



# Compensation Plan

## Build Your Healy World Business

Only Valid for India  
[www.healy.world](http://www.healy.world)

Effective 1st February 2025



# 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 hereinafter referred to as IHWM, 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 IHWM 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 an IHWM.

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 successfully refer Healy World products to Customers and IHWMs, you earn a bonus on those sales.

### Team Building

As you recommend and successfully refer 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 bonuses on the products successfully referred by your team members and their customers.

### Leadership Rewards

By growing your team and nurturing their development, you can become a Leader and earn additional bonuses 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 IHWMs 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 earned title achievement.

Your **Generational Title** is the title that is used to determine whether you are a qualifying Paid-as Generation Title to your upline and who in your downline might be a qualifying Paid-as Generation Title to you.



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

- Independent Healy World 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 IHWM, with the opportunity to share our products with others and build a business.

As an IHWM with the Builder or higher Paid-as Title, you have the opportunity to earn our Core 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 Paid-as 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 grow their successful referrals.

- 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 and the Check Match Bonus as you mentor your team and develop other Leaders like you.







## Direct Bonus

You can earn up to 40% on the Qualification Volume (QV)/ Bonus Volume (BV) from the Healy Editions, MagHealy Editions, Upgrades and consumable products that you successfully refer each month! The amount you earn is based on your total Direct Personal Volume (DPV) from Healy Editions, MagHealy Editions and consumable products purchased by your personal Customers and your Level 1 IHWMs Sales Group.

This bonus is paid on a weekly and monthly basis. 15% 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.

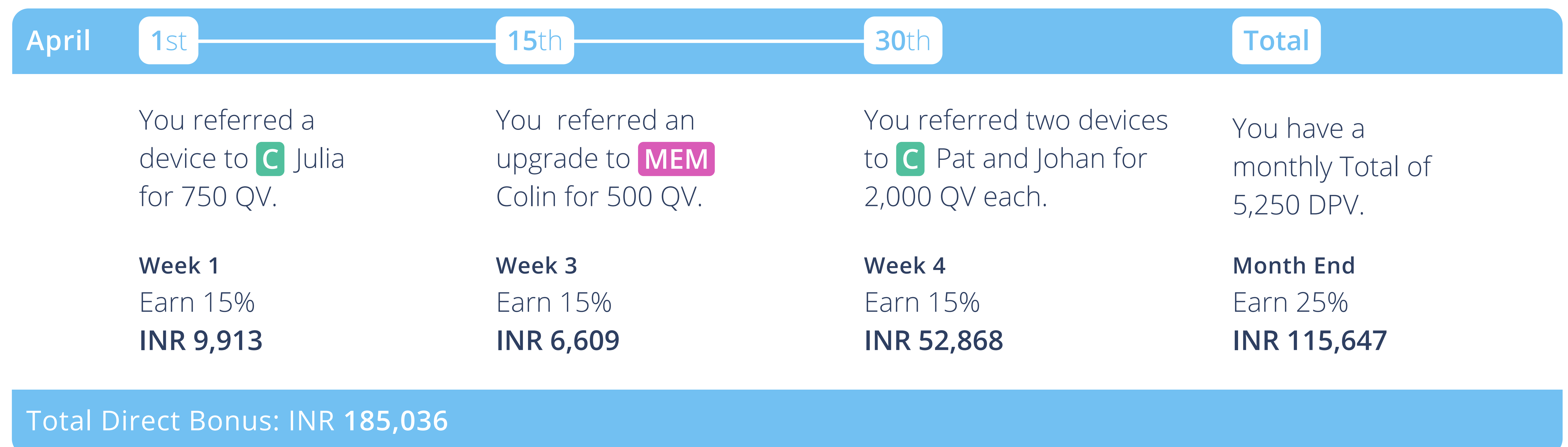
### How it Works:

You refer a Healy device that had 750 Qualification Volume (QV)/Bonus Volume (BV) to your Customer, Julia, on April 1st. Then you refer an upgrade with 500 Qualification Volume (QV)/ Bonus Volume (BV) to one of your Level 1 IHWMs, Colin, on the 15th of the month and two 2,000 Qualification Volume (QV)/Bonus Volume (BV) devices to your Customers, Pat and Johan on the 30th. You have a total of 5,250 in Direct Personal Volume (DPV), qualifying you for 40% in the Direct Bonus.

