



Compensation Plan

April 2022

www.healy.world

3 Fundamental Business Practices

1. Sell our products
2. Build a team
3. Advance in title



Healy World Plan

Core Bonuses

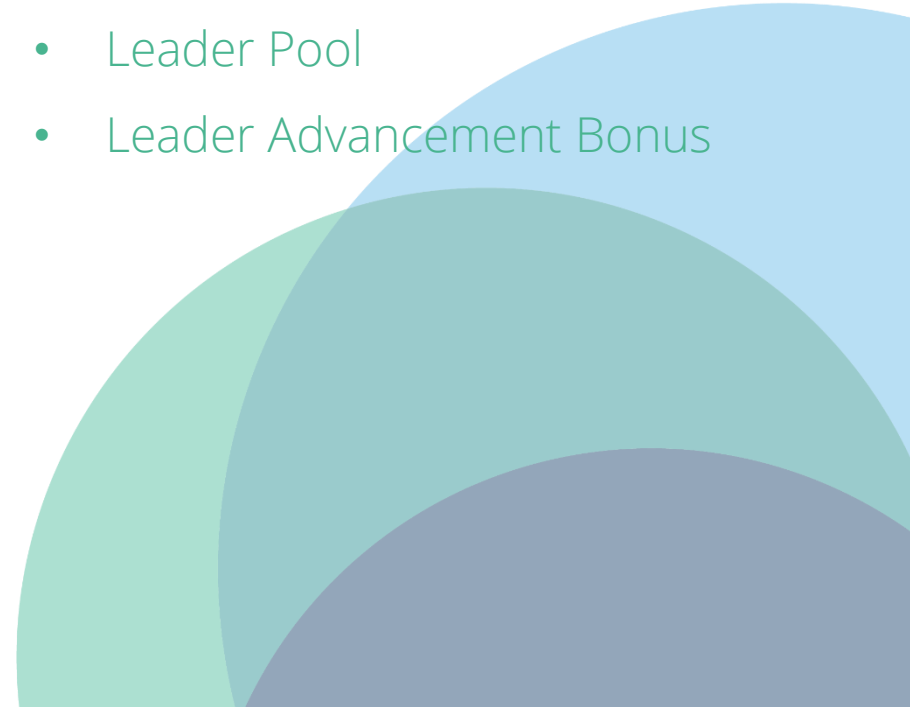
- Device Direct Bonus

Team Bonuses

- Mentoring & Coaching Bonus
- Dual Bonus
- Manager Advancement Bonuses

Leader Bonuses

- Leadership Check Match
- Super Leadership Check Match
- Leader Pool
- Leader Advancement Bonus



Summary Explanation

There are 3 ways to earn money

1. **Selling:** When you share our amazing products with others, you can earn between 30% and 40% on the devices you sell to your Customers and Members
2. **Team Building:** When you find other Members that want to do what you are doing, invite them to join your team. As you help them to become successful, you will be able to earn monthly cash bonuses and a percentage override on the devices and subscriptions that your team members sell.
3. **Leadership:** As you teach others to develop their own teams and become Executive Team Managers, you will also be able to earn a match on bonuses that they earn each month! Plus, we have great advancement bonuses and a Leader Pool to reward you for growing your business.

Leader Bonuses

Leadership Check Match

Super Leadership Check Match

Leader Pool

Leader Advancement Bonus



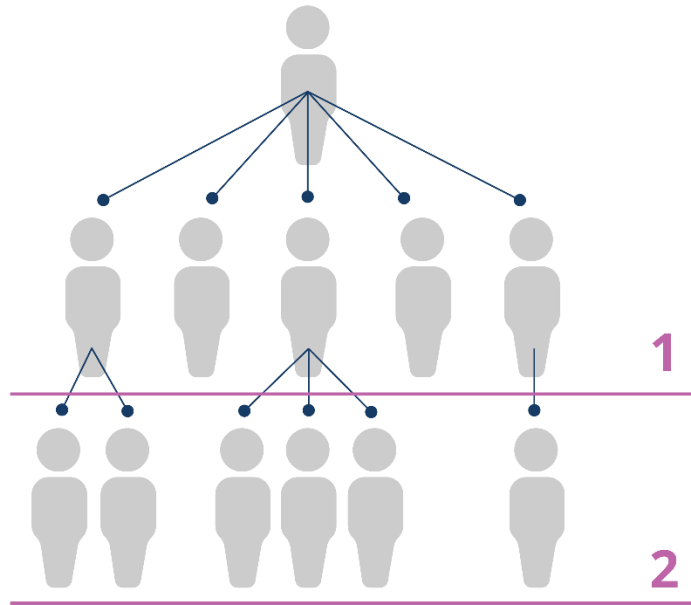
Full Career Path

for all Independent Healy World Members enrolled **after July 9, 2021:**

New Joiners

Title Names	Director	Senior Director	Executive Director	Vice President	Senior Vice President	Executive Vice President	President	Senior President	Executive President
Abbreviation	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
Personal Subscription Volume (PSV)	0 Waived	0 Waived	0 Waived	0 Waived	0 Waived	0 Waived	0 Waived	0 Waived	0 Waived
3-month Rolling Device Points (RDP)	1	1	1	1	1	1	1	1	1
Downline Volume (DV)	13k	25k	50k	100k	200k	400k	800k	1.6m	3.5m
Enrollment Leg	2	2	2	2	2	2	2	2	2
Leg Volume	3500	6k	12k	20k	35k	66k	130k	260k	570k
Outside Volume (OV)	1950	3750	7500	15k	30k	60k	120k	240k	525k
NewGenQ				Yes	Yes	Yes	Yes	Yes	Yes

