receive a Matching Manager Advancement Bonus, provided you are also paid as an equal or higher title that month.

HOW IT WORKS:

Suppose that you advance to Team Manager in April. You will receive a one-time bonus of INR8,800. In May, one of your Level 3 Independent Healy World Members, Clara, advances to Team Manager. Her sponsor, Brent, has the Career Title of Executive Builder so he is not eligible for the Matching Advancement Bonus. Because you are the first person in the upline that has the Career Title of Team Manager or higher, you are eligible for the matching bonus. If you are also paid as Team Manager (or higher) in June, then you will receive the INR4,400 Matching Advancement Bonus.



TITLE	TEAM MANAGER	SENIOR TEAM MANAGER	EXECUTIVE TEAM MANAGER
1st TIME ADVANCEMENT BONUS	INR8,800	INR17,600	INR44,000
MATCHING BONUS	INR4,400	INR8,800	INR22,000

Phase 3: Leader

On achieving Director or above Paid-as title, you become entitled to be paid for Phase 3 bonuses.

In this top tier phase of Healy leadership, teach the future leaders in your team how to support, encourage, and inspire their own teams.

RDP - 3-month Rolling Device Points

DV - Downline Volume

SL - Sales Line

SLV - Sales Line Volume

OV - Outside Volume

NewGenQ - New 1st Generation Qualified

For detailed definitions please see our glossary at the end of this guide.

PHASE 3 TITLES AND REQUIREMENTS

DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	VICE PRESIDENT	SENIOR VICE PRESIDENT	EXECUTIVE VICE PRESIDENT	PRESIDENT	SENIOR PRESIDENT	EXECUTIVE PRESIDENT
DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
1 RDP 13,000 DV 2 SL x 3,500 SLV 1,950 OV	1 RDP 25,000 DV 2 SL x 6,000 SLV 3,750 OV	1 RDP 50,000 DV 2 SL x 12,000 SLV 7,500 OV	1 RDP 100,000 DV 2 SL x 20,000 SLV 15,000 OV NewGenQ	1 RDP 200,000 DV 2 SL x 35,000 SLV 30,000 OV NewGenQ	1 RDP 400,000 DV 2 SL x 66,000 SLV 60,000 OV NewGenQ	1 RDP 800,000 DV 2 SL x 130,000 SLV 120,000 OV NewGenQ	1 RDP 1,600,000 DV 2 SL x 260,000 SLV 240,000 OV NewGenQ	1 RDP 3,500,000 DV 2 SL x 570,000 SLV 525,000 OV NewGenQ

Mentoring & Coaching Bonus

The Leader Mentoring & Coaching Bonus continues to reward you for building your team and teaching them not only how to share Healy products but also how they can teach their own teams to do the same.

As with the Manager Mentoring & Coaching Bonus, you will earn on the Bonus Volume from all of the Independent Healy World Members and their Customers on your Level 1 and 2 in your Sales Group!

As a Leader, you will earn a 10% bonus on the Bonus Volume from the products purchased by your Level 1 Independent Healy World Members and their Customers. You will also earn a 5% bonus on the Bonus Volume from the products purchased from all of your Level 2 Independent Healy World Members and their Customers.

If an Independent Healy World Member

is not paid as an Active Member or higher in the month, then this bonus will roll over them, to the next upline Independent Healy World Member that is paid as an Active Member or higher.

LEADERSHIP TITLES EARN

10%
LEVEL 1

5%
LEVEL 2

For detailed descriptions of the Mentoring & Coaching Bonus, refer to the bonus sections in Phase 1 and Phase 2.



Dual Bonus

Leaders may receive the Dual Bonus on Bonus Volume in their Dual Sales Team and from their Personal Bonus Volume.

Your paid-as title determines the percentage you may earn in the Dual Bonus. This percentage will be paid on all of the DBV in your Pay Line as well as any Personal Bonus Volume above 200. An equal amount of volume in your Strong Line will be removed.

Your paid-as title also determines how much Carry-Over Volume (COV) you may bring forward to the next month and the maximum earnings you may receive each month.