You'll receive 15% on each of the Healy Editions, MagHealy Editions, Upgrades and consumable products. with the weekly payments throughout the month for a total of INR 69,389 and then you'll receive the remaining 25% ( INR115,647 ) with your monthly bonus earnings, for a total Direct Bonus of INR 185,036.

Direct Personal Volume (DPV)	Bonus	Timing
1 – 1,999	15%	Weekly
2,000 – 3,499	Add 15% (30% Total)	Monthly
3,500+	Add 10% (40% Total)	Monthly

When the Direct Bonus is paid on Healy Editions, MagHealy Editions, Edition Upgrades and consumable products, the BV for all other bonuses will be reduced to 60% of the original BV.



**C** Customer **MEM** IHWM



# Phase 1: Builder

Builder Titles have access to our Core Bonus.

To qualify for Phase 1 bonus, you must be an enrolled IHWM.

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

## Phase 1 Titles and Requirements

Member MEM	Builder BLD	Senior Builder SBLD	Executive Builder EBLD
Enroll	500 DV	1,250 DV	1,750 DV

**DV** – Downline Volume

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



# Phase 2: Team Manager

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

To qualify for Phase 2 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.

## Phase 2 Titles and Requirements

Team Manager TM	Senior Team Manager STM	Executive Team Manager ETM
35 PSV or 1 RDP 2,500 DV 2 SL x 500 SLV	35 PSV or 1 RDP 4,000 DV 2 SL x 1000 SLV	35 PSV or 1 RDP 7,000 DV 2 SL x 2000 SLV 1,050 OV