Mentoring & Coaching Bonus

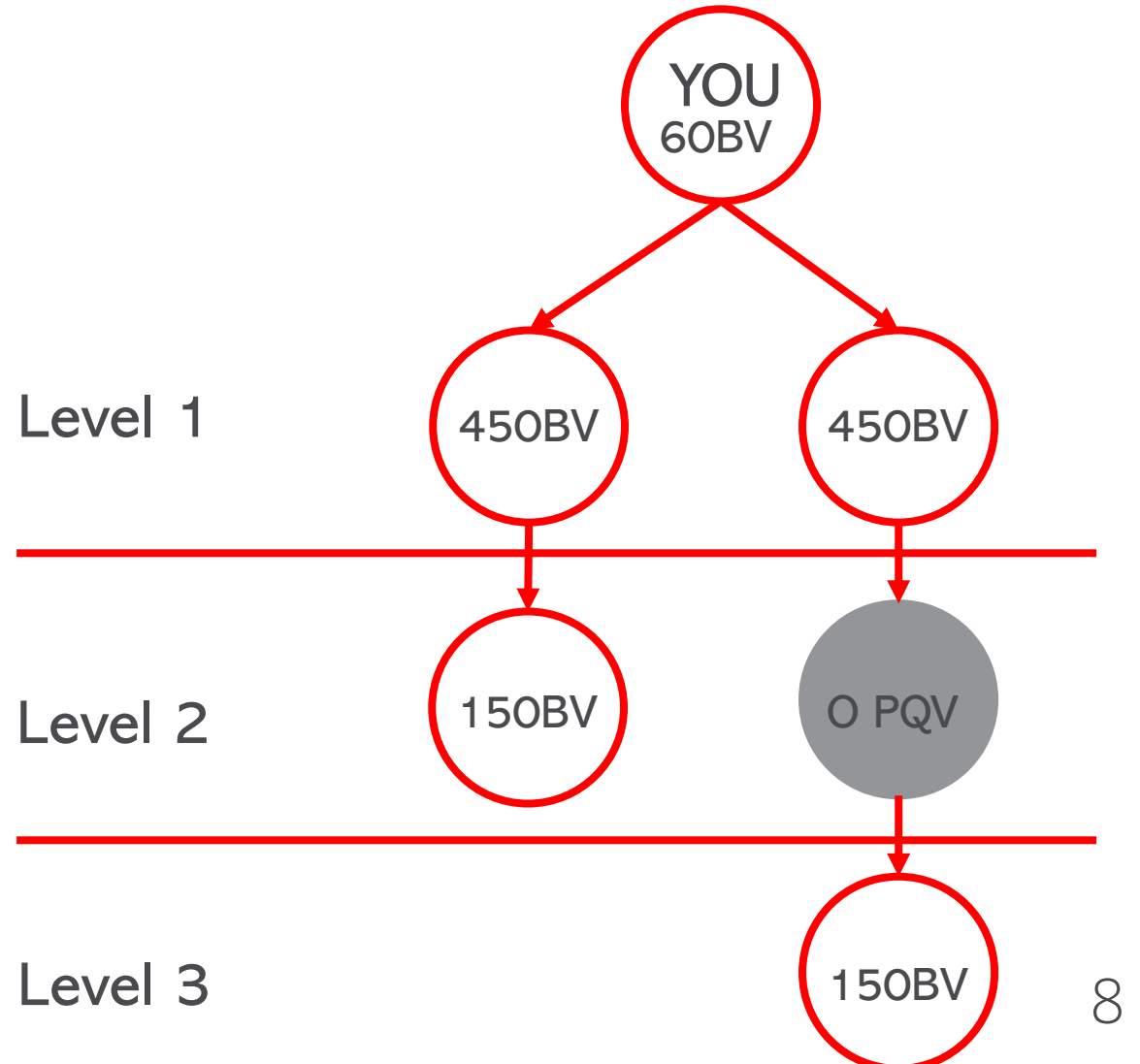


Paid Title	Director and above
Level 1	10%
Level 2	5%

- Pays on BV in ALL legs in the Enrollment Genealogy
- Pays on the BV of Device Sales & Upgrades (60%), Subscriptions purchased by your Level 1 & 2 IHWMs and their customers
- Compression (rollup) over Inactive Members, allowing you to earn deeper

Mentoring and Coaching - Example

- I have been in the business for seven months
- For last months production, I achieved the paid as status of Director
- Members sales based on Resonance Device, and Gold
- Bonus earnings as follows:
 - 900BV @ 10%
 - 300BV @ 5%
- Member on L3 is included as a level 2 due to compression for the calculation of this bonus only



