



## Young Living Terms and Definitions for the Compensation Plan

**Sales Organization:** Also known as a downline, this encompasses all members located beneath a particular distributor. This includes the distributor and all levels within his or her organization.

**Level:** The position of a distributor within a sales organization. Those distributors who are immediately sponsored by another distributor would be considered the sponsoring distributor's first level. Those distributors who are sponsored by a distributor's first level would be considered that distributor's second level and so on.

**Enroller:** The person responsible for personally introducing a new distributor to Young Living. Enrollers are eligible to qualify for financial bonuses, including the Fast Start and Starter Kit bonuses.

**Sponsor:** A new distributor's direct upline and main support. The sponsor may also be the enroller.

**Upline:** Any distributor above another distributor in a sales organization.

**Customer:** A member who chooses not to participate in the Young Living compensation plan but desires to purchase the product at retail price for personal use. Customers need to be sponsored and enrolled by a current Young Living distributor and have purchased an order within the previous 12 calendar months.

**Inactive Account:** Distributors who fail to accrue 50 PV in a calendar month are considered inactive for the month and will not qualify to receive certain payouts from their sales organization. 100 PV is required for all commissions except the Fast Start and Starter Kit bonuses. If an account remains inactive for a period of 12 consecutive months, the account will be dropped. See Dropped Account.

**Dropped Account:** All distributors are required to purchase a cumulative 50 PV every 12 months in order to avoid having their account dropped. Distributors who fail to accrue 50 PV in a calendar month are deemed inactive for that month and will not qualify to receive select payout from their sales organization (see Inactive Account). If an account remains inactive for a period of 12 consecutive months (the total cumulative PV purchased within that time is below the 50 PV minimum), the membership will be dropped from Young Living, and any agreements will be void (Essential Rewards Autoship Agreement, Distributor Agreement, etc.). Distributors who allow their accounts to be dropped for inactivity will lose all rights to, claims on, and privileges from their previous sales organization.

Upon losing distributor status due to consecutive inactivity, the distributor's sales organization will "roll up" to the next qualified distributor directly above the dropped distributor. Reactivating distributors have no claim to any sales organization that was lost when they were dropped for inactivity.

Customers must place at least 1 order within a 12-month period of time. There is no minimum PV requirement for a customer to remain active. If there are ever 12 consecutive months without an order, the customer's account will be dropped for inactivity.

Upon reactivating an account, all customers and distributors must meet current Young Living enrollment requirements



**PV Minimum:** In order to qualify for retail earnings and enroller-based bonuses, and to be considered “active,” a distributor must maintain a monthly order of at least 50 PV. In order to qualify for unilevel commissions and all other bonuses, a distributor must maintain a monthly order of at least 100 PV. If an account becomes inactive by dropping below 50 PV for a period of 12 consecutive months, the account will be dropped. See Dropped Account.

**Commission Period:** Young Living considers each commission period to run from 12 midnight, MT, the first day of a calendar month to 11:59 p.m., MT, the last day of a calendar month. The beginning of each month marks a new commission period. Only orders that are received within the commission period (or calendar month) will be considered for rank qualifications and compensation for the period’s commission check. All bonuses, commissions, and rank qualifications are based on a calendar-month-to- calendar-month basis. Each commission period resets PV, OGV, and PGV, as well as leg status from the previous commission period. The required qualifications need to be achieved on a monthly basis for rank status. If a member enrolled and/or ordered in the previous month and their sponsor and/or enroller is changed during the first 5 business days of the month, it can affect the previous months rank, qualification, and payout

**Personal Volume (PV):** Many products sold by Young Living have a Personal Volume (PV) amount assigned to them. The volume of products that are purchased is reflected in PV. PV is one of the requirements for ranking within the compensation plan, and it accumulates throughout each commission period.

**Organization Group Volume (OGV):** Organization Group Volume is the entire sales volume of a sales organization. This can be determined by calculating the sum of the PV of all the distributors and customers within a particular organization. OGV accumulates throughout each commission period.

**Personal Group Volume for Silver and Higher Ranks (PGV):** For Silver or higher ranks in the compensation plan, Personal Group Volume is determined by the sales volume of the organization directly supported by the distributor. PGV accumulates throughout each commission period. This is the sum of PV from the distributor down to, but not including, the next Silver or higher rank for each leg of the sales organization. PGV in these cases does not include any Silver or higher rank and the entirety of volume in their organization. PGV also does not include any volume from qualifying legs used for rank qualification in a commission period.

**Leg Requirements:** A leg is the sales organization that extends from each personally sponsored distributor. The qualification status of a leg is determined by the OGV in that leg. A distributor must have at least 100 PV at the top of the leg in order for it to qualify. If a distributor fails to qualify with 100 PV within a calendar month, the qualifying legs under him or her will “roll up,” for rank qualification purposes, to the next qualifying upline with 100 PV.