**RDP** – 3-month Rolling Device Points  
**PSV** – Personal Sales Volume  
**OV** – Outside Volume

**DV** – Downline Volume  
**SLV** – Sales Line Volume  
**SL** – Sales Line

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



## 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.

**Compression (roll-up) applies to this Bonus**

**10%**  
Level 1

**5%**  
Level 2





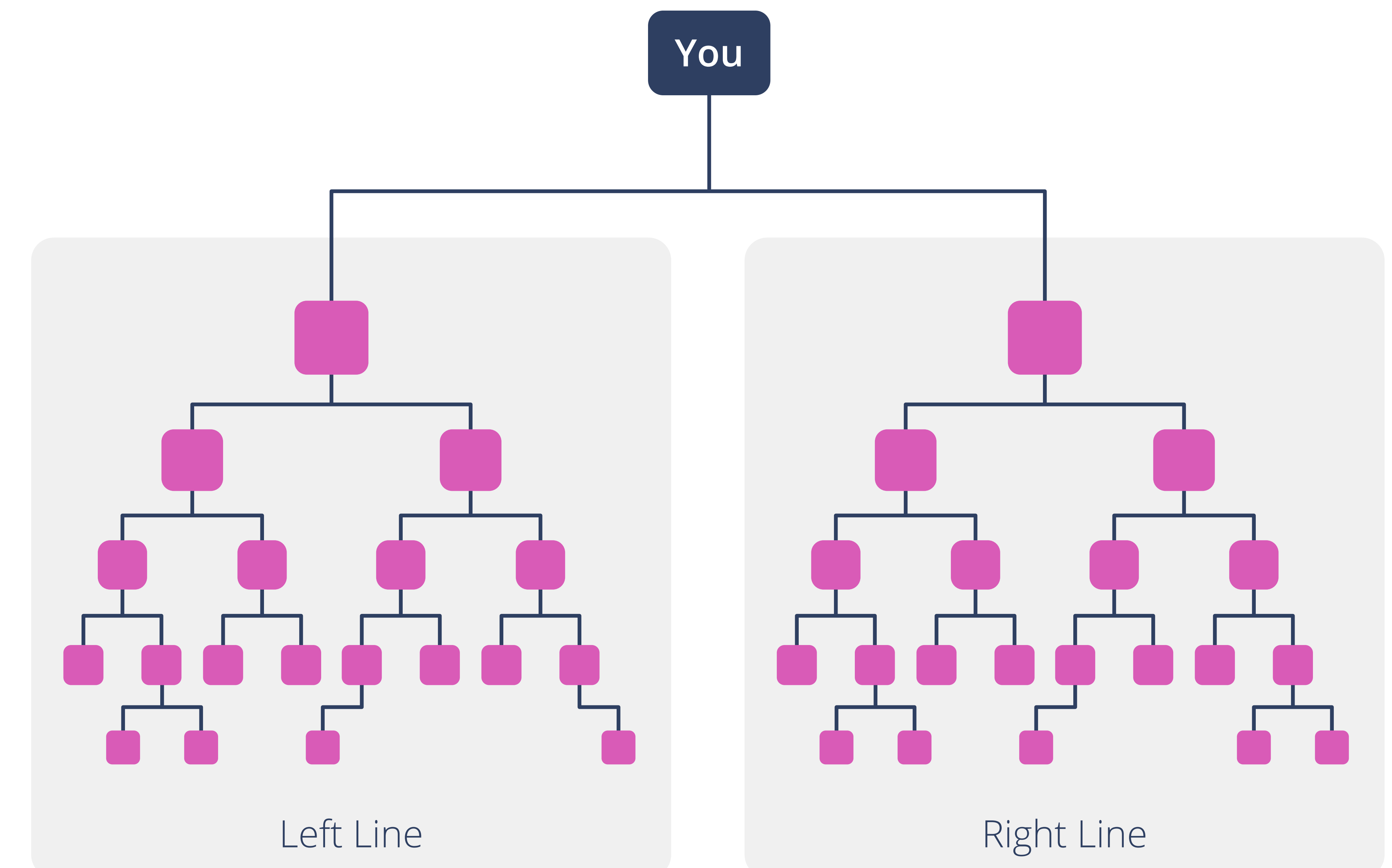
## Dual Bonus\*

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

Paid-as Title	Percent Bonus	Maximum Earnings Points
Team Manager	8%	1,000
Senior Team Manager	10%	2,500
Executive Team Manager	12%	5,000

### 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 INR 72,605 in the Dual Bonus, paid on a total of 10,300 Bonus Volume and an equal amount of DBV and PBV will be removed from your Strong Line.



After your Dual Bonus is calculated, you have 29,700 DBV remaining in your Strong Line. This remaining volume of 29,700 is COV for July.

### Strong Line:

June DBV: 40,000  
 June DBV Removed: 10,300  
 COV for July: 29,700

### Pay Line:

June DBV: 10,000  
 Dual Bonus earnings: 8% x 10,000 DBV = INR 70,490  
 There is no COV from your Pay Line

### Personal Bonus Volume:

June PBV: 500  
 Dual Bonus earnings: 8% x 300 PBV = INR 2,115  
 (PBV above 200 is eligible for the Dual Bonus)

