

SILVER BOUND BONUS PROGRAM FAQs

Q. What is the Silver Bound bonus program?

A. The Silver Bound bonus program is an ongoing performance bonus program designed to reward high-performing brand partners and complement Young Living's Compensation Plan. The program consists of four tracks that offer additional rewards when brand partners achieve the ranks of Star, Senior Star, Executive, or Silver (as outlined in the Young Living Compensation Plan) in addition to fulfilling the requirements outlined in the Silver Bound bonus program rules. Qualifying brand partners are provided with cash incentives for reaching one or all of the designated ranks based on time, organizational structure (legs), and organization group volume (OGV) requirements.

Q. When does the relaunch of the Silver Bound bonus program take effect?

A. The relaunch takes effect starting April 1, 2021.

Q. Why was the Silver Bound bonus program changed?

A. The enhancements to Silver Bound will encourage rank advancements with stronger team structures and OGV stability that will lead to better long-term results. In short, speed, structure, and stability encapsulate the essence of Silver Bound. In addition, Silver Bound is no longer part of the Compensation Plan but is instead an ongoing performance promotion. This will allow Young Living the flexibility to better serve brand partners by more easily refining and adapting to changing business needs.

Q. How does the new Silver Bound bonus program differ from the old Silver Bound bonus program?

A. Each of the four bonus tracks now include a maintenance window that begins when the bonus requirements are achieved for the first time. To receive the full bonus payout for each track, the bonus requirements must be achieved each month of the corresponding maintenance window. The Silver Bound Star Bonus has a maintenance window of two consecutive months; the Silver Bound Senior Star, Executive, and Silver Bonuses each have a maintenance window of three consecutive months.

Q. How does the new maintenance element work?

A. Each of the four Silver Bound bonus tracks now include a two or three consecutive month maintenance requirement for full bonus payout. When a brand partner achieves the bonus requirements for the first time, that month is considered month one of the maintenance timeframe. The Silver Bound Star Bonus track requires a second consecutive month of maintenance for a brand partner to earn the \$25 bonus. The Silver Bound Senior Star, Silver Bound Executive, and Silver Bound Silver Bonus tracks require a second and third month of maintenance for a brand partner to earn the full bonus amount. See the table below for reference.

	SILVER BOUND STAR	SILVER BOUND SENIOR STAR	SILVER BOUND EXECUTIVE	SILVER BOUND SILVER
MONTH 1 (1 ST TIME ACHIEVEMENT)	N/A	\$50	\$100	\$200
MONTH 2 (RANK MAINTENANCE)	\$25	\$75	\$150	\$300
MONTH 3 (RANK MAINTENANCE)	N/A	\$125	\$250	\$1,000

Q. If I fail to maintain the bonus requirements in month two and miss out on the month two bonus but meet the requirements again in month three, how much money will I earn for month three?

A. Because the Silver Bound Senior Star, Executive, and Silver Bonus increments are paid out in order (i.e., sequentially), if a brand partner fails to qualify for a bonus in maintenance month two, then qualifies again in maintenance month three, the month three bonus will be paid at the month two rate. See the Silver Bound Tracker image example below. This brand partner did not earn the Executive month two bonus; therefore, the Executive month three bonus amount was changed to \$150 USD.

RANK LEVEL	BONUS	RANK LEGS	BONUS LEGS	OGV	DEADLINE	BONUS EARNED*
Star	-	-	-	-	-	Yes
Star Month 2	-	-	-	-	-	Yes
Senior Star	-	-	-	-	-	Yes
Senior Star Month 2	-	-	-	-	-	Yes
Senior Star Month 3	-	-	-	-	-	Yes
Executive	-	-	-	-	-	Yes
Executive Month 2	\$150 USD	1/2	0/1	1,750/4,000	Oct 31, 2021	No
Executive Month 3	\$150 USD	0/2	0/1	0/4,000	Nov 30, 2021	In Progress
Silver	\$200 USD	0/2	0/1	0/10,000	Dec 31, 2021	In Progress
Silver Month 2	\$300 USD	0/2	0/1	0/10,000	Jan 31, 2022	Pending
Silver Month 3	\$1,000 USD	0/2	0/1	0/10,000	Feb 28, 2022	Pending

