

‘STEP- UP INCENTIVE – Official Incentive Rules and Guidelines

Incentive Description

The “Step-Up Incentive” is designed to reward brand partners for every enrolment during the month of January with a certain number of points depending on the number of PV orders per enrollee.

The incentive period starts on 1 January 2023 at 12:01 a.m. and ends on 31 January 2023, at 11:59 p.m. (SAST). Young Living Africa's method of timekeeping is the official time clock for the Incentive and is final and undisputable.

Eligibility

This Incentive is open to all active Young Living Africa Brand Partners who are in good standing with Young Living; are 18 years or older as of 1 January 2023 and have a primary billing address listed on their member account and proof of citizenship in South Africa. Eligible members may be referred to herein as "Participants." This Incentive excludes all Brand Partners in other countries and is void where prohibited. Active Brand Partners are individuals who have made a purchase of at least 50 PV in the last 12 months and have signed the Young Living Member Agreement.

Qualification Criteria

This incentive is open to all Brand Partners, every enrolment has a point value, and the points are calculated at the end of the month looking at the accumulative PV of the new enrollee for the month of joining. At the end of the month, we will add up the total points for the enroller and that will determine what tier they qualify for.

This incentive is open strictly to South African enrollments and enrollers only. Achieve this incentive for the first time between 1st January and 31st January 2023.

A monthly leader board with qualifiers will be made available from January 2023 for recognition and tracking purposes.

Below please find the promotional detail for prizes each month. For every enrolment that a Brand Partner makes, you will receive a certain number of points based on how much order PV of the new enrollee. The points system is as follows:

0-25 PV	26-50PV	51-75PV	76-100PV	101+ PV
25 POINTS	50 POINTS	75 POINTS	100POINTS	125 POINTS

Prize Tiers

- **Tier 1** – 200 Incentive Points – Branded Utility Bag
- **Tier 2** – 400 Incentive Points – Mouse Pad + Branded Utility Bag
- **Tier 3** – 600 Incentive Points – Mouse Pad + Branded Utility Bag + Laptop Bag

***Qualifiers will only be finalized during the January auditing period and prizes will be distributed In February of 2023

***Points are accumulative for the month of January 2023.

General Prize Conditions

Young Living Africa is not responsible for any additional costs and expenses associated with prize acceptance and uses not specified herein as being provided.

In no event will Young Living Africa be responsible for awarding more than the prizes stated herein.

In the event of a Co-application Account, only 1 prize will be awarded per account.

In the event there are not enough eligible Participants to award all prizes, Young Living Africa reserves the right to award only the number of prizes as there are eligible participants.

During the Incentive period, qualifying participants may be audited regularly to monitor compliance with the Young Living Africa Policies and Procedures applicable to the Participant, especially, but not limited to, those sections pertaining to advertising and Incentives.

Any violation of Young Living Africa's Policies and Procedures will disqualify the Participant from the Incentive in its entirety.

License

By accepting a prize, the respective Qualifier consents to the use of their name, voice, statements relating to the Incentive and Young Living Africa, and photographs or another likeness without further compensation, notification, or permission in any publicity or advertising carried out by Young Living Africa or any related entities in any media without territorial or time limitation, except where prohibited by law.

Limitations of Liability

Young Living Africa and its affiliates, subsidiaries, parent companies, advertising and Incentive agencies, printers, and judges involved in this Incentive are not responsible for any inaccuracies in the information which may be used in the Incentive, for any technical or human error that may occur in the processing of entries, including data entered by entrants, any entry miscommunications such as technical failures related to the computer, telephone, cable, and unavailable network or server connections; related technical failures, or other failures related to hardware, software, or virus; or incomplete, late, or misdirected entries.

Any compromise to the fair and proper conduct of this Incentive related to a computer virus or similar type of technical impairment that may affect the proper fairness, security, and administration of the Incentive may result in the termination, amendment, or modification of the Incentive or portion thereof at the sole discretion of Young Living Africa. Furthermore, Young Living Africa reserves the right, in its sole discretion, to void any entries of participants who Young Living Africa believes have attempted to tamper with or impair the administration, security, fairness, or proper play of this Incentive or who act in a non- sportsman-like manner or with the intent to threaten or harass any other person.

By participating in the Incentive, participants waive 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 Incentive or acceptance, possession, and use of any Prize.

All causes of action arising out of or connected with this incentive, or any prize awarded shall be resolved individually, without resorting 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 all Participants.

Other Rules and Regulations

No transfer of a prize to a third party is permitted.

Young Living will be the final arbiter of all rule interpretations and qualification determinations, and such decisions will be final. Young Living Africa reserves the right to suspend or terminate this incentive, without notice, for any reason or no reason, in its sole discretion.

Employees of Young Living Africa and its associated entities and their spouses and immediate family members are not eligible to participate in this incentive. This incentive is void where prohibited by law. All participants will be subject to auditing or verification of their Unthinkable Incentive qualifications.

By participating in the incentive, you:

1. Acknowledge compliance with these incentive rules, including all eligibility requirements.
2. Warrant that any information you provide in connection with this Incentive is true and accurate.
3. Agree to be bound by the decisions of Young Living Africa, which shall be final and binding in all matters relating to this Incentive.

Participants who have not complied with these Official Rules are subject to disqualification.

In the event that any Incentive details contained in these Official Rules conflict with any Incentive details contained in other Incentive materials (including, without limitation, any point of sale, online or print advertising, or dashboards), the details of the Incentive as outlined in these Official Rules shall prevail.