

# BUILDING YOUR YOUNG LIVING BUSINESS WITH INTEGRITY

## *Sponsor Changes — 13.1.1*

Your downline is one of your greatest assets as a Young Living member. To protect the integrity of all marketing organizations and to safeguard the hard work of all members, Young Living strongly discourages changes in sponsorship. Young Living will not approve sponsor change requests that we deem manipulative to the compensation plan. Young Living also has the right to deny sponsor changes at any time for any reason. However, Young Living recognizes extenuating circumstances that necessitate a change in sponsorship.

Young Living offers our members 30 days after enrollment to strategically place members in their organization. Members should always be made aware of the changes in their organization.

### *Sponsor Change and Cross-Line Recruiting Frequently Asked Questions*

As we work together to bring Young Living essential oils to every home in the world, we encourage you to avoid recruiting from the downlines of other Young Living members, also known as cross-line recruiting. Sponsors should feel that their downline members are safe from any possible cross-line recruiting. Young Living does not tolerate this type of practice, and those who participate in it could face member fines and termination.

Members should not use the sponsor change policy to cross-line recruit. Leaders should educate and encourage their teams to honor Young Living's vision and create a feeling of cooperation and trust with other Young Living organizations.

#### **WHAT IS CROSS-LINE RECRUITING?**

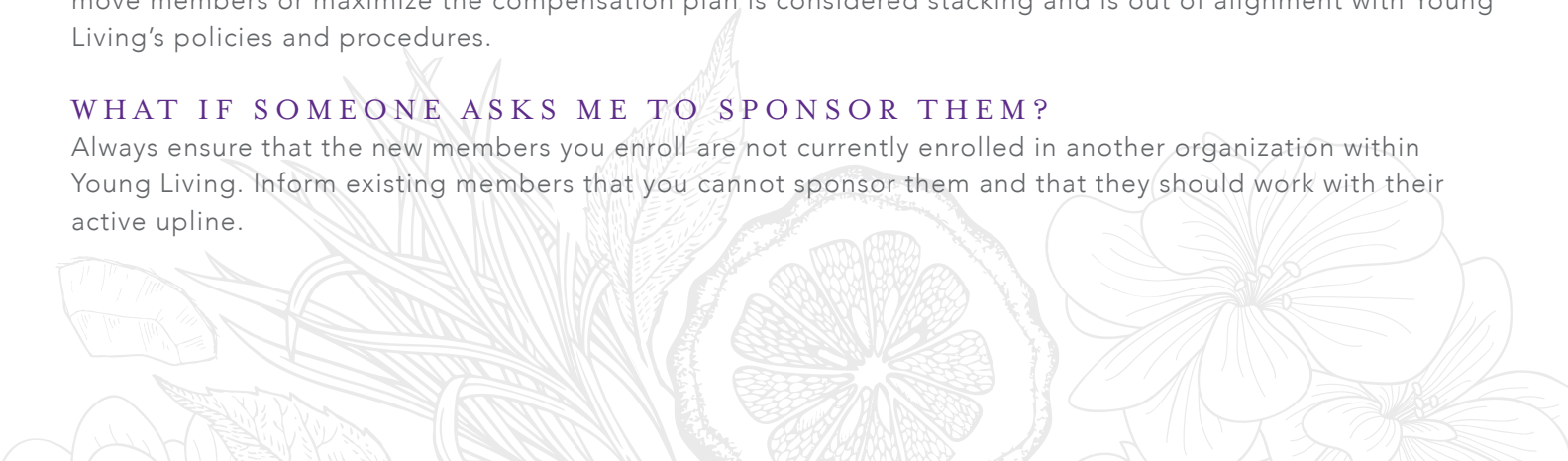
Cross-line recruiting is the enrollment of an individual who already has a current membership with Young Living or has had an agreement within the last six months within a different line of sponsorship. Evidence of cross-line recruiting could result in member fines and account termination.

#### **WHAT IS STACKING?**

Stacking is often misunderstood as strategic placement. Young Living offers our members 30 days after enrollment to strategically place members in their organization. Excessive use of the sponsor change policy to move members or maximize the compensation plan is considered stacking and is out of alignment with Young Living's policies and procedures.

#### **WHAT IF SOMEONE ASKS ME TO SPONSOR THEM?**

Always ensure that the new members you enroll are not currently enrolled in another organization within Young Living. Inform existing members that you cannot sponsor them and that they should work with their active upline.



## **CAN I PROVIDE A SPONSOR CHANGE FORM ONLINE OR AT MY YOUNG LIVING EVENT?**

Sponsor change forms are for extenuating circumstances and should not be made available online or at member events. Providing a sponsor change form online or at member events is perceived as cross-line recruiting.

## **WHAT IF MEMBERS WHO ARE NOT IN MY ORGANIZATION ASK ME FOR EDUCATION?**

You can help educate, train, and support members outside your own personal organization; these efforts further the company's efforts to build a supportive, inclusive global community. However, encourage existing members to work with their active upline for support and training whenever possible.

## **MAY I PROVIDE MEMBERS WHO ARE NOT IN MY ORGANIZATION WITH INFORMATION ON HOW TO CHANGE SPONSORS?**

Avoid providing information on how to change sponsors to members who are not in your organization. It is important to encourage existing members to work with their active upline. Educating members on the sponsor change policy is perceived as cross-line recruiting.

## **MAY I PROVIDE MEMBERS IN MY ORGANIZATION WITH INFORMATION ON HOW TO CHANGE SPONSORS?**

If the members are in your downline and you are their active upline, you may provide them with information on how to change sponsors, as well as provide them with any additional education and support they may need. If you have questions, please email [conduct@youngliving.com](mailto:conduct@youngliving.com).

## **WHAT IF MEMBERS HAVE BEEN INACTIVE FOR SIX MONTHS AND WANT TO CHANGE SPONSORS?**

If members have been inactive for six months and want to change sponsors, they can submit a request for a sponsor change, pay the processing fee, and indicate in writing that they understand that the existing downline will be forfeited. Young Living will not approve sponsor change requests that we deem manipulative to the compensation plan. Young Living also has the right to deny sponsor changes at any time for any reason. Encouraging members to become inactive for a six-month period in order to change sponsors may be perceived

## **CAN I USE SPONSOR CHANGES TO REORGANIZE MY ORGANIZATION?**

No. Young Living offers our members 30 days after enrollment to strategically place members in their organization. The sponsor change policy should be used only for extenuating circumstances.

## **CAN I CREATE A NEW ACCOUNT UNDER THE SPONSOR I WANT TO WORK WITH?**

Young Living does not permit members to have financial interest in more than one account. If a member has financial interest in more than one account, that account is considered a duplicate. Members should not create duplicate accounts in their name, a spouse's name, a family member's name, a business name, or a fictitious name as an attempt to circumvent the sponsor change policy.

