



Compensation Plan

3 Ways to Earn as You
Build Your Healy World Business

COMPENSATION PLAN AMERICAS



Welcome to Healy World!

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

As an Independent Healy World Member, 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 are 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.

Our unique compensation plan focuses on three ways to earn:

Customer Sales – When you share Healy devices and subscriptions with Customer and Members, you earn a percent bonus on their purchases.

Team Building – As you share 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 monthly cash bonuses and credits as well as earn a percentage on the devices and subscriptions 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!

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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 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.

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

INDEPENDENT MEMBER (MEM)
BUILDER (BLD)
SENIOR BUILDER (SBLD)
EXECUTIVE BUILDER (EBLD)

PHASE 1

Builder

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

Builder Titles have the opportunity to earn through our three Core Bonuses plus the Phase 1 Fast Start Bonus as well as the Mentoring & Coaching Bonus.

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

PHASE 2

Manager

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

Manager Titles have the opportunity to earn through our three Core Bonuses plus the Phase 2 Fast Start Bonus, Manager Advancement Bonus, Dual Bonus, and the Mentoring & Coaching Bonus as you progress through the titles and develop your team.

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 Managers and Leaders within your team and helping them to succeed while continuing to lead by example.

Leader Titles can earn through our three Core Bonuses plus the Phase 3 Fast Start Bonus, Mentoring & Coaching Bonus, Leader Advancement Bonus, Leader Pool, Dual Bonus, and Check Match bonuses as you mentor your team and develop other Leaders like you.

Core Bonuses

Device Direct Bonus

Monthly Customer Subscription Bonus

Power Play Bonus

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

Device Direct Bonus

You can earn up to 35% 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. 25% 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.

DPV	BONUS
0-1,499.99	25%
1,500-2,999.99	+5% (30%)
3,000+	+10% (35%)

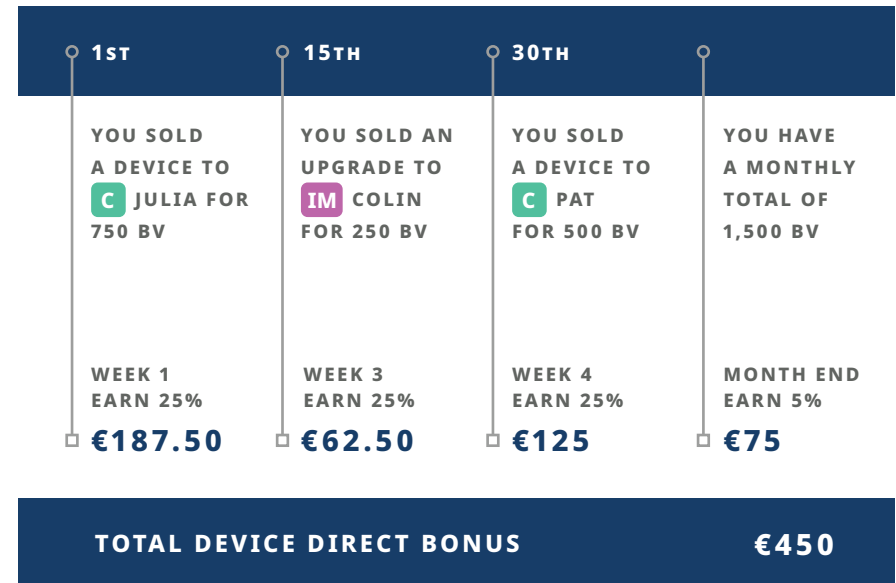
HOW IT WORKS:

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

You'll receive 25% on each of the devices and upgrades throughout the month for a total of €375 and then you'll receive the remaining 5% (€75) with your monthly bonus earnings, for a total Device Direct Bonus of €450.

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

APRIL



- C** Customer
- IM** Independent Member

Monthly Customer Subscription Bonus

You can earn up to 15% on the Bonus Volume from your Customers' paid subscriptions each month. The percentage you earn is based on how much Customer Subscription Volume (CSV) you have earned within the month.

Your Customer Subscription Volume is the combined subscription volume from your Customers' paid subscriptions and from the built in 3-month subscription associated with devices and upgrades purchased by your customers this month or in the previous two months.

HOW IT WORKS:

You have 500 in CSV in the month. 460 of that comes from your Customers' paid subscriptions and 40 comes from a device you sold to a Customer this month. Because you have 500 CSV, you qualify for a 10% Monthly Customer Subscription Bonus that will be paid on the 460 Bonus Volume from your Customer's paid subscriptions.

While the subscription volume from the devices and upgrades are included for determining your percentage in this bonus, the bonus does not pay on them because they were included in the device or upgrade package on which you were paid the Device Direct Bonus.

CSV	BONUS
0-49.99	—
50-199.99	5%
200-499.99	8%
500-999.99	10%
1000+	15%





Power Play Bonus

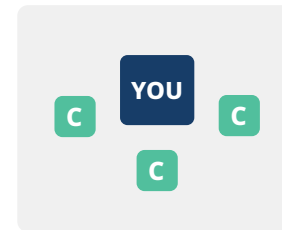
By building a stable base of Customers and Members and Independent Healy World Members, you are building a sustainable business that can reward you month after month.

