

# Generation Leadership Bonus FAQ\*



## Q. Why is the Generation Leadership Bonus changing?

A. While the current Generation Leadership Bonus has been a wonderful tool for rewarding our Brand Partners, we've identified some enhancements that are more inclusive and will further reward those generating sales volume within their organization.

## Q. How is the Generation Leadership Bonus changing?

A. A monthly sales leadership qualification is now required to earn the Generation Leadership Bonus. The share amounts for each applicable rank are also changing, and the Executive rank can now participate in the Generation Leadership Bonus.

## Q. What happens if I do not qualify for the new Generation Leadership Bonus?

A. If you do not meet the requirements in a given month, you will not be included in the pool for that month. However, you'll earn all the other bonuses you've qualified for and just won't earn the Generation Leadership shares.

## Q. What are the new monthly qualification requirements for the Generation Leadership Bonus?

A. To qualify to earn this bonus, you're required to rank as Executive or above. All paid ranks of Executive through Royal Crown Diamond are now included in the Generation Leadership Bonus pool. To qualify to participate in the pool, you must meet the following requirements:

- **Executive to Gold rank:** Personally enroll or reactivate at least one Customer and/or Brand Partner with at least a 100 PV order.
- **Platinum to Royal Crown Diamond rank:** Participate in any one of the following leadership activities listed below.
  - **Personally enroll or reactivate** at least one Customer and/or Brand Partner with at least a 100 PV order.
  - **Attend a paid Young Living qualifying event** such as a:
    - Planting
    - Harvest
    - Glamping
    - Men's Camp
    - Experience Young Living events
    - D. Gary Young, Young Living Foundation Service Trip
    - Annual or regional convention
    - Market Anniversary Event
    - **Non-qualifying events:** Silver through Diamond retreats, incentive-based trips/events, regional training seminars
  - **Host a registered open Young Living meeting**, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered host (auditable by Young Living).
  - **Present at a registered open Young Living meeting**, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered presenter (auditable by Young Living).
- **How will my leadership activity be verified to qualify for the Generation Leadership Bonus?**
  - Verification will occur in the Virtual Office. We will offer training to ensure you know how to complete this in your Virtual Office.

The number of shares earned per rank has changed as follows:

	Personal	w/in Generations
Royal Crown Diamond	3	3
Crown Diamond	3	3
Diamond	3	3
Platinum	2	2
Gold	2	2
Silver	2	2
Executive	1	1

- A maximum of \$100,000 per Brand Partner per month can be earned through the Generation Leadership Bonus.

**PLEASE NOTE THE LEVELS OF GENERATIONS YOU'RE PAID ON REMAIN THE SAME, PER THE CHART BELOW:**

Rank	Shares	Paid Generations
Royal Crown Diamond	3	1-8
Crown Diamond	3	1-7
Diamond	3	1-6
Platinum	2	1-5
Gold	2	1-4
Silver	2	1-3
Executive	1	None

**Q. When will I receive the payout for my Generation Leadership Bonus?**

A. The Generation Leadership Bonus payout will continue to accompany the monthly commission payout.

**Q. Do I have to maintain my paid rank to earn the Generation Leadership Bonus?**

A. You must maintain the paid rank of Executive or above to qualify for the Generation Leadership Bonus. Maintaining your rank is how you qualify for the pool, and then you need to also complete the performance requirement described above for your individual qualifying rank.

**Q. How will this change impact my commission check?**

A. We've run many models to consider the impact on Brand Partner checks. If you meet the performance requirement each month to qualify for participation in the Generation Leadership Bonus, you should still earn a significant amount from the bonus. Depending on how many other leaders qualify, the share value could increase or decrease. The inclusion of Executives in the Generation Leadership Bonus pool may result in a wider distribution of the pool payout. The regional sales support teams will be available to discuss this further with each Brand Partner personally.

**Q. Why is the Fast Start Bonus changing in some markets?**

A. The Fast Start Bonus currently pays out in a variety of ways across Young Living's many markets. To simplify this bonus for everyone, we're adopting one global method of earning the Fast Start Bonus.

The Fast Start Bonus will now pay as follows:

<b>Brand Partner Enroller(s)</b>	<b>Fast Start Bonus Percentages (first 3 months)</b>
<b>Level 1 Enroller (no PV required)</b>	25%
<b>Level 2 Enroller qualified with at least 50 PV</b>	10%

There is a 1,000 PV cap per enrollment for Fast Start Bonus payment.

**Q. Is there a PV requirement to qualify to earn the Fast Start Bonus?**

A. For the Level 1 Enroller, there is no PV required to earn the Fast Start Bonus. For the Level 2 Enroller, there is a 50 PV requirement to earn the Fast Start Bonus.

*\*Most Brand Partners only earn modest supplemental income. A Brand Partner's income and earnings will depend on their individual diligence, work effort and market conditions. Young Living does not guarantee any earnings, income, or rank success.*