



The Compensation Plan Explained Simply

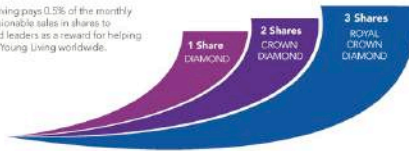


COMPENSATION PLAN

Enjoying
Abundance

Diamond Express Profit Sharing Pool

Young Living pays 0.5% of the monthly commissionable sales in shares to Diamond leaders as a reward for helping to build Young Living worldwide.



Diamond Elite

Our new Diamond Elite program will help our most effective distributors teach and share the Young Living opportunity throughout the world. This innovative, by-invitation program will incentivize and give our leaders rewards and world recognition for their participation. Participants in both the Diamond Elite program and the Diamond Express Profit Sharing Pool may not count their activity within the Diamond Elite program toward profit-sharing qualification. For questions, please contact diamondelite@youngliving.com.

VISIT YOUR VIRTUAL OFFICE FOR:

- Policies and Procedures
- Terms and Definitions
- PowerPoint of Compensation Plan
- Training Videos

For complete details, see Terms and Definitions, which is incorporated into and made a part of this Compensation Plan.

Comments or Suggestions?
youngliving.com/toolfeedback
Item number: 4720

Additional Earning Opportunities

FAST START BONUS

- Earn a generous 25% bonus, up to \$200 each, on your new, personally-enrolled distributors' orders during the first three calendar months!
- Second-level enrollers earn 10%, up to \$80 each, on the newly-enrolled distributors described above during the same time period!

START LIVING BONUS

- Earn a one-time \$25 cash bonus when your new, personally-enrolled distributor orders the Premium Starter Kit! (Basic kits do not qualify.)

RETAIL EARNINGS

- When you personally sponsor retail customers, you may earn the 24% difference between the retail and wholesale price for their orders.



Please contact:



COMPENSATION PLAN

Enjoying Abundance

Creating a Foundation

Young Living's compensation plan is designed to help you achieve abundance. The Rising Star Team Bonus is the blueprint to build a solid foundation that will lead you to success.

| QUALIFICATIONS | DISTRIBUTOR | STAR | SENIOR STAR | EXECUTIVE |
|----------------|-------------|------|-------------|-----------|
| PV | 50 | 100 | 100 | 100 |
| OGV | | 500 | 2,000 | 4,000 |
| PGV | | | | |
| LEG x OGV | | | | 2 x 1,000 |

| COMPENSATION | UNILEVEL COMMISSION PERCENTAGES | | | |
|--------------|---------------------------------|----|----|----|
| LEVEL 1 | 8% | 8% | 8% | 8% |
| LEVEL 2 | 5% | 5% | 5% | 5% |
| LEVEL 3 | | 4% | 4% | 4% |
| LEVEL 4 | | | 4% | 4% |
| LEVEL 5 | | | | 4% |

Building Your Business

Building on your foundation, you can now focus on helping others create their success.

| QUALIFICATIONS | SILVER | GOLD | PLATINUM |
|----------------|-----------|-----------|-----------|
| PV | 100 | 100 | 100 |
| OGV | 10,000 | 35,000 | 100,000 |
| PGV | 1,000 | 1,000 | 1,000 |
| LEG x OGV | 2 x 4,000 | 3 x 6,000 | 4 x 8,000 |

| COMPENSATION | UNILEVEL COMMISSION PERCENTAGES | | | |
|--------------|---------------------------------|----|----|----|
| LEVEL 1 | 8% | 8% | 6% | 6% |
| LEVEL 2 | 5% | 5% | 5% | 5% |
| LEVEL 3 | 4% | 4% | 4% | 4% |
| LEVEL 4 | 4% | 4% | 4% | 4% |
| LEVEL 5 | 4% | 4% | 4% | 4% |

Developing Leaders

Share the joy of an abundant life by leading others to success as you share the Young Living mission throughout the world.

| QUALIFICATIONS | DIAMOND | CROWN DIAMOND | ROYAL CROWN DIAMOND |
|----------------|------------|---------------|---------------------|
| PV | 100 | 100 | 100 |
| OGV | 250,000 | 750,000 | 1,500,000 |
| PGV | 1,000 | 1,000 | 1,000 |
| LEG x OGV | 5 x 15,000 | 6 x 20,000 | 6 x 35,000 |

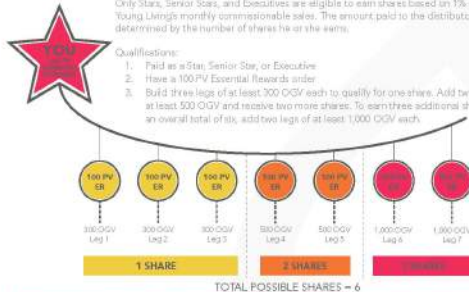
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| LEVEL 4 | 4% | 4% | 4% |
| LEVEL 5 | 4% | 4% | 4% |

RISING STAR TEAM BONUS POOL

Only Star, Senior Star, and Executive are eligible to earn shares based on 1% of all Young Living's monthly commissionable sales. The amount paid to the distributor is determined by the number of shares he or she earns.

Qualifications:

1. Paid as a Star, Senior Star, or Executive
2. Have a 100 PV Essential Rewards order
3. Build three legs of at least 300 OGV each to qualify for one share. Add two legs of at least 500 OGV and receive two more shares. To earn three additional shares for an overall total of six, add two legs of at least 1,000 OGV each.



GENERATION COMMISSION PERCENTAGES

| PERSONAL GENERATION | 2.5% | 2.5% | 2.5% |
|---------------------|------|------|------|
| GENERATION 2 | 3% | 3% | 3% |
| GENERATION 3 | 3% | 3% | 3% |
| GENERATION 4 | 3% | 3% | 3% |
| GENERATION 5 | | 3% | 3% |
| GENERATION 6 | | | 3% |
| GENERATION 7 | | | |
| GENERATION 8 | | | |

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| GENERATION 7 | | | |
| GENERATION 8 | | | |

DEFINITIONS

PV (Personal Volume)
The total monthly volume of your personal orders

OGV (Organization Group Volume)
The monthly volume of your entire organization

PGV (Personal Group Volume)
The monthly volume in an organization, excluding any Silver or higher rank volume and any qualifying leg(s) volume

