

Holistic Healthy
Living with Healy

healy



Compensation Plan

Version 6.0, valid from 2020-05-01

Welcome to Healy World!

Your decision to join Healy World is the first step to make your life more health-conscious as well as more prosperous.

Your future starts right now. Healy is a lifestyle product that will change the world. Build your own global business together with us - for a better life for all people and a better life for yourself!

Healy is a wearable for your health and well-being, controlled by your smartphone. Put it in your pocket! Wear it on your clothes!

In order for you to be successful at all levels, we have developed a fair and transparent compensation system for all Healy World Members.

On the following pages you will learn how to benefit yourself and all those around you with Healy, while building an attractive additional income or a long-term passive income.

It is up to you to decide how much time and effort you would like to invest!

If you have any questions or need help, we will be there for you. Our comprehensive Support and Leadership Development System will support you in building up your customer and Healy World Member base.

We look forward to working with you!





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2 Basic Terms and Regulations

The following pages provide you with detailed insight into the Healy World Compensation Plan. The basis and goal of the compensation plan is to ensure that you receive fair compensation for the sale of Healy World products and Healy World subscriptions to your customers as well as for the group revenue of your sustainably grown sales structure.

A good understanding of the plan will enable you to strategically map out your success as well as facilitate tactical interventions, such as achieving or securing certain qualifications within the network.

The Healy Compensation Plan has a simple Direct Bonus component, designed to support you in direct product sales. On top of that, it contains a highly effective Dual Bonus for building a network structure that will support you in building passive income.

The basis for calculating commissions is a points system that is valid all over the world.

For this purpose, points are assigned to the products, which are added to purchases made by you, your customers or downline members. Points are used to qualify and calculate the cumulative volume of each commission.

Total commission paid on the total points volume is limited to a maximum of 70 % of the corresponding point volume and is automatically calculated by the system according to an algorithm scaled according to the personal volume.

The Healy World Compensation Plan is only valid in its most current version. Healy World GmbH reserves the right to make changes at any time and will inform all Healy World members immediately after publication.

2.1 Definitions

Active / Activation Retention

The status of a Healy World Member (HWM) who is actively building the business and is qualified for commission. One is considered "active" if turnover has been generated through a purchase or subscription of a customer, depending on the rank of 50-200 PV, or a personal purchase or subscription.

Dual Team Genealogy

The network of an HWM being structured according to the principles of genealogy, defined by the positioning of HWMs on both legs.

Dual Team Position

The genealogical position of an HWM within the dual team genealogy.

Commission Cycle

A defined period in which the commissions are calculated.

Commission Entitled Volume (CV)/Points Volume/ Volume

The value assigned to a product for commission calculation purposes.

Compensation Plan

The plan the company is using to define in detail the prerequisites and benefits of the HWM compensation structure.

Compression

A technique of not including HWMs who are not active during a commission cycle in calculating the Matching Bonus.

Customer

A person who purchases Healy Products but who is not necessarily an Independent Healy Member.

Genealogy

This includes the Dual Team Genealogy and the Sponsor Tree Genealogy and defines the major part of the remuneration of an HWM under the Compensation Plan.

Independent Healy World Member (HWM)

A person who has entered into a Member Agreement with the Company as well as having fulfilled all other requirements set forth therein.



Healy World Member Activity Center (HWMAC)

A Healy World Member Activity Center (HWMAC) helps the HWM to maximize their income opportunities.

Leg

Each Healy World Member (HWM) has a front line consisting of two legs; one of them is the so-called weaker leg, the other on the stronger leg.

Loyalty Points (Customer Program)

Points that a customer receives when another customer makes a purchase.

Monthly Billing Period

A monthly period from the first to the last day of the calendar month. The first monthly qualification period begins with the date of the first product order of an HWM and is calculated until the end of the respective qualification period.

Paid for as

The rank according to which an HWM is remunerated according to the Compensation Plan in the month following the qualification period.

Payout

Payments will be made on the following dates:

Direct Bonus: weekly, with an offset of 2 weeks. Payout takes place on Wednesdays.

Dual, Matching and Mobility Bonus: monthly, on the 15th of the following month.

Leadership Bonus: quarterly, on the 15th of the following month after the end of the quarter.

Rank Achievement Bonus: A bonus paid when a new title is reached.

