

# SILVER BOUND

## PROMOTION RULES



*No purchase necessary to participate.*

### Program Details:

The Silver Bound Promotion (the "Promotion") is being sponsored by Young Living Essential Oils, LC, located at 1538 W. Sandalwood Drive, Lehi, UT 84043 ("Young Living") and its local subsidiaries in South Africa, Australia, Canada, Colombia, Costa Rica, Ecuador, Europe, Hong Kong (Macau), Indonesia, Japan, Mexico, New Zealand, Philippines, Russia, Singapore, and Taiwan; Appendix A provides details on which subsidiary is considered the sponsor for each Young Living independent member or brand partner (herein "Member"). The Promotion will launch on April 1, 2021, at midnight, MT ("Promotion Initiation Date"). The Promotion consists of four separate promotions that offer rewards for eligible Members who achieve and maintain the ranks of Star, Senior Star, Executive, or Silver within a specific amount of time.

The Promotion is intended to incentivize, motivate, and reward high-performing Members. It does not replace other qualifications or compensation under the Young Living Compensation Plan.

### Eligibility:

The Promotion is open to active Young Living Members who are at least 18 years of age as of March 31, 2021, and are (i) new Members, Stars, Senior Stars, and Executives in March 2021, (ii) existing Members outside of group (i) above who are below the rank of Executive as of March 1, 2021, and advance in rank in April 2021 or later, (iii) reactivated Members that have been dropped for inactivity for less than 24 months based on their highest achieved rank as of April 1, 2021, (iv) new Members, Stars, Senior Stars, and Executives in April 2021 or later, (v) new Executives from January 2021 and February 2021 with a maximum (i.e., highest) rank of Executive as of April 1, 2021, and (vi) located in the United States of America, South Africa, Australia, Canada, Colombia, Costa Rica, Ecuador, Europe, Hong Kong (Macau), Indonesia, Japan, Mexico, New Zealand, Philippines, Russia, Singapore, and Taiwan. Active Members are those who meet the active requirements outlined in the Young Living Policies and Procedures for their respective country of residence. If a Member participates in a sale or transfer of their organization, the buyer will maintain their maximum rank or take on the maximum rank of the seller, whichever rank is higher. For purposes of this Promotion, this rank will be considered the prequalifying rank of the buyer. The qualification period for the corresponding bonus track will begin the month following the month in which the sale or transfer is finalized. Void where prohibited. Members must be in good standing and in compliance with all terms of Young Living's Member Agreement and Policies and Procedures.

### How to Earn Rewards

The requirements for each of the four promotions are listed below. In addition to the eligibility requirements set forth above, Members must meet all of the requirements for a promotion in order to earn the reward associated with that promotion. Each reward may only be earned once per Member.

The ranks of "Member," "Star," "Senior Star," "Executive," and "Silver," as well as the terms "leg," "leg requirements," and "OGV," have the same definitions given to such terms in the Young Living Compensation Plan. A rank is deemed to have been achieved when a Member qualifies to be paid at that rank in a month and is paid at that rank. The leg requirements outlined in this Promotion must satisfy the leg requirements as outlined in the Young Living Compensation Plan.

The qualification period for each promotion begins on the first of the month immediately following the month when a Member first achieves the prequalification rank for that promotion. However, for the Silver Bound Star promotion, the qualification period begins on the first day of the calendar month immediately following the calendar month in which the Member enrolls. The requirements must be achieved by 12 midnight, MT, on the last day of the qualification period.

To earn all of the rewards associated with a promotion, a Member must achieve all the requirements for that promotion within the qualification period and maintain those qualifications for the applicable maintenance period. The calendar month in which a Member achieves all of the requirements within the qualification period is referred to as Month 1. Month 2 is the calendar month immediately following Month 1. Month 3 is the calendar month immediately following Month 2.

To earn the Month 1 reward for each of the Silver Bound Senior Star, Silver Bound Executive, and Silver Bound Silver promotions, a Member must achieve all the requirements for the respective promotion within the qualification period. To earn the Month 2 reward for those promotions, a Member must "maintain" achievement of those requirements in Month 2. To earn the Month 3 reward for those promotions, a Member must have achieved the Month 2 reward and maintain achievement of the same requirements in Month 3. If a Member does not maintain the requirements for the respective promotion in Month 2, but achieves them again in Month 3, the Member will earn the Month 2 reward for Month 3. All rewards will be paid through Young Living's established, monthly payment methods for its Members, and will be added to any commissions or bonuses the Member earns.