Leg x OGV
The number of legs and the amount of monthly OGV required for each leg



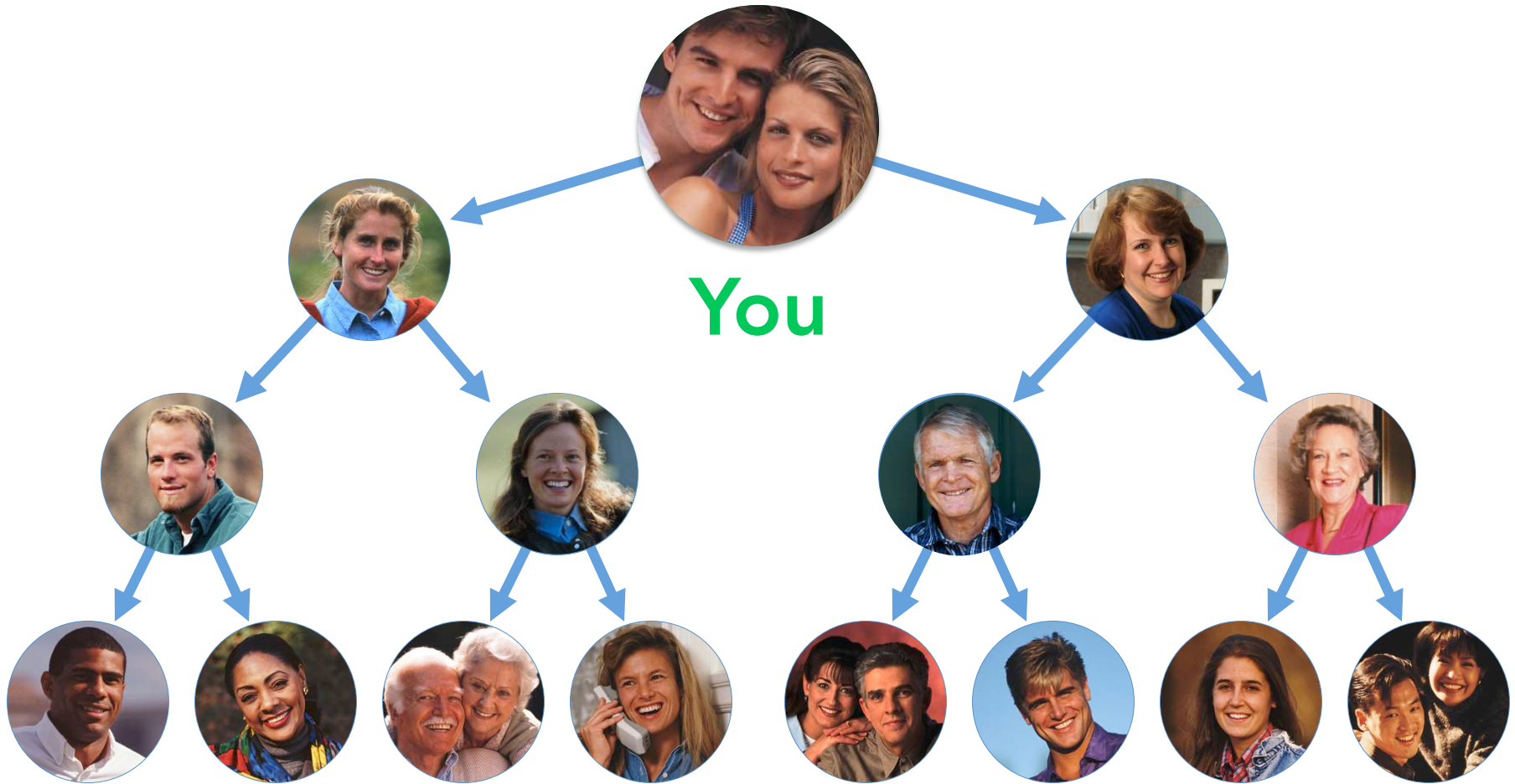
GENERATION LEADERSHIP BONUS

0.25% of all Young Living's monthly commissionable sales is paid out in shares according to your paid-as rank for the month and on the leaders in your organization on which you earn generation commissions.

All compensation plans have numbers and details that can make someone feel perhaps overwhelmed and/or confused in the beginning.



How to Structure Your Young Living Business



Start with the Basic Structure



PV = Personal Volume

This is what you personally purchase.

**You must have 100 PV to receive a
commission check.**





Goal No. 1

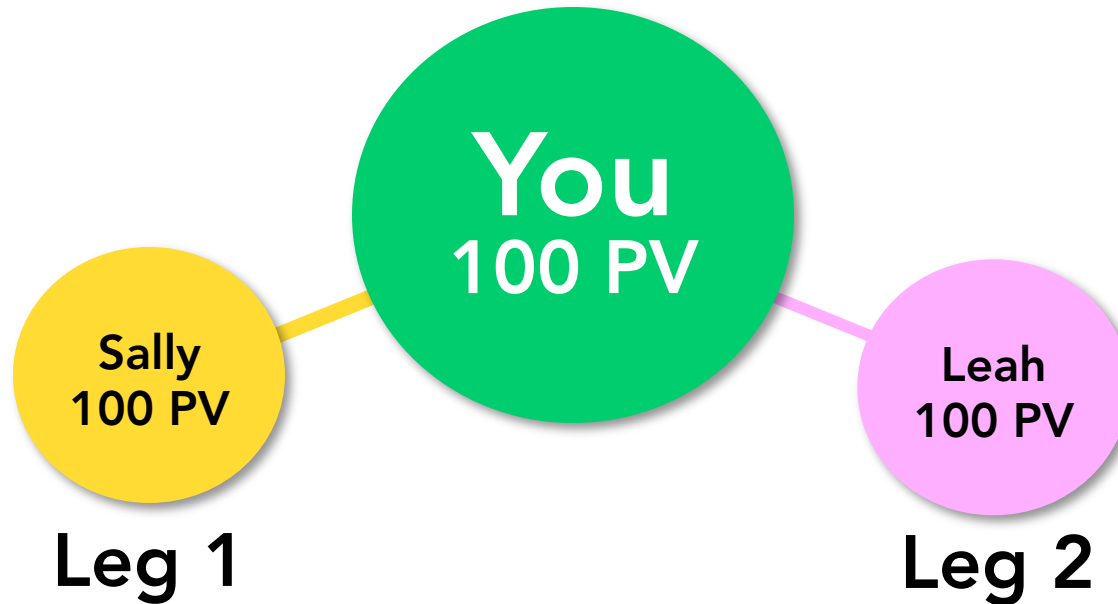
Executive

Just 2 legs



How to Start

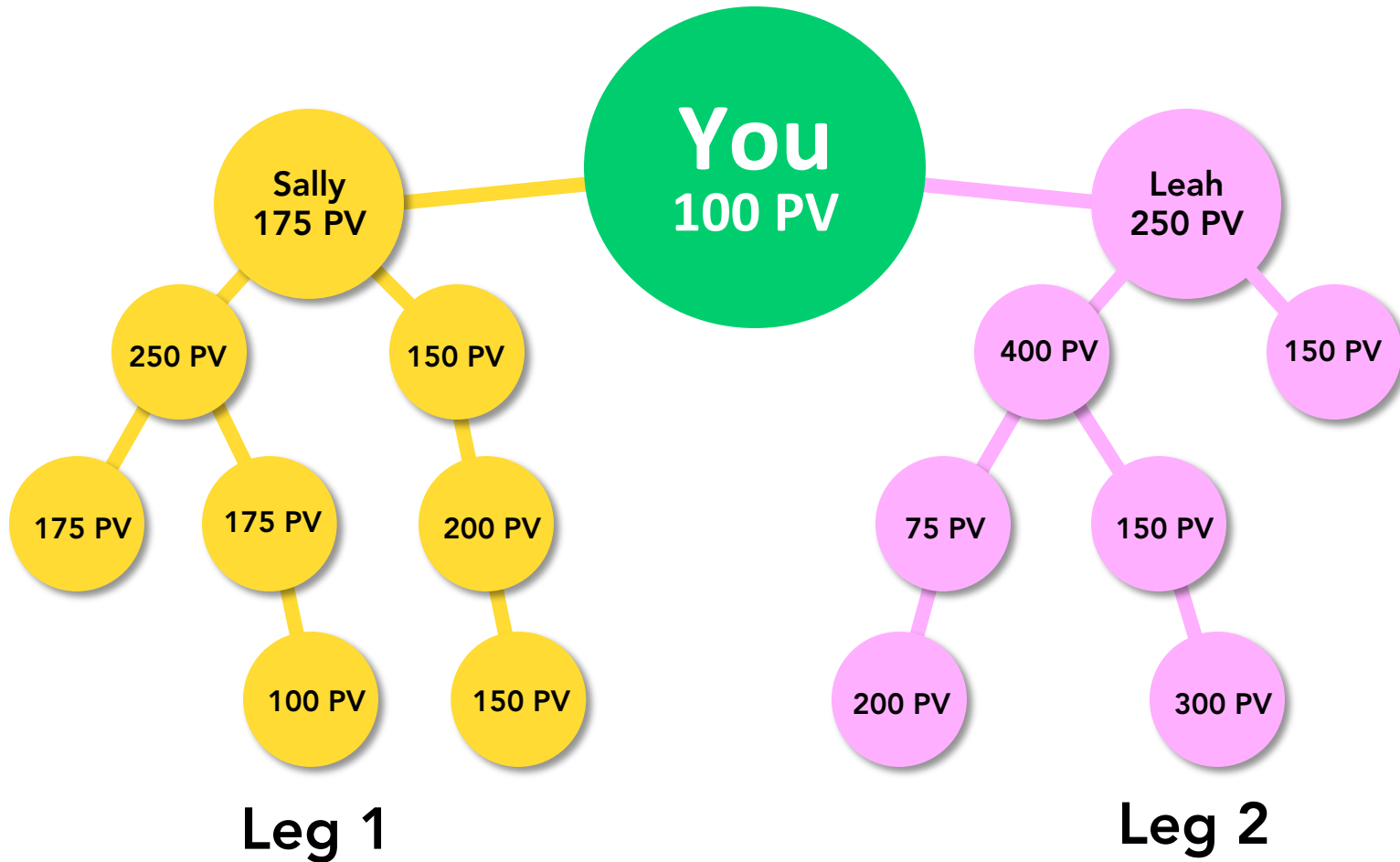
Sponsor TWO People



Each is the beginning of what we call a leg.