[See Phase 2 Dual Bonus for more information and examples.](#)

PAID-AS TITLE	PERCENT BONUS	MAXIMUM EARNINGS POINTS	MAXIMUM CARRY OVER VOLUME
DIRECTOR	13%	8,000	150,000
SENIOR DIRECTOR	14%	12,000	250,000
EXECUTIVE DIRECTOR	15%	17,000	500,000
VICE PRESIDENT	15%	25,000	1,000,000
SENIOR VICE PRESIDENT	15%	35,000	2,000,000
EXECUTIVE VICE PRESIDENT	15%	50,000	4,000,000
PRESIDENT	15%	80,000	8,000,000
SENIOR PRESIDENT	15%	120,000	15,000,000
EXECUTIVE PRESIDENT	15%	150,000	25,000,000

Leader Advancement Bonuses

When you advance to and retain three of our key Leadership Titles for the first time, you will earn up to INR24,056,487 in total Leadership Advancement Bonuses.

You can double your bonus by advancing within the first six, twelve, or eighteen months after enrollment.

EXECUTIVE DIRECTOR

When you advance to the Executive Director Title for the first time, you'll receive a one-time bonus of

INR264,000/INR528,000

This is paid with the monthly bonus earnings for the month you advance.

By advancing within six months following your enrollment month, you will receive the Double Bonus amount.

EXECUTIVE VICE PRESIDENT

When you advance to Executive Vice President for the first time, you'll earn up to

**INR1,760,000/
INR3,520,000**

in Leadership Advancement Bonuses for this title.

When you advance within 12 months following your enrollment month, you will earn the Double Bonus of up to INR3,520,000. If you advance after that time, you may earn up to INR1,760,000.

There are five monthly payouts of INR352,000/704,000 each. You will earn the first payout with the monthly bonus earnings for the month you advance and then you may earn the remaining four bonuses by being paid as your new title (or higher) at least four out of the five following months. This allows you to have one grace month and still earn the full bonus amount. Once the grace month is used, you will miss the payment for any additional months that you are not paid as EVP title (or higher).

EXECUTIVE PRESIDENT

When you advance to Executive President for the first time, you can earn up to

**INR22,000,000/
INR44,000,000**

in Leadership Advancement Bonuses for this title.

When you advance within 18 months following your enrollment month, you will earn the Double Bonus of up to INR44,000,000. If you advance after that time, you may earn up to INR22,000,000.

There are 10 payouts of INR2,200,000/4,400,000 each. You will receive the first payout with the monthly bonus earnings for the month you advance and then you may earn the remaining nine bonuses by being paid as your new title at least 9 out of the following 11 months. This allows you to have two grace months and still be able to earn the full bonus amount. Once the grace months are used, you will miss the payment for any additional months that you are not paid as EPRES title.

TITLE	EXECUTIVE DIRECTOR	EXECUTIVE VICE PRESIDENT	EXECUTIVE PRESIDENT
TOTAL BONUS	INR264,000	INR1,760,000	INR22,000,000
DOUBLE BONUS	INR528,000 / 6 full months	INR3,520,000 / 12 full months	INR44,000,000 / 18 full months
MONTHLY PAYMENTS	1	5	10
NUMBER OF MONTHS	1	6	12



Leader Advancement Bonuses

HOW IT WORKS:

Suppose you advance to EVP in May, 13 months after your enrollment month, and receive the first EVP Leadership Advancement Bonus payout of INR352,000.

In June and July, you are paid as a Senior Vice President so you will not receive payouts for those months.

In August, you are paid as an EVP and in September, you are paid as a President so you will receive your second and third payouts of INR352,000 each for those months.

October is the sixth month of your EVP Advancement Bonus time period and you qualify as an EPRES in that month. October is also the 18th month following your enrollment so you qualify for the Double Bonus. You will receive a fourth payout of INR352,000 for your EVP title and you will receive the first double bonus payout of INR4,400,000 for your new EPRES title.

You will now have an additional 11 months to receive the remaining nine payouts for EPRES but you will not receive the final fifth payout for EVP because the allotted time period for those bonuses is now over.

	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER
YOUR PAID-AS TITLE	EVP	SVP	SVP	EVP	PRES	EPRES
YOUR EVP BONUS	INR352,000	—	—	INR352,000	INR352,000	INR352,000
YOUR EPRES BONUS						INR4,400,000

Leader Pool

When you are paid as an EDIR or higher at least two of the three months of a calendar quarter, you may participate in our Leader Pool! You will earn shares each month based on your paid-as title and 1 share for each block of 100,000 Downline Volume for that month.