Mentoring & Coaching Bonus

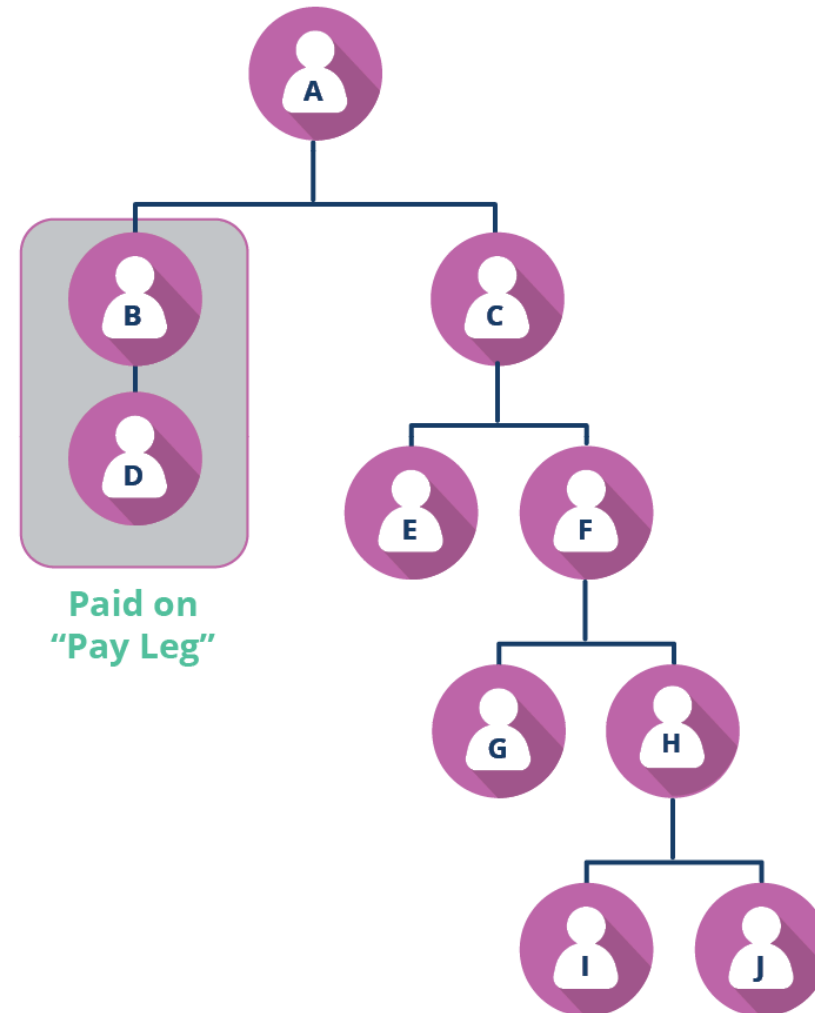
How To Maximize your Mentoring & Coaching Bonus

- Enroll new IHWMs
- Enroll those who want to build
- Teach your IHWMs to sell & enroll
- Build wide to establish a strong foundation in the early phase of building
- Develop your rising stars



Dual Bonus

- Dual Team Genealogy:
 - 2 Legs – Left & Right
 - Is not your Enrollment Genealogy
- Spillover of recruits from your upline often occurs
- Paid on volume in “Pay Leg” (leg with lesser volume)
- Equal amount of volume will be removed from your “Strong Leg” (leg with higher volume)



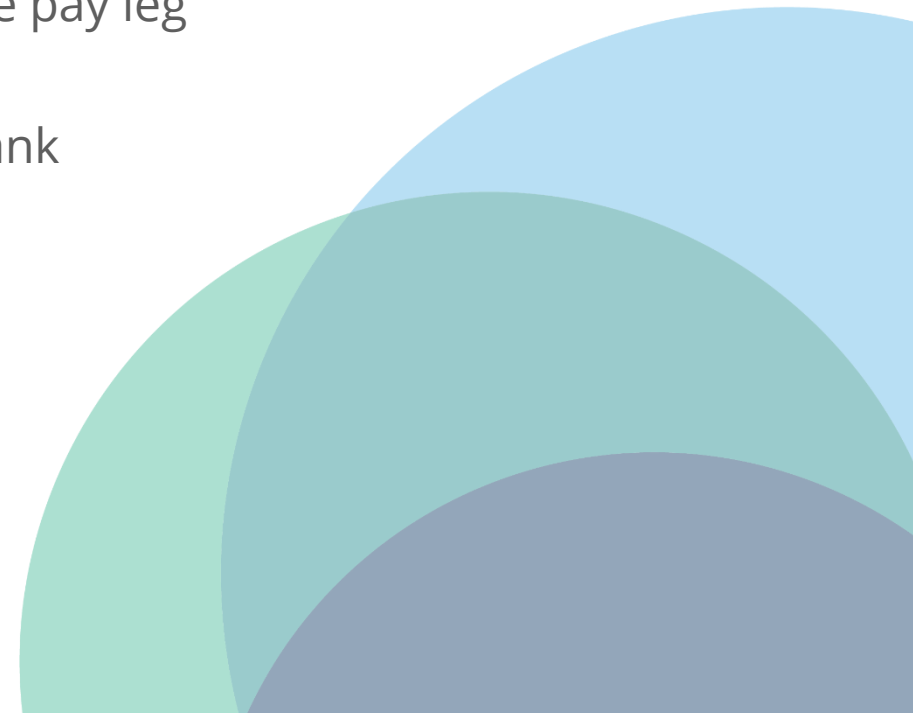
Dual Bonus

- Pays based on Paid-as Title
- Pays Monthly on DBV in Pay Leg & PBV above 200
- DBV includes Carry-over Volume (COV) and BV from current month

Paid Title	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
% Bonus	13%	14%	15%	15%	15%	15%	15%	15%	15%
Max Earn	8K	12K	17K	25K	35k	50k	80k	120k	150k
DBV Equivalent	61k	86k	113k	167k	233k	333k	533k	800k	1m
Max COV	150K	250K	500K	1M	2M	4M	8M	15M	25M

Dual Bonus Flushing Rules

- Both legs are flushed to zero if the paid-as rank is less than Team Manager for 3 consecutive months
- Carry Over Volume older than 12 months is flushed only if the Independent Healy World Member is not paid-as their Career Title for 12 consecutive months. (This will only apply to the strong leg volume because the pay leg volume is paid each month and set to zero)
- Carry Over Volume is flushed to the limit of the highest paid-as rank in the last 3 months (only volume above the limit is flushed)