If a payout date is a weekend or a public holiday, the payout will be made on the next business day.

Personal Members

A new HWM being placed on the first level in the sponsor tree genealogy of their registering HWM.

Personal Volume (PV)

The volume generated by a member himself or by personally sponsored customers.

Placement

An HWM can be placed manually in the left or right leg by their sponsor, on the respective outer side. If you register more HWMs before you have manually placed your other HWMs, the system will automatically place them. A placement can only be changed according to the requirements of the guideline manual.

Product

A product or service offered by Healy World that has a certain point volume assigned to it. Sales aids and promotional materials are excluded from this definition.

Qualification Period

During a calendar month, an HWM meets the qualification requirements to earn commissions or bonuses for a corresponding bonus or commission period according to his or her rank.

Qualifying Volume

The qualifying volume defines whether a member is qualified for commission payouts. The PV can vary according to rank and is generated by customer purchases or an HWM's own purchases.

Rank

The qualification level according to which an HWM receives their payout according to the Compensation Plan.

Rank Achievement Bonus

A bonus paid when a new title is reached.

Sponsor Tree Genealogy

The network of HWMs, structured according to the principles of genealogy, including all personally sponsored HWMs.

Subscription

A monthly subscription to use various services and products.

Title

A title denotes the highest Healy World rank achieved. This title will always be retained by the HWM.

Upline

The hierarchy (one line) of an HWM extending upwards from their position.

Weaker Leg

The leg of an HWM within the dual team genealogy containing less CV.

Weekly Payroll Period

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

2.2 Customers

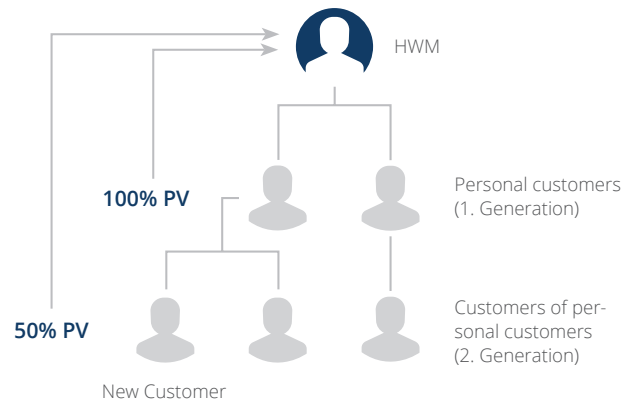
A customer is a user who has purchased a Healy World product or subscription. This customer is directly connected to the referrer, but not integrated into the sales organization.

On the first order of a customer, the personal sponsor receives a Direct Bonus. For each additional order placed by the customer, the full point volume of the respective order counts towards the PV of the personal sponsor. The point volume of the respective products can be found in the current price list.

A customer may also recommend the Healy World products and Healy World subscriptions to other customers, but not members. For this recommendation the recommending customer receives Loyalty Points, which can be used for a later purchase. The exchange rate for the points is 1 Loyalty Point = 1 US-Dollar.

In addition, 50% of the point volume of the newly acquired customer's order will be added to the PV of the higher Healy World Member.

If a customer wants to benefit from the business opportunity, they need to contact Healy support for the upgrade from customer to HWM. Once the upgrade is complete, the customer is assigned to the dual structure of the personal sponsor and can be placed manually in the right or left leg.

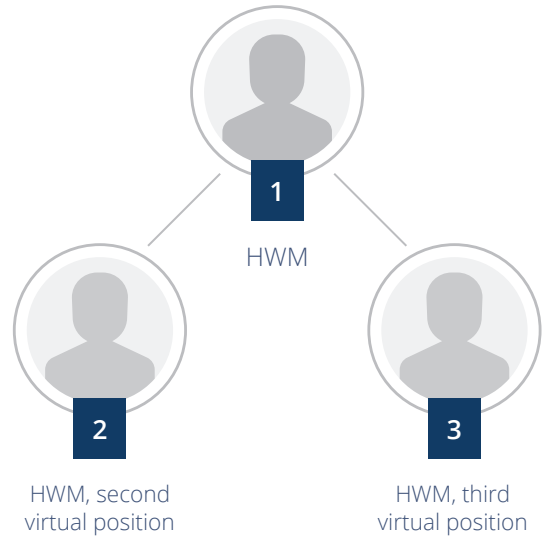


2.3 Healy World Member Activity Center

Upon registration, each Healy World Member will receive one (1) Healy World Member Activity Center (HWMAC). #1). To earn on HWMAC #1, the HWM must be active to receive commissions.

