



WellU Career Pathway Rulebook

The WellU Career Pathway is a self-developed incentive program offering a number of benefits to Business Partners entering into cooperation with WellU.

This rulebook contains the rules for how all benefits work, along with the conditions that must be met in order to use them as you progress through your career at WellU.

Terms

- **Business Partner or BP** – a person with a business account in WellU, cooperating with the Company in the distribution of products offered by the Company.
- **Discount 15%, 30 %** – the amount of discount on retail products' prices to which the Business Partner is entitled. If the Business Partner resells products to customers, this amount represents the Business Partner's income as sales margin.
- **Billing week or period** – a seven-day period for settlement of sales, ranks, commissions, contest results, and all business parameters. The billing week starts on Saturday at 00:00 and ends on Friday at 23:59 CET.
- **Held rank** – is the highest rank ever achieved by a Business Partner, regardless of the current paid rank. A Business Partner who obtains a rank once will be able to use it for the whole period of cooperation with WellU. A new rank, higher than the previous one, is granted to a Business Partner after the final settlement of the billing week in which it was obtained for the first time. This takes place up to 14 days after the billing week in which the rank was first obtained.
- **A paid rank** – is a rank resulting from current business parameters defined in the commission plan achieved in a given settlement period. Therefore, a paid rank may be different at different times, regardless of the rank held.
- **Rule of 10/13, 20/26, 40/50 etc.** – This concept governs eligibility for certain benefits where it is required that a Business Partner maintains a given paid rank for at least 80% of the time tested. This is measured by the number of billing weeks in which a particular paid rank is maintained. E.g. 10/13 means that a paid rank must be maintained for at least 10 out of 13 consecutive billing weeks.
- **Commission Plan** – a document specifying the rules for calculating all commissions due to a Business Partner. The Commission Plan is available on the website www.wellu.eu in the DOWNLOADS section.



Benefits in WellU career pathway

The table below lists all the benefits that can be achieved through cooperation, together with the conditions that must be fulfilled in order to be entitled to each benefit. All benefits are described in detail in the following section.

Name of benefit	Conditions of eligibility
Discount 15%	Available to any Business Partner upon registration, from the first order, and subject to the business account subscription payment.
Discount 30%	Available to any Business Partner upon reaching a total turnover of 300 points.
Passive income	Available to any Business Partner, from the paid Manager rank upwards.
Free shipping on orders with a minimum value of 50p.	Paid Manager+ rank or higher.
Support for the individual actions	Paid rank Leader.
WellU European vacation	Paid rank Leader, rule 10/13.
Individual coaching support	Paid rank Leader.
WellU Premium	Paid rank Leader+.
Autoprogram	Paid rank Leader+, 10/13 rule, turnover criteria.
Dream Vacations	Paid rank Vice Director, 10/13 rule, turnover criteria.
Board of Directors	Paid rank Vice Director, 10/13 rule.
"Golden Autumn" program	Paid rank Vice President, 40/50 rule.
WellU Supervisory Board	Paid rank President, 40/50 rule.
"WellU Partner" Program	Paid rank International President, 40/50 rule.

Rules for earning all benefits

15% discount

Each Business Partner receives a 15% discount on retail prices on all products available in the WellU offer already with the first order. To be eligible for a discount, you have to:

- Set up a business account on the WellU portal (www.wellu.eu). To set up an account, you need an ID or affiliate link from the person who recommended WellU to the person / invited them to cooperate.
- Place an order together with the activation fee for a business account. The fee is automatically added to the shopping cart on the first order. If the value of the order is at least 50 points, the fee will be charged at the promotional, reduced rate.



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30% discount

After completing the cumulative turnover of 300 points (including the generation structure), the Business Partner is entitled to a 30% discount on retail prices. Maintaining this right requires only regular payment of the business account fee for each subsequent 12 months.

The Business Partner is informed about the upcoming expiry date of the fee and the need to pay it by means of a series of e-mails a few weeks before the deadline.

When the Business Partner fails to pay for the business account activation time, the account changes its status to the Customer's account, which entails the loss of the right to discounts and all business opportunities. You can restore your business status by selecting the appropriate option in the "ACCOUNT" tab on the WellU.eu portal. After restoring the business status, the Business Partner is entitled to a 15% discount on the same terms as for newly registered Business Partners.

Passive income

Passive income is income calculated as a percentage of the turnover of the entire organization initiated by the Business Partner.

Passive income is calculated in parallel by two mechanisms, generational and binary. Its amount depends on the current paid rank, the amount of turnover generated by the entire organization, and the way the organization was built.