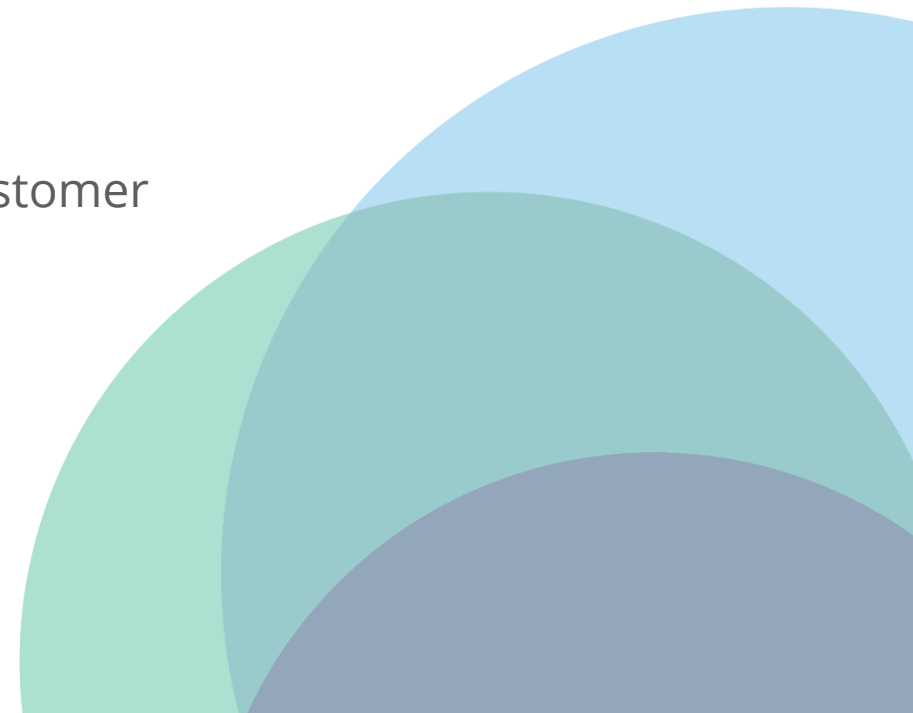
How to Keep Your COV (flushing rules)

- Be paid as a Team Manager or higher at least once every 3 months
 - Otherwise, Carry Over Volume (COV) is flushed from both legs
- Be paid as your Career Title at least once every 12 months
 - Otherwise, COV older than 12 months is flushed
- Build volume in your Pay Leg!
 - This will help you minimize or avoid “excess” COV in your Strong Leg because it will be matching the growing volume in your Pay Leg
 - COV in excess of the maximum COV allowed, based on your highest paid-as title in the current month and previous two months, will be flushed

Dual Bonus

How to Maximize your Dual Bonus

- Sell more – you earn a Dual Bonus on your Personal Bonus Volume above 200
- Work toward advancing to your next higher title to earn more
- Develop more volume in your Pay Leg by:
 - Enroll new IHWMs into your Pay Leg
 - Teach your team to sell & enroll (this bonus pays on their customer volume too)
 - Teach your team to advance to the next rank





Leader Advancement Bonuses

Title Names	Active Member	Builder	Senior Builder	Executive Builder	Team Manager	Senior Team Manager	Executive Team Manager	Director	Senior Director	Executive Director	Vice President	Senior Vice President	Executive Vice President	President	Senior President	Executive President
Abbreviation	ACT	BLD	SBLD	EBLD	TM	STM	ETM	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
3-month Rolling Device Points (RDP)	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Downline Volume (DV)		500	1250	1750	2500	4k	7k	13k	25k	50k	100k	200k	400k	800k	1.6m	3.5m
Enrollment Legs (EL)					2	2	2	2	2	2	2	2	2	2	2	2
Leg Volume (LV)					500	1k	2k	3500	6k	12k	20k	35k	66k	130k	260k	570k
Outside Volume (OV)							1050	1950	3750	7500	15k	30k	60k	120k	240k	525k

Leader Advancement Bonuses

- Multiple Bonuses may be earned in the same month
- 1st Payment is awarded for the month of advancement
- Must be paid-as to receive the monthly payment
- If Grace Months are used, monthly payments may be missed if paid at a lower title

Advancement Title:	EDIR 50k DV	EVP 400k DV	EPRES 3.5m DV
1 st Time Promotion	INR2,64,000	INR 17,60,000	INR 2,20,00,000
Monthly Payment	INR2,64,000	INR3,52,000	INR22,00,000
# of Payments	1	5	10
No. of months	1	6	12

Double Leader Advancement Bonuses

- **Leader Advancement Bonuses DOUBLED if achieved within specified time frame**
- Multiple Bonuses may be earned in the same month
- 1st Payment is awarded for the month of advancement
- Must be paid-as to receive the monthly payment
- If Grace Months are used, monthly payments may be missed if paid at a lower title

Advancement Title:	EDIR 50k DV	EVP 400k DV	EPRES 3.5m DV
1 st Time Promotion	INR5,28,000	INR 35,20,000	INR 4,40,00,000
Months after enrolling	6	12	18
Monthly Payment	INR5,28,000	INR7,04,000	INR44,00,000
# of Payments	1	5	10
No. of months	1	6	12

Leader Advancement Bonuses (How it Works)

	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 advances to EVP in May (13 months after enrollment) – receives LAB of Rs.3,52,000/-
- ❑ In June and July Leader is paid as SVP, so will not receive the payouts for those months.
- ❑ In August Leader is paid as an EVP and Sept. President, so will receive 2nd and 3rd payout of Rs.3,52,000/- each for those months.
- ❑ In Oct Leader qualifies as EPRES within 18 months following Enrollment hence qualifies for Double bonus, however Oct is also the 6th month of EVP Advancement Bonus.
- ❑ Leader will receive Rs.3,52,000/- for EVP and Rs.44,00,000/- for New EPRES title double bonus.
- ❑ Leader has additional 11 months to receive remaining 9 payouts for EPRES.
- ❑ Leader will not receive the final 5th payout for EVP because allotted time period for bonus is over.