People get excited and the leg grows



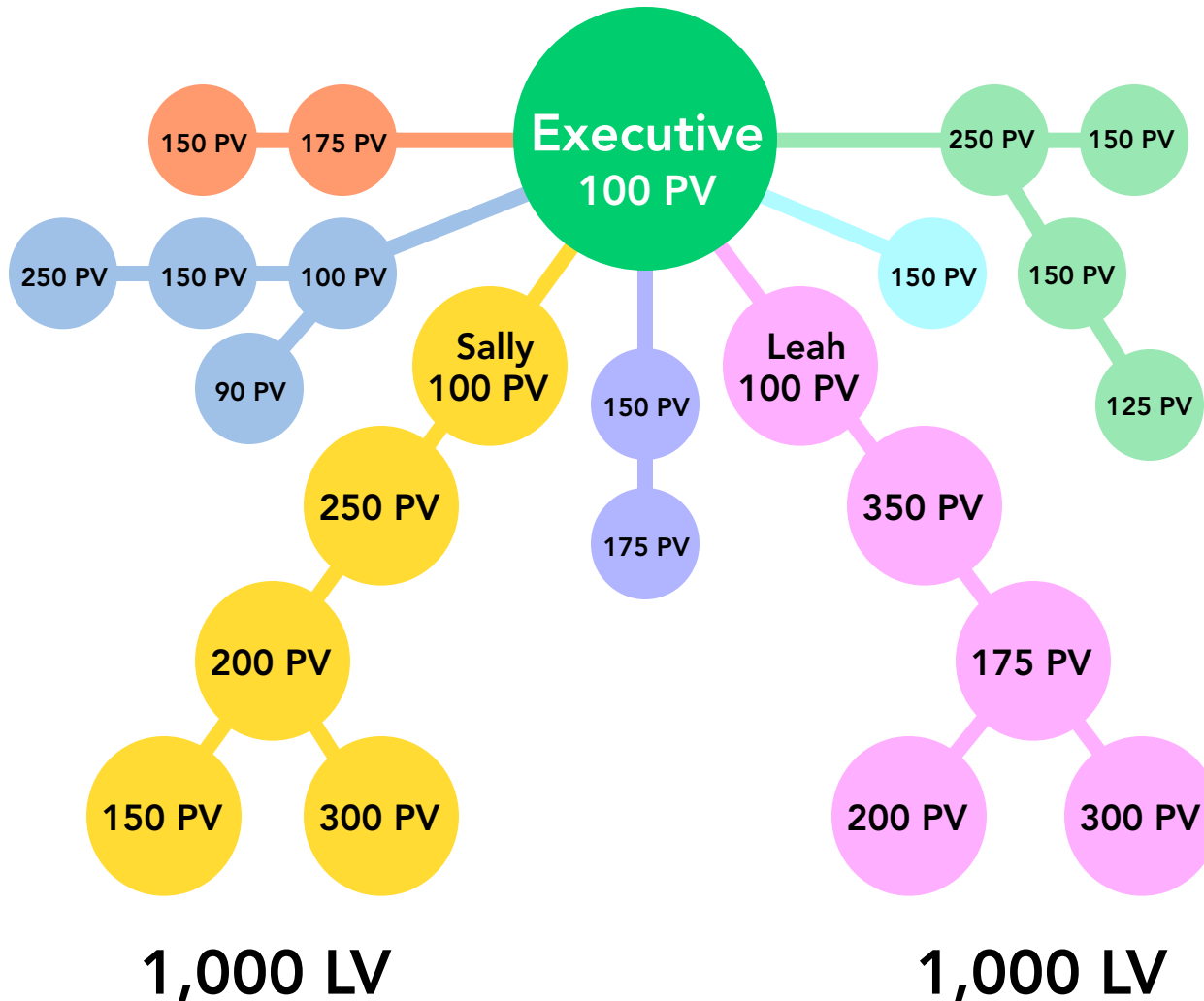
Executive Rank Qualifications

- You need 100 PV (Personal Volume)
- You need 2 legs each with a total of 1,000 LV (Leg Volume)
- You need a total of 4,000 OGV (Organization Group Volume)

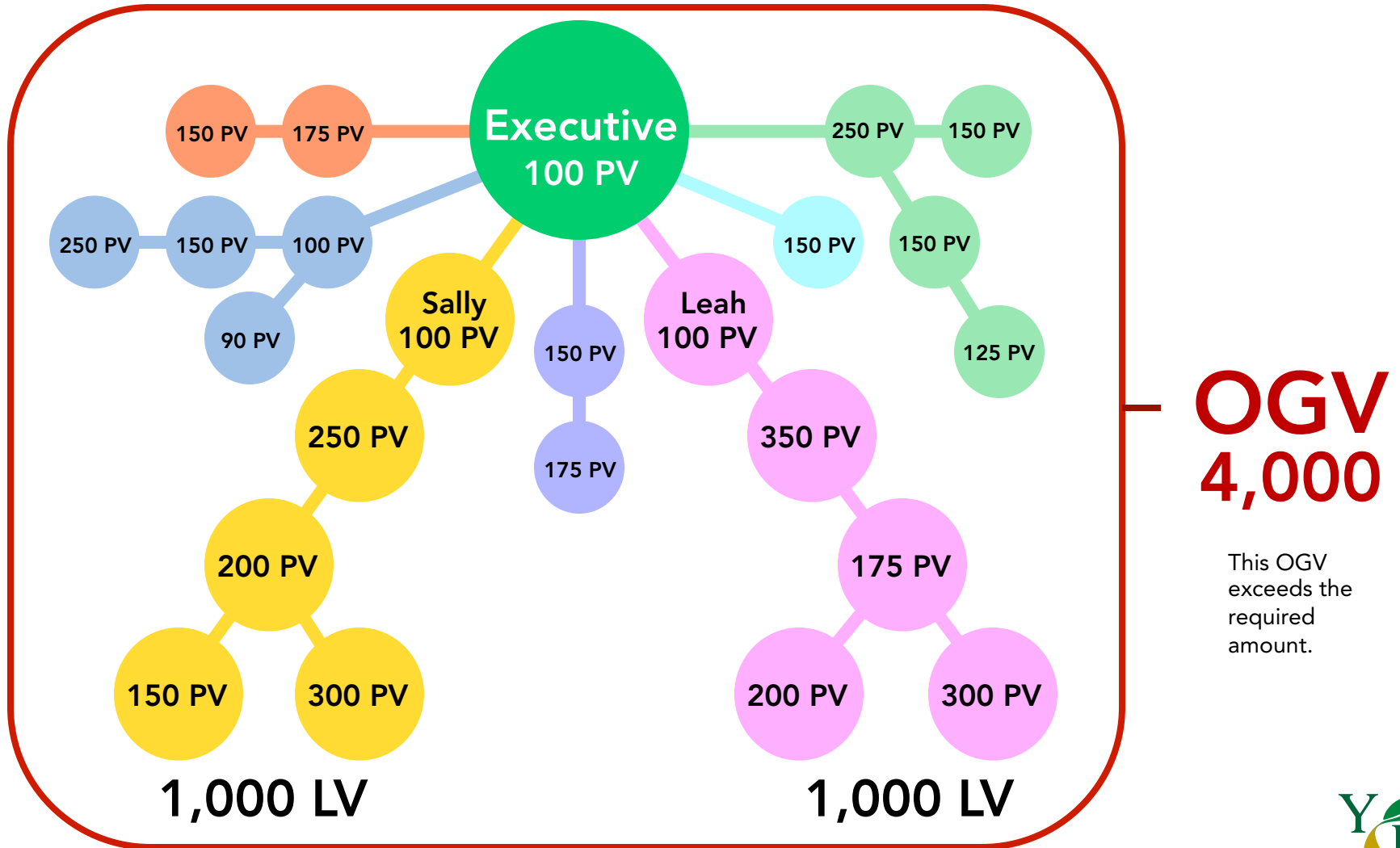


Executive Rank Qualifications

2 Legs @ 1,000 Total Leg Volume • **4,000 OGV**



OGV Includes Everyone in Your Organization (Organization Group Volume)





Goal No. 2

Silver

**The same 2 legs
Just more volume**

Silver Rank Qualifications

100 PV Personal Volume (PV) (Your own purchases)

NEW 1,000 PGV (Personal Group Volume)