An HWM may receive two (2) additional HWMACs (HWMAC #2 and #3) by qualifying as a Director (for HWMAC #2) or Vice President (for HWMAC #3).

The HWMAC #2 and #3 are virtual positions and are located at the respective top of the leg in the Dual Team Genealogy of the HWM. The HWMAC #2 and #3 have no position in the sponsor tree genealogy. The HWMAC #2 and #3 are only allowed to earn Dual and Matching Bonuses. To receive these commissions, the HWMAC #2 and/or #3 must be active and qualified (qualified = have at least one personally sponsored builder [paid as builder, not just title] in the weaker leg of the respective HWMAC).

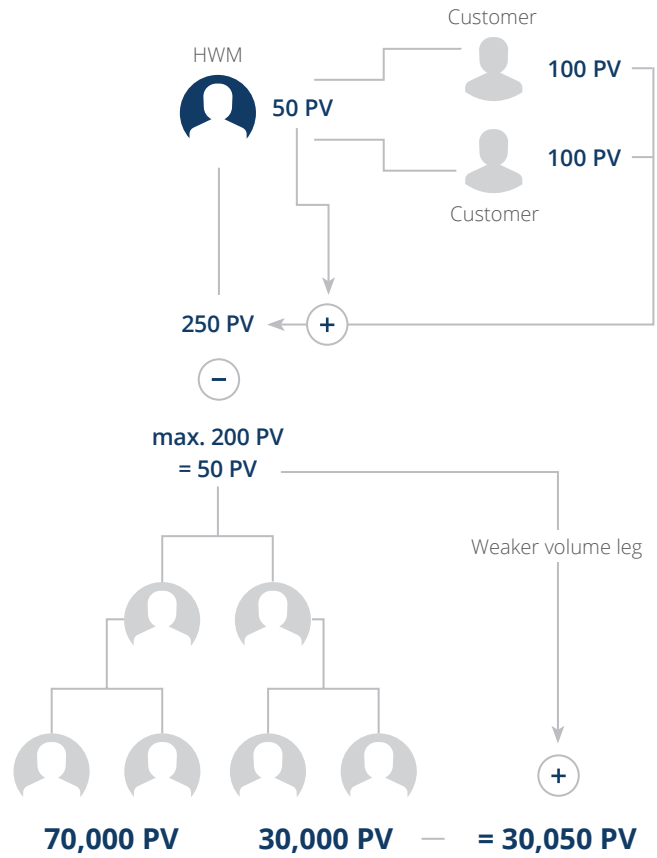


3 Compensation

In order to receive commission payments, the respective HWM account must be kept “active”. This active status is determined by the qualifying volume. PV is generated either by the revenue through personally sponsored customers or by an HWM’s own revenue, e.g. a subscription. The amount of the qualifying volume depends on the rank:

In order to be considered “active” for the whole month, a subscription of one or more customers or/and an own subscription with a total volume of at least 50 PV is required.

If the PV exceeds 200 points, all points from the 201th point onwards will be added to the weak leg and the commission will be paid via the Dual Bonus.



Builder	50 PV
Team Leader Senior Team Leader	50 PV
Manager Senior Manager	100 PV
Director Senior Director	100 PV
Vice President Senior Vice President	200 PV
President Senior President	200 PV