The Power Play Bonus is a great way to build sustainable earnings each month. You can earn up to €700 in cash bonuses and a €50 monthly subscription credit by enrolling Customers on subscriptions and teaching others to do the same. There are three tiers of qualifications for this bonus. These tiers can be achieved on a monthly basis, even with the same Customers and Independent Healy World Members.

Power Play Bonus

BRONZE TIER:

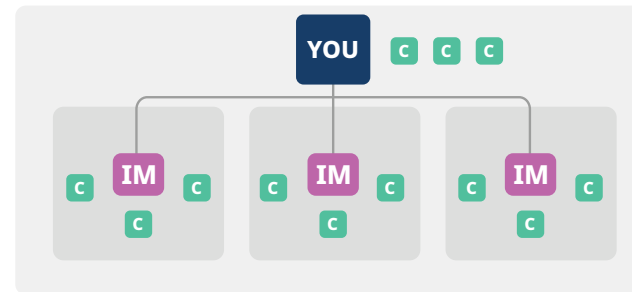
To qualify for the Bronze tier and earn a €50 monthly subscription credit, you will need to have at least 3 Customers with subscriptions and at least 150 in Customers Subscription Volume in the month. Your Customers subscriptions could be paid subscriptions, or they could be part of the 3-month subscription associated with a device or upgrade that your Customers purchased this month or in the previous two months.



**YOU EARN
€50 BRONZE
SUBSCRIPTION CREDIT**

SILVER TIER:

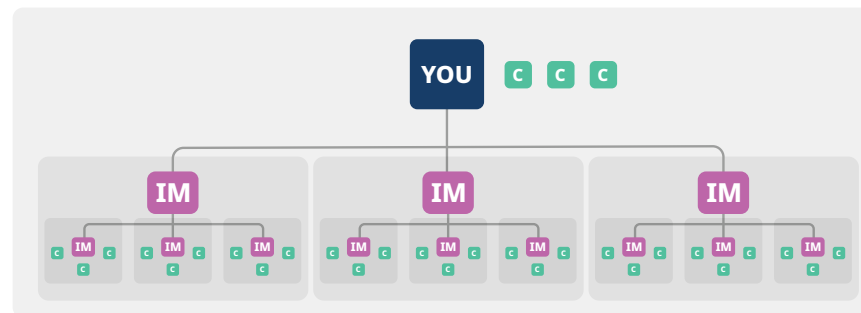
To qualify for the Silver tier, you need to be Bronze tier qualified and you need to have at least 3 Level 1 Independent Healy World Members in your Enrollment Genealogy that are also Bronze tier qualified. In other words, teach at least 3 of your Level 1 Independent Healy World Members to do what you've done! When you are qualified for the Silver tier, not only will you receive your Bronze tier subscription credit, but you'll also receive a €200 bonus.



**YOU EARN
€200 SILVER
BONUS PLUS YOUR
€50 BRONZE
SUBSCRIPTION CREDIT**

GOLD TIER:

To qualify for the Gold tier, you need to be Bronze tier qualified and you need to have at least 3 Level 1 Independent Healy World Members in your Enrollment Genealogy that are Silver tier qualified. In other words, become Silver tier qualified and teach others to do the same! When you are Gold tier qualified, you'll receive a total of €700 in bonuses and the €50 monthly subscription credit.



**YOU EARN
€500 GOLD
BONUS PLUS YOUR
€200 SILVER
BONUS PLUS YOUR
€50 BRONZE
SUBSCRIPTION CREDIT**

Phase 1: Builders

Builder Titles have access to our three Core Bonuses and Phase 1 bonuses: Fast Start Bonus and Mentoring & Coaching Bonus.

To qualify for Phase 1 perks and bonuses, you must be an enrolled Independent Healy World Member.

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

PSV - Personal Subscription Volume

DV - Downline Volume

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

PHASE 1 TITLES AND REQUIREMENTS

INDEPENDENT MEMBER	BUILDER	SENIOR BUILDER	EXECUTIVE BUILDER
MEM	BLD	SBLD	EBLD
Enroll	50 PSV 500 DV	50 PSV 1,250 DV	50 PSV 1,750 DV

Fast Start Bonus

As a new Independent Healy World Member, you have an opportunity to earn cash bonuses and a free Healy Resonance device (available in Phase 2) by sharing our products with Customers and other Independent Healy World Members during your Fast Start Period.

During your first 30 days, when you sell at least 3 qualified Devices to Customers* and Level 1 Independent Healy World Members and have at least 1,250 in Device Personal Volume, you will earn a cash bonus for each qualified device you have sold during those first 30 days. The cash bonus amount is based on the Devices you sell.