Q. How can existing brand partners take advantage of Silver Bound?

A. As of April 1, 2021, existing Young Living brand partners may be eligible to participate in the Silver Bound relaunch based on the requirements below:

- Brand partners who enroll with Young Living in March 2021 will enter into a bonus qualification period on April 1, 2021, based on their maximum (i.e., highest) achieved rank in March:
 - i. **New brand partner**—April 2021 will be the first month of the Silver Bound Star Bonus qualification period.
 - ii. **Star**—April 2021 will be the first month of the Silver Bound Senior Star Bonus qualification period.
 - iii. **Senior Star**—April 2021 will be the first month of the Silver Bound Executive Bonus qualification period.
 - iv. **Executive**—April 2021 will be the first month of the Silver Bound Silver Bonus qualification period.
 - v. **Silver or above**—This brand partner is not eligible to participate in Silver Bound.

MARCH	APRIL	MAY	JUNE	JULY
NEW BRAND PARTNER	Star Silver Bound Bonus Period	Star Silver Bound Bonus Period	N/A	N/A
FIRST-TIME STAR	Senior Star Silver Bound Bonus Period	Senior Star Silver Bound Bonus Period	Senior Star Silver Bound Bonus Period	N/A
FIRST-TIME SENIOR STAR	Executive Silver Bound Bonus Period	Executive Silver Bound Bonus Period	Executive Silver Bound Bonus Period	N/A
FIRST-TIME EXECUTIVE	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period

- Brand partners who achieve a new maximum rank of Star, Senior Star, or Executive in March 2021 will enter into a Silver Bound qualification period on April 1, 2021. The new maximum rank achieved in March will be considered the prequalifying rank for brand partners in this category:
 - Star**—April 2021 will be the first month of the Silver Bound Senior Star Bonus qualification period.
 - Senior Star**—April 2021 will be the first month of the Silver Bound Executive Bonus qualification period.
 - Executive**—April 2021 will be the first month of the Silver Bound Silver Bonus qualification period.
 - Silver or above**—This brand partner is not eligible to participate in Silver Bound.

MARCH	APRIL	MAY	JUNE	JULY
FIRST-TIME STAR	Senior Star Silver Bound Bonus Period	Senior Star Silver Bound Bonus Period	Senior Star Silver Bound Bonus Period	N/A
FIRST-TIME SENIOR STAR	Executive Silver Bound Bonus Period	Executive Silver Bound Bonus Period	Executive Silver Bound Bonus Period	N/A
FIRST-TIME EXECUTIVE	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period

- Brand partners who achieved the rank of Executive for the first time in January 2021 or February 2021, whose maximum rank as of April 1, 2021, is Executive, will be eligible to earn the Silver Bound Silver Bonus. The Silver Bound Silver Bonus qualification period for brand partners in this group is as follows:

JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
FIRST-TIME EXECUTIVE	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	
	FIRST-TIME EXECUTIVE	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period	Silver Silver Bound Bonus Period

- Brand partners who enrolled with Young Living prior to March 2021 who did not achieve a new maximum rank of Star, Senior Star, or Executive in March 2021 or did not achieve a new rank of Executive in January 2021 or February 2021 with a maximum rank of Executive as of April 1, 2021, will be eligible to participate in the Silver Bound bonus program based on the rules below:
 - All existing brand partners with a maximum rank of Associate as of March 1, 2021, are ineligible for the Star Bonus. Brand partners in this group will be eligible for the Senior Star Bonus once the prequalifying rank of Star is achieved for the first time.
 - All existing brand partners with a maximum rank of Star as of March 1, 2021, are ineligible for the Senior Star Bonus. Brand partners in this group will be eligible for the Executive Bonus once the prequalifying rank of Senior Star is achieved for the first time.
 - All existing brand partners with a maximum rank of Senior Star as of March 1, 2021, are ineligible for the Executive Bonus. Brand partners in this group will be eligible for the Silver Bonus once the prequalifying rank of Executive is achieved for the first time.
 - All existing brand partners with a maximum rank of Executive as of December 2020 are ineligible for the Silver Bonus. No further bonuses are offered in this program.
 - All existing brand partners with a maximum rank of Silver or above as of March 1, 2021, are not eligible to participate in Silver Bound.