To determine which legs will be used for qualification, the OGV of each leg is taken into account from greatest OGV to least OGV.

**Retail Earnings:** Retail earnings are the amount that is earned by the distributor from the purchases of personally sponsored customers. Young Living treats each customer as the sponsoring distributor's customer. Young Living pays the qualifying sponsor the approximate 24% difference between the retail and wholesale price of products, if the distributor qualifies as "active" with at least a 50 PV monthly order. See PV Minimum.

**Unilevel:** Unilevel is a form of commission that is earned through the compensation plan. Qualifying distributors earn 8% on the sales volume, or PV, of each distributor on the first level within their organization, 5% on the second level, and 4% on the third through fifth levels.

**Compression:** In circumstances where a distributor does not meet the 100 PV qualification to earn commissions, his or her volume, if any, is combined, or "compressed," with all the volume of distributors down to and including the next qualifying distributor in the sales organization with at least 100 PV. This creates a unilevel for commission purposes. For instance, if in the third level a distributor places an order of only 30 PV, then the fourth-level distributor's PV in the organization who has ordered 100 PV compresses up with the third level for payout purposes. This creates a single unilevel to be paid out with a total of 130 PV for that commission period. Compression maximizes compensation in cases where there are inactive distributors in an organization who may not be purchasing regularly but may have others below them who are doing so.

**Personal Generation Commissions:** The sales organization between the distributor down to, but not including, the first Silver in each leg is considered the personal generation. When qualified to receive commissions on a personal generation by ranking as Silver or higher, the distributor is paid 2.5% on this volume. Distributors are paid 3% on an additional 6 generations, with 1% paid on the seventh generation. This pay is in addition to any other qualified compensation. See Generation Commissions.

**Generation Commissions:** As distributors train and develop new Silvers or higher rank in their sales organizations, the percentage they earn on each additional generation increases to 3%. These commissions are paid on up to 7 generations, with the seventh being paid at 1%.

**Member:** General term used to describe any Young Living distributor or customer.

**Distributor:** Any Young Living member who is actively building his or her own Young Living business. In order to receive compensation, a distributor must be considered active. With 100 PV, the distributor qualifies to receive compensation on the volume of two unilevels in his or her organization (paid at 8% and 5%, respectively) in addition to any retail earnings, Fast Start, and Start Living Kit bonuses.

Distributors who fail to accrue at least 50 PV in a calendar month are considered inactive for the month and will not qualify to receive certain payouts from their sales organization. 100 PV is required for rank qualification and all commissions except the Fast Start and Start Living Kit bonuses, which only require a minimum of 50 PV. The PV of a customer will not count toward commission qualification of the



sponsoring distributor. If an account remains inactive for a period of 12 consecutive months, the account will be dropped. See Dropped Account.

**Star:** In order to qualify as a Star in the compensation plan, a distributor must achieve 100 PV and 500 OGV within a commission period. As a Star, the distributor qualifies to receive compensation on the volume of 3 unilevels in his or her organization (paid at 8%, 5%, and 4%, respectively) in addition to any retail earnings. Stars may also qualify to receive the Fast Start, Starter Kit, and Rising Star Team bonuses. To earn the Rising Star Team Bonus, 100 PV Essential Rewards (autoship) is required.

**Senior Star:** In order to qualify as a Senior Star in the compensation plan, a distributor must achieve 100 PV and 2,000 OGV within a commission period. As a Senior Star, the distributor qualifies to receive compensation on the volume of 4 unilevels in his or her organization (paid at 8%, 5%, 4%, and 4%, respectively) in addition to any retail earnings. Senior Stars may also qualify to receive the Fast Start, Starter Kit, and Rising Star Team bonuses. To earn the Rising Star Team Bonus, 100 PV Essential Rewards (autoship) is required.

**Executive:** In order to qualify as an Executive, a distributor must achieve 100 PV, 4,000 OGV, and 2 separate legs with 1,000 OGV each within a commission period. As an Executive, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively) in addition to any retail earnings. Executives may also qualify for the Fast Start, Starter Kit, and Rising Star Team bonuses. To earn the Rising Star Team Bonus, 100 PV Essential Rewards (autoship) is required.

**Silver:** In order to qualify as Silver, a distributor must achieve 100 PV, 10,000 OGV, 1,000 PGV, and 2 separate legs with 4,000 OGV each within a commission period. As a Silver, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation commissions on 2 levels (paid at 3%), in addition to any retail earnings. Silvers may also qualify for the Fast Start, Starter Kit, and Generation Leadership bonuses.