*The Devices must be sold to a Customer
 Qualified Devices: Holistic, Aura, Resonance

**SELL AT LEAST
 THREE QUALIFIED
 DEVICES AND HAVE
 AT LEAST 1,250 DPV
 WITHIN YOUR FIRST
 30 DAYS**

YOU EARN

- €25** FOR EACH HEALY HOLISTIC
- €50** FOR EACH HEALY AURA
- €100** FOR EACH HEALY RESONANCE
- €150** FOR EACH HEALY PROFESSIONAL



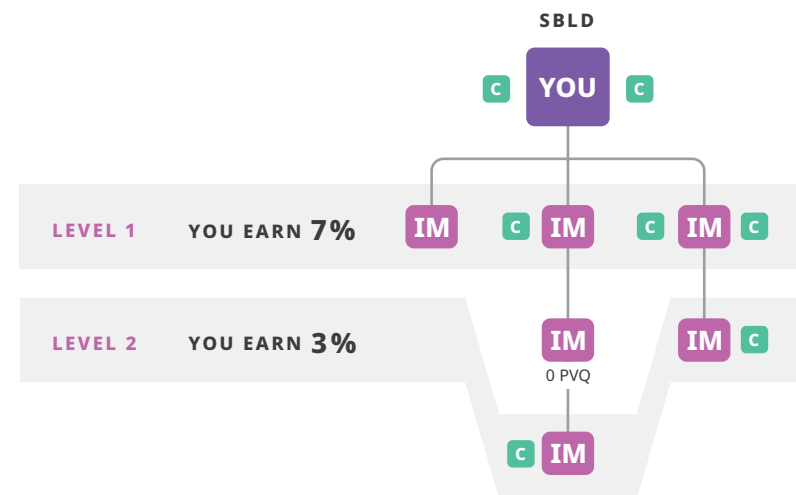
Mentoring & Coaching Bonus

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

When you are paid as a Builder or higher title, you will earn the Mentoring & Coaching Bonus on the Bonus Volume from the Devices, upgrades, and subscriptions sold and purchased by the Independent Healy World Members and their Customers on your Level 1 and 2 in your Enrollment Genealogy, 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 Enrollment Genealogy 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. For purposes of this bonus, if an Independent Healy World Member on your Level 1 or Level 2 does not have any Personal Qualifying Volume for the month, then they will not be considered a level that month, allowing you to be paid on the Bonus Volume from Independent Healy World Members below that do have Personal Qualifying Volume.



TITLE	BUILDER	SENIOR BUILDER	EXECUTIVE BUILDER
LEVEL 1	5%	7%	9%
LEVEL 2	—	3%	4%

Phase 2: Manager

Manager titles have access to our three Core Bonuses and the Phase 2 bonuses: Fast Start Bonus, Mentoring & Coaching Bonus, Advancement Bonus, and Dual Bonus.

To qualify for Phase 2 perks and bonuses, you must be paid as a Team Manager or higher.

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

PSV - Personal Subscription Volume

DV - Downline Volume

RDP - Rolling Device Points

LV - Leg Volume

EL - Enrollment Leg

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
100 PSV 2,500 DV 1 RDP 500 LV x 2 EL	100 PSV 4,000 DV 2 RDP 1,000 LV x 2 EL	100 PSV 7,000 DV 3 RDP 2,000 LV x 2 EL 1,050 OV

Fast Start Advancement Bonus & Matching Bonus

As a Manager Title, you can earn three types of Fast Start bonuses, including a free Healy Resonance device, during your Fast Start period and beyond by sharing our products with Customers and other Independent Healy World Members.

CASH BONUS

First, during your first 30 days, when you sell three qualified devices to Customers* and Independent Healy World Members, and you have at least 1,250 DPV, then you will earn a bonus for each qualified device you sell in, based on device type.

ADVANCEMENT BONUS

Second, you can earn a free Healy Resonance Device during your enrollment month, or one of the two following months, by selling 2 qualified Devices and being paid as a Team Manager or higher in the same month you sold both Devices.

MATCHING BONUS

Third, when you teach your new enrollees how to achieve the Fast Start Selling and Advancement Bonuses and you are paid as a Team Manager or higher in the month they achieve it, you will receive a €100 Matching Bonus! You can achieve this cash bonus an unlimited amount of times!

	REQUIREMENT	TIME REQUIREMENT	AWARD
CASH BONUS	3+ Qualified Device Sales 1250+ DVC_PS	1st 30 Days	€25 each Holistic €50 each Aura €100 each Resonance
ADVANCEMENT BONUS	Paid-as TM or above 2+ Qualified Device Sales	First 2 Full Months	Free Resonance Device
MATCHING ADVANCEMENT BONUS	Paid-as TM or above Enroller of Independent Member who received Advancement & Selling Award Tiers		€100

*The Devices must be sold to a Customer

Qualified Devices: Holistic, Aura, Resonance



Mentoring & Coaching Bonuses

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

You will earn this bonus on the Bonus Volume from the Devices, upgrades, and subscriptions sold and purchased by the Independent Healy World Members and their Customers on both Level 1 and Level 2 in your Enrollment Genealogy.

Your paid-as title determines the percentage you earn and the number of levels you are paid on are in the month, regardless of the titles of the people below you. Should an Independent Healy World Member on your Level 1 or Level 2 not have any Personal Qualifying Volume in a month, then they will not be considered as a level that month and you will be paid on the Bonus Volume from the next Independent Healy World Member(s) below them that have volume.