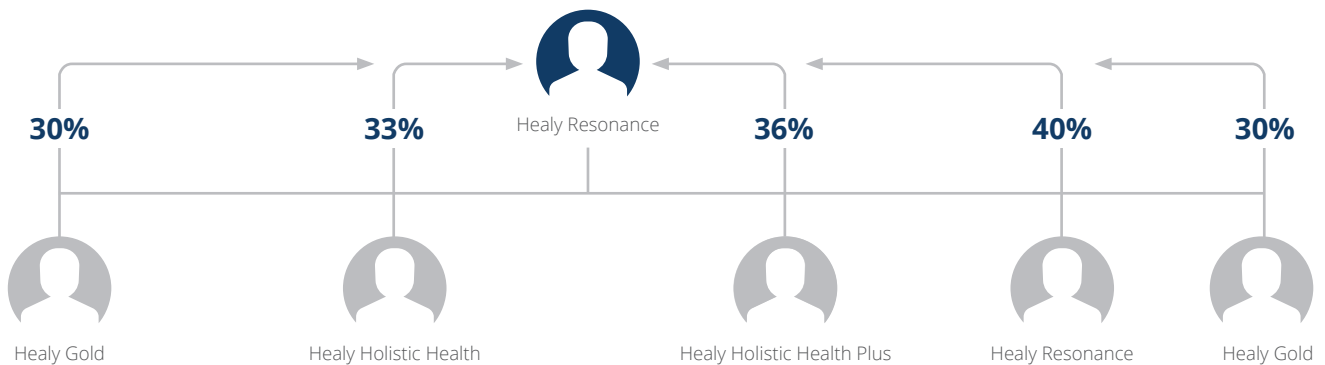
3.1 Direct Bonus

Direct Bonus is paid on a weekly basis. The applied percentage depends on the Healy product package purchased by the customer, ranging from 30%-40%. This bonus is paid on the PV of the first order with an Healy edition, Healy bundle or Healy Watch of personally referred customers.

There is no earnings cap for the payment of Direct Bonus.

The payout for Direct Bonus will be carried out after fourteen days of initial purchase of Healy Products (due to consumer laws giving customers the right to withdraw from a purchase within two weeks.).

PACKAGES	PERCENTAGE
Healy Gold	30
Healy Holistic Health	33
Healy Holistic Health Plus	36
Healy Resonance	40
Healy Watch	30

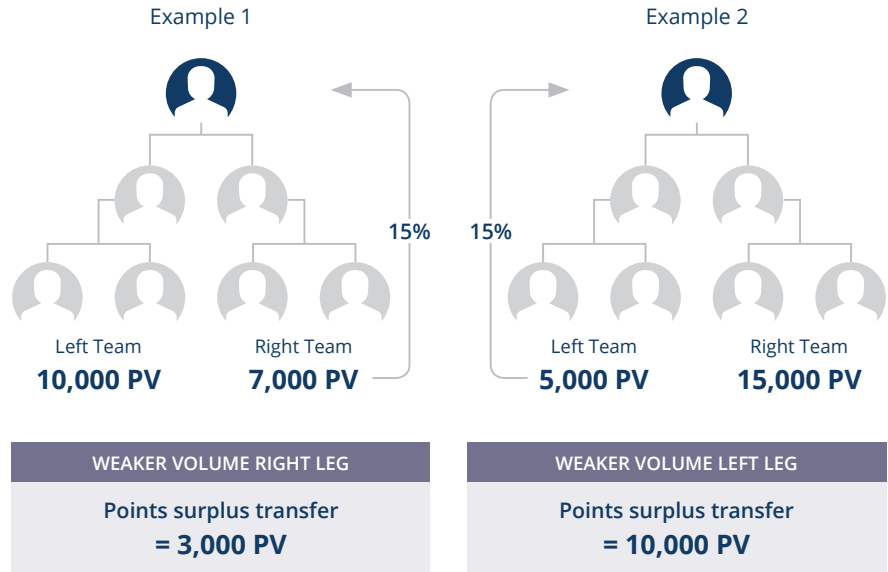


The examples shown in this compensation plan are not necessarily representative of the income, if any, that an HWM can or will earn through his or her participation in the business opportunity. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any representation or guarantee of earnings would be misleading.