Leader Pool

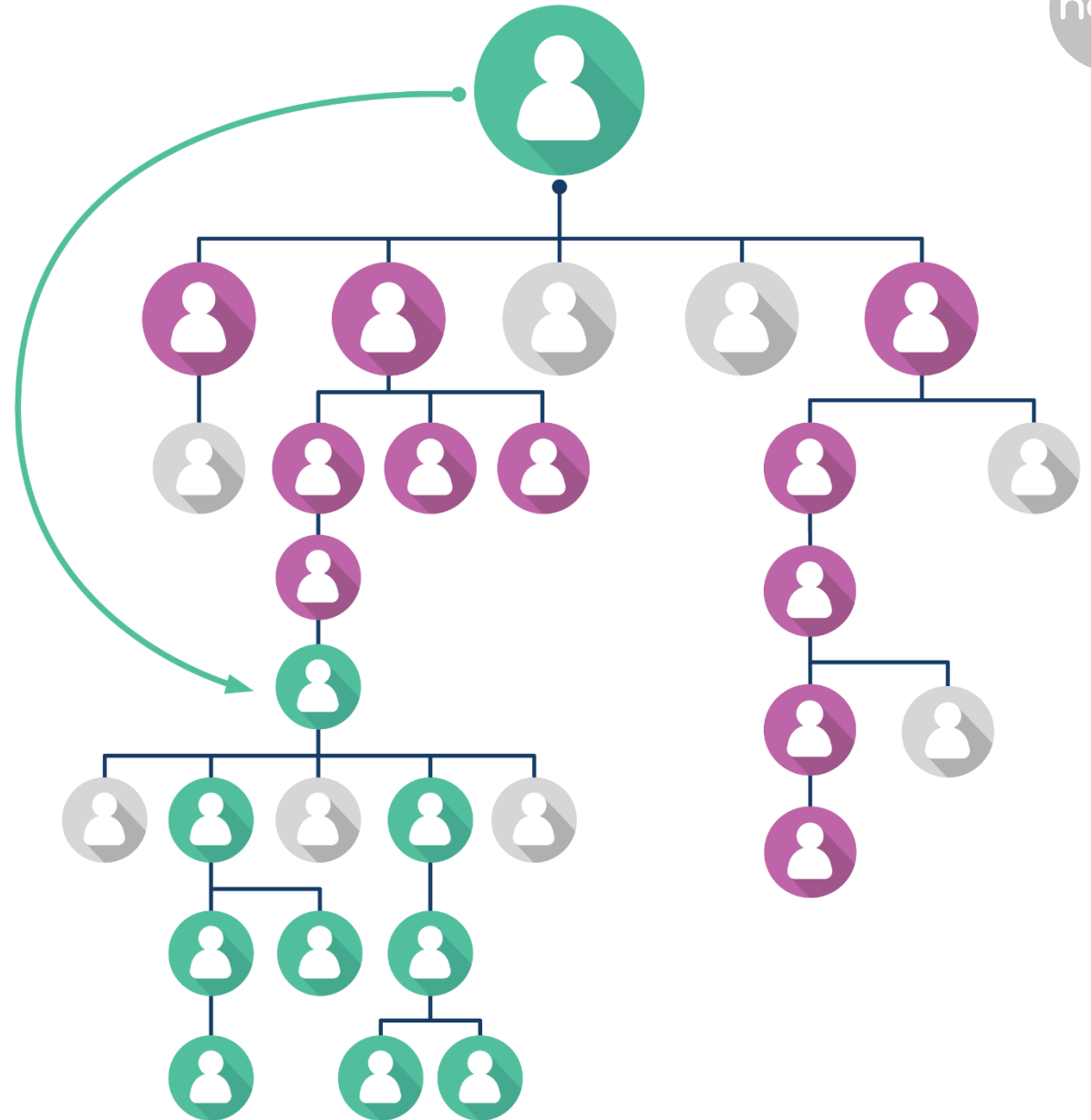
Pool Amount	1% of company BV
Timing	Pays Quarterly
Qualifications	Paid-as EDIR+ at least 2 of 3 months of quarter
Shares	Awarded for Paid-as Title and each block of 100,000 monthly DV

Paid-as Title	Shares
EDIR	3
VP	4
SVP	5
EVP	6
PRES	7
SPRES	8
EPRES	9
100,000 DV	1

- Leader will earn shares each month based on his paid as title.
- Additionally, 1 share for each block of 1,00,000 DV for that month.
- This pool shares 1% of Quarterly total company Bonus Volume equally among all shares awarded for the quarter.

Leader Success

- 1-2% of Active IHWM will become Leaders
- Leaders must “tap root”
- Develop their rising stars into Executive Team Managers & Leaders



Generational Titles & Generations

Generational Titles

- Two Generational Titles: ETM & EDIR
- Used to determine Generations (instead of Paid-as Title)
- Assigned and kept when you are paid as an ETM or higher or EDIR or higher at least once every 6 months
- If a Generational Title is lost, it can be regained by being paid as ETM or EDIR again

