

Healthy Grain and Seed, LLC Compensation Plan

Welcome to Healthy Grain and Seed!

Healthy Grain and Seed, LLC was founded in 2017.

Our goal is to offer hemp and natural wholegrain products at a price that everyone can afford as we improve our Affiliates' physical and financial well-being. Our products have changed our family's health tremendously and we would like to share them with our friends and neighbors. We are a company that takes pride in the results our products have to offer and the fact that our family, friends and Affiliates are the driving force behind our program.

- Our motto: "It's not what our products could do or what you could make, it's what it does and what you made that counts. It's called RESULTS!"

DEFINITION OF TERMS

Affiliate - An Independent Contractor provided unique links to lead customers to Healthy Grain and Seed, LLC

Customer – Someone that orders products from Healthy Grain and Seed, LLC.

Business Center – All of the Customers who purchase through an Affiliate's link.

***Customer Referral** – When a Customer refers another Customer who purchases a product from Healthy Grain and Seed, LLC.

***Customer Referral Program** – When Customers refer other Customers who purchase a total of 10 products, during a calendar month, the Customer who made the referrals receives a coupon good for one free product of like kind. The Customer receiving the coupon may continue to qualify for free products from the same customers month after month.

Master Affiliate – An Independent Contractor provided a unique link to lead customers to Healthy Grain and Seed, LLC's website AND who has produced a total of 2500 customers in their Personal Business Center, their First Level Affiliate's Business Centers and all their Sub Affiliate's Business Centers.

EIN - An Employer Identification Number (EIN) is also known as a federal tax identification number, used to identify a business entity. It is also used by estates and trusts which have income which is required to be reported on Form 1041, U.S. Income Tax Return for Estates and Trusts.

***Free Product** – When a Customer registers for the Customer Referral Program and maintains 10 sales of any one product during a calendar month, they earn a "Free Product" for that month. The Free Product earned will be the same product as the 10 purchased by their Referred Customers. Free Product Coupons do not include shipping and handling and are only good for 30 days.

Personal Customer – Any Customer who purchases through the Affiliate's link who was not referred by a Customer participating in the Customer Referral Program.

First Level Affiliate - An Independent Contractor provided with unique links to lead customers to Healthy Grain and Seed, LLC who was Personally Sponsored by another Healthy Grain and Seed, LLC Affiliate.

***Referred Customer** – A Customer who is referred by a Customer signed up in the Customer Referral Program and purchases a product through an Affiliates URL.

Signup – When an Individual, Corporate Entity, Non-Profit, Trust or any other entity with a Social Security Number or EIN registers as an Independent Contractor called an Affiliate with Healthy Grain and Seed, LLC.

SSN - A Social Security Identification Number is issued by the Social Security Administration (SSA)

Sub Affiliate – An Affiliate signed up by a First Level Affiliate.

* Customer Referral Program coming soon

COMPENSATION PLAN

Individuals, Corporate Entities, Non-Profits, Trusts or any other entity with a Social Security Number or EIN may sign up as an Independent Contractor called an Affiliate with Healthy Grain and Seed, LLC.

Affiliates are paid on sales only. There is no compensation for recruiting. The Affiliate is paid a commission for all sales of their Business Center and only their Personally Sponsored Affiliates Business Center. Therefore, Healthy Grain and Seed, LLC allow Husband and Wife's, Trusts, or Non-Profits to sign up over or under each other as Personally Sponsored Affiliates.

Customers may elect to participate in Healthy Grain and Seed, LLC's Customer Referral Program. Customers that maintain a minimum of 10 Referred Customer's purchases of the same product in one calendar month receive a coupon for one Free Product (the product will be the same as the 10 purchases.) Affiliates are paid on their Personal Business Center, consisting of Personal Customers and their Referred Customers unlimited, including the Free Products.

An Affiliate can be promoted to a higher commission structure known as Master Affiliate based on a total volume of 2500 monthly sales generated by the Affiliate's Business Center, all Personally Sponsored Affiliate's Business Centers and Sub Affiliates Business Centers unlimited.

When an Affiliate promotes to Master Affiliate, both the Affiliate and the Master Affiliate retain their commission structure on each of their Business Centers. All Customers are permanently connected to the original Business Center. The new Master Affiliate link is used going forward with the new higher commission structure.

Note: Transferring Existing Customers to their new Master Affiliate Business Center is grounds for the Affiliate to be terminated.

AFFILIATE PROGRAM FEES:

The Initial signup fee is \$20.00.

Affiliates receive a unique URL (tracking link) and a Virtual Business Card where they may promote sales by sending their Personal Customers, their Customer's Referred Customers and their Personally Sponsored Affiliates to their website to make purchases or to Sign up Affiliates and or Customers with their Virtual Business Card.

Affiliates are charged a Monthly Fee of \$10.00 for their Shuffle Virtual Business Card. On January 1st of each year, the Affiliate will be charged an Annual Fee of \$20.00. Affiliates that signup in December will have their \$20.00 Annual Fee waived for the following January.

COMPENSATION TABLE

Affiliate:

- 8% on all Personal Customer Sales
- 8% on all Referred Customer Sales
- 2% on all First Level Affiliates' Sales
- 2% on all First Level Affiliates' Referred Customer Sales

Master Affiliate:

- 10% on all Personal Customer Sales
- 10% on all Referred Customer Sales
- 2% on all First Level Affiliates' (FLA) Sales
- 2% on all FLAs' Referred Customer Sales
- 2% on all Sub Affiliates' Sales to an unlimited level
- 2% on all Sub Affiliates' Referred Customer Sales to an unlimited level

Legacy Plan

While a large part of our goal at Healthy Grain and Seed, LLC is to improve our Affiliates' physical and financial well-being, we also want to create a long-term source of income that could be potentially passed from one generation to the next. In order to create a business with a strong foundation we decided to put some of the resources back into the company that could be used to expand our crop land and production capabilities.

When an Affiliate is making more money in one year than many people make in a lifetime, we will start to reduce their overall income and divert those funds to the stability and asset base of Healthy Grain and Seed, LLC.

An Affiliate earnings will be capped to receive as follows:

- 100% of their first \$1,000,000 income per year.
- 75% of \$1,000,001 - \$2,000,000 income per year.
- 50% of \$2,000,001 - \$3,000,000 income per year.
- 25% of \$3,000,001 – and above income per year.

For an example an Affiliate that has a \$2,000,000 annualized income would be paid \$1,750,000.