TITLE	TEAM MANAGER	SENIOR TEAM MANAGER	EXECUTIVE TEAM MANAGER+
ADVANCING IHWM	10%	10%	10%
UPLINE MATCH	5%	5%	5%

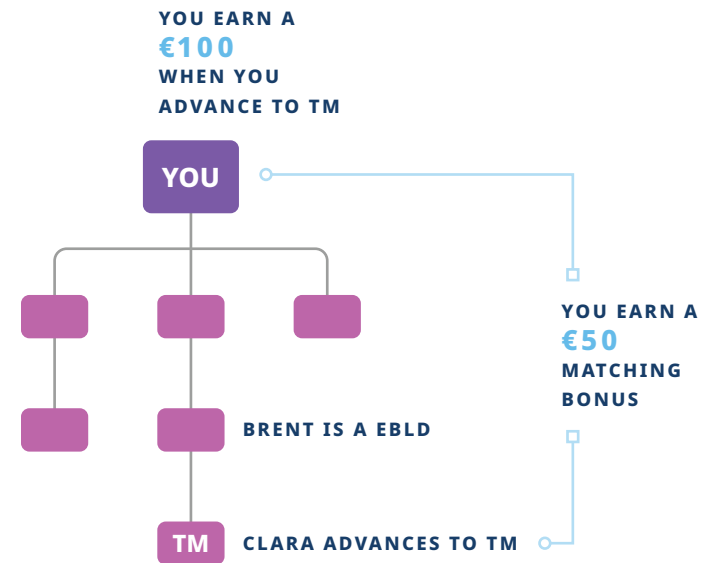
Management Advancement Bonuses

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 Enrollment Genealogy 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 €100. 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 €50 Matching Advancement Bonus.



TITLE	TEAM MANAGER	SENIOR TEAM MANAGER	EXECUTIVE TEAM MANAGER
1st TIME ADVANCEMENT BONUS	€100	€200	€500
MATCHING BONUS	€50	€100	€250

Dual Bonus

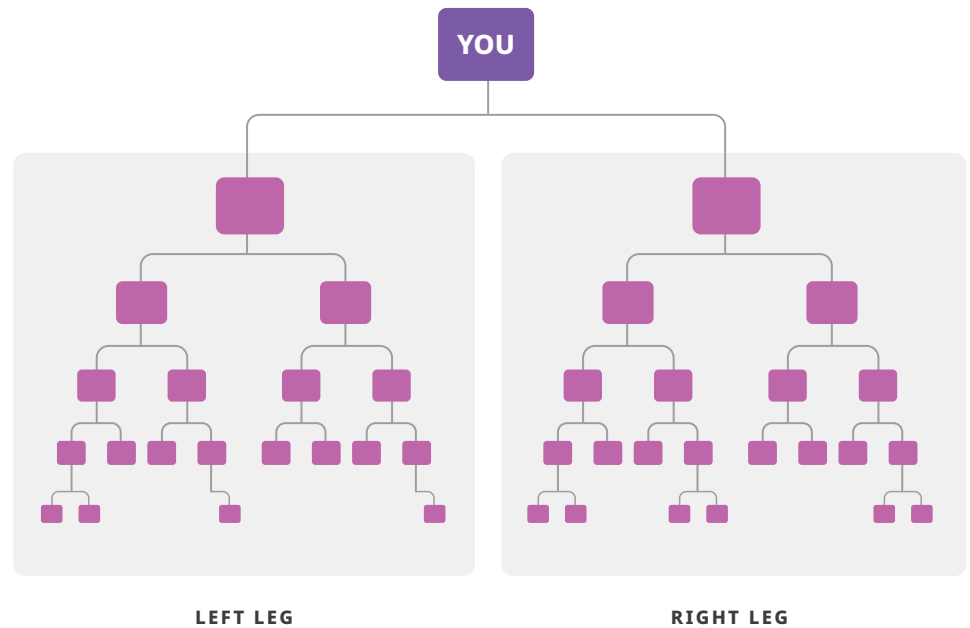
When you are qualified as a Team Manager or higher, you may receive the Dual Bonus on Bonus Volume in your Dual Team Genealogy and from your Personal Bonus Volume.

Your Dual Team Genealogy may consist of two legs: a right leg and a left leg. Each time you enroll a new Independent Healy World Member, you will choose to add them to one of those two legs, 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 legs so your Dual Team Genealogy will grow through not just your efforts, but also the efforts of your entire team!

Each month, the leg with the higher

amount of Dual Bonus Volume (DBV) is considered your Strong Leg, and the leg with the lesser amount is considered your Pay Leg. 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 Leg as well as any Personal Bonus Volume above 200. An equal amount of DBV will be removed from your Strong Leg and any remaining DBV in that leg is considered Carry-Over Volume (COV).



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, your COV will continue to carry forward each period until it is either removed due to an equal amount of DBV that is paid on in your Pay Leg, is 12 months old, or exceeds the specified amount based on your paid-as title. If you are not paid as a Team Manager or higher, you do not accumulate COV.