This pool shares 1% of our quarterly total company Bonus Volume equally among all shares awarded for the quarter.

TITLE	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
TITLE SHARES	3	4	5	6	7	8	9
DV SHARES	1 SHARE PER 100,000 DV IN THE MONTH						



Check Match Bonuses

1. Leadership Check Match*

PAID-AS TITLE	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
ETM+ GEN 1	10%	12%	15%	15%	15%	15%	15%	15%	15%
ETM+ GEN 2		10%	12%	15%	15%	15%	15%	15%	15%
ETM+ GEN 3			10%	12%	15%	15%	15%	15%	15%
ETM+ GEN 4				10%	12%	15%	15%	15%	15%
ETM+ GEN 5					10%	12%	15%	15%	15%
ETM+ GEN 6						10%	12%	15%	15%
MAXIMUM EARNINGS POINTS	500	1,000	2,500	5,000	7,500	10,000	10,000	10,000	10,000

When you are paid as a Director or higher, you may earn a Leadership Check Match on the Dual Bonus and Mentoring & Coaching Bonus earnings of Generational Executive Team Managers in your Sales Group.

A Generational Executive Team Manager (ETM) is an individual in your Sales Group that has the Generational Title of Executive Team Manager (ETM) or Executive Director (EDIR). A 1st Generation ETM means there are no other Generational ETMs between you and that individual. A 2nd Generation ETM means there is one other Generational ETM or higher between you and that individual.

The percentages and number of generations deep that you are paid on are based on your paid-as title for the month. Additionally, your paid-as title determines the maximum amount you may earn per individual match.

For example, if you are paid as a Director, you can earn up to 500 points per Generational ETM. If you had two 1st Generation ETMs, you could earn up to 500 points on each of them. There is no limit to the number of individuals that you may earn the maximum amount on.

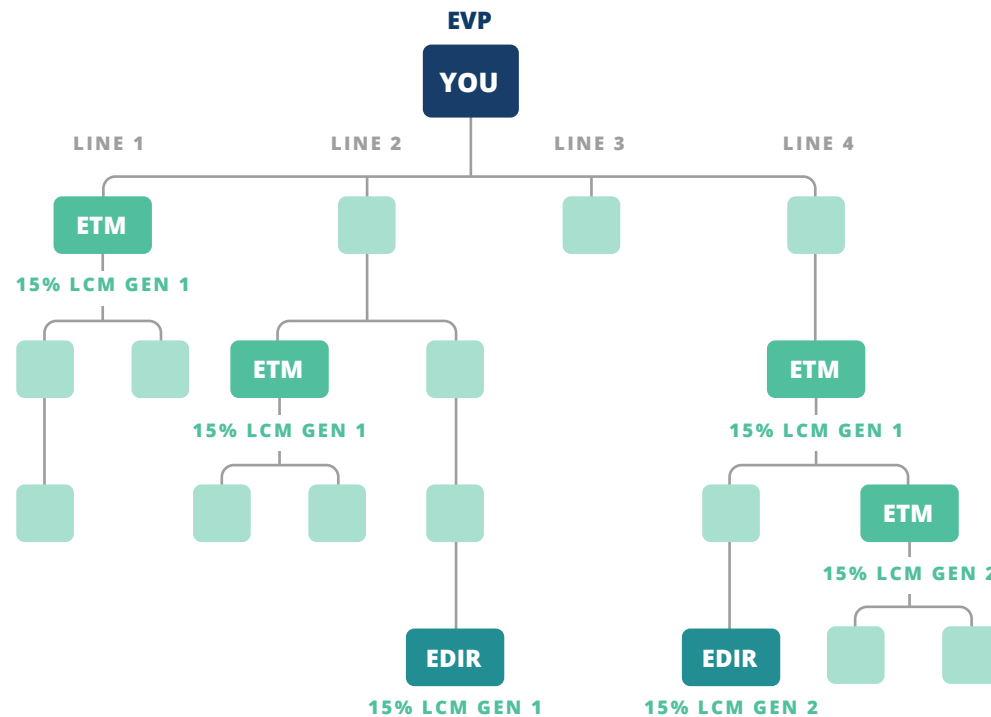
*This bonus is subject to the Company Payout Cap. Please refer to the glossary for additional information.