Q. Why is there not a reset being offered for all brand partners?

A. The “reset” offered to brand partners as part of the original Silver Bound launch in April 2020 was a one-time promotion offered to help encourage more brand partners to participate in what was a new program at the time.

Q. What is the monthly personal purchase requirement to earn a Silver Bound Bonus?

A. For a brand partner to be qualified to earn a Silver Bound Bonus, the brand partner must meet all requirements applicable to their rank as outlined in the Compensation Plan.

Q. If I participate in a sale/transfer of organization, can I still qualify for a Silver Bound Bonus?

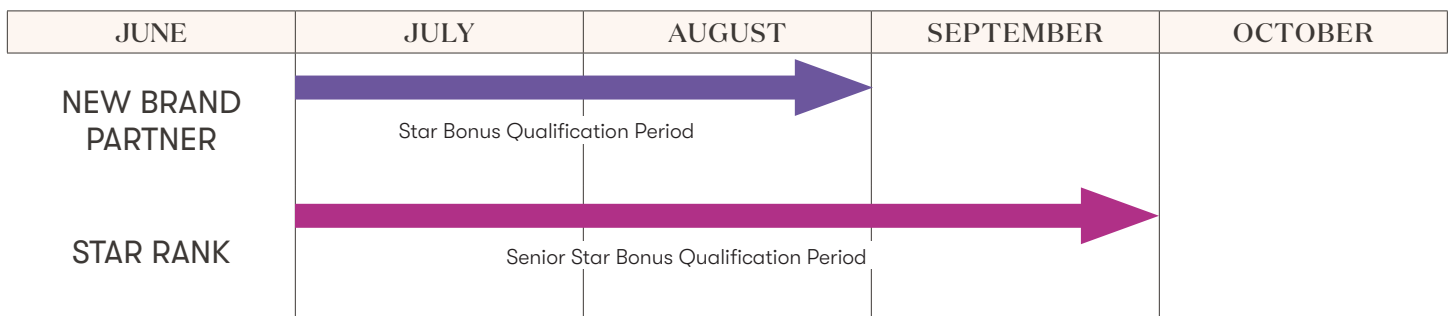
A. When participating in a sale/transfer, the buyer will either maintain their max rank or they will take on the max rank of the seller, whichever rank is higher. The buyer will be eligible for the next Silver Bound Bonus above their new max rank, if any.

For example, Jane’s max rank is Senior Star, and she wants to sell her organization to Sarah, whose max rank is Star. When the sale/transfer is complete, Sarah’s max rank will now be Senior Star. Sarah will not be able to receive the Star Bonus or Senior Star Bonus. Sarah will be able to work toward the Executive Bonus and Silver Bonus.

Q. Is it possible to be working toward two or more Silver Bound bonuses at the same time?

A. Yes. Each Silver Bound qualification period will begin the month after you achieve the pre-qualifying rank.

For example, Jason becomes a brand partner in June, purchases 700 PV, and achieves the rank of Star. Jason now has two months to reach the Silver Bound Star bonus (July & August). Because he achieved Star for the first time in June, Jason’s qualification period for the Silver Bound Senior Star bonus also starts in July. He now has three months (from July) to achieve the requirements for the Senior Star bonus:



Q. If I were to rank up before the end of my current qualification period but did not meet the Silver Bound leg requirements that month, am I still eligible for the Silver Bound Bonus?