**Gold:** In order to qualify as Gold, a distributor must achieve 100 PV, 35,000 OGV, 1,000 PGV, and 3 separate legs with 6,000 OGV each within a commission period. As a Gold, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation commissions on 3 levels (paid at 3%), in addition to any retail earnings. Golds may also qualify for the Fast Start, Starter Kit, and Generation Leadership bonuses.

**Platinum:** In order to qualify as Platinum, a distributor must achieve 100 PV, 100,000 OGV, 1,000 PGV, and 4 separate legs with 8,000 OGV each within a commission period. As Platinum, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation



commissions on 4 levels (paid at 3%), in addition to any retail earnings. Platinums may also qualify for the Fast Start, Starter Kit, and Generation Leadership bonuses

**Diamond:** In order to qualify as Diamond, a distributor must achieve 100 PV, 250,000 OGV, 1,000 PGV, and 5 separate legs with 15,000 OGV each within a commission period. As Diamond, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation commissions on 5 levels (paid at 3%), in addition to any retail earnings. Diamonds may also qualify for the Fast Start, Starter Kit, Generation Leadership, and Diamond Express Profit Sharing Pool bonuses.

**Crown Diamond:** In order to qualify as Crown Diamond, a distributor must achieve 100 PV, 750,000 OGV, 1,000 PGV, and 6 separate legs with 20,000 OGV each within a commission period. As Crown Diamond, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation commissions on 6 levels (paid at 3%), in addition to any retail earnings. Crown Diamonds may also qualify for the Fast Start, Starter Kit, Generation Leadership, and Diamond Express Profit Sharing Pool bonuses.

**Royal Crown Diamond:** In order to qualify as Royal Crown Diamond, a distributor must achieve 100 PV, 1,500,000 OGV, 1,000 PGV, and 6 separate legs with 35,000 OGV each within a commission period. As Royal Crown Diamond, the distributor qualifies to receive compensation on the volume of 5 unilevels within his or her organization (paid at 8%, 5%, 4%, 4%, and 4%, respectively), personal generation commissions (paid at 2.5%), generation commissions on 7 levels (paid at 3%, with 1% paid on the seventh level), in addition to any retail earnings. Royal Crown Diamonds may also qualify for the Fast Start, Starter Kit, Generation Leadership, and Diamond Express Profit Sharing Pool bonuses.

**Rising Star Team Bonus:** This bonus can be earned by distributors at the paid-as rank of Star, Senior Star, and Executive. The Rising Star Team Bonus is a pool bonus. Qualifying distributors earn shares based on achieving specific requirements and their paid-as rank for the month. Stars may qualify for 1 share, Senior Stars for 3 shares, and Executives for 6 shares. Distributors earn shares by accomplishing the following:

**1 Share:** Personally sponsor 3 distributors (3 separate legs), each with a 100 PV Essential Rewards (autoship) order and with 300 OGV in each leg.

**2 Shares:** Add 2 additional personally sponsored distributors (creating 2 more separate legs, making a total of 5 separate legs), each with a 100 PV Essential Rewards (autoship) order and with 500 OGV in each of the 2 new legs.

**3 Shares:** Add another 2 personally sponsored distributors (creating 2 more separate legs, making a total of 7 separate legs), each with a 100 PV Essential Rewards (autoship) order and with 1,000 OGV in each of the 2 new legs.





If distributors complete the requirements to earn 1 share, as well as the requirements to earn 2 shares, they will receive a total of 3 shares. The maximum number of shares a distributor can earn in a calendar month is 6 shares.

To earn 6 shares, the organization must include 7 personally sponsored distributors, each with a 100 PV Essential Rewards order, as well as each of the following:

- 3 separate legs with 300 OGV in each leg
- 2 separate legs with 500 OGV in each leg
- 2 separate legs with 1,000 OGV in each leg

The value of a share will depend on global commissionable sales and the number of distributors who qualify for the bonus within a calendar month. The share value does, however, have a maximum value of \$50. Distributors must have a minimum 100 PV Essential Rewards (autoship) order to qualify for this bonus.

A distributor will have the opportunity to qualify and earn the Rising Star Team Bonus for 24 months. This time limit creates an incentive to advance in rank and take advantage of other generous bonuses. The first time a distributor qualifies to earn the Rising Star Team Bonus is when the 24 months will begin. The 24 months are considered continuous, even when a distributor may not qualify to be paid the bonus. For example, if a distributor falls to a lower rank, or rank advances, and does not qualify to be paid the Rising Star Team Bonus after the first month of qualifying, this will still be considered part of the 24-month time frame.

**Enroller-Based Bonuses:** All compensation within Young Living is paid to the sponsor, with the exception of enroller-based bonuses. These bonuses are awarded to a qualifying distributor's enroller. The bonuses include the Fast Start and Starter Kit bonuses. Enroller-based bonuses may be earned within a time frame beginning in the calendar month the distributorship is originally initiated. Even if newly enrolled distributors do not place an order with PV during their first month, it is still considered their first calendar month of enrollment.