3.2 Dual Bonus - Monthly Payment

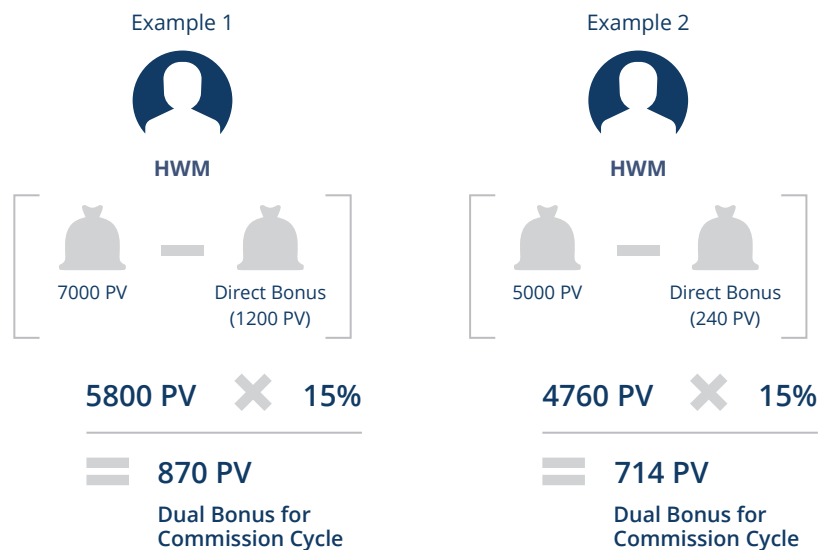
The Dual Bonus is 15% of the total point volume of the downline on the weaker volume leg for the current commission cycle, minus Direct Bonus. For revenue that does not qualify for Direct Bonus, the entire point volume is transferred into the Dual Plan.

The weaker volume leg is determined by the number of points. After each calculation of the Dual Bonus the points in both legs are reduced by those for which commission has already been paid out. The surplus points of the stronger leg remain and are transferred over to the next commission cycle. There is a weekly cap of 20,000 euros for the dual bonus.



DUAL BONUS				
	Cumulative PV on weaker leg	Direct Bonus for commission cycle	Residual value	15% of residual value
Example 1	7000	1200	5800	870
Example 2	5000	240	4760	714

The examples shown in this compensation plan are not necessarily representative of the income, if any, that an HWM can or will earn through his or her participation in business opportunity. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any representation or guarantee of earnings would be misleading.



3.3 Matching Bonus - Monthly Payment

The Matching Bonus is paid as a percentage up to 4 levels deep on the commission of all **personally sponsored Healy World Members** in the downline on the Dual Bonus.

“Compression” is applied, meaning that only those Members who actually receive commission are included in the level count. All Members in the downline who do not receive any commission in the commission cycle will be skipped.

The full percentage of the Matching Bonus will therefore be paid out on the commission of the next Member who receives a commission. The percentages applied and the number of levels for which you will be remunerated in the commission cycle depend on the rank you have achieved in the corresponding commission cycle.

	L1	L2	L3	L4
Member				
Builder	10			
Team Leader	10	3		
Senior Team Leader	10	5		
Manager	10	5	3	
Senior Manager	10	5	5	
Director	10	5	5	3
Senior Director	10	5	5	3
Vice President	10	5	5	3
Senior Vice President	10	5	5	3
President	10	5	5	3
Senior President	10	5	5	3



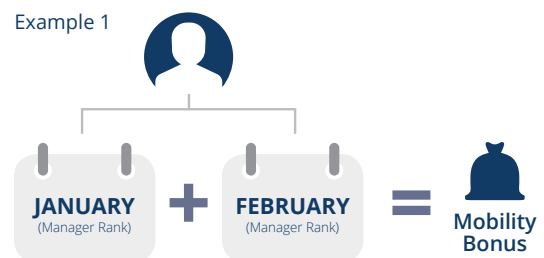
3.4 Mobility Bonus

The Mobility Bonus is to be used for a Healy branded vehicle. The choice of a representative vehicle should be coordinated with Healy World GmbH who will provide the qualified member with a branding package.

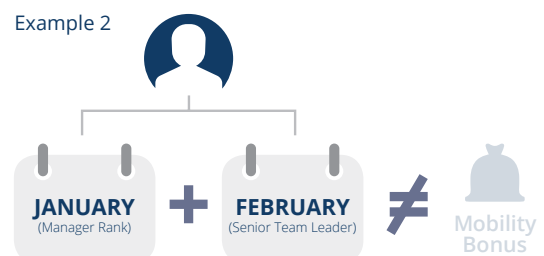
The Mobility Bonus is paid from Manager level upwards if you qualified for 2 consecutive months.



RANK	MONTHLY MOBILITY BONUS
Member	
Builder	
Team Leader	
Senior Team Leader	
Manager	€ 100
Senior Manager	€ 300
Director	€ 500
Senior Director	€ 1,000
Vice President	€ 1,300
Senior Vice President	€ 1,500
President	€ 1,700
Senior President	€ 2,000



Member eligible for Mobility Bonus



Member not eligible for Mobility Bonus

The monthly payment will only be made in those months in which the Healy World Member has at least requalified as a Manager. The amount corresponds to the rank reached during the respective month.