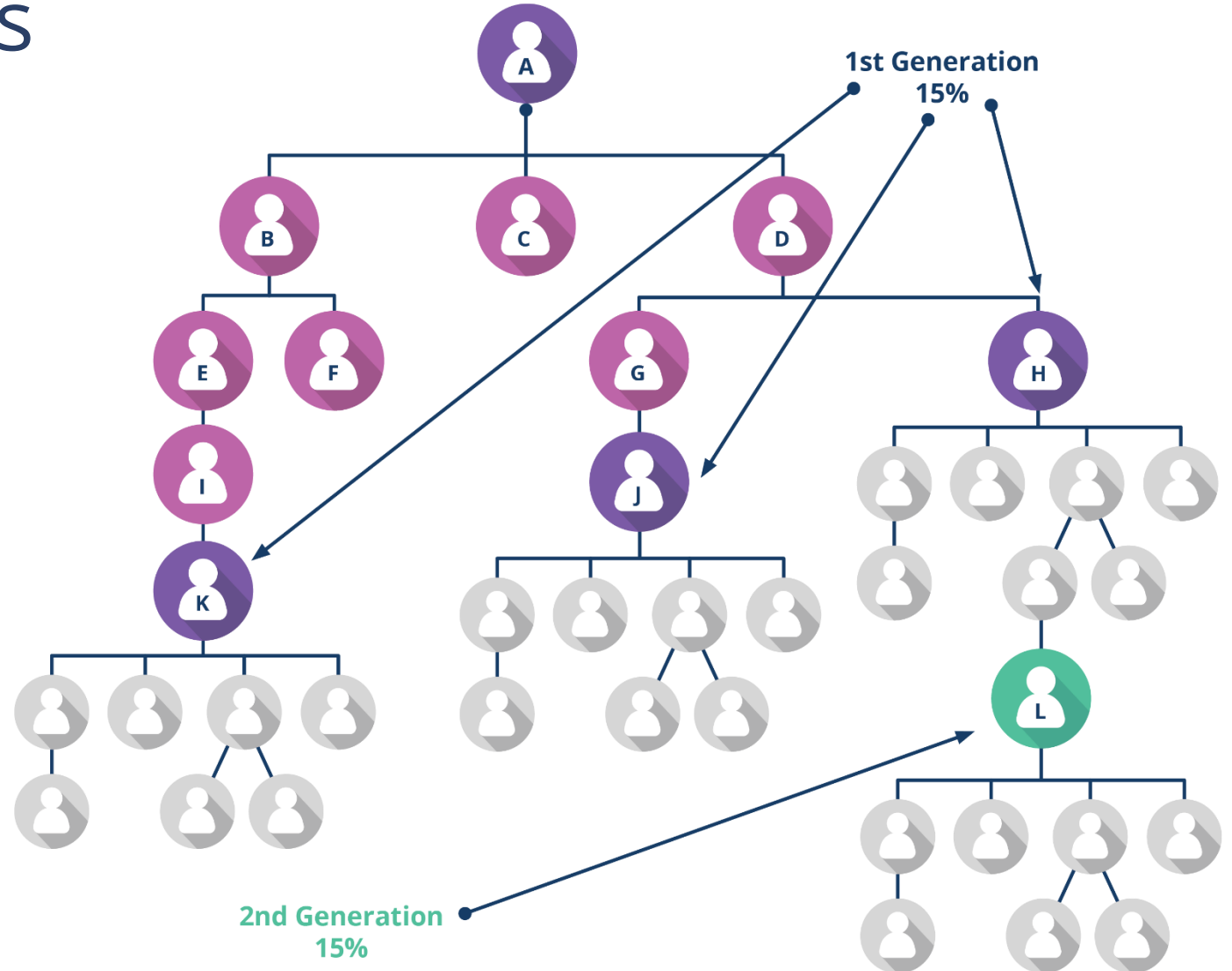
ETM & EDIR Generations

- An ETM Generation is a person in your Enrollment Genealogy that has the ETM or higher Generational Titles.
- An EDIR Generation is a person in your Enrollment Genealogy that has the EDIR or higher Generational Title.
- If someone with a Generational Title is not paid as that Generational Title (or higher), they are still considered a generation to you.

Check Match Bonuses

- Matches earnings from IHWMs with the Generational Title of ETM and EDIR in your Enrollment Genealogy
- Matches Dual Bonus and Mentor & Coaching Bonuses
- Up to 6 ETM Generations Deep!

