Compensation Plan

At the Healthy Chocolate Company, we view our Authorized Distributors as our invaluable business partners, and as such, we reward them with the most generous compensation plan in the Direct Selling Industry.

The first step is simple: achieve the rank of Royal and then help others to become Royals in your organization. This simple, yet powerful duplication process, is the foundation for building your Healthy Chocolate Business.

As you review the following eight ways to earn income through the The Healthy Chocolate Company Compensation Plan, keep in mind that by enrolling in the AutoShip Program, recommended but not required, you will maximize your benefits and take full advantage of our “Share with Three” Program.

Distributor Fee – $39

Many view this enrollment fee as a “Club Membership.” This fee entitles you to purchase the product at Wholesale, receive a Associate Training Kit, and have access to the The Healthy Chocolate Company Associate Back-Office for one year.
Getting Started

Affiliate
With a 100 BV Activation Order and $25 Enrollment Fee (Optional $14 Kit), you become an Affiliate which allows you to buy product at wholesale and be placed in the Binary Tree.

Associate
By activating One Business Center (200 BV), you have the opportunity to place two new Associates below you and you can earn one Expansion Center.

Business Builder
By activating Three Business Centers (600 BV), you have the opportunity to place two new Associates below you, place retail volume in your BC 2 or 3, receive a 20% shipping discount on activation order, and you can earn up to three Expansion Centers.

Activity Requirements
In order for you to remain active and eligible for bonuses, a majority of your accumulated Group Volume for a given period must be generated from the purchases of Preferred Customers. Please refer to the Retail Sales Obligation outlined in our Policies & Procedures, Rules & Regulations document for more detailed specifications.
9 Ways to Earn Income

Retail Bonus

You purchase product at the Wholesale Price ($110/case).
You have the opportunity to mark up the product to the Suggested Retail Price ($150/case).

$150 - $110 = $40

Quick Check Bonus

To earn the Quick Check Bonus, this sponsor must meet activity requirements.

- Personally Sponsor an Affiliate (100BV).
- Personally Sponsor an Associate (200BV).
- Personally Sponsor a Business Builder (600BV).

YOU

SPONSORS

PAYS $25

Affiliate (100BV)

YOU

SPONSORS

PAYS $50

Associate (200BV)

YOU

SPONSORS

PAYS $150

Business Builder (600BV)
X Bonus

Every 3rd member of your team that you personally sponsor you receive a $75 X Bonus. The X Bonus may be earned throughout the lifetime of an Affiliate or higher. The qualification period for the X Bonus is 21 days. Bonus is paid weekly.

Sponsor must meet “active” requirements.

Get Paid to Eat & Share Chocolate!
{ What could be better than that? }

Team Elite Bonus

It’s simple: 21 Boxes in 21 Days!

Within 21 days, personally enroll and/or upgrade enough Distributors and/or Preferred Customers to generate at least 2100BV in activation/upgrade volume to qualify as a new Executive Team Elite (ETE) and earn a $525 Team Elite Bonus. Bonus is paid weekly.

Upon (re)qualification, ETE’s must complete and submit the online Path to Success form at http://www.healthychocolateco.com/pathtosuccess. If you choose to include 3 Preferred Customers in your 21in21, who purchase a total of at least 300BV of product, you will also be rewarded with a free AutoShip. Existing ETE’s may also earn $525 Team Elite Bonus by following 21in21.
Advanced Bonuses

Wealth Bonus

Get qualified, maintain a paid as rank of Royal 500 or higher, and earn Wealth Bonuses up to $110 on each eligible Wealth Pack purchase from your new or existing downline. To become qualified, you must purchase a Wealth Pack and have 2 of your personally sponsored team members purchase their own packs, in any order. Once you are qualified, any future eligible Wealth Pack purchases made by your downline will be coded to you (and any other qualified members within the upline) based on your paid as rank from the week previous and paid out accordingly. Each pack pays a total of $110 in Wealth Bonuses and you are eligible to earn each bonus level up to your paid as rank if lesser ranks have not already been paid to other qualified distributors within the enrollment tree leg.