If the Healy World Member misses the Manager qualification in one month, then a new qualification must be achieved over 2 months in order to again receive the Mobility Bonus.



3.5 Leadership Bonus

For the Leadership Bonus, 1% of the worldwide point volume of the total turnover is paid quarterly among the leaders (starting at Director level). To receive the Leadership Bonus, a member must qualify as a Director or higher at least once every quarter.

The distribution of the bonus per qualifier is calculated as follows:

For each rank group a portion of the total bonus is provided. Within each rank group, each qualifier will receive a leadership bonus based on their rank and a proportionate share of the revenue of their group volume over the quarter.

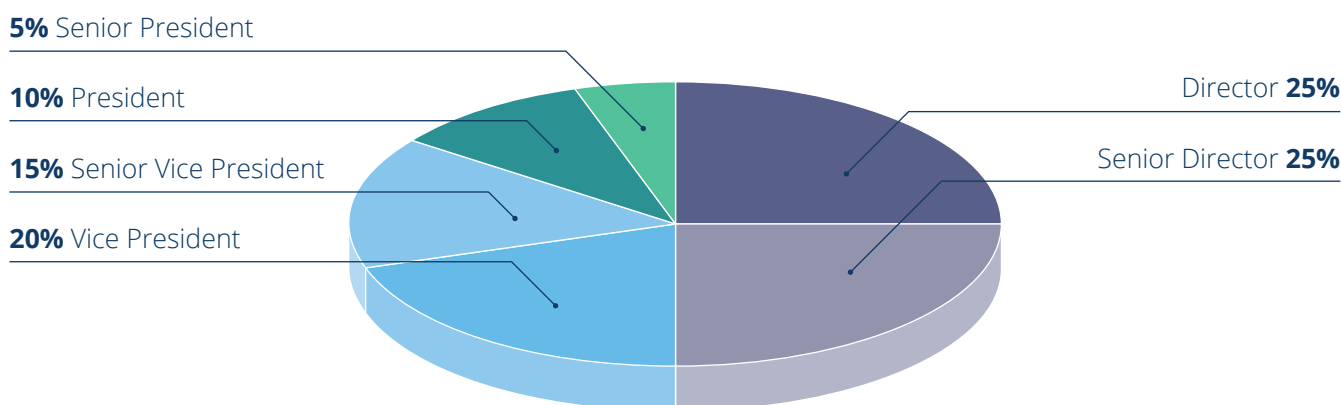
Example:

If 1% of the global commission volume in a quarter is 500,000 and 10 senior directors with 100,000 group volume each have qualified, the calculation would be as follows:

The share of each Senior Director within the rank group would be 10%. The total distribution amount of the rank group Senior Director is 125,000 Euros, so the Senior Director's share in this example would be 12,500 Euros.

Sales on product samples, marketing material and shipping costs are not compensated.

The Leadership Bonus is paid out on the 15th of the month after the end of the quarter.



3.6 Rank Achievement Bonus

"If something is rewarded, it will be done." In accordance with this motto, the Rank Achievement Bonus was introduced. As soon as a member reaches a new title, the Rank

Achievement Bonus is paid out at the same time as the Dual Bonus. The Rank Achievement Bonus is paid from the Team Leader title upwards according to the following scale:

Team Leader	€ 100
Senior Team Leader	€ 250
Manager	€ 500
Senior Manager	€ 1,000
Director	€ 3,000
Senior Director	€ 10,000
Vice President*	€ 25,000
Senior Vice President*	€ 50,000
President**	€ 100,000
Senior President**	€ 250,000

* Bonus is paid proportionally (1/12) in each month in which the Member qualifies for the respective rank until the total amount of the respective title is paid out.

** Bonus is paid for every quarter in which the Member has qualified for the respective rank. It is paid proportionally (1/4) until the total amount for the respective title has been paid out.



4 Ranks & Titles

Ranks apply exclusively to Healy World Members. Depending on the rank level, different criteria apply for the qualification.

As a rule, this is a certain combination of turnover (of the downline) and the ranks of Healy World Members in the downline.

The rank achieved in the current cycle determines the amount of payment during this period. The title is the highest Healy World rank you have achieved so far. As soon as you have reached a title, you may officially bear it and will be honored during certain events for achieving it.