A. Yes, advancing in rank early does not disqualify you from Silver Bound. If you meet all three qualifying elements by the end of the qualification period, you will still receive the month one bonus and enter into your maintenance window.

For example, Mike achieved the rank of Executive in May and is now working toward the Silver Bound Silver Bonus with a qualification period of June to September. Mike achieved Silver rank in July but did not have the Silver Bound leg requirements in place. He is still eligible for the Silver Bound Silver Bonus and can qualify if all three bonus requirements are met by the end of the qualification period, which in this case is September 30.

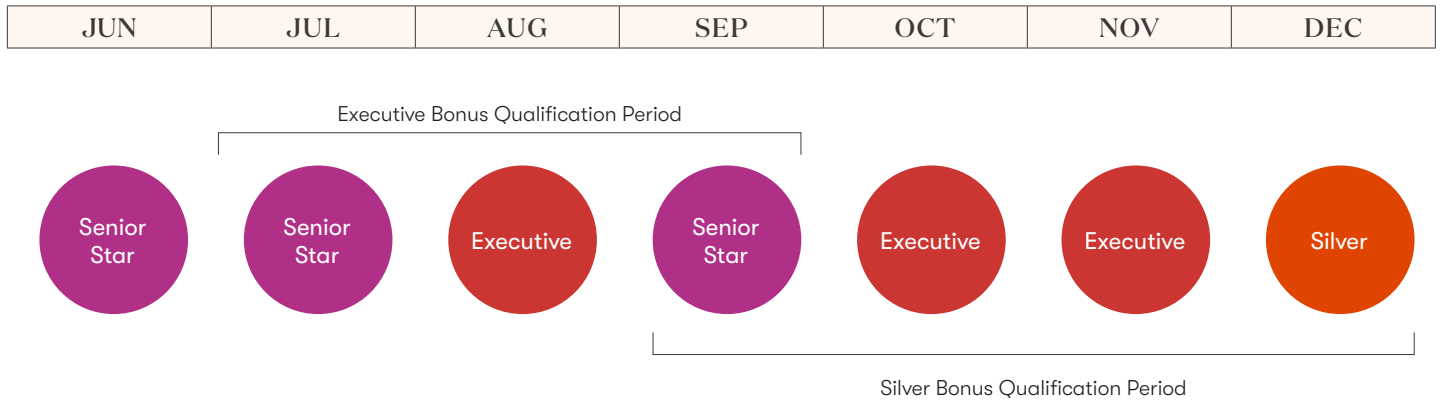
	MAY	JUN	JUL	AUG	SEP	OCT	NOV
RANK	FIRST-TIME EXECUTIVE	Executive	Silver	Executive	Silver		
SILVER BOUND REQUIREMENTS MET?		No	No	No	Yes		
BONUS					\$200	\$300	\$1,000

= Qualification Period
 = Maintenance Period

Q. If I miss qualifying for one of the Silver Bound bonuses, when does the qualification period for my next bonus begin?

A. Each Silver Bound qualification period starts the month after you achieve the prequalifying rank for the first time.

For example, Brenda achieves the rank of Senior Star in June. She now has three months to fulfill the requirements for the Silver Bound Executive Bonus (July, August, and September). Brenda is paid as an Executive in August but does not meet all of the Silver Bound Bonus requirements. Brenda drops back down to Senior Star in September and, therefore, does not earn the Executive Bonus. Because Brenda was paid as an Executive in August, her qualification period to earn the Silver Bonus starts in September. Brenda has four months to fulfill the requirements for the Silver Bonus (September, October, November, and December).



Q. Are Silver Bound leg requirements measured differently from Compensation Plan leg requirements?

A. All leg requirements for Silver Bound will be determined in the same manner as Compensation Plan leg requirements. Below is the definition of a qualifying leg from the Compensation Plan Terms and Definitions. For full details of your downline organization, please visit the My Organization section of the Virtual Office.