1. Leadership Check Match

HOW IT WORKS:

For example, you are paid-as Executive Vice President in the month. You are qualified to earn a 15% match on the Dual Bonus and Mentoring & Coaching Bonus earnings from your 1st through 4th ETM Generations, 12% match on your 5th Generation, and 10% on your 6th Generation.

You have two 1st Generation ETMs in your second line and one in your first and fourth lines that you will receive a 15% Generation 1 match on. In your fourth line, there are also two 2nd Generation ETMs that you will earn a 15% Generation 2 match on. There is not a limit to the number of each generation that may exist in each line. EDIR Generations are also ETM Generations so you may be paid on those Generations in this bonus as well.



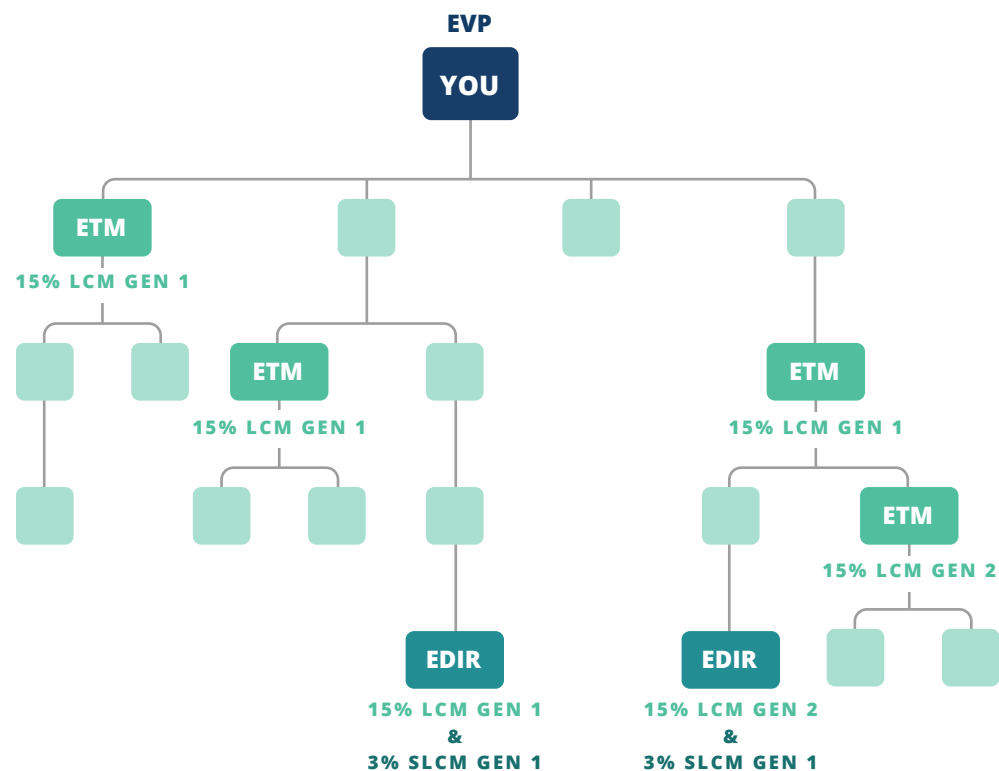
2. Super Leadership Check Match*

When you are paid as an Executive Vice President (EVP) or higher, you may earn a Super Leadership Check Match on the Dual Bonus and Mentoring & Coaching Bonus earnings of Generational Executive Directors in your Sales Group.

A Generational Executive Director (EDIR) is an individual in your Sales Group that has the Generational Title of EDIR. These generations work in the same way as the ETM generations but they are based on the higher Generational EDIR title.

The number of generations deep and the percentage of earnings that you match are based on your paid-as title for the month.

PAID-AS TITLE	EVP	PRES	SPRES	EPRES
EDIR+ GEN 1	3%	4%	5%	5%
EDIR+ GEN 2		4%	5%	5%
EDIR+ GEN 3			5%	5%
EDIR+ GEN 4				5%



YOU CAN RECEIVE THE LEADERSHIP CHECK MATCH AND SUPER LEADERSHIP CHECK MATCH ON THE SAME GENERATIONAL EXECUTIVE DIRECTOR.