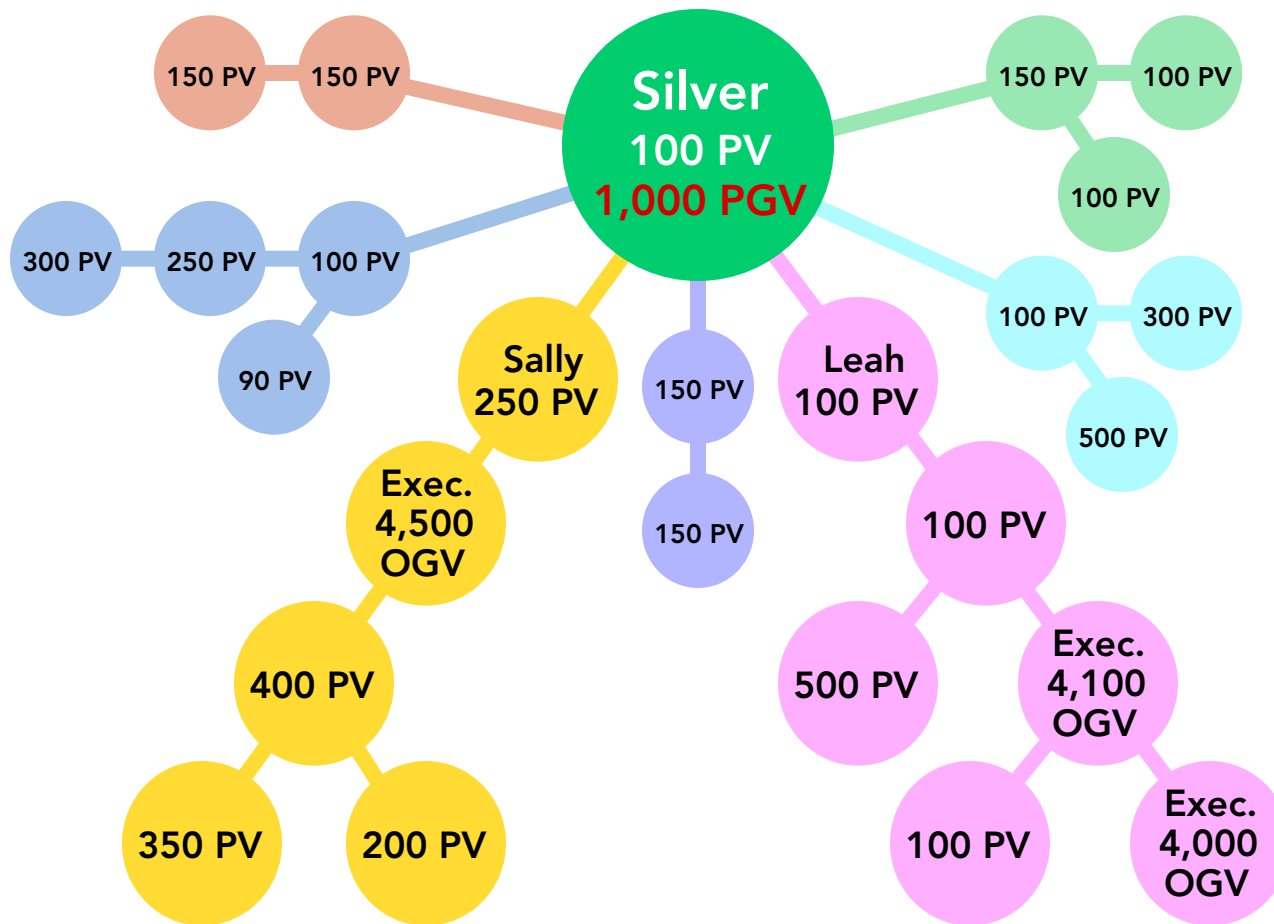
2 legs Each with 4,000 Leg Volume

Total 10,000 OGV (Organization Group Volume)



Silver Rank Qualifications

2 Legs each @ 4,000 Leg Volume • 10,000 OGV • **1,000 PGV**



Leg 1: 4,000 LV

Leg 2: 4,000 LV



PGV – Personal Group Volume

Your PGV is made up of people in your organization who are **NOT** in any qualifying leg for Silver Rank and above.

PGV is made up of non-qualifying leg volume, which includes members and customers.

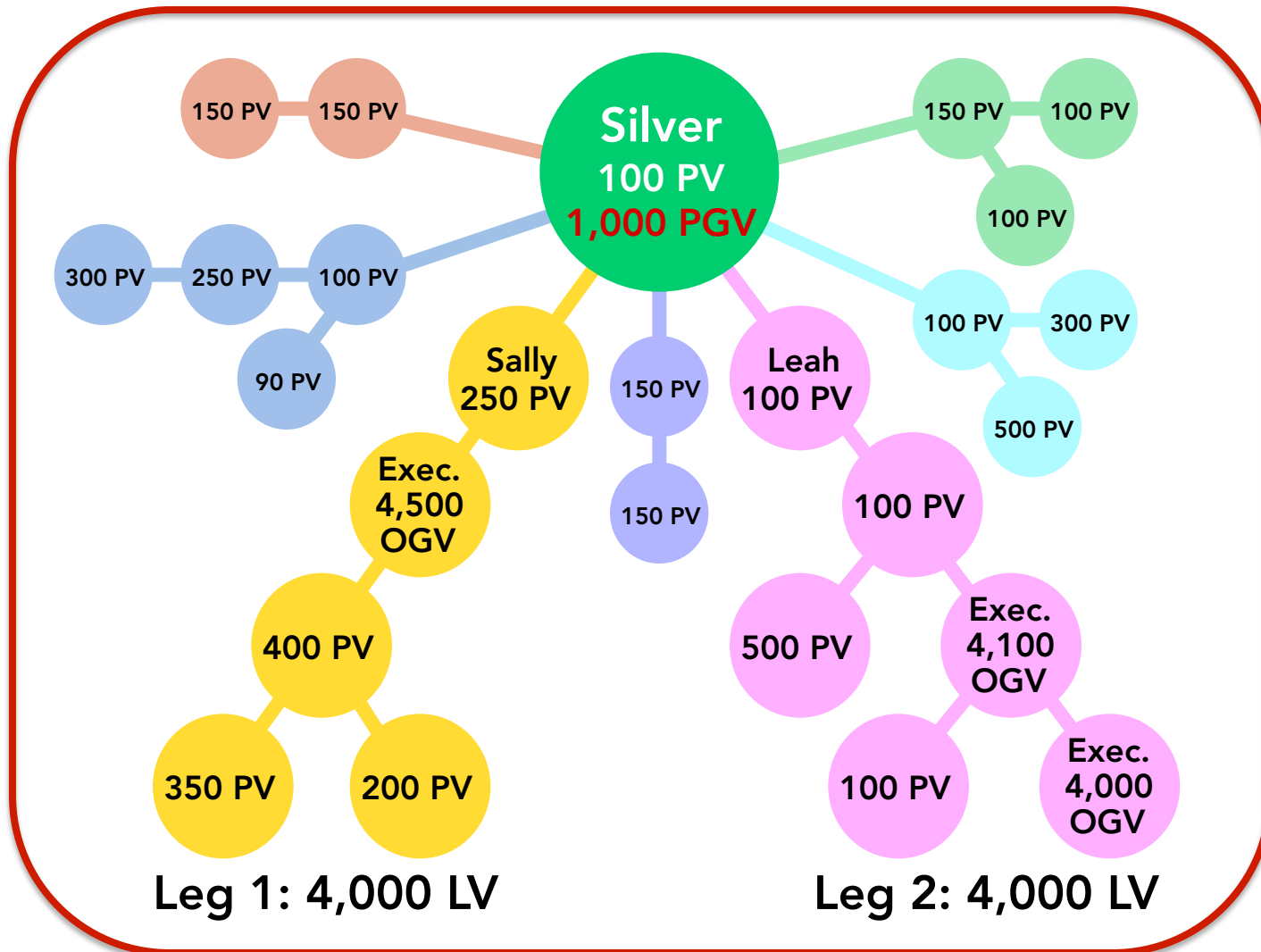
Your own PV is part of your PGV.

If you personally enroll new members and place them in any Silver leg or above, they are **NOT** part of your PGV. They are only part of your OGV.



Silver Rank Qualifications

2 Legs each @ 4,000 Leg Volume • 10,000 OGV • **1,000 PGV**



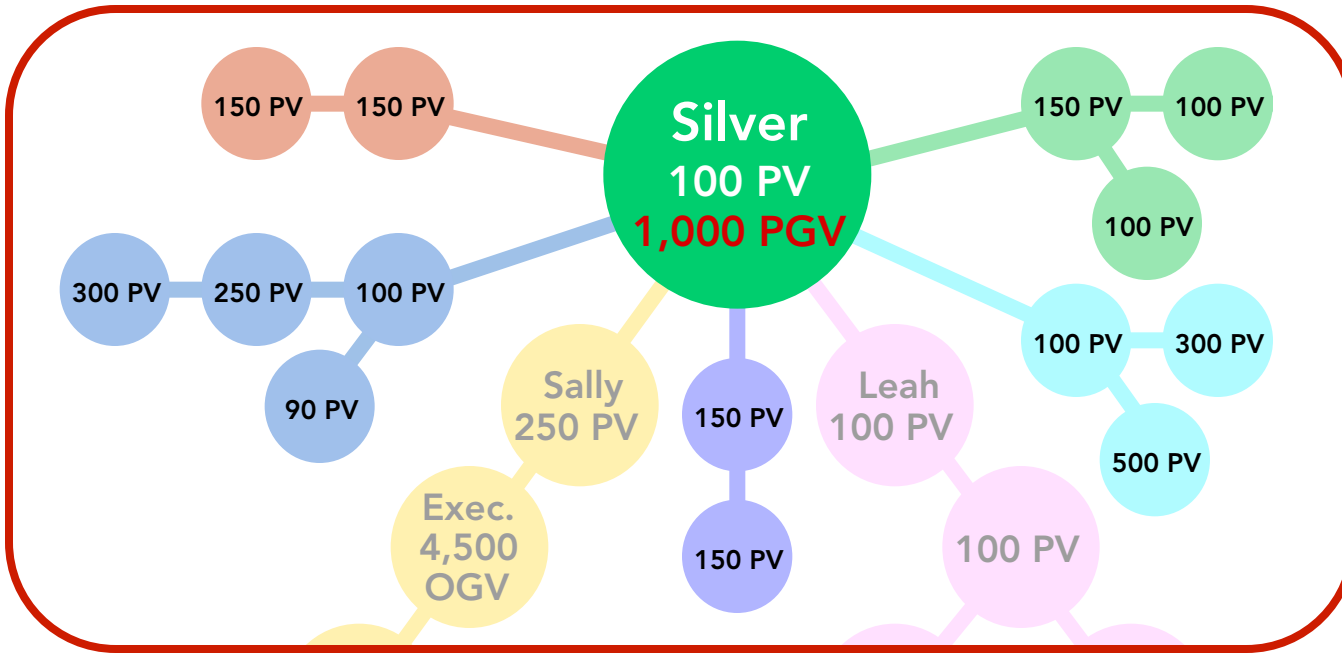
**OGV
10,000**

This OGV exceeds the required amount.