When a new retail customer orders, the enroller bonuses are not paid to the enroller.

If a Distributor member reactivates, the enroller-based bonuses can payout to the new enroller if the Distributor member has been dropped for a period of at least 2 years. For example: Jane's account drops in January 2018, for the enroller bonuses to be eligible to be paid out to the enroller, Jane would need to wait until January 2020 to reactivate her account. If she reactivates before then, the enroller bonuses will not be eligible to be paid out.

**Fast Start Bonus:** Young Living distributors are eligible to earn a Fast Start Bonus on all new distributors they personally enroll in the company. This bonus pays 25% on the volume of each personally enrolled distributor's total orders placed during the first three calendar months, in addition to base commissions. Each month the bonus payout of 25% is earned by the enroller, a calculation of 10% of the same volume



can be paid to the second upline enroller if eligible.\* A maximum of \$200 may be earned from this bonus per distributor, per month, or \$80 for the second upline enroller.

\*When the Fast Start Bonus is paid, the PV used to calculate the bonus is reduced by 70% for all other commissionable payouts.

**Starter Kit Bonus:** Young Living distributors can become eligible to earn a \$25 cash bonus in addition to regular commissions each time they personally enroll a new distributor in Young Living and the newly enrolled distributor purchases a premium Starter Kit (the basic kit does not qualify). The Premium Starter Kit must be purchased in the same calendar month the new member enrolls. For example: If the member enrolls any day in January, the member would have until January 31 to order a Premium Starter Kit. This is a one-time bonus paid to a new distributor's enroller.

**ER Enrollment Bonus:** Enrollers can earn an additional \$15 bonus paid out with the Starter Kit Bonus if, within the first calendar month of enrollment, a member enrolls with a Premium Starter Kit and signs up on Essential Rewards (ER) with a template of at least 100 PV. If the 100 PV ER order isn't processed the second month of enrollment, the bonus will be retracted the following month.

**Generation Leadership Bonus:** This bonus rewards distributors with shares of 6.25% of the company's monthly commissionable sales as leadership ranks are achieved and maintained. Based on paid-as rank, Silvers and higher earn shares for their personal rank as well as on Silvers and higher within their sales organization and on which they earn generation commissions.

- A Silver leader earns 1 personal share plus 1 share for any Silver or higher rank within the generation payout (2 generations).
- A Gold leader earns 2 personal shares, 2 shares for any Gold or higher rank, and 1 share for each Silver rank within the generation payout (3 generations).
- A Platinum leader earns 3 personal shares, 3 shares for any Platinum or higher rank, 2 shares for any Gold rank, and 1 share for each Silver rank within the generation payout (4 generations).
- A Diamond leader earns 4 personal shares, 4 shares for any Diamond or higher rank, 3 shares for any Platinum rank, 2 shares for any Gold rank, and 1 share for each Silver rank within the generation payout (5 generations).
- A Crown Diamond leader earns 5 personal shares, 5 shares for any Crown Diamond or higher rank, 4 shares for any Diamond rank, 3 shares for any Platinum rank, 2 shares for any Gold rank, and 1 share for each Silver rank within the generation payout (6 generations).
- A Royal Crown Diamond leader earns 6 personal shares, 6 shares for any Royal Crown Diamond rank, 5 shares for any Crown Diamond rank, 4 shares for any Diamond rank, 3 shares for any Platinum rank, 2 shares for any Gold rank, and 1 share for each Silver rank within the generation payout (7 generations).

**Diamond Leadership Bonus:** To help our top members earn additional rewards and share their expertise through networking with our members at events, we offer the Diamond Leadership Bonus. The Diamond



Leadership Bonus allows paid as Diamond-ranking leaders to earn shares of 0.5 percent of Young Living's monthly commissionable sales and is based on paid-as rank and qualifications met, as described below.

Monthly shares allocation:

- Diamonds: 1 share
- Crown Diamonds: 2 shares
- Royal Crown Diamonds: 3 shares

Qualifications:

- Must be paid as Diamond, Crown Diamond, or Royal Crown Diamond during the commission month to earn shares for that month.
  - Existing Diamonds complete one of the following requirements annually to qualify for shares for the following year: (Note: The 12-month period for existing Diamonds starts at the completion of the initial 12 months; this program is not calendar year-based.)
    - Attend at least one complete session of the annual International Grand Convention
- OR–
- Attend a full week at one of our annual winter or spring harvests AND the full Diamond Retreat
  - New Diamonds are eligible to qualify each of the first 12 months they meet qualifications to be paid as a Diamond, Crown Diamond, or Royal Crown Diamond for the applicable commission month. *The assumption is that new Diamonds are working toward the next year's qualifications during this initial 12-month period as a Diamond.*