*This bonus is subject to the Company Payout Cap. Please refer to the glossary for additional information.

Glossary

BONUS VOLUME (BV)

The volume on which bonuses are paid. When a Device Direct Bonus is paid on a Device or Upgrade, the Bonus Volume will be reduced to 60% of the original BV for other bonuses.

CAREER PATH

The Career Path is the primary mechanism for recognizing skill and competency within this plan. All Career Path requirements are based on the Sales Group.

CAREER TITLE

Your Career Title is your highest title you have ever achieved. This title does not change unless you advance to a higher title.

CARRY-OVER VOLUME (COV)

When you are paid as a Team Manager (TM) or higher at least once every three months, you are able to have the unused Dual Bonus Volume (DBV) carry over into the next month, up to a maximum amount based on your highest paid-as title in the current or previous two months. See also *Flushing*.

COMPANY PAYOUT CAP

Healy World has a very generous payout maximum of 75% of BV each monthly period.

If the total payout from all bonuses, pools, and promotions exceeds that maximum, then a company payout cap will be activated.

If the cap is activated, Independent Healy World Members that earned a combined total of at least 1,000 points from the Mentoring & Coaching Bonus, Dual Bonus, Leadership Check Match, and Super Leadership Check Match will have their earnings adjusted by an equal percentage to ensure the total company payout does not exceed the maximum.

COMPRESSION

A technique used to pay deeper in a bonus when an IHWM is not paid as an Active Member (or higher) or when they do not have a specific Career Title or Generational Title. The Mentoring & Coaching Bonus, Manager Advancement Bonus, Leadership Check Match, and Super Leadership Check Match use compression. The rules of compression vary based on bonus type. Compression is also sometimes referred to as Roll up.

CUSTOMER

A Customer is an individual who purchases products for personal use and has not signed a Distributor agreement with the company. Customers may use the products themselves but may not resell the products to others and may not participate in the Healy Compensation Plan.

DEVICE PERSONAL VOLUME (DPV)

The total Qualifying Volume (QV) from devices and upgrades purchased by your Customers and your Level 1 Independent Healy World Members (Sales Group).

DOWNLINE

All of the Independent Healy World Members below you in your Sales Group or Dual Sales Teams are considered to be part of your Sales Group or Dual Sales Team.

DOWNLINE VOLUME (DV)

The total Qualifying Volume (QV) from products purchased by you, your Customers, and all the Independent Healy World Members (and their Customers) in your Sales Group.

DUAL BONUS

MAXIMUM EARNINGS POINTS

Your paid-as title determines your earnings in the Dual Bonus. If your earnings for the month exceed the stated Maximum Earnings Points for your title, then your earnings will be adjusted to equal the Maximum Earnings Points.

DUAL BONUS VOLUME (DBV)

This volume is calculated for both the left and right line of your Dual Sales Team. Each line will include any available Carry Over Volume (COV) from the previous month and the total Bonus Volume (BV) generated during the current month within the line.

DUAL SALES TEAM

The Dual Sales Team follows the Dual Team structure where you may have up to two lines. You may choose to place individuals that you enroll in either your left or right line and they will be placed in the next available outside position.

ENROLLER

When you introduce an individual to Healy and they become an Independent Healy World Member, you are considered to be their enroller. Enrolling new Independent Healy World Members does not entitle you to a Bonus.

FLUSHING

DBV is eliminated (flushed) and not available as Carry-Over Volume (COV) when one or more of the following conditions exist:

1. The Independent Healy World Member is not paid-as Team Manager (TM) or higher within the current month and previous 2 months (all DBV in both lines will be flushed);
2. If an Independent Healy World Member has not been paid as their Career Title at least once in the current month or previous 11 months, then any COV older than 12 months will be flushed;
3. The DBV exceeds the maximum COV allowed, based on an Independent Healy World Member's highest paid-as title in the current month or previous two months. Only the excess DBV above the maximum COV will be flushed.

GENERATIONAL TITLE

There are two Generational titles, Executive Team Manager and Executive Director, that are given to individuals who have been paid as an ETM or EDIR (and higher), at least once every six months. These are used to determine who is a Generational Executive Team Manager and Generational Executive Director, regardless of actual monthly paid-as titles. So long as an individual has a Generational Title, the Leadership Check Match and Super Leadership Check Match may be paid on their earnings. If an individual loses their Generational Title, they may gain it back by being paid as an ETM or EDIR again.