2nd GENERATION
15%

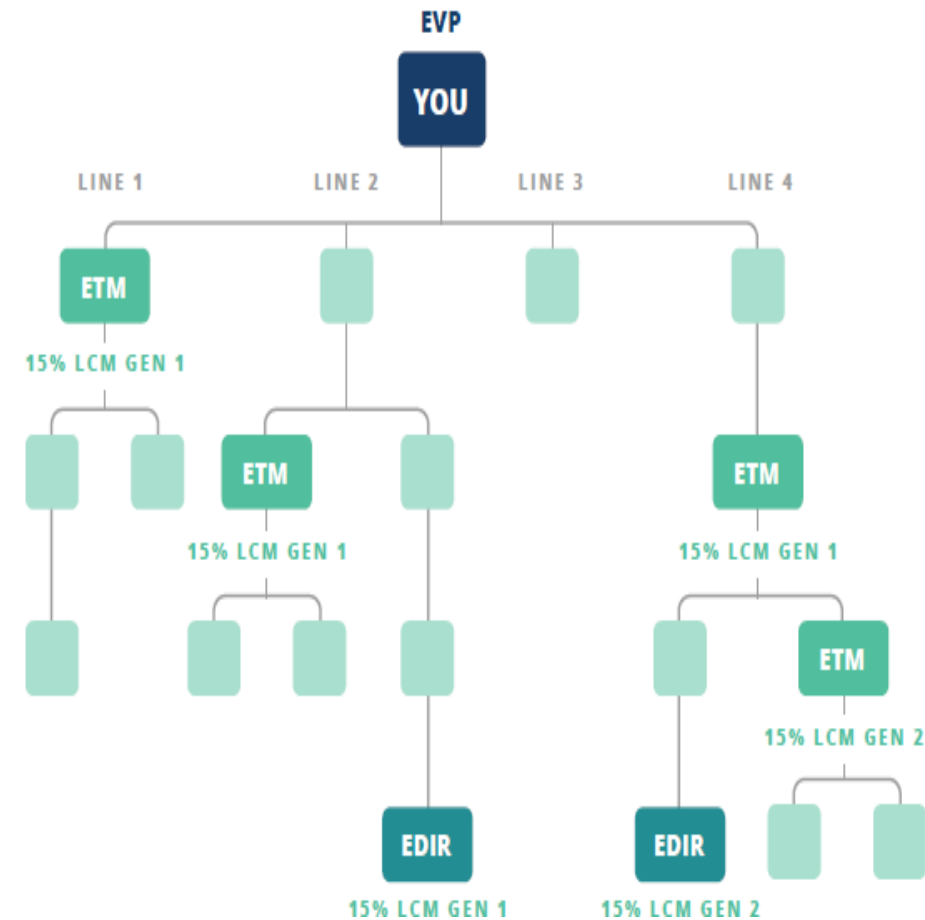


Leadership Check Match

Paid-as Title	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES+
ETM+ Gen 1	10%	12%	15%	15%	15%	15%	15%	15%
ETM+ Gen 2		10%	12%	15%	15%	15%	15%	15%
ETM+ Gen 3			10%	12%	15%	15%	15%	15%
ETM+ Gen 4				10%	12%	15%	15%	15%
ETM+ Gen 5					10%	12%	15%	15%
ETM+ Gen 6						10%	12%	15%
Maximum per Match	€500	€1,000	€2,500	€5,000	€7,500	€10,000	€10,000	€10,000

Leadership Check Match

- ❑ Leader is paid as EVP in the month
- ❑ He is qualified to earn a 15% match on Dual and Mentoring & Coaching Bonus earnings from his 1st through 4th ETM Generations
- ❑ And 12% match on his 5th and 10% on his 6th Generation.
- ❑ He has two 1st Generation ETM in second leg -15%
- ❑ He has one 1st Generation ETM in first and fourth leg- 15%
- ❑ In his 4th leg he has two 2nd Generation ETMs- 15%.
- ❑ 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.



Super Leadership Check Match

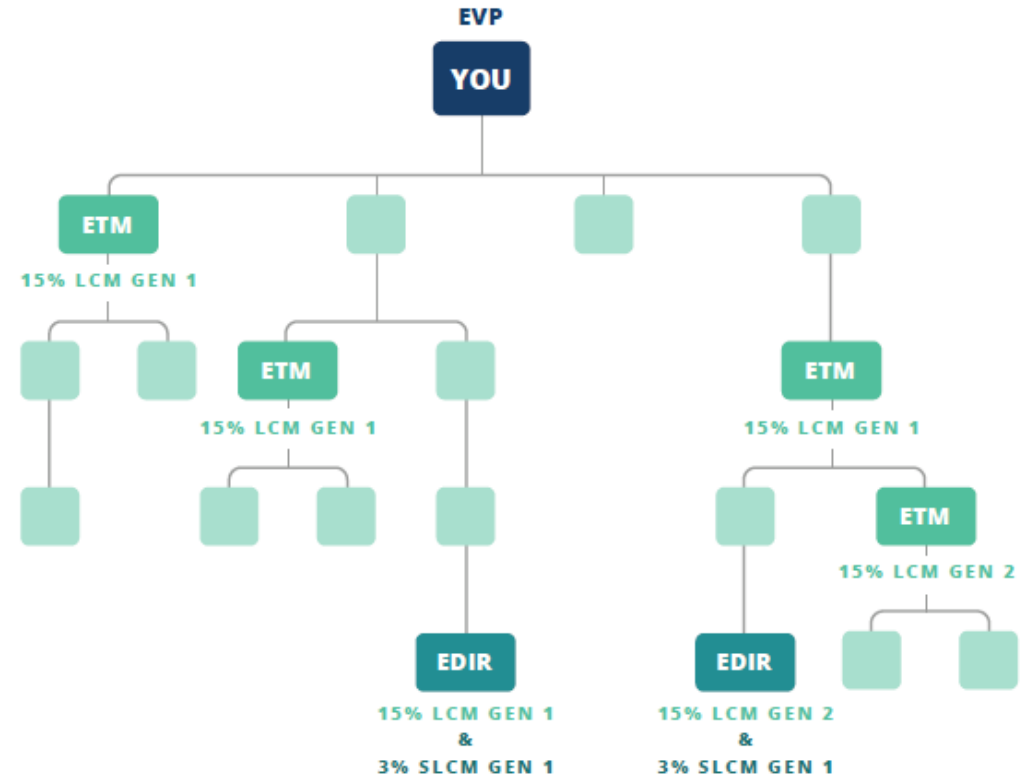
- Works like the Leadership Check Match but is based on the EDIR Generational Title
- Paid up to 4 Generations of EDIRs deep
- Paid in ADDITION to the Leader Check Match

	EVP 400k DV	PRES 800k DV	SPRES 1.6m DV	EPRES 3.5m DV
EDIR+ Gen 1	3%	4%	5%	5%
EDIR+ Gen 2		4%	5%	5%
EDIR+ Gen 3			5%	5%
EDIR+ Gen 4				5%



Super Leadership Check Match

- ❑ When you are paid as an EVP or higher you may earn a Super Leadership Check Match on the Dual Bonus and Mentoring & Coaching Bonus earnings of Generational EDIR in your sales group.
- ❑ A Generational EDIR is an individual in your Enrollment Genealogy that has the Generational title of EDIR.
- ❑ These Generations work in the same way as ETM Generations, but they are based on higher Generational EDIR title.
- ❑ The number of Generations deep and the percentage of earnings that you are match on is based on your paid as title for the month.