### Summary:

Total Dual Bonus earnings: INR 72,605  
 Remaining COV for July: 29,700

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



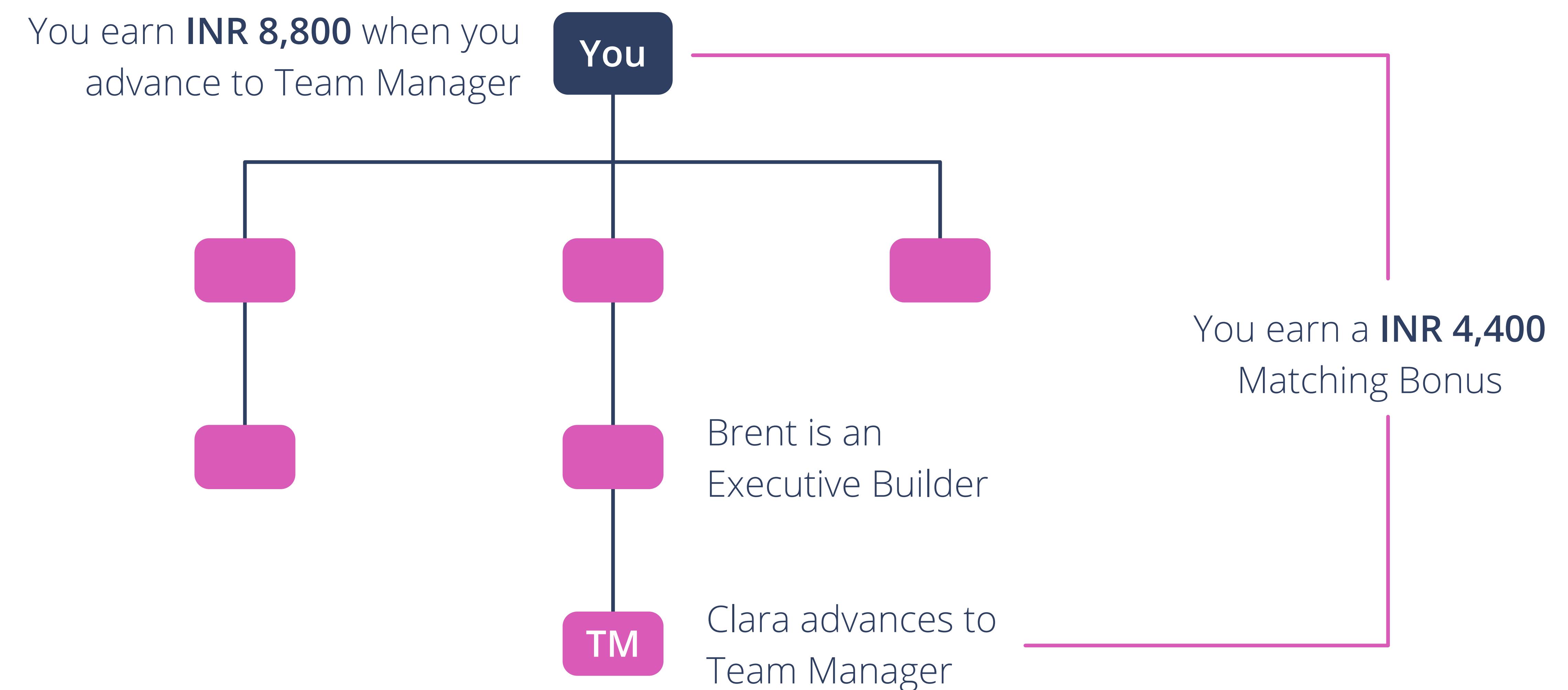
## Management Advancement Bonuses

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 INR 8,800. 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 May, then you will receive the INR 4,400 Management Advancement Bonus.



Title	Team Manager	Senior Team Manager	Executive Team Manager
1st Time Advancement Bonus	INR 8,800	INR 17,600	INR 44,000
Matching Bonus	INR 4,400	INR 8,800	INR 22,000



# Phase 3: Leader

To qualify for Phase 3 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.

## Phase 3 Titles and Requirements

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

**PSV** – Personal Sales Volume    **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.



## 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.

In the Leader Mentoring & Coaching Bonus, you will earn on the Bonus Volume from all of the IHWMs and their Customers on your Level 1 & Level 2 in your Sales group.

### Compression (roll-up) applies to this Bonus

**10%**  
Level 1

**5%**  
Level 2

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

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





## 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 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 the maximum earnings you may receive each month.

**See Dual Bonus (Team Manager Phase 2) for more information and examples.**

Paid-As Title	Percent Bonus	Maximum Earnings Points
Director	13%	8,000
Senior Director	14%	12,000
Executive Director	15%	17,000
Vice President	15%	25,000
Senior Vice President	15%	35,000
Executive Vice President	15%	50,000
President	15%	80,000
Senior President	15%	120,000
Executive President	15%	150,000



## Leader Advancement Bonus

### Executive President

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

**INR 22,000,000 / INR 44,000,000**

in Leadership Advancement Bonus for this title.

When you advance within 18 months following your enrollment month, you will earn the Double Bonus of up to INR 44,000,000. If you advance after that time, you may earn up to INR 22,000,000.

There are 10 payouts of INR 2,200,000 / INR 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 your title.

Title	Total Bonus	Double Bonus	Monthly Payments	Number of Months
Executive President	INR 22,000,000	INR 44,000,000 / 18 full months	10	12



# Check Match Bonuses

## 1. Leadership Check Match\*

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.