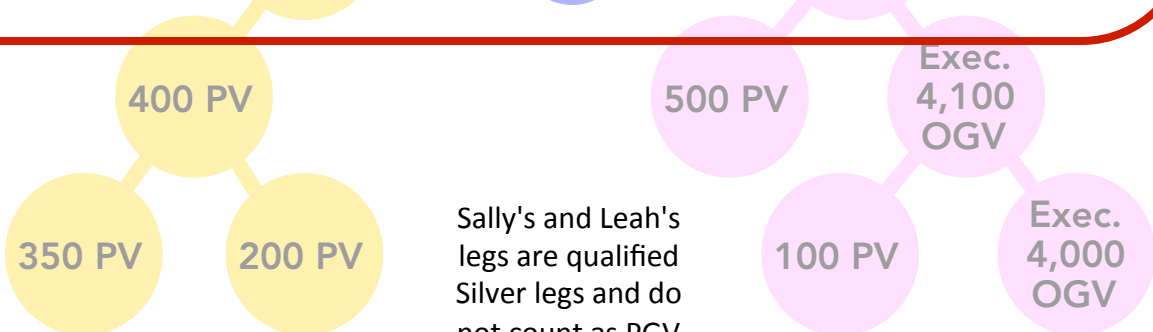
Silver Rank Qualifications

2 Legs each @ 4,000 Leg Volume • 10,000 OGV • **1,000 PGV**



**PGV
1,000**

This PGV exceeds the required amount.



Sally's and Leah's legs are qualified Silver legs and do not count as PGV.



Silver in Six (Si6)

Reward

Anyone who achieves the rank of Silver within six consecutive months of achieving the rank of Executive will receive an Aroma Complete Kit.



Note: Check for country participation



Goal No. 3 Gold

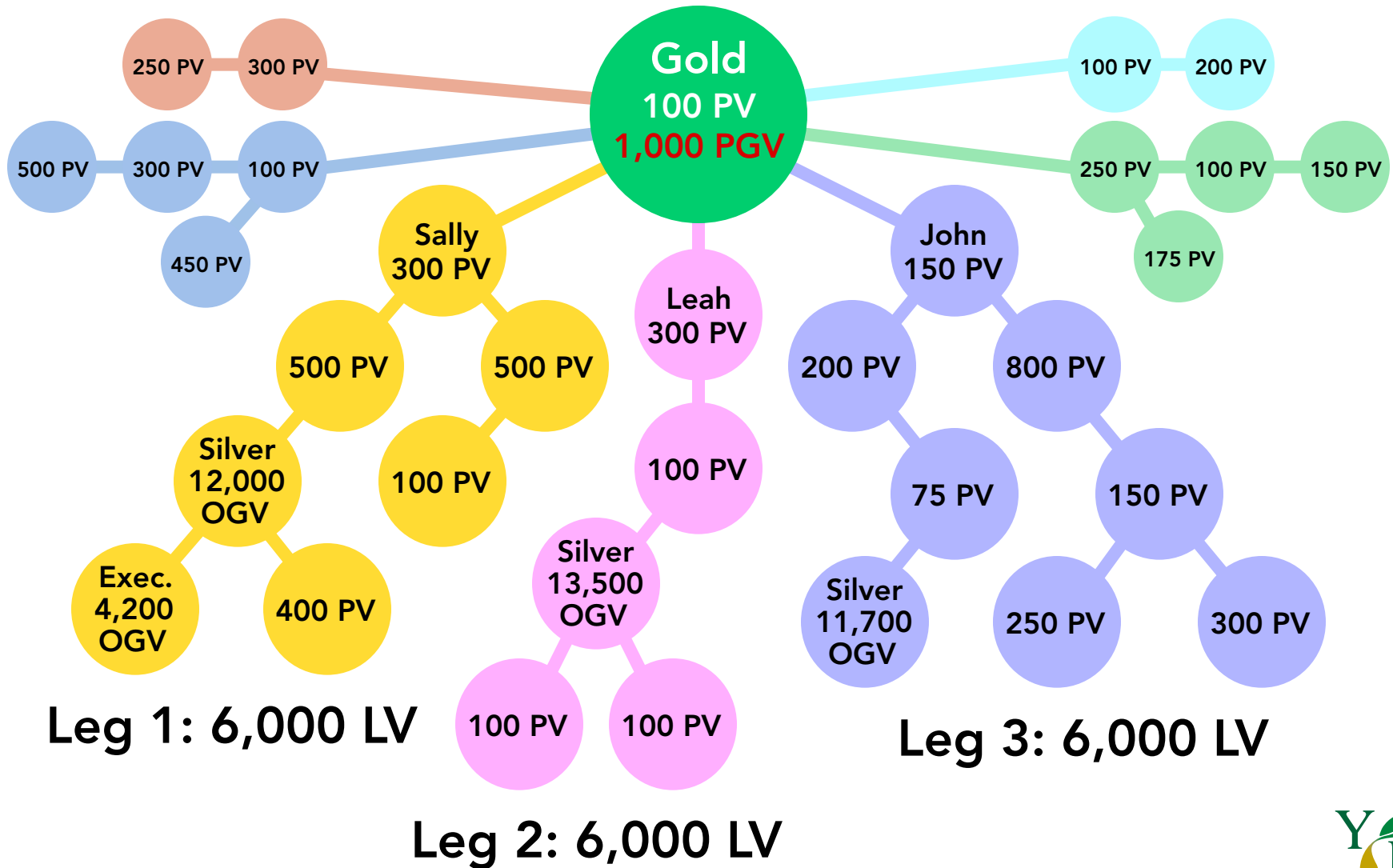


- Add a third leg.
- Increase leg volume of each to 6,000.
- Increase OGV to 35,000.



