



Commission plan

Basic concepts

Customer

A person without a business account on the company's Internet platform. A Customer may place an order for goods offered on the company's platform. A Customer may be either registered (have an account on the WellU platform) or unregistered.

Business Partner (BP)

A person with a business account at WellU. The BP has all the rights of a Customer and additionally has the possibility to use the company's business platform to conduct his or her own business activity. The activity consists of obtaining new Customers and Business Partners. The BP receives a commission for her or his activities depending on the turnover generated by the entire network that he/she initiated.

The BP has an individual ID, meaning a unique name used to log into the company's portal and for recommending new users.

Business Partner+ (BP+)

An additional mark granted to a Business Partner who performed at an accumulated turnover amounting to 300 points together with the team and obtained the right to acquire WellU products with the highest amount of discount.

Point (P)

A conversion unit in which sales are counted for the purposes of calculation and payment of commissions. Products and services traded in the company have sales prices assigned in accordance with different categories of users and amounts of points.

Commission point (CP)

A conversion unit used for calculating commission for Business Partners. The rewards resulting from hereby commission plan are calculated in commission points. Afterwards, the total value of the commission points is converted into EUR.

Annual subscription

A fee incurred once every 12 months for the BP account. A package of information material is included in the fee. After registration of the business account the BP has 30 days to make payment, which is automatically added to the shopping cart together with the first order. Lack of payment causes a change



of the BP status to "Customer" status. A user with a CUSTOMER status may change the account status to business at any time, and in such case again has 30 days to make payment.

Accounting period (AP)

The period in which turnover and commissions are calculated. The accounting period lasts 7 days, starting on Saturday at 0:00 CET.

Building a team

To create income as a BP, you need to build a network of customers and subsequent Business Partners. The network is created in parallel according to two mechanisms which also cause the calculation of two different components of the total commission:

- Unilevel downline
- Binary tree

Unilevel downline

The system recognises who was recommended by whom. On this basis, it creates a so-called unilevel downline. The downline starts from you. Persons that you personally recommended constitute your first generation. Persons recommended by your first generation constitute your second generation, and so on.

Binary tree

The binary tree consists of Customers and Business Partners arranged according to binary rules. This means that every person initially has two empty places in the binary tree - left and right. New people are placed in the empty places. This means creation of two teams: left (L) and right (R).

The binary tree mechanism has a so-called waiting room. When a new person is registered by your recommendation, this person goes to the waiting room. Placing a new person in the tree may be done in two ways:

- **Manually** - you choose the appropriate place in the tree from your point of view and place the new person there. In order to do so, clicking the empty place (marked graphically), will result in displaying a list of persons in the waiting room. Clicking on a given person causes their placement in the selected place. You have 7 days from registration to place the new person.
- **Automatically** - if within 7 days, the person in the waiting room is not placed in the binary tree, the system will do so automatically, in accordance with the set preferences for positioning new people in your profile. There are three possibilities of automatic positioning:
 - Left side - the extreme lower left place in the tree



- Right side - the extreme lower right place in the tree
- The weaker side - the extreme lower position in the tree on the side (L or R) where at the given moment there are less people. This option is set by default. You can change it in your profile.

The binary mechanism necessitates placing new BPs "under" persons already existing in the tree. This way, by building your own downline you also help previously registered BPs. It also means that there may be persons recommended by someone who is "above you" within your tree. This is very favourable, because the turnover of these persons affects the amount of your compensation.

Business Partner's Activity

ACTIVITY is the minimum level of your regular purchases and those of your customers at a minimum level of 50p at least once every four accounting weeks.

You become an ACTIVE Business Partner for the first time when your sales and the sales of your Customers amount to a minimum of 50p in one accounting period. The duration of activity is four accounting periods (4 weeks). The accounting period in which a minimum turnover of 50p is made is the first week of activity.

The continuity of activity requires a minimum turnover of 50p at least once every four accounting weeks.

If in one of the subsequent weeks during which you are active, additional turnover is made giving activity, the continuity of activity starts again.

All purchases exceeding the activity requirement increase the turnover at your binary tree, on the side where turnover is less at any given moment.

The activity end date is displayed in the virtual office in several places. After this date, you must place an order with a minimum value of 50p no later than by the end of the next accounting period in order to maintain the continuity of activity.

Activity causes the calculation and accumulation of points for turnover made by your team. The point balance at the end of the accounting week is the basis for calculating commissions.

The point balance in the binary mechanism not used for calculating commissions (see binary commissions) passes to the next accounting period as long as you remain active. The balance is cleared (reset) when there is a break in the continuity of activity.