You can receive the Leadership Check Match and Super Leadership Check Match on the same Generational Executive Director.

Check Match Bonuses

How To Maximize your Check Match Bonuses

- Develop ETMs & EDIRs in your Enrollment Genealogy - Check Matches are paid on IHWMs with a Generational Title
- Continue to build your personal team
- Work with your rising stars wherever they are
- Build in ANY leg in your Enrollment Genealogy
- Build in several legs, not just one or two
- Teach others to develop new ETMs below them
- Teach others to help their ETMs to advance to higher leader titles

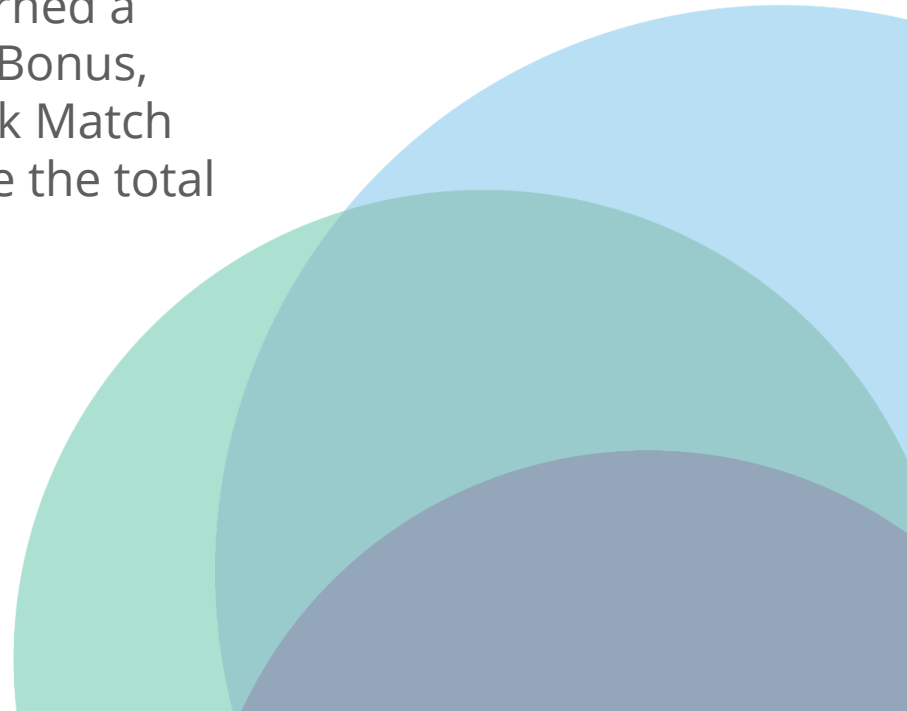


Other Items to Discuss



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 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.



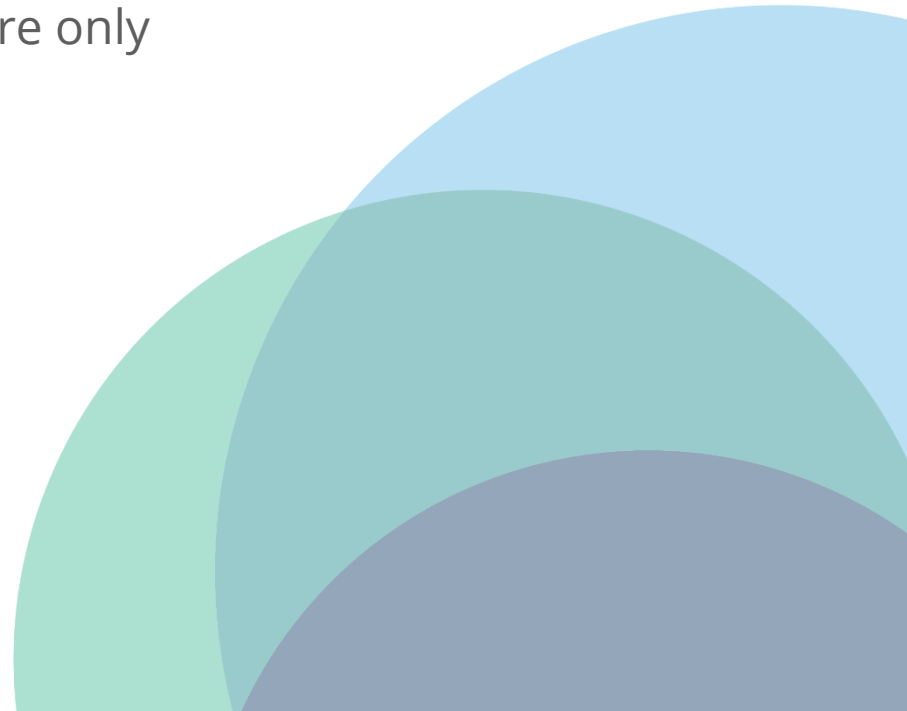
3 Fundamental Business Practices

1. Sell our products
2. Build a team
3. Advance in title



4 Strategies to Working the Plan as Leaders

1. Lead by example, continue the 3 Fundamental Business Practices
2. Find your **rising stars**
3. Help your Rising Stars to **advance to the next title**
4. **Overbuild** – don't just do the minimum. You can't grow if you are only doing the minimum.



Advantages of the Healy World Plan

- Immediate earnings / easy rank advancement in first 90 days
- Better **opportunity** and Stronger **retention** of new IHWMs and early builders
- Enhanced earnings opportunity for those who help others succeed
- Leaders are rewarded very well for developing rising stars
- Legally viable in all markets for sustainable & long-term growth