Gold Rank Qualifications

3 Legs each @ 6,000 Leg Volume • 35,000 OGV • **1,000 PGV**



Your Goals

No. 1

Executive

100 PV

2 legs x 1,000

4,000 OGV

No. 2

Silver

100 PV

1,000 PGV

2 legs x 4,000

10,000 OGV

No. 3

Gold

100 PV

1,000 PGV

3 legs x 6,000

35,000 OGV



Higher Ranks

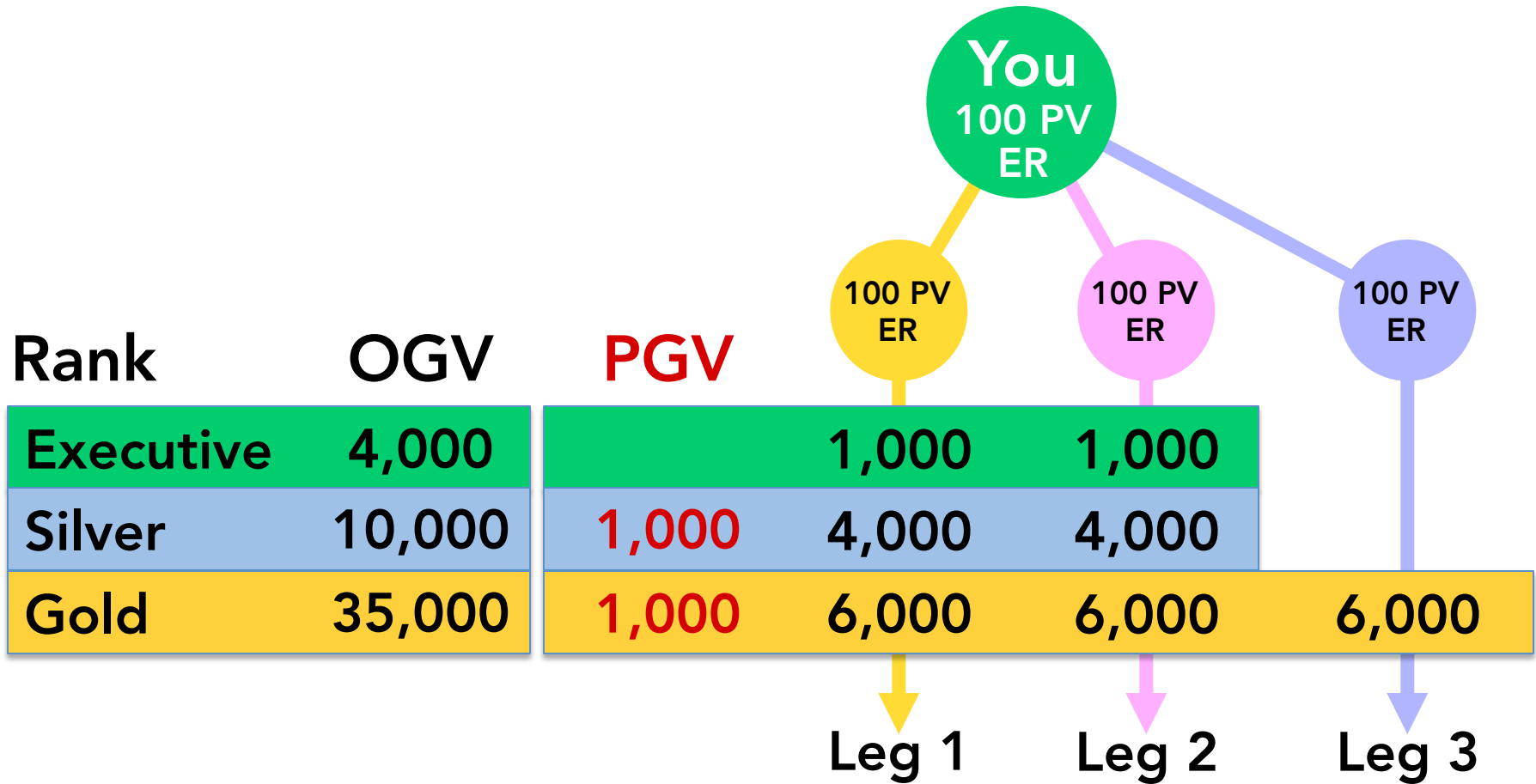
Higher ranks simply have more legs with higher qualifications. Look on the compensation flyer to see what those are.

Focus on becoming an **Executive** and then a **Silver**.

Some of you may want to build a third leg to reach **Gold**.



Your Basic Structure



Note: ER = Essential Rewards Autoship order

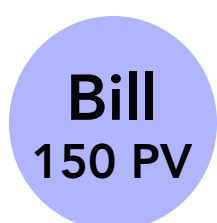


Bonuses

Rewards



Fast Start Bonus



You Enroll Them—You earn a 25% commission on the PV (Personal Volume) of all new people you enroll for their first three calendar months.

You enroll **Sally**: You earn 25% of **Sally's PV** for her first three months.

Sally enrolls **Bill**: You earn 10% of **Bill's PV** for his first three months.

Sally receives 25% of **Bill's PV** for his first three months.

You Earn:

Sally: $25\% \text{ of } 200 \text{ PV} = \$50 \times 3 = \$150$

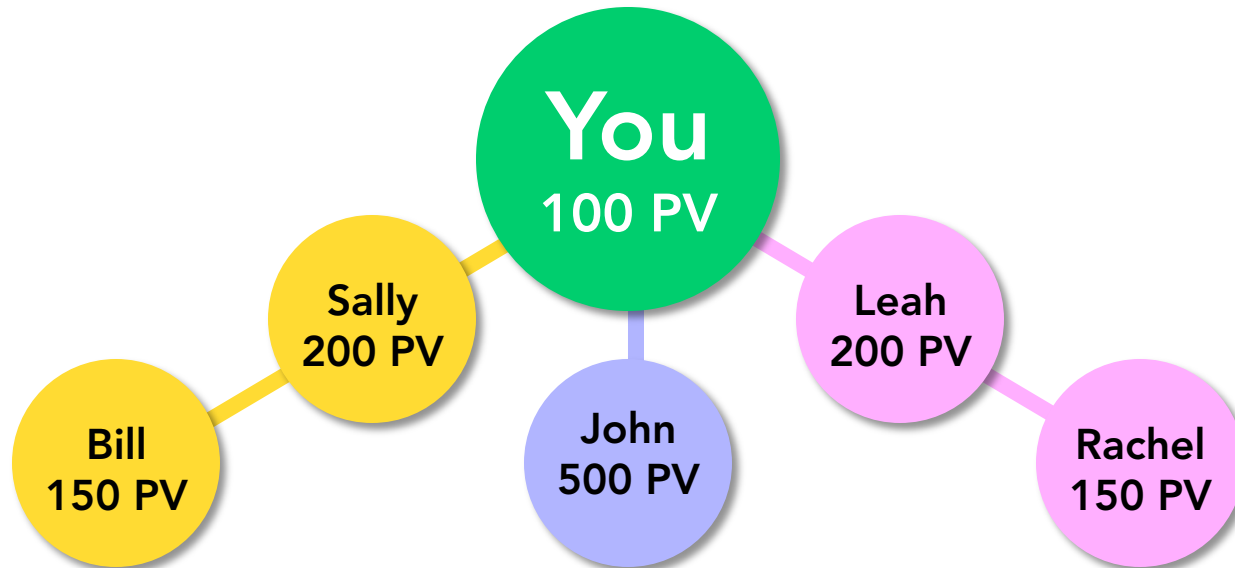
Bill: $10\% \text{ of } 150 \text{ PV} = \$15 \times 3 = \$45$

Total for first three months: $= \$195$

The Fast Start Bonus has a maximum payout of \$200 per newly enrolled member, per month, for the 1st three calendar months.



Growth Through Enrolling



| | | | |
|---------|---------------|--------------|----------|
| Sally: | 25% of 200 PV | = \$ 50 x 3 | = \$ 150 |
| Bill: | 10% of 150 PV | = \$ 15 x 3 | = \$ 45 |
| Leah: | 25% of 200 PV | = \$ 50 x 3 | = \$ 150 |
| Rachel: | 10% of 150 PV | = \$ 15 x 3 | = \$ 45 |
| John: | 25% of 500 PV | = \$ 125 x 3 | = \$ 375 |

Total Fast Start Bonus: First Three Months = \$ 765



Start Living Bonus

For each new member
who purchases the
Premium Starter Kit
in the month he/she enrolls,
the Enroller receives a
one-time bonus of **\$25.**



Essential Rewards Autoship

- **Earn free product by accumulating Essential Rewards Autoship points.**
- **Protect your commission check with a 100 PV order shipped to you monthly.**
- **Receive discounted shipping.**



Earn Free Products and Protect Your Commission Check at the Same Time!

- Earn **Essential Rewards Autoship** points based on the volume of your own personal purchases.
- Redeem your points for **FREE products**.
- Consecutive months on Autoship will increase your monthly percentage.