Detailed rules for calculating commissions are described in the WellU Commission Plan.

To be eligible for passive income for a given billing period, one must have a paid Manager rank or higher during that period.

Free shipping

A Business Partner who has had a paid rank of Manager+ or higher in the last completed billing period can order products from WellU without being charged for the delivery by courier.

The law covers shipping of orders of at least 50 points within the European Union and does not cover combined orders.

Support for the individual actions

The company can subsidize or provide other support for promotional activities organized on its own by the Business Partner. For instance: co-financing of a stand at a trade fair, product support for promotional meetings, products for testing, providing informative materials etc.

To be eligible for support you must have a paid rank Leader or higher.

WellU European vacation

A vacation in one of the European countries, organized by WellU once a year.

Participation is available to a Businesspartner who has been promoted to the rank of Leader or higher and has maintained it as a paid rank for at least 10 out of 13 consecutive billing weeks. Participation in the European Vacation is only available once when a Business Partner meets the eligibility requirements for the first time.

The vacation qualification period begins with the first full billing week of the calendar year.



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Individual coaching support

Individual consultations and assistance from a business coach. The assistance may include, among others: analysis of current activities, co-planning, assistance in organizing meetings, etc.

To be able to approach a company for individual support you must have a paid rank Leader or higher.

WellU Premium

The WellU Premium includes a wide range of gifts or additional benefits on the occasion of various corporate events. These may be, for instance: a dedicated parking place, additional equipment in the hotel, additional hotel service options. The exact scope of benefits provided within WellU Premium will be determined and available individually for a specific event.

In order to benefit from the WellU Premium, it is necessary to have the paid rank Leader+.

Autoprogram

A Business Partner who achieves a stable Leader+ rank can benefit from the Autoprogram and use the car provided by WellU according to the rules described in the table below.

The terms and conditions of the program are regulated in detail in the WellU Autoprogram Regulations.

The WellU Autoprogram has 5 stages, depending on the development and promotion to higher ranks.

Car	Requirements
BMW 1 / Audi A3	Leader+ paid rank or higher, maintained for min. 10 out of 13 consecutive weeks.
BMW 3	Paid Director rank or higher, maintained for min. 20 out of 26 consecutive weeks.
BMW X4	Paid rank Vice President or higher, maintained for min. 20 out of 26 consecutive weeks.
BMW X6	Paid rank President or higher, maintained for min. 20 out of 26 consecutive weeks.
Individual arrangements	Paid International President rank for at least 20 out of 26 consecutive weeks



Dream vacation

To participate in the Dream Vacation for the first time, the following is required:

- Paid rank of Vice Director, maintained for at least 10 out of 13 consecutive pay weeks.

To participate in the Dream Vacation for the second and subsequent times, the following are required:

- Paid Director rank held for at least 10 out of 13 consecutive pay weeks.

For the Director rank, the qualification period for the Dream Vacation in a given year begins with the first full billing week in a given calendar year.

Board of Directors

Participation in the periodic meetings with the WellU Board of Directors. The meetings include making certain decisions cooperatively, such as those related to the stock or incentive programs and product offers.

The Participation in the Board of Directors requires paid rank Vice Director maintained for at least 10 of 13 consecutive billing weeks.

"Golden Autumn" program

An annual bonus in the form of a Board-established type of investment capital that increases in value over time, such as valuable bullion.

Subsequent bonuses will be available to accumulate for building additional pension provision.

To receive a bonus under the Gold Autumn program in any given year, it is required to maintain the paid rank Vice President or higher in the preceding calendar year for at least 40 of 50 consecutive billing weeks.

The 50-week period is calculated beginning with the first full billing week in that calendar year.

WellU Supervisory Board

Membership in the WellU Supervisory Board gives the opportunity to participate in the shaping of the future of the whole WellU organization together with the company's Management Board. The meetings of the Supervisory Board take the form of attractive trips of several days long, during which there will be a combination of business activities and leisure.

Details and terms of Supervisory Board meetings will be provided to Board members each time with an individual invitation to participate in the event.

To participate in the Supervisory Board meetings it is required to maintain the paid rank President or higher in the preceding calendar year for at least 40 of 50 consecutive billing weeks.

The 50-week period is calculated beginning with the first full billing week in that calendar year.



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"WellU Partner" Program

A Business Partner who meets the requirements will receive shares in WellU affiliates, thereby receiving a share of the profits of those entities.

To become a WellU Partner and receive the shares it is required to maintain the paid rank International President in the preceding calendar year for at least 40 of 50 consecutive billing weeks.

The 50-week period is calculated beginning with the first full billing week in that calendar year.



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