Paid-As Title	ETM+ Gen 1	ETM+ Gen 2	ETM+ Gen 3	ETM+ Gen 4	ETM+ Gen 5	ETM+ Gen 6	Maximum Earning Points per Match *
DIR	12%	—	—	—	—	—	500
SDIR	12%	12%	—	—	—	—	1,000
EDIR	12%	12%	10%	—	—	—	2,500
VP	12%	12%	10%	10%	—	—	5,000
SVP	12%	12%	10%	10%	8%	—	7,500
EVP	12%	12%	10%	10%	8%	8%	10,000
PRES	12%	12%	10%	10%	8%	8%	10,000
SPRES	12%	12%	10%	10%	8%	8%	10,000
EPRES	12%	12%	10%	10%	8%	8%	10,000

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

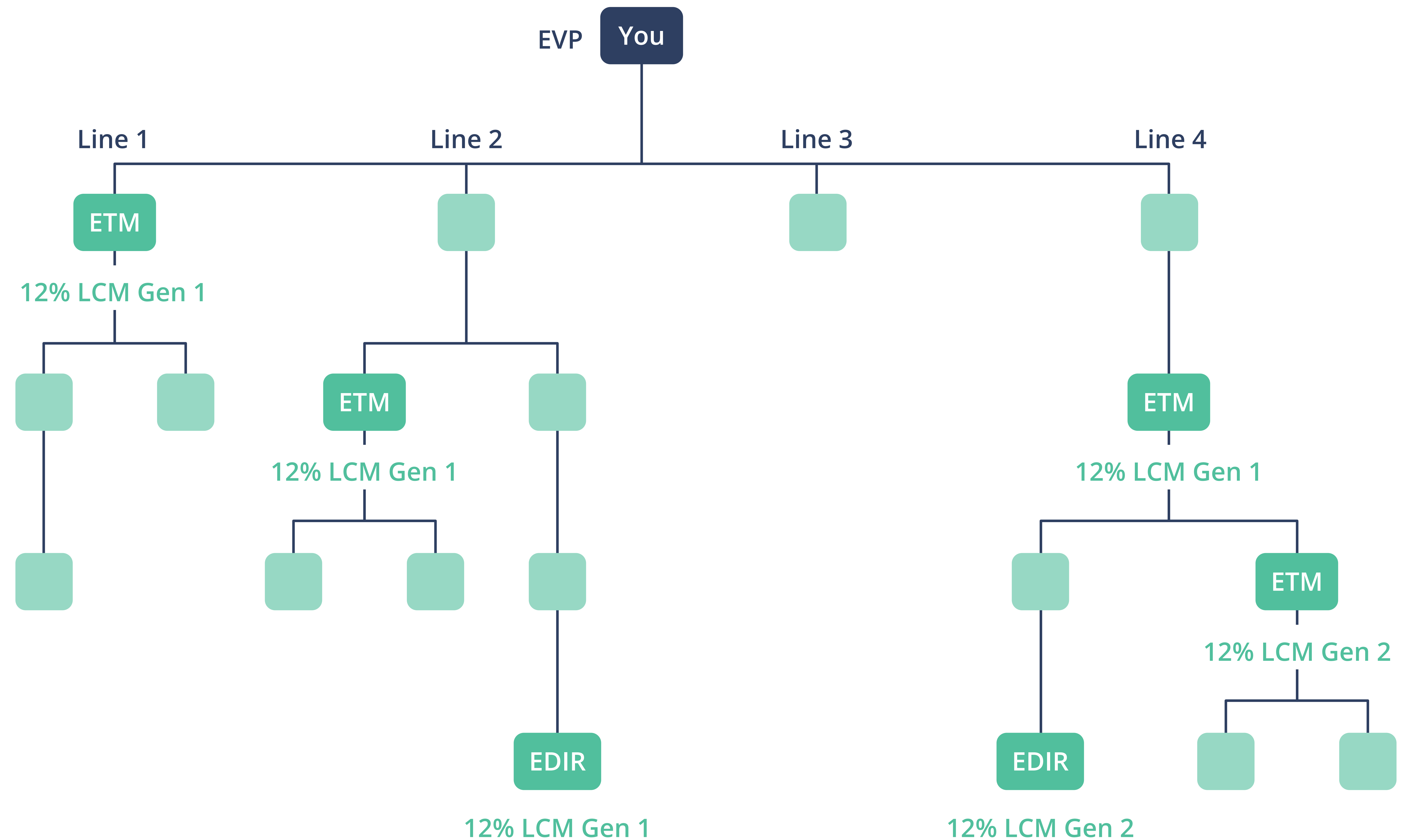


# 1. Leadership Check Match

## How it Works:

For example, you are paid an Executive Vice President in the month. You are qualified to earn a 12% match on the Dual Bonus and Mentoring & Coaching Bonus earnings from your 1st through 4th ETM Generations, 8% match on your 5th Generation and 8% 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 12% Generation 1 match on. In your fourth Line, there are also two 2nd Generation ETMs that you will earn a 12% Generation 2 match on. There's no limit to the number of Generations 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.





# Glossary

## **Bonus Volume (BV)**

The volume on which bonuses are paid. When a Direct Bonus is paid on a device, upgrade or consumable product, 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 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. 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, IHWMs 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.

## **Consumable Products**

These are goods, successfully referred through a IHWM shop, that are used by individuals that must be replaced regularly because they wear out or are used up. All articles that have no Bonus Volume according to the pricelist are not included in the compensation plan.

## **Compression**

A technique used to pay deeper in a bonus when an IHWM do not have a specific Career Title or Generational Title. The Manager Advancement Bonus, the Mentoring & Coaching Bonus and Leadership Check Match use compression. The rules of compression vary based on bonus type. Compression is also sometimes referred 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.

## **Downline**

All of the IHWMs 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 IHWMs (and their Customers) in your Sales Group.

## **Dual Bonus Maximum Earning Points**

Your Paid-as title determines your earnings in the Dual Bonus. If your earnings for the month exceed the stated Maximum Earning Points for your title, then your earnings will be adjusted to equal the Maximum Earning 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 Team Genealogy**

