

FAQ: Updates to Leadership Non-Competition Policy (3.11.2)



UNDERSTANDING THE POLICY

Q: What are the key changes in the Leadership Non-Competition policy?

A: The policy has been updated with the following changes:

- Diamond and above leaders are prohibited from engaging in competing MLM businesses during the agreement term and for six months post-termination.
- Participation in non-competing affiliate programs is explicitly permitted, provided the products are not essential oils or supplements and follow referral-based, single-customer models.
- Non-MLM businesses are allowed but must be operated separately from Young Living accounts.

Q: Why was this policy updated?

A: This policy was updated to protect the Young Living brand, ensure exclusivity among its top leaders, and maintain the integrity of confidential resources available to Diamonds and above.

Q: Does this policy apply to all leaders?

A: No, this policy specifically applies to leaders who have achieved the rank of Diamond or higher.

WHAT LEADERS CAN AND CANNOT DO

Q: Can Diamonds or higher participate in affiliate programs?

A: Yes, Diamond and above leaders can participate in affiliate programs, provided:

- The affiliate products are non-competing.
- The sales are conducted through single-customer, referral-based models without multilevel compensation.

Q: Can Diamonds or higher operate another business?

A: Yes, Diamonds can operate another business as long as the business is non-MLM, separate from their Young Living account, and complies with the Non-Solicitation and Recruitment policy.

Q: Can Diamond leaders and higher sell competing products from another MLM?

A: No. Selling competing products (e.g., essential oils or supplements) is prohibited during a Diamond-or-above leader's agreement and for six months post-termination.

Q: Can Diamonds or higher purchase products from other MLMs?

A: Yes, Diamond leaders and higher can purchase products from other MLMs for personal use only. Reselling or promoting these products is not allowed.

PRACTICAL APPLICATIONS

Q: Can I promote non-Young Living products on the same social media page?

A: No. Promotions of competing or MLM products must be on separate platforms and must not co-mingle with Young Living promotions.

Q: Can I attend meetings or events for another business?

A: You may attend such events as a Customer, but you cannot promote competing products or opportunities at Young Living-related events.

ENFORCEMENT AND REPORTING

Q: What are the consequences of violating this policy?

A: Violations will result in:

- Possible termination of your Young Living account.
- Loss of access to confidential resources and compensation.
- Restrictions for six months after termination.

Q: How does this policy protect leaders?

A: This policy ensures top leaders can focus on growing their Young Living businesses while protecting their access to exclusive resources and opportunities.

SUPPORT AND GUIDANCE

Q: How can I ensure compliance?

A: You can ensure compliance by doing the following:

- Separate Young Living from any other ventures.
- Avoid promoting MLM products from other companies.
- Maintain clear distinctions between Young Living and non-Young Living activities.

Q: Who can I contact for guidance?

A: Reach out to the Conduct Success team at conduct@youngliving.com for assistance and clarification.

By adhering to these guidelines, leaders can protect their business and the Young Living brand while ensuring compliance.