Months on

1-6 Months

7-12 Months

13+ Months

Points Earned

10% Personal Volume

15% Personal Volume

20% Personal Volume



Rewards Increase with Continuous Participation

Months 1-6 Order 100 PV x 10% = \$10 x 6 = \$60

Months 7-12 Order 100 PV x 15% = \$15 x 6 = \$90

\$150 Free Products 1st Year

Months 13+ Order 100 PV x 20% = \$20 x 12 = \$240

**\$240 Free Products 2nd year
and every year thereafter as
long as you are on the program**

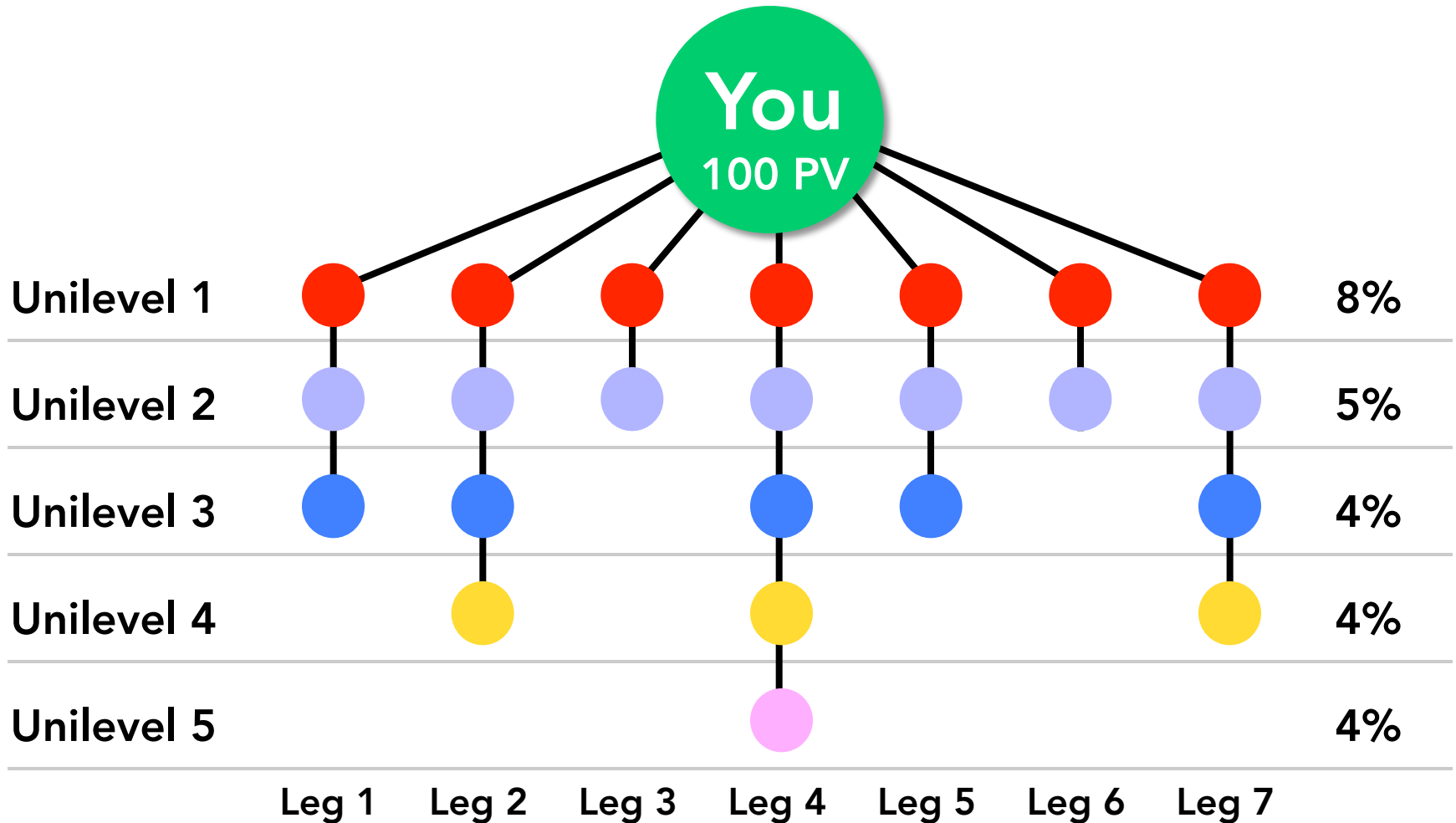


Essential Rewards Autoship

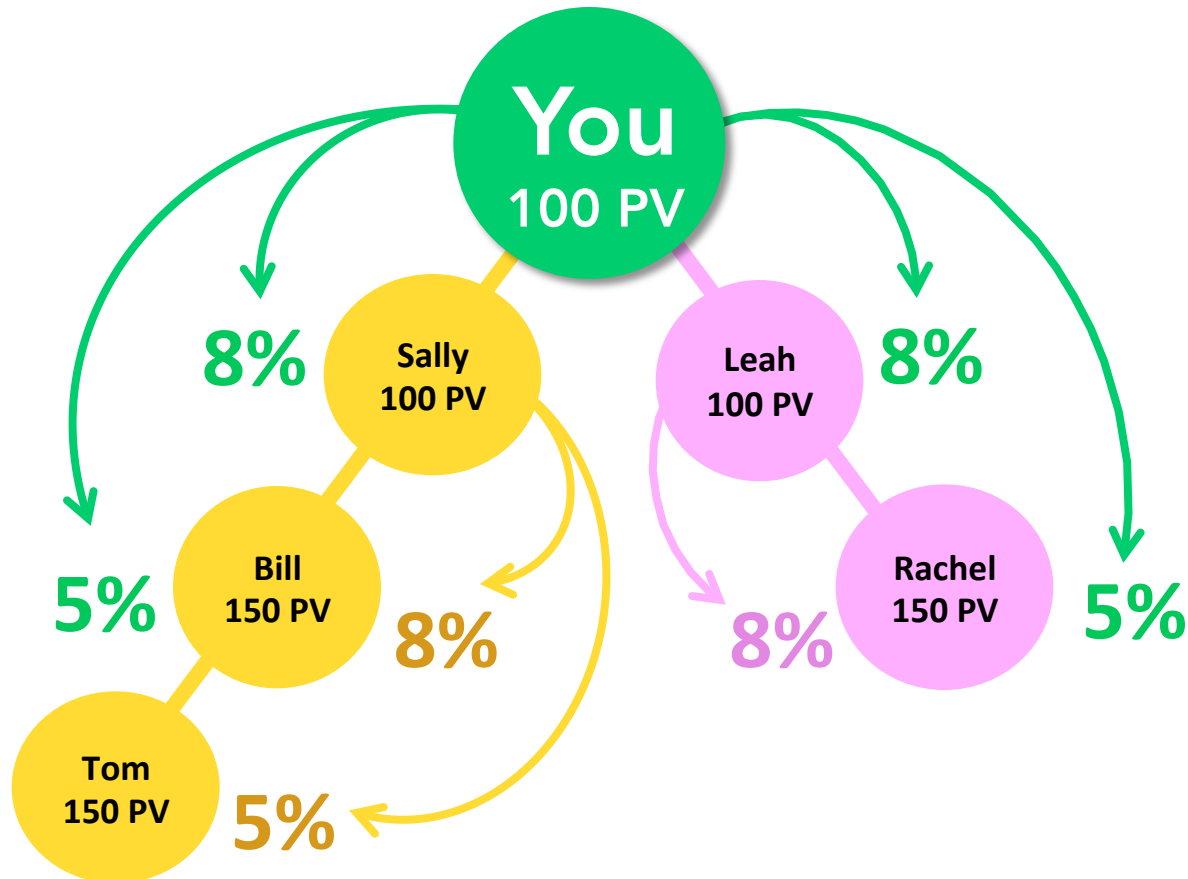
1. Essential Rewards points are earned **ONLY** on Autoship orders.
2. No limit to the number of points you can earn.
3. You can **redeem** only up to 350 points per month.
4. Points **expire** 12 months after they are earned.



Unilevel Commissions for All Members

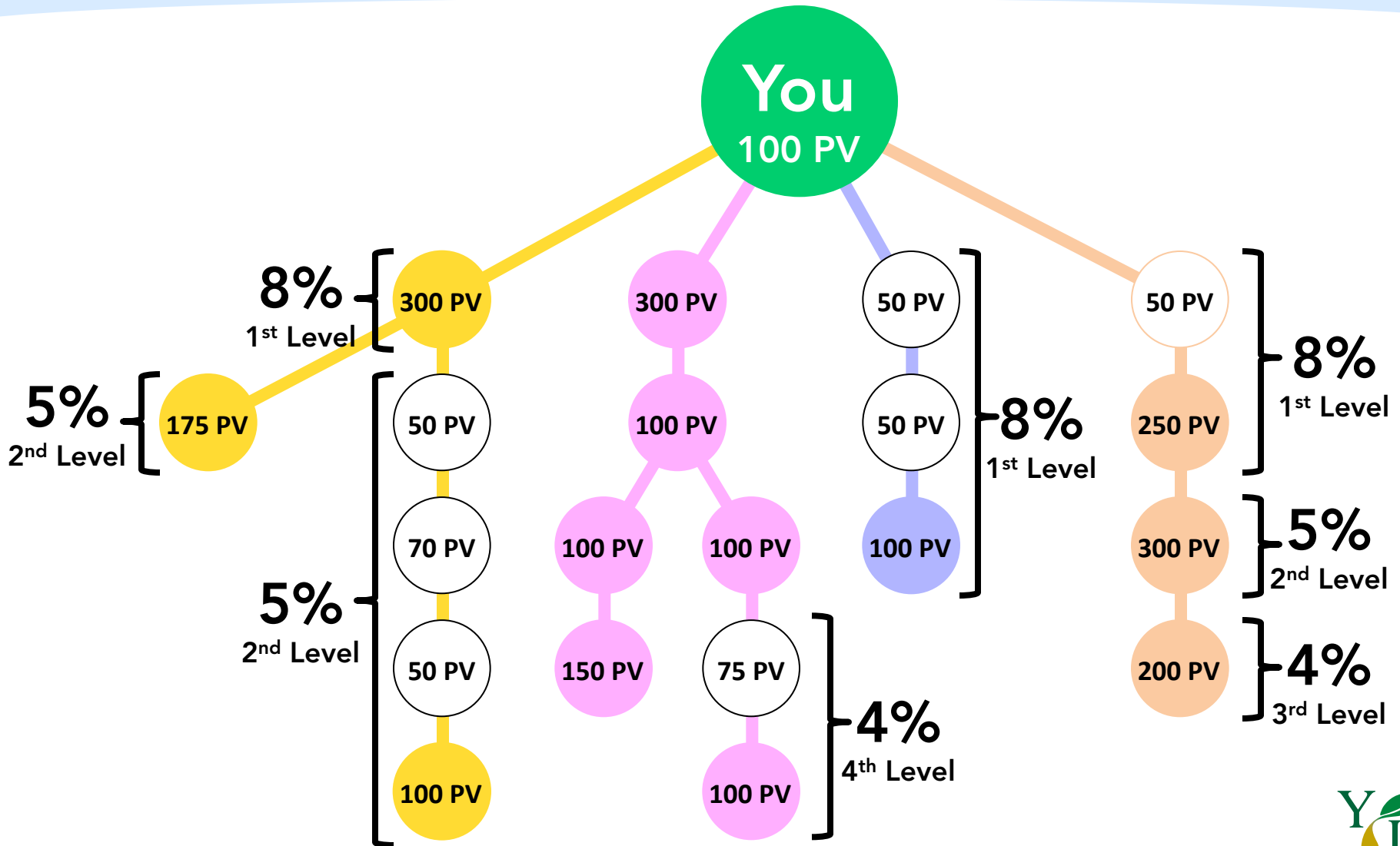


Beginning Commission Payout



All members with 100 PV are paid on their first two levels.