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 IHWM, you are considered to be their enroller. Enrolling new IHWMs 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. If an IHWM was not paid as a Team Manager (TM) or higher within the period, the pay-line Dual Bonus Volume (DBV) will be flushed.
2. If an IHWM was not paid as Team Manager (TM) or higher within the period, the 11 preceding periods all DBV in both lines will be flushed.
3. If an IHWM was not paid as an Executive Team Manager (ETM) in the period or the proceeding 5 periods, their Carry Over Volume (COV) older than 12 months 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 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 Earning Points per Match:**

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.

**Line**

A line starts with an IHWM directly below you in the Sales Group or Dual Sales Team and includes all of the IHWMs 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.

**Level**

The position an IHWM has in your downline in relation to you. IHWMs directly below you are your Level One. The Independent Healy World Members directly below your Level One IHWMs 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.

**Active Member:** Status applied to Independent Healy World Members (IHWM). An active member is an IHWM who regularly logs into their BackOffice account, uses their referral link to enroll new Members and Customers, and meets the qualifications for the Healy Compensation Plan and activity criteria. Active members will have access to the Healy BackOffice, as well as other systems and tools, such as iPayout accounts, Healy Academy, and others that may be developed in the future.

**Inactive Member:** Status applied to Independent Healy World Members (IHWM). An inactive Member is an IHWM who have not logged into their account or used their personal referral link to enroll a member or customer for 12 months or more. After a year of inactivity, an inactive member will be converted to a Customer. Consequently, you will lose access to the Healy BackOffice System and forfeit any rights to outstanding free devices, gifts, or other incentives earned as an IHWM.

**Deactivated Member Account:** Status applied to an Inactive Member converted into a Customer. This status applies to someone who has been converted into a Customer due to a period of inactivity. Please refer to "Inactive Member" in this Glossary for more details. A Member account will be deactivated after 18 months of inactivity. Consequently, you will lose access to the Healy Backoffice and other systems and tools. iPayout accounts may be closed, and you will forfeit any rights to outstanding gifts, free devices, payments, or commissions. Reactivation of these accounts is not possible. As a customer, it will be possible to retain access to the Healy World Shop and Healy World products.