**GENERATIONAL TITLE:
EXECUTIVE DIRECTOR**

A Generational Executive Director is an individual that has been paid as an EDIR or higher at least once within a rolling six month period (current month or previous five months). A downline Generational EDIR is an EDIR generation on which you may receive a Leadership Check Match and Super Leadership Check Match on their earnings, based on the rules of those bonuses.

**GENERATIONAL TITLE:
EXECUTIVE TEAM MANAGER**

A Generational Executive Team Manager is an individual that has been paid as an ETM or higher at least once within a rolling six month period (current month or previous five months). A downline Generational ETM is an ETM generation on which you may receive a Leadership Check Match on their earnings, based on the rules of that bonus. An EDIR generation is also an ETM generation.

**LEADERSHIP CHECK MATCH
MAXIMUM EARNINGS POINTS**

When you receive the Leadership Check Match, you may earn up to the stated maximum earnings amount per match you receive, based on your paid-as title. This amount is not the maximum earnings you may receive from this bonus but rather the maximum earnings per individual you receive a match on.

LEVEL

The position an Independent Healy World Member has in your downline in relation to you. Independent Healy World Members directly below you are your Level One. Those Independent Healy World Members directly below your Level One Independent Healy World Members are your Level Two, and so on. Customers are not considered when counting levels and do not occupy a position in your Sales Group or Dual Sales Teams.

LINE

A line starts with an Independent Healy World Member directly below you in the Sales Group or Dual Sales Team and includes all of the Independent Healy World Members below them. You may have an unlimited number of lines in your Sales Group and may have up to two lines in your Dual Sales Team.

**NEW 1ST GENERATION QUALIFIED
(NEWGENQ)**

To advance to and be paid as a Vice President or higher, you need to have a new 1st generation ETM or a new 1st generation EDIR at least once every 12 months (current month plus previous 11 months) in your Sales Group. A new 1st generation is considered to be an Independent Healy World Member who attains one of the Generational Titles (and did not have it in the previous month) and between you and that individual at the time they attained that Generational title, there were no other IWHMs with an equal or higher Generational Title.

OUTSIDE VOLUME (OV)

The amount of Downline Volume (DV), including your Personal Qualifying Volume (PQV), that exists outside of your two largest Sales Lines. The two largest lines are the two lines with the largest amounts of total QV.

PAID-AS TITLE

Your paid as title is the title for which you qualify during the month. The requirements to be paid-as a title are the same as the requirements to advance to that title.

PAY LINE

The Pay Line is the line in your Dual Sales Team with the least amount of Dual Bonus Volume (DBV) in the month and is the line on whose DBV the Dual Bonus is paid upon.

PAYOUT FREQUENCY

Bonuses have a weekly, monthly or quarterly payout frequency. The 30% portion of the Device Direct Bonus pays weekly, the Leader Pool pays quarterly and all other bonuses pay monthly.

PERIOD

Period refers to the specific time frame in which your qualifications and payouts are calculated for. In this plan, a period is equal to an actual calendar month. Six periods would be six calendar months.

PERSONAL BONUS VOLUME (PBV)

The total Bonus Volume (BV) from your personal purchases and the purchases of your Customers within the month.

PERSONAL QUALIFYING VOLUME (PQV)

The total Qualifying Volume (QV) from all of your Customers' purchases and your own personal purchases in the month. It does not include purchases made by your Level 1 Independent Healy World Members.

PERSONAL SPONSOR (PERSONAL ENROLLER)

You are the Personal Sponsor (also referred to as Personal Enroller or Enroller) to all of the IHWMs directly below you in the Sales Group. Similarly, the person directly above you in that same Sales Group is your Personal Sponsor.

PLACEMENT

When you enroll a new IHWm, you can manually place them in the next available outer most position in either your left or right Dual Sales Team line. If you enroll more IHWMs before you have manually placed your other IHWMs, the system will automatically place them. A placement can only be changed according to the requirements of the guideline manual. Any Member not placed within 7-days of enrollment will automatically be placed by the system.