Rank 1: Member

A Member is a Healy World Member who wishes to concentrate exclusively on the distribution of Healy products to end customers. The title will be assigned immediately after registration. A Member can only receive a Direct Bonus. A Member can place new Healy World Members manually.



Rank 2: Builder

If a Member has sponsored at least two new Healy World Members, at least one personally sponsored Healy World Member has been placed in each leg of the dual structure and the turnover of the personal sponsor volume in the current cycle is at least 600 points, he or she qualifies as a Builder. The title is valid immediately.

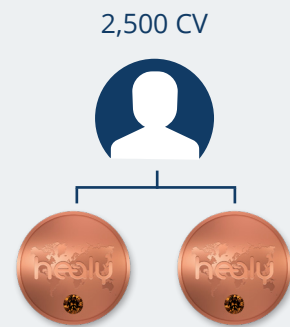
Requalification: During the cycle, one personally sponsored Healy World Member must be active in each leg and a volume of at least 600 points from the personal sponsor volume must be reached.



Rank 3: Team Leader

To qualify as a Team Leader, the turnover of your structure must be at least 2,500 points in the current cycle and there must be at least one personally sponsored Builder (or higher) in one leg of the structure and either a personally sponsored Builder or a Builder from the Spill-over in the other leg (paid as a Builder, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree

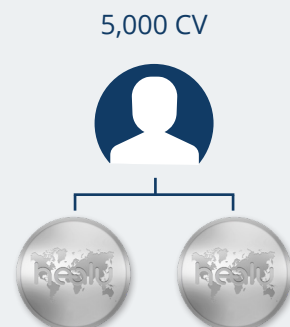
Requalification: The same qualification criteria as for the initial qualification apply.



Rank 4: Senior Team Leader

To qualify as a Senior Team Leader, the turnover of your structure must be at least 5,000 points in the current cycle and there must be at least one personally sponsored Team Leader (or higher) in one leg of the structure and either a personally sponsored Team Leader or a Team Leader from the Spill-over in the other leg (paid as a Team Leader, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.

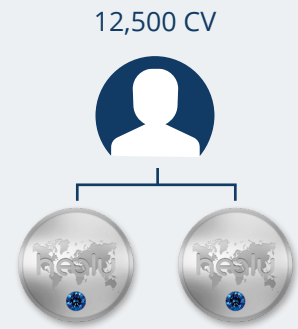




Rank 5: Manager

To qualify as a Manager, the turnover of your structure must be at least 12,500 points in the current cycle and there must be at least one personally sponsored Senior Team Leader (or higher) in one leg of the structure and either a personally sponsored Senior Team Leader or a Senior Team Leader from the Spill-over in the other leg (paid as a Senior Team Leader, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

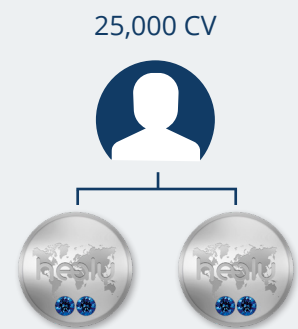
Requalification: The same qualification criteria as for the initial qualification apply.



Rank 6: Senior Manager

To qualify as Senior Manager, the turnover of your structure in the current cycle must be at least 25,000 points and there must be at least one personally sponsored Manager (or higher) in one leg of the structure and either a personally sponsored Manager or a Manager from the Spill-over in the other leg (paid as a Manager, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

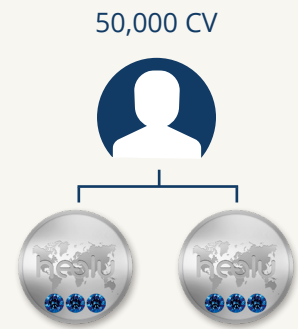
Requalification: The same qualification criteria as for the initial qualification apply.



Rank 7: Director

To qualify as Director, the turnover of your structure in the current cycle must be at least 50,000 points and there must be at least one personally sponsored Senior Manager (or higher) in one leg of the structure and either a personally sponsored Senior Manager or a Senior Manager from the Spill-over in the other leg (paid as a Senior Manager, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

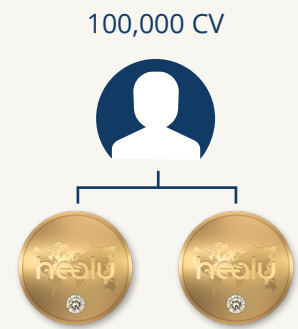
Requalification: The same qualification criteria as for the initial qualification apply.