Manager

Manager is the first rank on the career path (more information on this can be found further below). Here is where you begin to generate passive income from the turnover of your team. You become a Manager when you meet both criteria:

- You are active (pursuant to rules specified above)
- You have in your team a minimum of two active Business Partners that you personally recommended, of which there must be at least one on each side of your binary tree.

Rebate / Margin

The Business Partner shall be entitled to receive rebates on purchases and a margin on purchases made by Customers and Partners. The basis for calculating the margin and rebates is the retail price of the products.

- **20%** - rebate or margin on Customer purchases for Business Partner who has not yet obtained 300p cumulative turnover together with the unilevel downline.
- **40%** - rebate or margin on Customer purchases for Business Partner+ (after obtaining 300p cumulative turnover together with the unilevel downline).
- **20%** - from Business Partner purchases for the first of the top Business Partner+ recommendation.

Initial commissions

Consist of commissions for the initial effects of work with persons (Customers and Business Partners), which you recommend products and an opportunity for cooperation. **You earn regardless of what form of cooperation the new person selects!**

First Order Bonus (FOB)

When a Business Partner you recommended places their first order, you receive a bonus on the first order - **10%** of the point value of the order. In order to receive the FOB you must be ACTIVE.

Manager Bonus (MB)

When a Business Partner you recommended becomes a Manager, you receive a one-time manager bonus – **20 CP**. In order to receive the MB you must be ACTIVE.



Passive income and Career Path ranks

Along with the team's development and increase of team turnover, you receive subsequent ranks along with growing passive income which depends on the amount of turnover in the whole organization. The table below presents the principles for calculating passive income.

RANGI ŚCIEŻKI KARIERY										
	Manager	Manager+	Team Manager	Leader	Leader+	Vice Director	Director	Vice President	President	International President
	M	M+	TM	L	L+	VD	D	VP	P	IP
Warunek obrotowy	-	350p	1.000p	3.000p	6.000p	8.000p	15.000p	30.000p	80.000p	150.000p
Warunek strukturalny	Min. 2 aktywnych BP, min. po 1 po obydwu stronach drzewa binarnego			Min. 3 M	Min. 1 M 2 TM	Min. 3 TM	Min. 2 L	Min. 2 VD	Min. 2 D	Min. 2 VP

PROWIZJA GENERACYJNA z obrotów poszczególnych generacji menadżerskich

1	3%	3%	5%	5%	5%	5%	5%	6%	6%	6%
2	3%	3%	4%	4%	4%	4%	4%	5%	5%	5%
3			3%	3%	3%	3%	3%	3%	3%	4%
4				3%	3%	3%	3%	3%	3%	4%
5						3%	3%	3%	3%	3%
6							3%	3%	3%	3%
7								3%	3%	3%
8									3%	3%
9										3%

PROWIZJA BINARNA

	5%
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REALNY DOCHÓD

	100€	150€	250€	600€	1000€	1.200€	2.500€	7.000€	15.000€	30.000€
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Explanations to table

Turnover criteria

Threshold of the so-called qualification turnover, that is your own total turnover as well as the entire unilevel downline for the last 3 closed accounting periods and also the current period.

Structural criteria

Possessing a given or greater amount of Business Partners of a given rank or higher in different branches of the unilevel downline, not necessarily personally recommended.

Generation manager

For the purposes of calculating generational commissions, next generations are determined by the presence of consecutive Managers (or a higher ranking BP) going down the line of recommendations. Turnovers made by either Customer and the BP who is not a Manager existing in the sponsorship line are summarized as turnover in a given generation, until the next Manager (or higher ranking BP) going down the line of recommendations.

Rank

Rank is simply the level in the career path achieved in accordance with the table of generation commissions. We distinguish between a paid rank and possessed rank.

- The **paid rank** is a rank achieved on the basis of currently fulfilled criteria for assigning a given rank. Commissions are payable in accordance with the following commission plan based on the paid rank.
- The **possessed rank** is the highest rank ever achieved, regardless of the current paid rank. The possessed rank exists for representation and entitles you to certain benefits described in the WellU Career Path.

Binary commission – detailed rules

The Binary Commission (BC) is calculated from the turnover of all Customers and Business Partners in your binary tree, on both sides. Settlement is made according to the following conditions:

The turnover of the weaker side must reach a minimum of 200P. If the turnover sum of the weaker side is less than 200P, the point balance passes in its entirety to the next AP (provided that you remain active). Accounting is made in the AP, in which the condition is met.

- Accounting is made for the **entire turnover of the weaker side** as well as **the turnover of the stronger side up to twice the turnover amount of the weaker side**. The surplus turnover of the stronger side which is more than twice the turnover of the weaker side passes to the next AP (provided that you remain active).

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