PLACEMENT SPONSOR

You are the Placement Sponsor for the two IHWMs that are at the top of your left and right lines in the Dual Sales Team. Similarly, the individual directly above you in that same Dual Sales Team is your Placement Sponsor.

QUALIFYING VOLUME (QV)

Every product has both a Qualifying Volume (QV) and Bonus Volume (BV) assigned to it. QV is equal to BV but is not reduced on Devices or Upgrades that pay a Device Direct Bonus.

**ROLLING DEVICE POINTS
3-MONTHS (RDP)**

The total count of devices and upgrades that you have sold to your Customers and first level Independent Healy World Members (Sales Group) in the current month and previous two months.

SALES GROUP

The Sales Group follows the line of enrollers.

SALES LINE

A Line in your Sales Group. See also *Line*.

SALES LINE VOLUME (SLV)

The amount of Qualifying Volume (QV) accumulated during a given month in a particular line in your Sales Group.

STRONG LINE

The Strong Line is your line in your Dual Sales Team with the largest amount of total Dual Bonus Volume (DBV) in the month. When you are paid a Dual Bonus, an equal amount of volume that you were paid on is removed from this line. Remaining volume may be available as Carry-Over Volume.

UPLINE

All of the Independent Healy World Members above you in your Sales Group and Dual Sales Teams are considered to be part of your upline.

WEEKLY BONUS PERIOD

The period from Monday 00:00 (Central European Time, CET) to Sunday 23:59 CET.



Overview

CAREER PATH	PHASE 1					PHASE 2			PHASE 3								
	MEM	ACT	BLD	SBLD	EBLD	TM	STM	ETM	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
3 Months Rolling Device Points		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Downline Volume			500	1,250	1,750	2,500	4,000	7,000	13,000	25,000	50,000	100,000	200,000	400,000	800,000	1,600,000	3,500,000
Sales Line						2	2	2	2	2	2	2	2	2	2	2	2
Sales Line Volume						500	1,000	2,000	3,500	6,000	12,000	20,000	35,000	66,000	130,000	260,000	570,000
Outside Volume								1,050	1,950	3,750	7,500	15,000	30,000	60,000	120,000	240,000	525,000
NewGenQ												Yes	Yes	Yes	Yes	Yes	Yes

BONUSES

Device Direct Bonus	Weekly: 30% - 5,000 DPV: +10% (40% total)																
Mentoring & Coaching Bonus																	
Level 1		3%	5%	7%	9%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Level 2				3%	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Dual Bonus						8%	10%	12%	13%	14%	15%	15%	15%	15%	15%	15%	15%
Maximum Earnings Points						1,000	2,500	5,000	8,000	12,000	17,000	25,000	35,000	50,000	80,000	120,000	150,000
Maximum Carry Over Volume						25,000	50,000	100,000	150,000	250,000	500,000	1,000,000	2,000,000	4,000,000	8,000,000	15,000,000	25,000,000
Advancement Bonuses						INR 8,800	INR 17,600	INR 44,000			INR 264,000			INR 1,762,000			INR 22,000,000
Double Advancement Bonuses											INR 528,000			INR 3,520,000			INR 44,000,000
Number of Payments						1	1	1			1			5			10
Months to Achieve											1			6			12
Matching Bonus (Management Advancement Bonus)						INR 4,400	INR 8,800	INR 22,000									
Leadership Check Match Bonuses																	
ETM Generation 1									10%	12%	15%	15%	15%	15%	15%	15%	15%
ETM Generation 2										10%	12%	15%	15%	15%	15%	15%	15%
ETM Generation 3											10%	12%	15%	15%	15%	15%	15%
ETM Generation 4												10%	12%	15%	15%	15%	15%
ETM Generation 5													10%	12%	15%	15%	15%
ETM Generation 6														10%	12%	15%	15%
Maximum Earnings Points									500	1,000	2,500	5,000	7,500	10,000	10,000	10,000	10,000
Super Leadership Check Match Bonuses																	
EDIR Generation 1														3%	4%	5%	5%
EDIR Generation 2															4%	5%	5%
EDIR Generation 3																5%	5%
EDIR Generation 4																	5%

Healy World is Your Opportunity!

Healy World is not only with you on your way to greater well-being; it could also change your professional life.

Our vision is to empower people to live a healthy, fulfilled and conscious life and to inspire our growing community to make a continuous positive impact on humanity.



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