Qualifying Leg: To be a qualifying leg, the top of the leg must be a qualifying brand partner during the applicable commission period. If a brand partner at the top of a leg is not a qualifying brand partner during the applicable commission period, the qualifying legs under him or her will function as the top of a leg. To determine leg qualification, the OGV of each potential leg is taken into account from greatest OGV to least OGV.

Q. Why is Silver Bound no longer part of the Compensation Plan?

A. Silver Bound is coming back as an ongoing performance promotion that will allow Young Living the flexibility to better serve brand partners by refining and adapting to changing business needs.

Q. What should I do if I feel I missed a bonus I think I qualified for?

A. As per the Young Living Policies and Procedures, you should review your commission and bonus recap statements and report any errors or discrepancies to Young Living within 45 days from the date on the check. Errors or discrepancies that are not brought to Young Living’s attention within 45 days will be deemed waived.

Q. How does the Silver Bound bonus program work with Young Living’s traditional recognition program?

A. Silver Bound is a voluntary program that offers additional incentives to elite performers building a business. Participation is not expected or required. Any brand partner who achieves a rank outside of the Silver Bound bonus program timelines will still be congratulated and recognized through our traditional recognition program; the only difference is that they will not receive the additional Silver Bound bonuses.

Q. If I don’t participate in Silver Bound, is there any penalty?

A. No. Participation in Silver Bound is an added incentive and is not required to benefit from the full potential of the Young Living Compensation Plan.

Q. When does the qualification period start?

A. For the Silver Bound Star Bonus, participants will receive two calendar months, not including the month they enroll as a brand partner, to meet qualifications. For all other bonuses, the qualification periods begin the month following the first-time achievement of the prequalifying rank for the given reward tier. For example, the three-month Executive qualification period begins the month after a brand partner reaches Senior Star for the first time.

Q. Who can participate in the program?

A. We created this program for new brand partners, first-time Stars, first-time Senior Stars, and first-time Executives. For information about how existing brand partners can participate in Silver Bound, please refer to the FAQ above: How can existing brand partners take advantage of Silver Bound?

Q. When do I receive my award for qualification?

A. Silver Bound bonuses will be paid in the standard commission payout.

Q. Do I have to maintain my prequalifying rank during the qualification period?

A. No. During the qualification period, it is not required that the prequalifying rank be maintained while working toward the bonus requirements.

Q. Will I be taxed on the rewards?

A. Yes. The value of the rewards received will be included in the Form 1099 from Young Living for the year the prizes were received.

Q. What if I have already ranked as a Silver or higher?

A. If you have been a Silver or are a higher rank, you are not eligible to participate in the Silver Bound bonus program; however, promoting this program within your team can have a positive impact on your team's growth and on the success of your organization.

Q. Will the rewards be the same for all markets?

A. Yes, the bonus amounts will simply be modified to local currency.

Q. Will rewards be backdated if I have already met the benchmarks for the new program?

A. No.

Q. Where can I find information about these changes in the Virtual Office?

A. The Silver Bound tab within the Virtual Office Dashboard will be available on April 1, 2021.

Q. For the Silver Bound Silver Bonus, will the additional leg of 1,000 OGV also count for the required 1,000 PGV to qualify for the rank of Silver?

A. Yes.

Q. If I reconnect my Young Living account, will I be eligible to participate in the Silver Bound bonus program?

A. If you have been dropped for more than 24 months, you will be eligible to participate in Silver Bound as if you were a newly enrolled brand partner. If you have been dropped for less than 24 months, when you reconnect you will be eligible to qualify for Silver Bound based on your previous highest achieved rank. For example, a reconnected brand partner with a highest achieved rank of Senior Star can work toward the Silver Bound Executive Bonus.

Q. Is Subscribe to Save participation required for qualifying legs within Silver Bound?

A. No, participation in the Subscribe to Save program is not part of the Silver Bound qualification requirements.