

Introducing the

BRIDGE TO GOLD PROGRAM!

Bridge to Gold—International Overview

Beginning April 1, qualifying Silvers will have the opportunity to work toward a FREE Premier Aroma collection! It's the ultimate reward, designed to help distributors make the essential transition from Silver to Gold.

Here's everything you need to know to get started with Bridge to Gold:

- **Date:** Bridge to Gold launches on April 1, 2020, in all global markets.
- **Eligibility:** Bridge to Gold is open to all Young Living distributors (see exclusions below)* who achieve the rank of Silver for the first time after April 1, 2020.
- **Goal:** Bridge to Gold rewards and motivates Silvers as they make the transition from part-time (Silver) to full-time (Gold) and build a solid foundation for success.
- **How to qualify:** To earn the Bridge to Gold reward, distributors must meet the following requirements:
 - Build **two new legs** of 1,000 OGV each, in addition to the legs required for Silver.
 - Reach at least **22,500 OGV**, or halfway between the volume required for Silver (10,000 OGV) and Gold (35,000 OGV).
 - Achieve the first two requirements—in the same month—within six months of reaching Silver for the first time.
- **What you get:** Silvers who meet all Bridge to Gold requirements will receive the Premier Aroma collection, retail valued at approximately \$2,800 USD! Each collection will feature essential oils curated by the local Young Living market.
- **Anything else?** Bridge to Gold is an incentive outside of regularly paid commissions and is not required in order to be recognized for any standard rank achievements (e.g., Gold rank). Likewise, achieving the Silver Bound bonus at Silver is not a prerequisite to earning the Premier Aroma collection, although doing so may help distributors be better positioned to achieve Bridge to Gold.
- **Bridge to Gold reset:** On April 1, 2020, existing distributors whose highest achieved rank is Silver (see exclusions below)* will have a unique opportunity to participate in a one-time reset for Bridge to Gold. This means that active distributors—regardless of how long they've been with Young Living—get the opportunity to earn a Premier Aroma collection! These distributors will have six months from April 1 to meet the program's leg and OGV requirements.

- **Example 1:** Charlotte reached Silver for the first time in October 2019, finishing March with 15,250 OGV. She has one additional leg of 1,000 OGV beyond her two primary legs required for Silver rank. On April 1, 2020, she will have six months to build a second leg of 1,000 OGV (while still maintaining the other leg at 1,000 OGV) and reach 22,500 OGV overall.
- **Example 2:** Olivia reached Silver six years ago and has since built a large organization, finishing March with 75,000 OGV. She has multiple legs but has never been able to achieve the proper structure for Gold. On April 1, 2020, she will have six months to build two of her legs to 1,000 OGV each, beyond her two legs required for Silver rank, and earn the Bridge to Gold reward.

*Some distributors will not be eligible for the Bridge to Gold reset, including:

- Distributors (as of April 1, 2020) who have previously achieved the rank of Gold
- Distributors (as of April 1, 2020) who have reached 22,500 OGV and built two additional legs of at least 1,000 OGV each (beyond the legs required for Silver rank)



BRIDGE TO GOLD

Frequently Asked Questions

Q. When does the Bridge to Gold program begin?

A. The program takes effect on April 1, 2020.

Q. Who can participate in Bridge to Gold?

A. The Bridge to Gold program is open to Young Living distributors (“distributors”) who are active; who are achieving the paid-as rank of Silver for the first time OR whose highest achieved rank is Silver as of April 1, 2020; have never achieved the rank of Gold as of April 1, 2020; have never had two additional legs of at least 1,000 Organization Group Volume (“OGV”) (above the two legs required to achieve a paid-as rank of Silver) and a total OGV of 22,500 in the same month.

Q. How does Bridge to Gold work with Young Living’s existing recognition program?

A. Bridge to Gold is a voluntary program that offers an additional incentive to elite performers building a business. Participation is not required.

Q. Why is Elite Express going away?

A. Elite Express has been a great program for many of our distributors; but after feedback from our distributors, we determined that we needed a new program that better addressed current distributor needs.

Q. When is the last month I can qualify for Elite Express rewards?

A. You can qualify for Elite Express rewards through March 31, 2020. All Express Rewards points will be available for use through June 30, 2020. After that date, all unused Express Rewards points will be forfeited.

Q. Is there a penalty for not participating in Bridge to Gold?

A. No. Participation in Bridge to Gold is an added incentive and is not required to benefit from the full potential of the Young Living compensation plan.