The diagram to the right demonstrates how the Wealth Bonus is paid at each Rank.

Infinity Bonus

There is NO FLUSHING of Bonus Volume; all unpaid Bonus Volume carries forward to the following week.
Executive Generation Bonus

To reward our Executive or higher leadership, The Healthy Chocolate Company has created the Executive Generation Bonus. This program allows you to earn a “Check Match” on the Infinity Bonuses paid to distributors you personally sponsor, the distributors they personally sponsor, and so on—up to seven generations of executives in your personal enrollment tree. As your rank increases, so does the number of generations on which you can be paid an Executive Generation Bonus. You may earn Executive Generation Bonuses not only on Executives found in each of your personal enrollment tree legs but also on Royals, Royal 500’s and Royal 1K’s who have earned an Infinity Bonus. A generation ends when a qualified Executive is found, regardless of the number of levels. Executive Generation Bonus also has unlimited width. To maximize your income, continue advancing your distributorship to the higher executive ranks and create width by personally sponsoring additional distributors, thereby creating more personal enrollment tree legs on which you can earn Executive Generation Bonuses.

In Figure 1 (adjacent page), you are a qualified Silver Executive, which enables you to earn a “Check Match” through three generations of Executives on each of your three personal enrollment tree legs. Once a qualified Executive is found on any leg, that completes the first generation of Executives for that particular leg.

Let’s look at an example of your potential, future business. You personally sponsor Dave and in this leg, you would earn Executive Generation Bonuses through Leah, Betty, and Dana, because they are the 3rd generation executives. On the personal enrollment tree leg that begins with Mary, you would earn Executive Generation Bonuses on Mary, Joe and Sam, since all three are Executives or higher. Let’s now take a look at Lisa, your personal sponsor, who is not an Executive. Your first Executive Generation begins with Amy who is a Silver Executive, although you earn a “Check Match” on both Lisa and Amy in your first generation down through Bob who is your third generation executive. To be paid on additional generations, you must advance to the higher Executive and Leadership ranks, striving to become a Double Diamond Executive or higher, at which time you will be paid on seven generations.

8% floating % on 7 levels, up to $400,000 per week*

<table>
<thead>
<tr>
<th>RANK</th>
<th>EXECUTIVE</th>
<th>BRONZE EXECUTIVE</th>
<th>SILVER EXECUTIVE</th>
<th>GOLD EXECUTIVE</th>
<th>PLATINUM EXECUTIVE</th>
<th>DIAMOND EXECUTIVE</th>
<th>DBL DIAMOND</th>
<th>TRPL DIAMOND</th>
<th>PRESIDENTIAL</th>
<th>AMBASSADOR</th>
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<tr>
<td>GEN 1</td>
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<td>GEN 2</td>
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<td>GEN 4</td>
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<td>GEN 7</td>
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* These percentages are for illustration purposes only, and do not indicate actual percentages paid through the seven generations.

The Healthy Chocolate Company guarantees up to 50% payout of commissionable volume. Executive Generation Bonus is paid biweekly and is based on a floating, flat percentage through the seven generations. The above chart is an illustration of how Executive Generation Bonuses may be paid. After the various other ways of earning commissions are calculated, all remaining available commissions (up to the 50% figure) are allocated to the Executive Generation Bonus and then paid. Executive Generation Bonuses cannot exceed the volume from your lesser volume leg.
Personal Enrollment Tree

Figure 1.

YOU

Generation 1

Generation 2

Generation 3

Represents your personally sponsored associates. These associates will always be directly underneath you in the personal enrollment tree.
Expansion Centers

By achieving the rank of a Presidential Double Diamond Executive you qualify for your first Expansion Center. Earn additional Expansion Centers by generating $50,000 in Bonus Volume (BV) in one week in that new Expansion Center’s Lesser Leg.

As your Healthy Chocolate Business grows, you can potentially earn a total of three Expansion Centers with each potentially earning $10,000 per week in Infinity Bonuses.

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As your Healthy Chocolate Business grows, you can potentially earn a total of three Expansion Centers with each potentially earning $10,000 per week in Infinity Bonuses.