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### *Silver Bound Star*

- Prequalifying rank: Member
- Requirements
  - Achieve the rank of Star
  - Leg requirement: Two legs, each having 200 OGV
  - Total OGV requirement: 500
- Qualification period: Two calendar months
- Maintenance period: Two consecutive months
- Reward: 25 Loyalty Rewards points in Young Living's Essential Rewards program

### *Silver Bound Senior Star*

- Prequalifying rank: Star
- Requirements
  - Achieve the rank of Senior Star
  - Leg requirement: Two legs, each having 500 OGV
  - Total OGV requirement: 2,000
- Qualification period: Three calendar months
- Maintenance period: Up to three months
- Rewards
  - Month 1: \$50 USD
  - Month 2: \$75 USD
  - Month 3: \$125 USD

### *Silver Bound Executive*

- Prequalifying rank: Senior Star
- Requirements
  - Achieve the rank of Executive
  - Leg requirement: One leg having 500 OGV and two legs each having 1,000 OGV
  - Total OGV requirement: 4,000
- Qualification period: Three calendar months
- Maintenance period: Up to three months
- Rewards
  - Month 1: \$100 USD
  - Month 2: \$150 USD
  - Month 3: \$250 USD

### *Silver Bound Silver*

- Prequalifying rank: Executive
- Requirements
  - Achieve the rank of Silver
  - Leg requirement: One leg having 1,000 OGV and two legs each having 4,000 OGV
  - Total OGV requirement: 10,000
- Qualification period: Four calendar months
- Maintenance period: Up to three months
- Rewards
  - Month 1: \$200 USD
  - Month 2: \$300 USD
  - Month 3: \$1,000 USD

# SILVER BOUND

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### **Cancellation and Refunds; Force Majeure:**

A Member who qualifies for a reward and then attempts to cancel its order(s) will not receive a refund for such order(s). Young Living will not be held responsible if achievement or delivery of a reward is prevented or delayed due to any of the following: out-of-stock products, strikes, picket lines, boycott efforts, fires, floods, accidents, war (whether or not declared), revolution, riots, insurrections, acts of God, acts of government (including, without limitation, any agency or department of the United States of America and local authorities in each country participating in this promotion), acts of the public enemy, scarcity or rationing of gasoline or other fuel or vital products, inability to obtain materials or labor, epidemic or pandemic, or other causes that are reasonably beyond the control of Young Living.

### **License:**

By participating in the Promotion and accepting an incentive and/or reward, a Member consents to the use of their name, address (city and state/province of residence), voice, and statements relating to the Promotion and Young Living, and photographs or other likeness without further compensation, notification, or permission, in any publicity or advertising carried out by Young Living or any related entities in any media without territorial or time limitation, except where prohibited by law.

### **Limitations of Liability:**

Young Living and its affiliates, subsidiaries, and parent companies are not responsible for any inaccuracies in information that may be used in the Promotion, for any technical or human error that may occur in the processing of orders, including data entered by Member, any miscommunications such as technical failures related to computer, telephone, cable, and unavailable network or server connections, related technical failures, or other failures related to hardware, software, or virus, or incomplete, late, or misdirected orders. Any compromise to the fair and proper conduct of the Promotion related to a computer virus or similar type of technical impairment that may affect the proper fairness, security, and administration of the Promotion may result in the termination, amendment, or modification of the entire Promotion or a portion thereof at the sole discretion of Young Living. Young Living reserves the right, in its sole discretion, to void any order of any Member whom Young Living believes has attempted to tamper with or impair the administration, security, or fairness of the Promotion or to disqualify any Member who acts in a non-sportsmanlike manner or with the intent to threaten or harass any other person.

By participating in the Promotion, each Member waives all rights to claim punitive, incidental, and consequential damages, attorneys' fees, or any damages other than actual out-of-pocket costs or losses that may arise in connection with participation in the Promotion, acceptance, possession, and/or use of a reward.

All causes of action arising out of or in connection with the Promotion or any reward awarded shall be resolved individually, without resort to any form of class action.

### **Other Rules and Regulations:**

Each reward recipient will be responsible for all applicable taxes on his or her reward, whether or not the reward is used, unless he or she refuses to accept a reward at the time it is presented. Where applicable, the recipient will have the fair market value of the accepted reward reported on an applicable tax form (e.g., a Form 1099-MISC in the USA or Form T4A in Canada). If aspects of a reward change outside the control of Young Living, or if, for any reason, all or any portion of a reward is or becomes unavailable, Young Living will not be liable or responsible for any such changes and reserves the right to substitute a reward of equivalent or greater value at Young Living's sole and absolute discretion. No transfer of a reward to a third party is permitted. No cash substitutions will be offered for non-cash rewards. By accepting a reward, the recipient agrees that Young Living shall not be liable for any injuries, damages, or losses of any kind resulting from or in connection with the awarding, acceptance, possession, or use of a reward or any aspects or parts thereof.

Young Living will be the final arbiter of all rule interpretations and qualification determinations, and such decisions will be final. Where applicable, any qualification subsidy will be reported as income on the recipient's annual 1099 form (or other applicable tax form in your market). If applicable, reward recipients will be responsible for paying all taxes on subsidy or subsidies granted by Young Living. The Promotion is void where prohibited by law. All Members who participate and qualify will be subject to auditing or verification of their point totals.

