



# BRIDGE TO GOLD

## *U.S. Program Rules*

### BRIDGE TO GOLD: U.S. PROGRAM RULES

No purchase or payment is necessary to participate.

#### PROGRAM DETAILS:

The Bridge to Gold program is being sponsored by Young Living Essential Oils, LC, located at 1538 W. Sandalwood Dr., Lehi, UT and Young Living Canada ULC, located at Unit 142, 701-64 Avenue SE Calgary, Alberta T2H 2C3 ("Young Living"). The Bridge to Gold program was launched on April 1, 2020, and will end after June 2022. Anyone who hasn't yet completed both of the additional leg and OGV requirements or earned the Rise to Rank award at the Silver level will have until June 30, 2022, at 11:59 p.m., MT, to complete the program requirements.

("Program Initiation Date"). The Bridge to Gold program consists of a one-time bonus that offers an added incentive for brand partners (as defined in the Young Living Compensation Plan) in addition to the Young Living Compensation Plan. Brand partners are provided with rewards and recognition for achieving specified leadership ranks within a specifically defined amount of time from a prequalifying rank.

The Bridge to Gold program is an additional incentive intended to motivate and reward elite, high-performing brand partners. While all qualifying brand partners are encouraged to participate, it is important to remember that it is not intended to replace other qualifications or incentives that are offered to Young Living's distributor base, including compensation and bonuses offered under the Young Living Compensation Plan.

#### ELIGIBILITY:

The Bridge to Gold program is open to Young Living brand partners who meet the following:

- Are paid-as the rank of Silver as of January 31, 2022
- Have not earned the Rise to Rank Silver reward (the exclusive Premiere Aroma Collection)
- Have never achieved the rank of Gold as of January 31, 2022
- 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
- Are active, in good standing, and are 18 years of age or older as of January 31, 2022 (or the majority age in their province of residence)
- Have a primary billing address (listed on their brand partner account) located in the United States of America or Canada

This promotion shall exclude all brand partners in NFR markets. Void where prohibited. Brand partners in good standing are in compliance with all terms of Young Living's Brand Partner Agreement and Policies and Procedures.

## **PROGRAM RULES:**

A brand partner must complete the following requirements—in the same month—within four months of the Program Initiation Date or their first time reaching the paid-as rank of Silver (“Qualification Period”):

1. Build two new legs of 1,000 OGV each (in addition to the two legs already required to achieve the paid-as rank of Silver) within their sales organization.
  - a. The additional legs required for Bridge to Gold must meet the criteria for leg requirements as outlined in the Compensation Plan Terms and Definitions.
2. Reach at least 22,500 OGV.

The Qualification Period for each brand partner begins on the first of the month following a brand partner’s achievement of the paid-as rank of Silver or the Program Initiation Date, whichever is later, and ends at 11:59 p.m., MT, on the last day of the fourth month (e.g., March 1, 2022–June 30, 2022).

## **REWARD/INCENTIVE:**

Brand partners meeting the above requirements will qualify to receive a Premier Aroma Collection (ARV \$2,900 USD/ARV \$3,612 CAD\*), which will include essential oils curated by the brand partner’s local Young Living market for the Bridge to Gold program.

\*Canada based on PEG rate of \$1.29

## **CANCELLATION AND REFUNDS; FORCE MAJEURE:**

A brand partner who qualifies for an incentive reward and then attempts to cancel the order(s) will not receive a refund for such order(s). Young Living will not be held responsible if delivery of a reward is prevented or delayed due to any of the following: out of stock, strikes, picket lines, boycott efforts, fires, floods, accidents, pandemics or epidemics, 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), acts of the public enemy, scarcity or rationing of gasoline or other fuel or vital products, inability to obtain materials or labor, or other causes that are reasonably beyond the control of Young Living.

## **LICENSE:**

By participating in the Bridge to Gold program and accepting an incentive and/or reward, a brand partner consents to the use of their name, address (city and state/province of residence), voice, statements relating to the Bridge to Gold program 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 is not responsible for and the winners will not receive the difference, if any, between the actual value of a prize at the time of award and the ARV stated in these official rules or in any promotion-related correspondence or materials. Young Living and its affiliates, subsidiaries, and parent companies are not responsible for any inaccuracies in information that may be used in the Bridge to Gold program; any technical or human error that may occur in the processing of orders, including data entered by brand partners; any miscommunications such as technical failures related to computer, telephone, cable, and unavailable network or server connections; related technical failures; other failures related to hardware, software, or virus; or incomplete, late, or misdirected orders. Any compromise to the fair and proper conduct of the Bridge to Gold program related to a computer virus or similar type of technical impairment that may

affect the proper fairness, security, and administration of the Bridge to Gold program may result in the termination, amendment, or modification of the program or portion thereof at the sole discretion of Young Living. Young Living reserves the right, in its sole discretion, to void any order of brand partners who Young Living believes have attempted to tamper with or impair the administration, security, or fairness of the Bridge to Gold program or to disqualify any brand partner who acts in a non-sportsmanlike manner or with the intent to threaten or harass any other person.

By participating in the Bridge to Gold program, each brand partner 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 Bridge to Gold program, acceptance, possession, and/ or use of a reward.

All causes of action arising out of or in connection with the Bridge to Gold program or any reward awarded shall be resolved individually, without resort to any form of class action. Some jurisdictions may not allow certain limitations on damages or the ability to seek damages through a class action, so some of these restrictions may not apply to you.

#### **OTHER RULES AND REGULATIONS:**

Each reward recipient will be responsible for all applicable taxes on their reward, whether or not the reward is used, unless they refuse 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). Reward recipients will be responsible for paying all taxes on subsidy or subsidies granted by Young Living. The Bridge to Gold program is void where prohibited by law. All qualifying brand partners who participate will be subject to auditing or verification of their point totals.

By participating in the Bridge to Gold program, you (i) acknowledge compliance with these Bridge to Gold program rules, including all eligibility requirements; (ii) warrant that any information you provide in connection with the Bridge to Gold program is true and accurate; and (iii) agree to be bound by the decisions of Young Living, which shall be final and binding in all matters relating to the Bridge to Gold program. Brand partners who do not comply with these Bridge to Gold program 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 Bridge to Gold program at any time, with or without notice, for any reason or no reason, including if fraud, technical failures, viruses, bugs, errors in programming, or any other causes corrupt the administration, security, or integrity of the Bridge to Gold program.

The Bridge to Gold program is subject to all applicable federal, state, provincial, and municipal laws. All issues and questions concerning the construction, validity, interpretation, and enforceability of these Bridge to Gold program rules or the rights and obligations of participant and Young Living in connection with the Bridge to Gold program shall be governed by and construed in accordance with the substantive laws of the State

of Utah for brand partners 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 participants In Canada, the applicable substantive laws and court will be those registered under the brand partner agreement in such jurisdiction.

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

The invalidity or unenforceability of any provision of these Bridge to Gold program 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 Bridge to Gold program 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.