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, allowing you to earn more!

PAID-AS TITLE	PERCENT BONUS	MAXIMUM EARNINGS	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



Dual Bonus

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 Leg and your Personal Bonus Volume above 200.

You accumulate 40,000 DBV in your Strong Leg, 10,000 in your Pay Leg, and 500 PBV. You will receive €824 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 Leg.

After your Dual Bonus is calculated, you have 29,700 DBV remaining in your Strong Leg. As a Team Manager, you may have up to 25,000 COV for July so the remaining 4,700 will be flushed.

STRONG LEG:

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

PAY LEG:

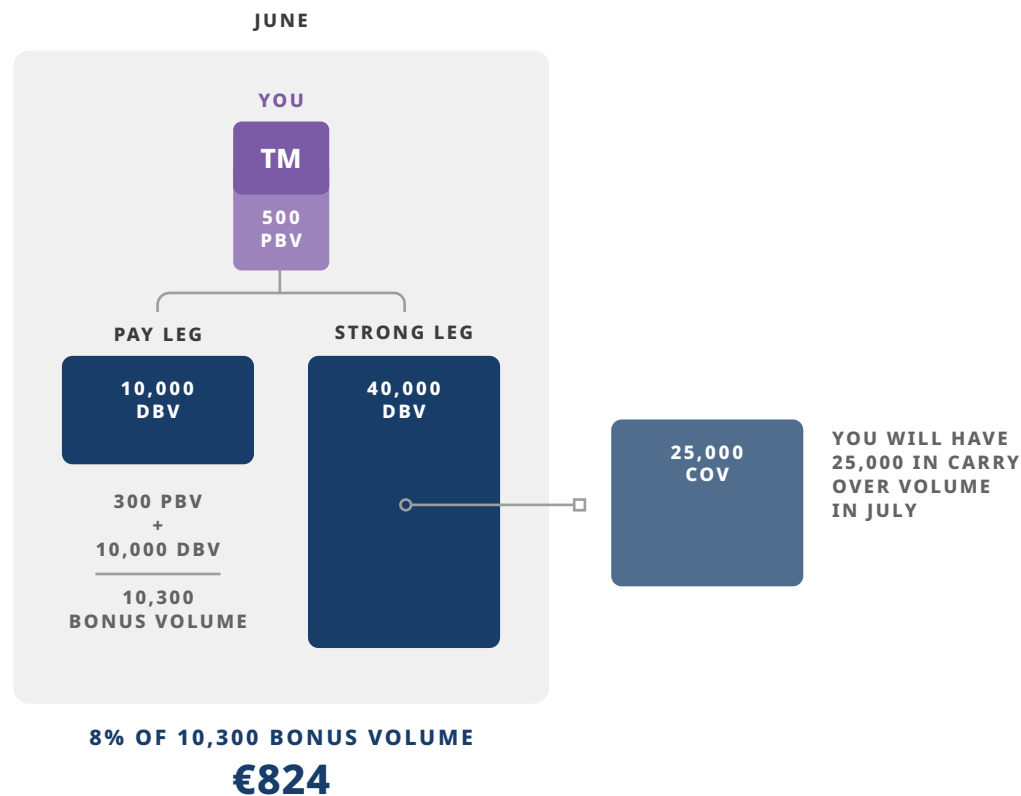
June DBV: 10,000
 Dual Bonus earnings: $8\% \times 10,000 \text{ DBV} = \text{€}800$
 There is no COV from your Pay Leg

PERSONAL BONUS VOLUME:

June PBV: 500
 Dual Bonus earnings: $8\% \times 300 \text{ PBV} = \text{€}24$
 (PBV above 200 is eligible for the Dual Bonus)

SUMMARY:

Total Dual Bonus earnings: **€824**
 Remaining COV for July: 25,000



Phase 3: Leader

To qualify for Phase 3 perks and bonuses you must be paid as a Director or above.

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

PSV - Personal Subscription Volume

DV - Downline Volume

RDP - Rolling Device Points

LV - Leg Volume

EL - Enrollment Leg

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
200 PSV	200 PSV	200 PSV	200 PSV	200 PSV	200 PSV	200 PSV	200 PSV	200 PSV
13,000 DV	25,000 DV	50,000 DV	100,000 DV	200,000 DV	400,000 DV	800,000 DV	1,600,000 DV	3,500,000 DV
3 RDP	3 RDP	3 RDP	3 RDP	3 RDP	3 RDP	3 RDP	3 RDP	3 RDP
3,500 LV x 2 EL	6,000 LV x 2 EL	12,000 LV x 2 EL	20,000 LV x 2 EL	35,000 LV x 2 EL	66,000 LV x 2 EL	130,000 LV x 2 EL	260,000 LV x 2 EL	570,000 LV x 2 EL
1,950 OV	3,750 OV	7,500 OV	15,000 OV	30,000 OV	60,000 OV	120,000 OV	240,000 OV	525,000 OV
			NewGenQ	NewGenQ	NewGenQ	NewGenQ	NewGenQ	NewGenQ



Fast Start Advancement Bonus & Matching Bonus

As a Leader, you continue to have the opportunity to earn a Fast Start Matching Bonus. You can qualify for this €100 bonus when you are paid as a Team Manager and you support your newly enrolled Independent Healy World Members to achieve both Fast Start Bonuses! There is no limit to how many times you can earn this bonus!