Q. When does the qualification period begin?

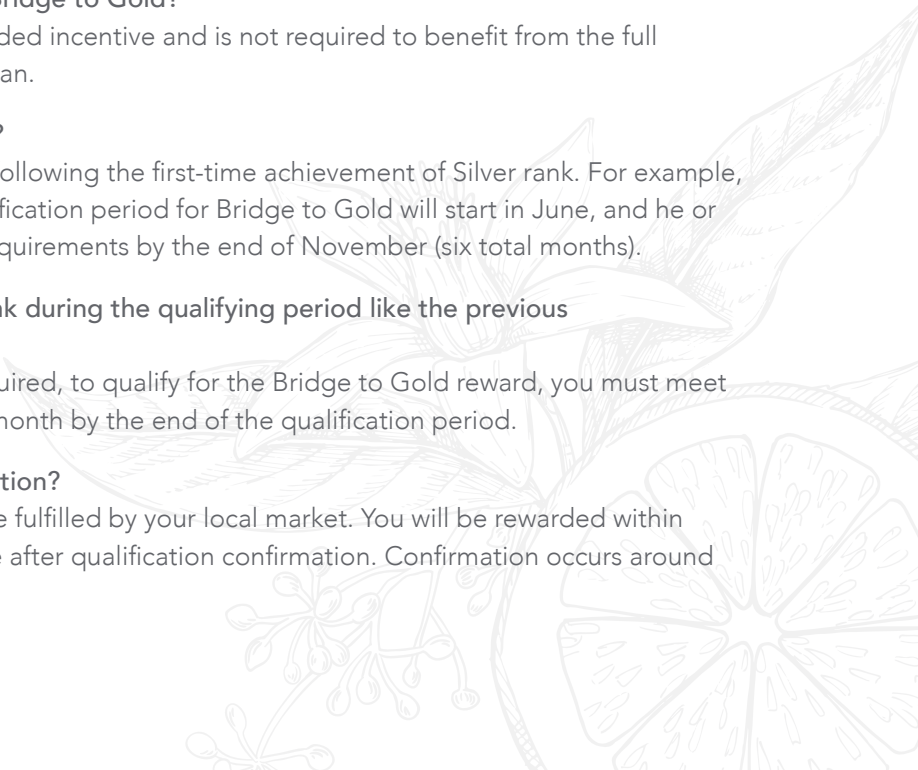
A. The qualification period begins the month following the first-time achievement of Silver rank. For example, if a distributor achieves Silver in May, the qualification period for Bridge to Gold will start in June, and he or she will need to achieve the Bridge to Gold requirements by the end of November (six total months).

Q. Do I have to maintain my prequalifying rank during the qualifying period like the previous Elite Express program?

A. No. While maintaining Silver rank is not required, to qualify for the Bridge to Gold reward, you must meet all three qualifying elements within the same month by the end of the qualification period.

Q. When will I receive my reward for qualification?

A. The Premier Aroma collection reward will be fulfilled by your local market. You will be rewarded within approximately 30 days of the commission date after qualification confirmation. Confirmation occurs around the 20th of the month following qualification.



Q. Will I be taxed on the reward?

A. Yes. The value of the reward received will be included in the year-end tax form from Young Living for the year the reward was received. The product reward will be valued at the wholesale amount.

Q. Is the reward the same in all open global markets?

A. Each Premier Aroma collection reward will feature essential oils curated by the local Young Living market.

Q. If I achieve Gold rank before the end of the qualification period, do I automatically qualify for the Bridge to Gold reward?

A. No. Distributors will earn the Bridge to Gold reward only if all three qualifying elements are achieved in the same month before the end of the qualification period. As Gold rank requires three legs of 6,000 OGV each, it is possible to achieve Gold rank and not Bridge to Gold—as Bridge to Gold requires two new legs of 1,000 OGV each, on top of the required legs for Silver rank (two legs of 4,000 OGV each).

Q. What if I already rank as a Gold or higher?

A. If you have achieved the rank of Gold or higher, you are not eligible to participate in Bridge to Gold; however, promoting this program within your team can have a positive impact on your team's growth and on the success of your organization.

Q. Where can I find information about Bridge to Gold in the Virtual Office?

A. We will be updating the Member Resources section once the program goes live on April 1. In the meantime, you can find information about Bridge to Gold under the new Silver Bound section in your Virtual Office.

Q. Who do I reach out to if I have questions about Bridge to Gold?

A. Send all Bridge to Gold inquiries to bridgetogold@youngliving.com.