Rank 8: Senior Director

To qualify as Senior Director, the turnover of your structure in the current cycle must be at least 100,000 points and there must be at least one personally sponsored Director (or higher) in one leg of the structure and either a personally sponsored Director or a Director from the Spill-over in the other leg (paid as a Director, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.



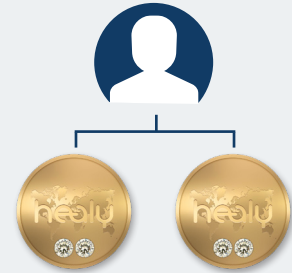


Rank 9: Vice President

To qualify as Vice President, the turnover of your structure in the current cycle must be at least 200,000 points and there must be at least one personally sponsored Senior Director (or higher) in one leg of the structure and either a personally sponsored Senior Director or a Senior Director from the Spill-over in the other leg (paid as a Senior Director, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.

200,000 CV

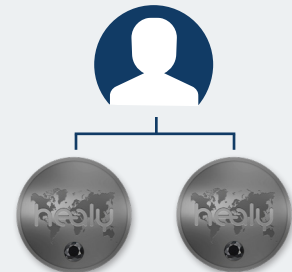


Rank 10: Senior Vice President

To qualify as Senior Vice President, the turnover of your structure in the current cycle must be at least 400,000 points and there must be at least one personally sponsored Vice President (or higher) in one leg of the structure and either a personally sponsored Vice President or a Vice President from the Spill-over in the other leg (paid as a Vice President, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.

400,000 CV

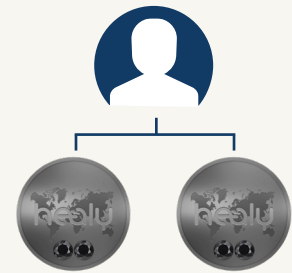


Rank 11: President

To qualify as President, the turnover of your structure in the current cycle must be at least 800,000 points and there must be at least one personally sponsored Senior Vice President (or higher) in one leg of the structure and either a personally sponsored Senior Vice President or a Senior Vice President from the Spill-over in the other leg (paid as a Senior Vice President, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.

800,000 CV



Rank 12: Senior President

To qualify as a Senior President, the turnover of your structure must be at least 1,500,000 points in the current cycle and there must be at least one personally sponsored President (or higher) in one leg of the structure and either a personally sponsored President or a President from the Spill-over in the other leg (paid as a President, not just titles). At least 50% of the qualification volume must come from the personal sponsor tree.

Requalification: The same qualification criteria as for the initial qualification apply.

1,500,000 CV



Healy – Your Opportunity!

Healy is not only your companion on the way to better well-being; it could also change your professional life.

As a Healy World Member you can build an attractive extra income as well as a long-term passive income.

Join in and benefit from your positive recommendations!

There are also attractive customer referral programs for Healy customers to receive further benefits.

Ask the Healy World Member who gave you this brochure about Healy World's earning opportunities or referral programs.



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Disclaimer: The Healy World USA Compensation Plan is an exciting opportunity that rewards you for selling products and services and for sponsoring other participants (called “Members”) who do the same. Although the opportunity is unlimited, individual results will vary depending on commitment levels and sales skills of each Member. Because Healy World USA is in the process of compiling enough statistical data to prepare reliable income disclosures, the following numbers below reflect estimates prepared by the company pending a more detailed survey to soon be conducted. Based on industry standards and company projections, the average annual gross income for Members is projected to be anywhere between \$1,500 and \$3,000. There will certainly be Members who will earn less while others will earn much more. We’re excited about the Healy World USA Compensation Plan and we’re confident it will provide you a solid foundation to help you achieve your financial goals.

If income projections were presented to you prior to your enrollment, such projections are not necessarily representative of the income, if any, that you can or will earn through your participation in the Compensation Plan. These income projections should not be considered as guarantees or projections of your actual earnings or profits. The bottom line is that success with Healy World USA results only from hard work, dedication, and leadership.



Seize the Opportunity.
Today.
Now!



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