For detailed descriptions of the Fast Start Bonuses, refer to the Fast Start sections in both Phase 1 and Phase 2.

Mentoring & Coaching Bonuses

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 Enrollment Genealogy!

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

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

LEADERSHIP TITLES EARN

10%
LEVEL 1

5%
LEVEL 2



Leader Advancement Bonuses

When you advance to three of our key Leadership Titles for the first time, you will earn up to €273,000 in total Leadership Advancement Bonuses.

EXECUTIVE DIRECTOR

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

€3,000.

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

EXECUTIVE VICE PRESIDENT

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

€20,000

in Leadership Advancement Bonuses for this title.

There are five monthly payouts of €4,000 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 your title (or higher).

EXECUTIVE PRESIDENT

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

€250,000

in Leadership Advancement Bonuses for this title.

There are 10 payouts of €25,000 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 your title.

TITLE	EXECUTIVE DIRECTOR	EXECUTIVE VICE PRESIDENT	EXECUTIVE PRESIDENT
TOTAL BONUS	€3,000	€20,000	€250,000
MONTHLY PAYMENTS	1	5	10
NUMBER OF MONTHS	1	6	12



Leader Advancement Bonuses

HOW IT WORKS:

Suppose you advance to EVP in May and receive the first EVP Leadership Advancement Bonus of €4,000.

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 €4,000 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. You will receive a fourth payout of €4,000 for your EVP title and you will receive the first payout of €25,000 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 TITLE	EVP	SVP	SVP	EVP	PRES	EPRES
YOUR EVP BONUS	€4,000	—	—	€4,000	€4,000	€4,000
YOUR EPRES BONUS						€25,000

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						



Dual Bonus

Leaders may receive the Dual Bonus on Bonus Volume in their Dual Team Genealogy 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 Leg as well as any Personal Bonus Volume above 200. An equal amount of volume in your Strong Leg 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	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

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	€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 Enrollment Genealogy.

A Generational Executive Team Manager (ETM) is an individual in your Enrollment Genealogy 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.

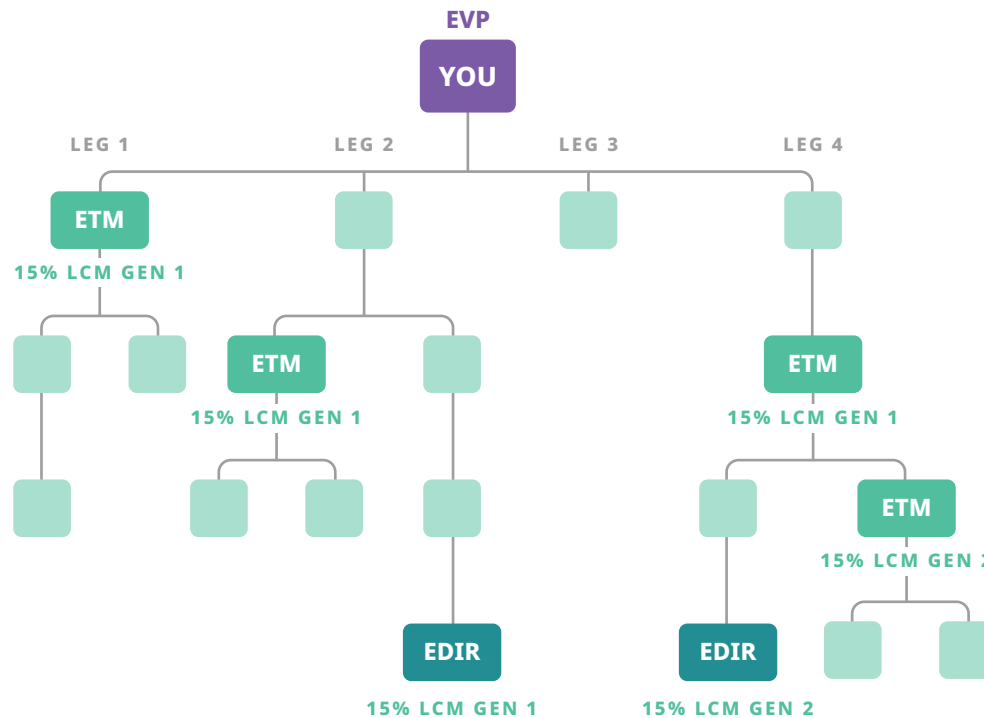
For example, if you are paid as a Director, you can earn up to €500 per Generational ETM. If you had two 1st Generation ETMs, you could earn up to €500 on each of them. There is no limit to the number of individuals that you may earn the maximum amount on.