- **BC** Business Center
- **EC** Expansion Center
- **PS** Personally Sponsored
- **GS** Group Sponsored
## Rank Qualifications

<table>
<thead>
<tr>
<th>RANK</th>
<th>QUALIFICATIONS</th>
<th>EARNINGS</th>
<th>REWARDS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ROYAL</td>
<td>Qualify by personally sponsoring a distributor on your left and right legs.</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg.</td>
<td></td>
</tr>
<tr>
<td>ROYAL 500</td>
<td>500 QV in your lesser volume leg in a given two-week period</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg.</td>
<td></td>
</tr>
<tr>
<td>ROYAL 1K</td>
<td>1,000 QV in your lesser volume leg in a given two-week period</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg.</td>
<td></td>
</tr>
<tr>
<td>EXECUTIVE</td>
<td>2,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Royal 500 or higher in each leg in a given two-week period</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Earn Executive Generation Bonus on first generation of executives in your Enrollment Tree.</td>
</tr>
<tr>
<td>BRONZE EXECUTIVE</td>
<td>5,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Royal 1K or higher in each leg in a given two-week period</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Earn Executive Generation Bonus on second generation of executives in your Enrollment Tree.</td>
</tr>
<tr>
<td>SILVER EXECUTIVE</td>
<td>10,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include an Executive or higher in each leg in a given two-week period</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Earn Executive Generation Bonus on third generation of executives in your Enrollment Tree.</td>
</tr>
<tr>
<td>GOLD EXECUTIVE</td>
<td>10,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Bronze Executive or higher in each leg for two consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Qualify for all expense-paid, Gold Executive Fly-in.</td>
</tr>
<tr>
<td>PLATINUM EXECUTIVE</td>
<td>15,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Silver Executive or higher in each leg for two consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Qualify for all expense-paid, Platinum Advancement Cruise to the Caribbean for two.</td>
</tr>
<tr>
<td>DIAMOND EXECUTIVE</td>
<td>20,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Gold Executive or higher in each leg for two consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Awarded a $500 Mercedes-Benz Car Allowance**</td>
</tr>
<tr>
<td>DOUBLE DIAMOND EXECUTIVE</td>
<td>25,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Platinum Executive or higher in each leg for two consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Awarded a $1,000 Mercedes-Benz Car Allowance**</td>
</tr>
<tr>
<td>TRIPLE DIAMOND EXECUTIVE</td>
<td>35,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Platinum Executive or higher in each leg for two consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week.</td>
<td>Awarded a $1,250 Mercedes-Benz Car Allowance** ■ Awarded a $1,500 Leadership Elite Retreat.</td>
</tr>
<tr>
<td>PRESIDENTIAL</td>
<td>50,000 QV in your lesser volume leg for plus a minimum of 2 personal enrollment tree legs that include a Diamond Executive or higher in each leg for four consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week per business center.</td>
<td>Quality for 1st Expansion Center ■ Awarded a $1,500 Mercedes-Benz Car Allowance**</td>
</tr>
<tr>
<td>AMBASSADOR</td>
<td>75,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Double Diamond Executive or higher in each leg for four consecutive weeks</td>
<td>Earn a 10% Infinity Bonus on the volume in your weak leg up to a maximum Infinity Bonus of $10,000/week per business center.</td>
<td>Receives Ambassador ring (men) and pendant (women) ■ Awarded a $2,000 Mercedes-Benz Car Allowance**</td>
</tr>
</tbody>
</table>

* Must be personally active and qualified to advance to the higher ranks.

