

Young Living Compensation Plan Highlights

PHASE I — Growth

PHASE II — Leadership

PHASE III — Abundance

1	2	3	4	5	6	7	8	9
DISTRIBUTOR	STAR	SENIOR STAR	EXECUTIVE	SILVER	GOLD	PLATINUM	DIAMOND	CROWN DIAMOND
50 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV
	500 OGV	2,000 OGV	5,000 OGV	1,000 PGV*	1,500 PGV*	2,000 PGV*	2,000 PGV*	2,000 PGV*
				Two Executive Legs	Two Silver Legs	4 Silver Legs	6 Silver Legs	6 Silver Legs + 1 Diamond Leg
Unilevel	Unilevel	Unilevel	Unilevel	Unilevel	Unilevel	Unilevel	Unilevel	Unilevel
5%	5%	5%	5%	5%	5%	5%	5%	5%
5%	5%	5%	5%	5%	5%	5%	5%	5%
		5%	5%	5%	5%	5%	5%	5%

Additional Bonuses and Commissions

STAR PERFORMANCE BONUS 25% 1st month; 15% 2nd month	MATCHING BONUS Paid on a new distributor's first three months of Star Performance Bonuses	DISTRIBUTOR TEAM PERFORMANCE BONUS \$100, \$500, or \$2,000	CUSTOMER EARNINGS 12% or 24%
--	---	---	--

- + Distributor Team Performance Bonus maximizes time and effort for maximum results.
- + Start Living Bonus of \$25 for new distributors that enroll with a Start Living Enrollment Kit (115 PV).
- + Star Performance Bonus creates generous rewards for new distributor enrollments.
- + Matching Bonus rewards builders for helping team members succeed.
- + Retail earnings provide compensation for developing a customer base.
- + Personal rebate offers a 10% return on your monthly PV in excess of 200 (Stars + above).

	Generations	Generations	Generations	Generations	Generations	Generations
	3%	3%	3%	3%	3%	3%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
	4%	4%	4%	4%	4%	4%
Leadership Bonus						Leadership Bonus
	1%					1%
						1%

Young Living Compensation Plan Highlights

The Young Living compensation plan is built around high-quality products that offer astounding benefits. Young Living distributors receive one of the highest payouts in network marketing for sharing information and useful products with others. The stable growth of the company is dependent on adding and educating new distributors. So in addition to unilevel compensation, bonus incentives are included that encourage new-distributor sign-ups. With analytical input from Young Living distributors, industry experts, and corporate professionals, this tested compensation plan is an exciting tool that enables distributors to gain financial freedom while doing what they love—improving the quality of life, everywhere.

Start Living Enrollment Kit Bonus

This bonus is earned when a distributor enrolls a new distributor with the purchase of a Start Living Enrollment Kit (115 PV+). This is a one time \$25 bonus paid to the new distributor's enroller.

Star Performance Bonus

Available to all distributors, the Star Performance Bonus offers quick compensation as follows:

- + 25% commission on first-month purchases made on each new distributor enrolled;
- + 15% commission on their second consecutive month of purchases. Each participant must be an active distributor. To earn the second month 15% bonus, you must have a minimum 50 PV autoship order. A maximum of \$200 may be earned from this bonus per new distributor, per month.

+ Personal Volume (PV)

Points calculated from a distributor's personal purchases and from any customer (retail/preferred) purchases during any one calendar month. The PV and wholesale price are identical for most products.

+ Organization Group Volume (OGV)

Total sales volume generated by your entire organization, all customers, and distributors.

+ Personal Group Volume (PGV)

SILVERS ONLY: all of your volume down to, but not including, the next Executive or above. It can also be defined as all of your volume outside of any Executive legs or above (your non-Executive volume). PGV includes your personal orders, as well as any orders placed by your customers.

GOLDS AND ABOVE: all of the sales volume in your organization down to, but not including, the next Silver or above. It can also be defined as all of

Matching Bonus

Help your new distributors sign up their own distributors, and they receive the Star Performance Bonus as explained. Young Living matches that dollar amount and gives it to you! (Available on your personally enrolled distributor's first three months of business.) To earn the Matching Bonus, you must have a minimum 100 PV autoship order.

Distributor Team Performance Bonus

The Distributor Team Performance Bonus focuses on building teams of six personally sponsored, first-level distributors with qualifying monthly autoship orders. This program supports proper building behavior and serves as a road map to success for those who are serious about generating a substantial long-term income.

Unilevel Commission

As you continue to share the Young Living lifestyle, build your business, and advance in rank, you receive a percentage of the sales generated by your group. These cumulative percentage amounts increase as you advance in rank, when you sign up new distributors, and when the depth of distributors in your organization increases. Payment is awarded for one to five levels, depending on rank.

Generation Commission

Once you advance to the rank of Silver, you immediately become a generation. You earn an additional 3% on all of the sales volume in your organization down to, but not including, the next Silver or above. This is called the Generation Bonus. As distributors in your organization advance to the rank of Silver, new generations are created. You are paid a Generation Bonus of 4% on these Silver generations. You may be paid on up to seven generations, depending on your rank.

Leadership Commission

In addition to their normal earnings, Diamond distributors who help develop a Diamond under them will earn an additional 1% Generation Bonus on that Diamond and on their next four generations. When the second Diamond is formed in that leg (in the example of a Crown Diamond), the 1% is paid on this group's five generations. This continues with each Diamond addition to that leg. This bonus is another example of how Young Living rewards those who help others achieve success.

Personal Rebate

This is rebate on your personal orders, as well as additional profit on your preferred customers and customers. It is a 10% rebate on your monthly PV that exceeds 200, including preferred customers and customers. The rebate is available to Stars and above.

Customers and Preferred Customer Earnings

Immediately start earning financial rewards by creating customers. A customer purchases YLEO products for their personal use at the full retail price. A preferred customer purchases product at an approximate 12% discount from retail price. Customers become preferred customers by committing to a monthly autoship order.

If you:

1. Sell products to customers, you earn approximately 24% of the total amount of product sold.
2. Sell products to preferred customers, you earn approximately 12% of the total amount of product sold.

Customer purchases are included in your Personal Volume (PV).

your volume outside of any Silver legs or above (your non-Silver volume). PGV includes your personal orders, as well as any orders placed by your customers.

Refer to *Creating Abundance: Young Living's Commission and Bonus Plan* brochure and Young Living's Policies and Procedures manual for additional information.