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



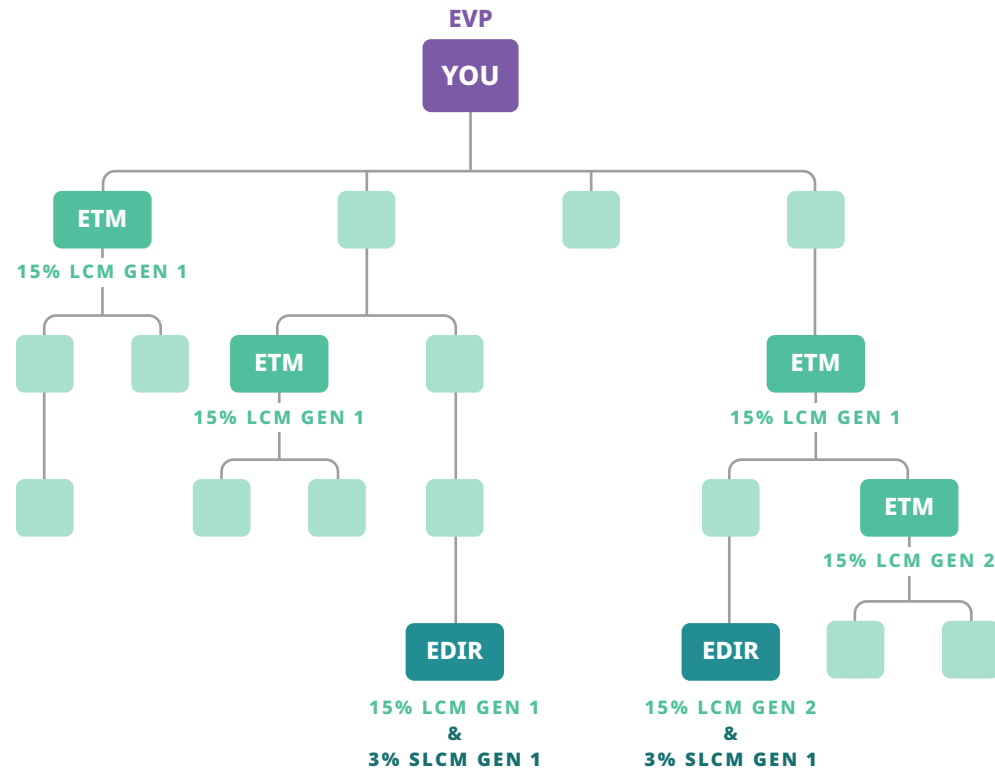
2. Super Leadership Check Match

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 Enrollment Genealogy.

A Generational Executive Director (EDIR) is an individual in your Enrollment Genealogy 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.

Glossary

ACTIVE

As an Independent Healy World Member, you must maintain at least 50 Personal Subscription Volume (PSV) to be considered Active for that month. Some bonuses will require an Independent Healy World Member to be active in order to receive the bonus. Please refer to the individual bonus definitions for requirements.

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 all 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 Enrollment Genealogy.

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, you are able to have the remaining Dual Bonus Volume (DBV) in your Strong Leg carry over into the next month, up to a maximum amount that is based on your paid-as title within the month.

COMPRESSION

A technique used to pay deeper in a bonus when an IHWM does not have PQV 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.

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.

CUSTOMER SUBSCRIPTION VOLUME (CSV)

The combined Qualifying Volume (QV) from your Customers and Members paid subscriptions and from the built in 3-month subscription associated with devices and upgrades purchased by your customers this month or in the previous two months.

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 (Enrollment Genealogy).

DOWNLINE

All of the Independent Healy World Members below you in your Enrollment or Dual Team Genealogies are considered to be part of your Enrollment or Dual Team downline.

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 Enrollment Genealogy.

DUAL BONUS OVERALL COMPANY CAP

If the total Dual Bonus earnings calculated for all eligible Independent Healy World Members exceeds 21% of the total Company Bonus Volume, then all Dual Bonus earnings will be adjusted by an equal percentage in order to ensure that all bonuses in the compensation plan may be paid as described.

DUAL BONUS VOLUME (DBV)

This volume is calculated for both the left and right leg of your Dual Team Genealogy. Each leg 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 leg.

DUAL TEAM GENEALOGY

The Dual Team Genealogy follows the Dual Team structure where you may have up to two legs. You

may choose to place individuals that you enroll in either your left or right leg 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.

ENROLLMENT GENEALOGY

The Enrollment Genealogy follows the line of enrollers.

FAST START PERIOD

Your Fast Start Period is the month you enroll plus the following two months.

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 month;
2. The DBV has not been paid on for 12 consecutive months;
3. The DBV exceeds the maximum COV allowed, based on an Independent Healy World Member's paid-as title.

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**

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.

**LEADERSHIP CHECK MATCH
OVERALL COMPANY CAP**

If the total Leadership Check Match payout in a month exceeds 10% of the total company BV, then all Leadership Check Match earnings will be adjusted down by an equal percentage in order to stay within the cap.

LEG

A leg starts with an Independent Healy World Member directly below you in the Enrollment Genealogy or Dual Team Genealogy and includes all of the Independent Healy World Members below them. You may have an unlimited number of legs

in your Enrollment Genealogy and may have up to two legs in your Dual Team Genealogy.

