

# FAQ: Updates to Non-Solicitation and Recruitment Policy (3.11.1)



## UNDERSTANDING THE POLICY

### **Q: What are the key changes in the updated Non-Solicitation and Recruitment policy?**

A: The policy has been expanded to:

- Clearly define solicitation and recruitment, including direct, indirect, and third-party activities.
- Explicitly prohibit offering non-Young Living products or competing ventures during Young Living-related events or promotions.

### **Q: Why was this policy updated?**

A: This policy was expanded to protect Young Living's proprietary information, Brand Partner networks, and business integrity, while ensuring compliance with evolving legal standards.

### **Q: Does this policy apply to all Brand Partners and Customers?**

A: Yes, the policy applies to all Brand Partners and Customers, regardless of rank or level, and continues for 12 months after a Brand Partner's termination.

## COMPLIANCE AND BUSINESS OPERATIONS

### **Q: What activities are prohibited under this policy?**

A: The following activities are prohibited under this policy:

- Soliciting or recruiting any Young Living Customer or Brand Partner to join competing ventures, directly or indirectly.
- Promoting non-Young Living products at Young Living events or in conjunction with Young Living business activities.
- Using Young Living platforms or resources to promote competing products or opportunities.

### **Q: Can I sell non-Young Living products while being a Brand Partner?**

A: Yes, as long as the products are non-competing (e.g., not essential oils or supplements) and your promotions are separate from Young Living activities.

### **Q: Can I promote non-competing products on the same social media page as my Young Living content?**

A: Yes, you may promote non-competing products, such as through affiliate links, provided:

- The products do not overlap with Young Living's offerings.
- Your promotions comply with legal and compliance standards.

### **Q: What does "Competing Business Venture" mean?**

A: This includes businesses or organizations offering similar or alternative products or opportunities, such as other MLMs selling essential oils or supplements.

### **Q: Can I discuss non-Young Living businesses with my personal friends or family?**

A: Yes, as long as they are not Young Living Brand Partners or Customers and your discussions do not violate the Non-Solicitation policy.

**Q: Can I host events featuring both Young Living and another business?**

A: No. Events for Young Living must remain separate to avoid conflicts of interest or policy violations.

**ENFORCEMENT AND REPORTING**

**Q: What are the consequences of violating this policy?**

A: Violations of this policy will result in:

- Potential termination of your Brand Partner account.
- Forfeiture and potential repayment of earnings or bonuses.
- Legal action, including injunctive relief and damages.

**Q: What should I do if I suspect someone is violating this policy?**

A: If you suspect someone is violating this policy, report suspected violations to [conduct@youngliving.com](mailto:conduct@youngliving.com) with supporting details.

**SUPPORT AND GUIDANCE**

**Q: How does this policy protect Brand Partners?**

A: This policy ensures a fair business environment, safeguards proprietary information, and protects the efforts and investments of all Brand Partners.

**Q: How can I ensure I remain compliant?**

A: You can ensure you remain compliant with this policy by doing the following:

- Keep non-Young Living ventures entirely separate from your Young Living activities.
- Avoid soliciting or recruiting Young Living Customers or Brand Partners for other business opportunities.
- Contact the Conduct team with any questions or concerns.

**Q: Who can I contact for further questions?**

A: For assistance, reach out to the Conduct Success team at [conduct@youngliving.com](mailto:conduct@youngliving.com).