Roll-up or Compression



Reach the Rank of Silver or Higher and Get Paid Two Ways!

1. Paid a percentage on the volume of your personal group and leadership generations
2. Paid on shares you receive according to your monthly qualified rank

This payout is based on 6.25% of monthly commissionable sales.



Leadership Payout No. 1

Percentage of Generation Volume

| Generation | SILVER | GOLD | PLATINUM | DIAMOND | CROWN DIAMOND | ROYAL CROWN |
|--------------|--------|------|----------|---------|---------------|-------------|
| PERSONAL | 2.5% | 2.5% | 2.5% | 2.5% | 2.5% | 2.5% |
| Generation 2 | 3% | 3% | 3% | 3% | 3% | 3% |
| Generation 3 | 3% | 3% | 3% | 3% | 3% | 3% |
| Generation 4 | | 3% | 3% | 3% | 3% | 3% |
| Generation 5 | | | 3% | 3% | 3% | 3% |
| Generation 6 | | | | 3% | 3% | 3% |
| Generation 7 | | | | | 3% | 3% |
| Generation 8 | | | | | | 1% |

Wider and deeper earns greater payout.



Payout No. 2

Generation Leadership Bonus



Shares According to Rank

| | |
|-------------------------------|----------|
| Silver | 1 share |
| Gold | 2 shares |
| Platinum | 3 shares |
| Diamond | 4 shares |
| Crown Diamond | 5 shares |
| Royal Crown Diamond | 6 shares |

Shares you receive cannot be greater than your paid-as rank. To receive more shares, you must achieve a higher rank and help build additional leaders in your organization.



Building The Foundation

- Sponsor within your first three levels.
- Those on your levels 3, 4, and 5 can quickly build beyond your 5th level payout. There will always be people on deeper levels who you want to help, but their volume will grow beyond your payout.
- It is best to teach your people to build within their first three levels when they can.

| | DISTRIBUTOR | STAR | SENIOR STAR | EXECUTIVE |
|--------------|-------------|------|-------------|-----------|
| COMPENSATION | UNILEVEL | | | |
| LEVEL 1 | 8% | 8% | 8% | 8% |
| LEVEL 2 | 5% | 5% | 5% | 5% |
| LEVEL 3 | | 4% | 4% | 4% |
| LEVEL 4 | | | 4% | 4% |
| LEVEL 5 | | | | 4% |

Enroller / Sponsor / Customer

Enroller: The person responsible for personally introducing a new member to Young Living. Enrollers are eligible to qualify for financial bonuses, including the Fast Start and Starter Kit bonuses.

Sponsor: A new member's direct upline and main support. The sponsor may also be the enroller.

Customer: A customer is a person who does not want to be a member but still wishes to purchase products.



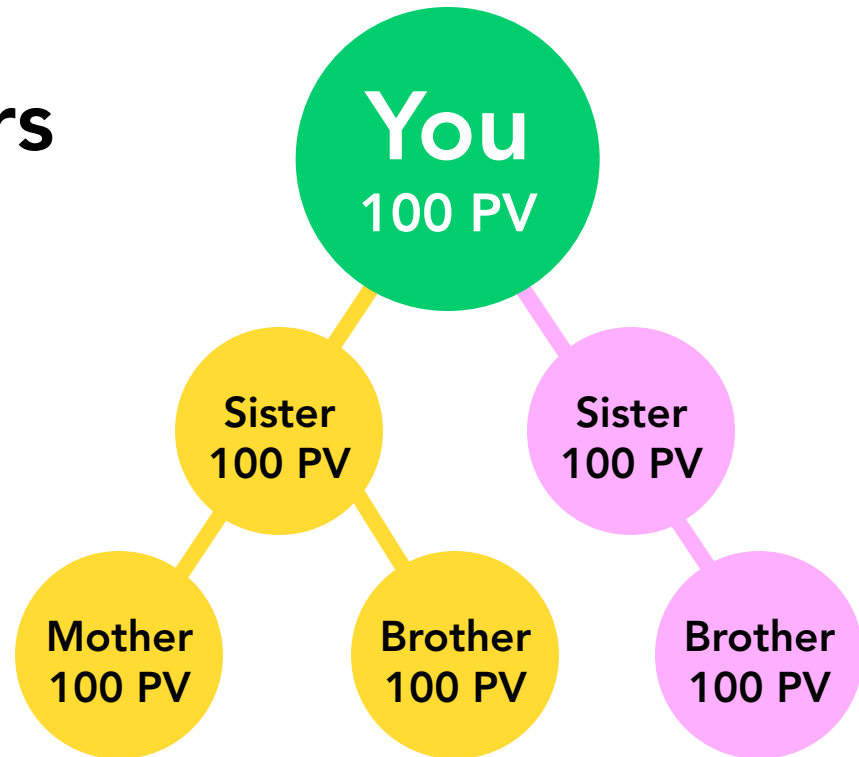
Build a Family Structure

Six family members

You join first

Two strong legs

**Strong personalities
can help others.**



If there are just two or three, put them together so that they can help each other build. Don't make them all separate legs.

Only Your Body Knows!

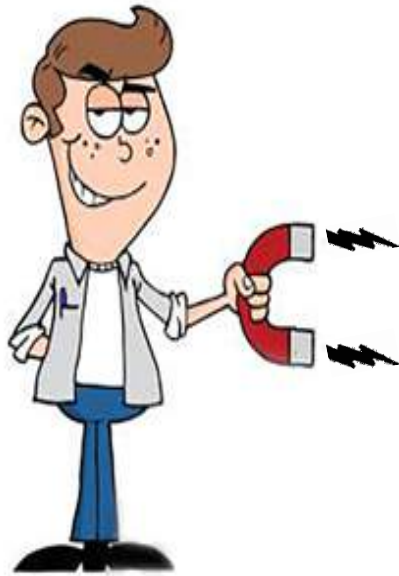
Whenever you use a natural product, only your body knows what it needs. You can try one thing and if you don't get the results you want, try something else.

Sometimes you have to mix and match to determine what works best. Your body will tell you.

We don't cure disease. We strengthen the systems of the body. With the right nutrients/products, the body knows what to do.

Change your diet: Get rid of the “not so good/bad” and put in the good. Drink lots of purified water. Enjoy NingXia Red and add NingXia Nitro to it. Exercise and get plenty of sleep.





How to Attract the Right People to Your Business

Who?

- **Personality – good conversationalist**
- **Burning desire – need**
- **Interested in a healthy lifestyle**
- **Need a little extra money – \$100/\$200**
- **Looking for a home-based business**



“If you help others get what they want, you’ll get what you want too.”

Zig Ziglar
1926 - 2012

The Secret of Success?

ESSENTIAL
REWARDS

CONVENTION

DOWNLINE
VIEWER

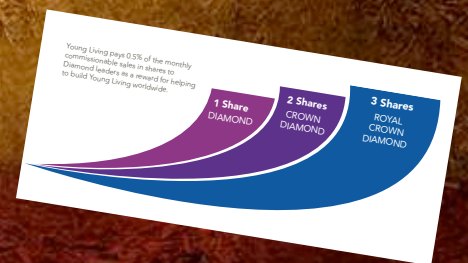
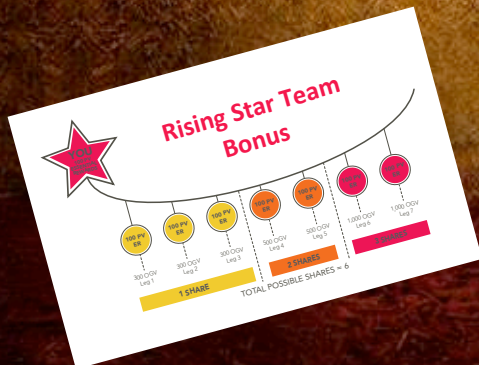
VIRTUAL
OFFICE

HARVEST
TIME

FAST START

REWARD
TRIPS

DIAMOND
EXPRESS



Just Do It!