** See The Healthy Chocolate Company Mercedes-Benz Car Allowance Program qualifications on page 8.
Trips
Cruises
and MORE!
Luxury Car Allowance Programs

Mercedes-Benz Car Allowance: up to $15,000/year

Lifestyle Rank Car Allowance: up to $24,000/year

Bonus Breakdown – Mercedes-Benz

<table>
<thead>
<tr>
<th>Level</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>500</td>
<td>$500 Mercedes-Benz Car Allowance</td>
<td>Achieve the rank of Diamond Executive. 20,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Gold Executive or higher in each leg for two consecutive weeks.</td>
</tr>
<tr>
<td>1,000</td>
<td>$1,000 Mercedes-Benz Car Allowance</td>
<td>Achieve the rank of Double Diamond Executive. 25,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Platinum Executive or higher in each leg for two consecutive weeks.</td>
</tr>
<tr>
<td>1,250</td>
<td>$1,250 Mercedes-Benz Car Allowance</td>
<td>Achieve the rank of Triple Diamond Executive. 35,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Platinum Executive or higher in each leg for two consecutive weeks.</td>
</tr>
<tr>
<td>1,500</td>
<td>$1,500 Mercedes-Benz Car Allowance</td>
<td>Achieve the rank of Presidential Double Diamond Executive. 50,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Diamond Executive or higher in each leg for four consecutive weeks.</td>
</tr>
<tr>
<td>2,000</td>
<td>$2,000 Mercedes-Benz Car Allowance</td>
<td>Achieve the rank of Ambassador. 75,000 QV in your lesser volume leg plus a minimum of 2 personal enrollment tree legs that include a Double Diamond Executive or higher in each leg for four consecutive weeks.</td>
</tr>
</tbody>
</table>

* When you first qualify for an Mercedes-Benz Car Allowance, you immediately earn a $500, $1,000, $1,500 or $2,000 bonus from The Healthy Chocolate Company to purchase or lease your black Mercedes-Benz. After you have received your Mercedes-Benz, The Healthy Chocolate Company will continue to pay your monthly car allowance for six months. After six months, The Healthy Chocolate Company will review your distributorship and you will continue to receive a monthly car allowance for the next six months, based on requalifying for your $500, $1,000, $1,500 or $2,000 car allowance based upon above qualifications.
Frequently Asked

What commission payout does The Healthy Chocolate Company guarantee to its authorized distributors?
The Healthy Chocolate Company guarantees that up to 50% of total commissionable volume will be paid out through the compensation plan.

When are commissions paid?
All commissions are paid on the Wednesday after the biweekly commission period, except for the Quick Check, X Bonus, and Team Elite Development Pool Bonuses which are paid each Wednesday based upon prior week's activity. Bonus Periods can be viewed online at: http://www.healthychocolateco.com/support.

What is an AutoShip?
As an authorized distributor, you have the option to be enrolled in the The Healthy Chocolate Company AutoShip Program. By enrolling, you will receive at the wholesale price an automatic shipment of any product of your choice four or eight weeks after you join. You can put on hold, change, or cancel your AutoShip at any time by calling Customer Care at 1-775-971-9903, by sending an e-mail to info@healthychocolateco.com, or through your Distributor Back Office. AutoShip orders are processed on Monday, so any changes must be made at least 3 days before (Friday) your next scheduled AutoShip for changes to take effect.

Why didn’t I earn a Quick Check Bonus?
You must be active by meeting the preferred customer volume requirement to earn a Quick Check Bonus.

I just earned an Infinity Bonus, what volume is deducted from my business?
Any Bonus Volume on both your left and right leg that was used to earn an Infinity Bonus will then be deducted. Any unpaid volume will continue to be “banked” or accumulated.

What is the difference between BV and QV as shown on the Graphical Tree in our Distributor Back-Office?
BV is bonus volume. QV is Qualifying Volume. The Infinity Bonus is paid on BV. Rank advancements are based upon QV. QV is always equal to or larger than BV. Let’s take a look at how each are calculated.

When you sponsor a new Associate and they activate a business center with $220 that is their activation order. The entire $220 counts as QV. Assuming that you are active, then a Quick Check of $50 is paid to you. The company pays out up to 50%, so $50 Quick Check Bonus is paid and the remaining volume of the Activation order goes into BV.

QV includes all Bonus Volume. Included in that is activation volume, AutoShip volume and volume for any additional product purchase by The Healthy Chocolate Company Associates and customers. It is this volume that is used to determine rank advancement.
CHANGE YOUR CHOCOLATE®
CHANGE YOUR LIFE

The Healthy Chocolate Company { #220, 9855 Double R Blvd - Reno, Nevada 89521 - USA}