**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). A new 1st Generation is considered to be an IHWM 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 IHWMs 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 first 15% portion of the Direct Bonus pays weekly 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 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.

**Personal Sales Volume (PSV)**

The total Qualification Volume (QV) from Healy World device hardware, packages, program groups, Healy World device hardware Upgrades, add-ons and consumable products purchased by you and successfully referred to your personal Customers in each period. These purchases will provide you with products for personal use, as well as for demonstrations and samples to grow your business. Additionally, by referring monthly to individual customers, you will progressively expand your customer base.

**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.

**Dual Team Placement Sponsor**

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

**Qualifying Volume (QV)**

Every hardware, program group, Healy World Device hardware upgrade and consumable product has both Qualifying Volume (QV) and Bonus Volume (BV) assigned to it. QV is assigned to the Career Path to determine your Career Title or Paid-as Title for each period. When earning bonuses within, the Compensation Plan QV and BV are the same. When the Direct Bonus is paid on devices, device upgrades or consumable products, the QV and Bonus Volume Value is reduced but remains equivalent to each other.

**Rolling Device Points 3-Months (RDP)**

The total count of devices, upgrades and add-ons 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 Volume (SLV)**

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

**Sales Line**

A Line in your Sales Group. [See also Line.](#)

**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 (Coordinated Universal Time, UTC) to Sunday 23:59 UTC.



Career Path	Phase 1				Phase 2			Phase 3								
	MEM	BLD	SBLD	EBLD	TM	STM	ETM	DIR	SDIR	EDIR	VP	SVP	EVP	PRES	SPRES	EPRES
<b>Personal Sales Volume</b>					35	35	35	50	50	50	100	100	100	200	200	200
<b>or</b>																
<b>3-Months Rolling Device Points</b>					1	1	1	1	1	1	1	1	1	1	1	1
<b>Downline Volume</b>		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
<b>Sales Line Volume</b>					2	2	2	2	2	2	2	2	2	2	2	2
<b>Line Volume</b>					500	1,000	2,000	3,500	6,000	12,000	20,000	35,000	66,000	130,000	260,000	570,000
<b>Outside Volume</b>							1,050	1,950	3,750	7,500	15,000	30,000	60,000	120,000	240,000	525,000
<b>NewGenQ</b>											Yes	Yes	Yes	Yes	Yes	Yes

## Bonuses

<b>Direct Bonus</b>	Weekly: 15% - 1,999 DPV   Monthly: +15% 2,000 - 3,499   +10% 3,500 + (40% total)															
<b>Mentoring &amp; Coaching Bonus</b>																
<b>Level 1</b>					10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
<b>Level 2</b>					5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
<b>Dual Bonus</b>					8%	10%	12%	13%	14%	15%	15%	15%	15%	15%	15%	15%
<b>Maximum Earning Points</b>					1,000	2,500	5,000	8,000	12,000	17,000	25,000	35,000	50,000	80,000	120,000	150,000
<b>Advancement Bonuses</b>					INR 8,800	INR 17,600	INR 44,000									INR 22,000,000
<b>Double Advancement Bonuses</b>																INR 44,000,000
<b>Number of Payments</b>					1	1	1									10
<b>Months to Achieve</b>																12
<b>Matching Bonus (Management Advancement Bonus)</b>					INR 4,400	INR 8,800	INR 22,000									
<b>Leadership Check Match Bonuses</b>																
<b>ETM Generation 1</b>								12%	12%	12%	12%	12%	12%	12%	12%	12%
<b>ETM Generation 2</b>									12%	12%	12%	12%	12%	12%	12%	12%
<b>ETM Generation 3</b>										10%	10%	10%	10%	10%	10%	10%
<b>ETM Generation 4</b>											10%	10%	10%	10%	10%	10%
<b>ETM Generation 5</b>												8%	8%	8%	8%	8%
<b>ETM Generation 6</b>													8%	8%	8%	8%
<b>Maximum Earning Points per Match</b>								500	1,000	2,500	5,000	7,500	10,000	10,000	10,000	10,000



# Healy World is Your Opportunity!

Healy World is not only with you on your way to greater wellbeing, 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.





## Frequencies for Your Life

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