By participating in the Promotion, you (i) acknowledge compliance with these Promotion rules, including all eligibility requirements; (ii) warrant that any information you provide in connection with the Promotion is true and accurate; and (iii) agree to be bound by the decisions of Young Living, which shall

# SILVER BOUND

## PROMOTION RULES



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be final and binding in all matters relating to the Promotion. Members who do not comply with these Promotion rules and Young Living's Policies and Procedures are subject to disqualification.

Young Living reserves the right in its sole discretion to cancel, modify, or suspend the Promotion at any time, with or without notice, for any reason or no reason.

The Promotion is subject to all applicable federal, state, provincial, and municipal laws. All issues and questions concerning the construction, validity, interpretation, and enforceability of these Promotion rules or the rights and obligations of participants and Young Living in connection with the Promotion shall be governed by and construed in accordance with the substantive laws of the State of Utah, for Members in the United States without regard to conflicts of law principles. All participants in the United States consent to the jurisdiction and venue of the federal, state, and local courts of Utah. For international Members, the applicable substantive laws and courts will be those registered under the Member Agreements in each jurisdiction.

In the event of any conflict with any Promotion details contained in these the Promotion rules and Promotion details contained in other materials (including, without limitation, any point of sale, online, or print advertising), the details of the Promotion as set forth in these Promotion rules shall prevail.

The invalidity or unenforceability of any provision of these Promotion rules shall not affect the validity or enforceability of any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these Promotion rules shall otherwise remain in effect and be construed in accordance with their terms as if the invalid or illegal provision were not contained herein.

# SILVER BOUND

## PROMOTION RULES



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### Appendix A

Participants agree and understand that this Promotion is sponsored by the legal entity in their country of residence as detailed below. The legal entity sponsoring the Promotion for each participant is determined by the primary billing address as listed on the participant's Young Living Member account as of the start date of the promotion period.

Participant's Country of Primary Residence as of the start date of the Promotion Period	Sponsor	Sponsor's Address
United States	Young Living Essential Oils, LC	1538 W. Sandalwood Dr., Lehi, UT 84043
Canada	Young Living Canada ULC	Unit 142, 701 - 64 Avenue SE Calgary, Alberta T2H2C3
Mexico	Young Living Mexico SRL	Av. Paseo de la Reforma No. 243, Piso 9 Colonia Cuauhtémoc, Delegación Cuauhtémoc, C.P. 06500, Ciudad de Mexico
Ecuador	Young Living Ecuador, CIA, LTDA	Avenida Las Monjas No. 115 Entre Circunvalación y Costanera Sur Urdesa Central Guayaquil, Ecuador
Europe	Young Living (Europe) Ltd.	3rd Floor Building 11, Chiswick Park London W4 5YS UK Phone: +44-0-1480-710032 Fax + 44 (0) 2038573431
Hong Kong and Macau	Young Living Hong Kong Limited	6 and 7 Floor The Wellington No. 198 Wellington Street, Central, Hong Kong
Australia and New Zealand	Young Living Essential Oils, Australasia Pty. Ltd.	Level 3 Building B, 3 Columbia Court Baulkham Hills 2153, Sydney, Australia
Singapore	Young Living Singapore Pte. Ltd.	Young Living Singapore Pte Ltd 111 Somerset Road, #05-06/07 TripleOne Somerset, Singapore 238164
Japan	Young Living Japan Inc.	Shinjuku Sumitomo Bldg 32F 2-6-1 Nishishinjuku Shinjuku-Ku, Tokyo, Japan 163-0232
Taiwan	Young Living Taiwan Inc, Taiwan Branch	8/F, Nos. 89, 89-1, 89-2 and 89-3 SongRen Road, XinYi District, Taipei City (TEL: 02-7747-4888; Fax: 0277474889)
Indonesia	PT Young Living Indonesia	Menara BCA Grand Indonesia, 45 floor, Jalan M.H. Thamrin No. 1, Jakarta Pusat, 10310, Indonesia
Colombia	Young Living Colombia SAS	Avenida 19 105 - 53 Bogotá, Colombia
Philippines	Young Living Philippines LLC, Philippines Branch	12th Floor, Twenty-Five Seven McKinley 25th Street corner 7th Avenue Bonifacio Global City
Russia	Young Living CIS LC	1538 W. Sandalwood Dr., Lehi, UT 84043
South Africa	Young Living Africa (PTY) LTD	Clearwater Office Park, Building 6 Cnr of Christian de Wet and Mellenium Road Strubensvalley, Roodepoort Gauteng 1724
Costa Rica	Young Living Costa Rica S.R.L.	San Jose, Sabana Sur, Calle 62 A, Avenida 12, edificio Abdin Segunda planta.