LEG VOLUME (LV)

The amount of Qualifying Volume (QV) accumulated during a given month in a particular leg in your Enrollment Genealogy.

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 Enrollment or Dual Team Genealogies.

**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 at least once every 12 months (current month plus previous 11 months). A new 1st generation is considered to be an IHWM who attains the Generational Title of ETM or higher (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 IHWMs with a Generational Title.

OUTSIDE VOLUME (OV)

The amount of Downline Volume (DV), including your Personal Qualifying Volume (PQV), that exists outside of your two largest Enrollment Genealogy legs. The two largest legs are the two legs with 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 LEG

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

PAYOUT FREQUENCY

Bonuses have a weekly, monthly or quarterly payout frequency. The 25% 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 Enrollment Genealogy. Similarly, the person directly above you in that same genealogy is your Personal Sponsor.

PERSONAL SUBSCRIPTION VOLUME (PSV)

The combined Qualifying Volume (QV) from your Customers' paid subscriptions, your own paid subscription(s), and from the built in 3-month subscription attached to the devices or upgrades purchased by you and your Customers this month or the previous two months. This is used only by the Career Path.

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 Team leg. 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.

PLACEMENT SPONSOR

You are the Placement Sponsor for the two IHWMs that are at the top of your left and right legs in the Dual Team Genealogy. Similarly, the individual directly above you in that same genealogy 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 (Enrollment Genealogy) in the current month and previous two months.

STRONG LEG

The Strong Leg is your leg in your Dual Team Genealogy 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 in this leg. Remaining volume may be available as Carry-Over Volume

SUPER LEADERSHIP CHECK MATCH OVERALL COMPANY CAP

If the total Super Leadership Check Match payout in a month exceeds 2% of the total company BV, then all Super Leadership Check Match earnings will be adjusted down by an equal percentage in order to stay within the cap.

UPLINE

All of the Independent Healy World Members above you in your Enrollment and Dual Team Genealogies 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	BLD	SBLD	EBLD	TM	STM	ETM	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
PERSONAL SUBSCRIPTION BONUS	Active = 50	50	50	50	100	100	100	200	200	200	200	200	200	200	200	200
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
ROLLING DEVICE POINTS					1	2	3	3	3	3	3	3	3	3	3	3
ENROLLMENT LEG					2	2	2	2	2	2	2	2	2	2	2	2
LEG 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: 25% - Monthly: 1,500 DPV: +5% (30% total) - 3,000 DPV: +10% (35% total)															
MONTHLY CUSTOMER SUBSCRIPTION	50 CSV: 5% - 200 CSV: 8% - 500 CSV: 10% - 1,000 CSV: 15%															
POWER PLAY BONUS	Bronze Tier: €50 Monthly Subscription Credit - Silver Tier: €200 plus €50 credit - Gold Tier: €500 + €200 Silver + €50 credit (€700 + credit total)															
FAST START CASH BONUS	Sell 3 Qualified Devices + 1,250 DPV in your 1st 30 Days: earn €25 per Holistic - earn €50 per Aura - earn €100 per Resonance															
FAST START ADVANCEMENT BONUS					Free Device											
FAST START MATCHING BONUS					€ 100											
MENTORING & COACHING LVL 1		5%	7%	9%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
MENTORING & COACHING LVL 2			3%	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
ADVANCEMENT BONUS					€ 100	€ 200	€ 500			€ 3,000			€ 20,000			€ 250,000
NUMBER OF PAYMENTS					1	1	1			1			5			10
MONTHS TO ACHIEVE										1			6			12
MATCHING BONUS					€ 50	€ 100	€ 250									
DUAL BONUS					8%	10%	12%	13%	14%	15%	15%	15%	15%	15%	15%	15%
MONTHLY MAXIMUM BONUS					€ 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
LEADERSHIP CHECK MATCH - GEN 1								10%	12%	15%	15%	15%	15%	15%	15%	15%
LEADERSHIP CHECK MATCH - GEN 2									10%	12%	15%	15%	15%	15%	15%	15%
LEADERSHIP CHECK MATCH - GEN 3										10%	12%	15%	15%	15%	15%	15%
LEADERSHIP CHECK MATCH - GEN 4											10%	12%	15%	15%	15%	15%
LEADERSHIP CHECK MATCH - GEN 5												10%	12%	15%	15%	15%
LEADERSHIP CHECK MATCH - GEN 6													10%	12%	15%	15%
LEADERSHIP CHECK MATCH MAX EARNINGS								€ 500	€ 1,000	€ 2,500	€ 5,000	€ 7,500	€ 10,000	€ 10,000	€ 10,000	€ 10,000
SUPER LEADERSHIP CHECK MATCH - GEN 1													3%	4%	5%	5%
SUPER LEADERSHIP CHECK MATCH - GEN 2														4%	5%	5%
SUPER LEADERSHIP CHECK MATCH - GEN 3															5%	5%
SUPER LEADERSHIP CHECK MATCH - GEN 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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HEALY COMPENSATION PLAN

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