

# Young Living Sales Compensation Plan, Indonesia

Effective April 1<sup>st</sup>, 2025



Important Notice Related to Young Living Indonesia (“Young Living”) and the Young Living Sales Compensation Plan (“Sales Compensation Plan”).

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- I. This Sales Compensation Plan is specifically designed and focused to pay sales commissions to Young Living Brand Partners based upon their Young Living product sales and the product sales of the Brand Partners in their Business Organization to ultimate end consumers in Indonesia.
- II. Fast Start sales compensation is paid to the Brand Partner Enroller based upon the product point of sale and upon the particular Young Living Sales Compensation plan in effect in the market where the product was purchased and not based upon the residence of the Brand Partner Enroller. All other sales commission bonuses are paid based on the Brand Partner’s qualification in their home market and the Sales Compensation plan in effect in the market residence of the Brand Partner.
- III. Any Brand Partner in good standing can earn the designated Fast Start Bonus commissions on the product sales (up to 1,000PV) of any personally enrolled Brand Partner during their Brand Partner’s first three calendar months without any personal product purchases and/or any other qualification requirements.
- IV. Young Living products are not sold in retail stores, and only authorized Brand Partners in good standing may sell the products either directly from their own stock or indirectly through the Young Living website [www.youngliving.com/id\\_id](http://www.youngliving.com/id_id)
- V. Without any requirement or obligation, Brand Partners may elect to order their products through a subscription program, which has some additional benefits/discounts when they agree to a monthly subscription order of their chosen products in the “Loyalty Rewards Program,” which subscription they may easily cancel at any time. Participation in the Loyalty Rewards Program is not required to earn any income through the Sales Compensation Plan.
- VI. This Sales Compensation Plan is incorporated within the Brand Partner Agreement (the “Agreement”), along with the Young Living Policies and Procedures, Young Living Website Terms of Service, and Young Living Privacy Policy, which Agreement governs the contractual relationship and obligations of each Brand Partner and Young Living to support legal compliance in Indonesia.
- VII. Brand Partners may not personally purchase nor encourage others to purchase more Young Living products than each purchaser can personally consume and/or sell to their personal retail customers each month, and each Brand Partner agrees that they may not place new orders in a calendar month unless 70% of all prior orders from previous months have been sold and/or consumed.

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The Brand Partner sales earnings disclosed are potential gross earnings and not net of other business expenses and not necessarily representative of the actual income, if any, that a Brand Partner can or will earn through the Young Living Sales Compensation Plan. A Brand Partner’s earnings will depend on individual diligence, work effort, sales skill, and market conditions. Young Living does not guarantee any income or rank success.

VIII. Most Brand Partners only earn modest supplemental income. A Brand Partner's income and earnings will depend on their individual diligence, work effort and market conditions. Young Living does not guarantee any earnings, income, or rank success.

## SALES COMPENSATION PLAN HIGHLIGHTS

This Young Living Sales Compensation Plan is designed to allow Brand Partners to earn sales commissions compensation in the following multiple and cumulative ways:

1. Retail Sales Earnings (see page 5 for complete details):  
Obtained when a Brand Partner sells product from their personal stock to their personal retail customers at their chosen price. Separately, Young Living pays Retail Sales Earnings to the Brand Partner when their sponsored Customer, located outside of Indonesia, purchases product at the retail price through the Young Living website.
2. Starter Kit Bonus  
Brand Partners can become eligible to earn a one-time USD\$25\* cash bonus in addition to a regular commission each time they personally enroll a new Brand Partner who orders a Premium Starter Kit (the basic kit does not qualify). The starter kit must be purchased in the same calendar month the new Brand Partner enrolls. For example: if the brand partner enrolls any day in January, the brand Partner has until January 31 to order the starter kit. This is a one-time bonus paid to a new Brand Partner's enroller.
3. Fast Start Bonus (see page 5 for complete details):  
Up to 25% of the Product Value (PV) on sales up to 1,000 PV is earned when a Brand Partner enrolls a new Brand Partner who purchases qualified products in their first three (3) calendar months. Any PV over the 1,000 PV of any monthly order will be paid to Qualified Brand Partners through Unilevel Commissions and any other applicable bonuses.
4. Unilevel Commissions (See Page 6 for complete details):  
The percentage paid on the first five levels of sales of a Brand Partner's Business Organization: 8% at level one, 5% at level two, and 4% for each level three through five.
5. Rank Achievement Bonuses (See page 7 for complete details):  
In addition to all other eligible bonuses, when a Qualified Brand Partner achieves, for the first time, any of the ranks, Senior Star through Silver, they will receive a rank achievement bonus for the first three months of achieving and maintaining this new rank.
6. Generation Commissions (See page 8 for complete details):  
Based on a Brand Partner's monthly rank of Silver or higher, a commission of up to 3% is paid on the Organizational Group Volume (OGV) of each Silver or higher in the Brand Partner's Business Organization, down to the next Silver or higher-ranked Brand Partner, down to eight generations.
7. Generation Leadership Bonus (See Page 9 for complete details):  
6.25% of the total Young Living Commissionable Volume from global sales, excluding reduced volume from the Fast Start Bonus, is divided into shares by rank and paid monthly to Qualified Brand Partners holding the paid ranks of Executive through Royal Crown Diamond and who achieve the specified leadership requirements.

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## SALES COMPENSATION PLAN DETAILS

Definition of Terms:

Brand Partner:

An individual or business who has entered into a Brand Partner Agreement with Young Living. Brand Partners have the right to build businesses by purchasing and reselling Young Living products, and enrolling Customers or other Brand Partners, and thereby receive sales compensation on the sale of Young Living products under this Sales Compensation Plan.

Business Organization: A Brand Partner's collectively sponsored Brand Partners.

Commission Period:

The period beginning at 24:00 WIB on the first day of a calendar month and ending at 23:59 WIB on the last day of a calendar month. Only orders received within a Commission Period will be considered when calculating commissions for that period. All Brand Partner sales volume amounts and qualifications reset at the beginning of each Commission Period.

Compression – Unilevel Commissions:

The Unilevel Commissions are paid on up to five levels below a Brand Partner. Each level is determined by Brand Partner with 100 or more PV. Any Customer or Brand Partner volume less than 100 PV is combined with and paid at the next level down.

Compression – Fast Start Bonus:

All Enrolling Brand Partners in good standing will receive the 25% Fast Start Bonus commission on the product PV purchased by new Brand Partners in their first three Enrollment Months.

Qualified Brand Partners in good standing in the second enrollment level, who have at least 50 personal PV, will receive the 10% Fast Start Bonus commissions in their first three Enrollments Months.

Enroller:

The person who enrolls and places a new Young Living Brand Partner in a Business Organization. Enrolling Brand Partners are eligible to earn Fast Start Bonuses. Enrollers may also be the Sponsor.

Enrollment Month:

The calendar month in which a Brand Partner enrolls, regardless of which day of the month the enrollment occurs.

Generation:

A Silver or higher-ranked Brand Partner and their entire Business Organization down to another Silver or higher-ranked Brand Partner.

Leg:

A Brand Partner is sponsored by a Brand Partner and placed in the Brand Partner's first Level forms a Leg.

Leg Organizational Group Volume:

The collective PV of Brand Partners in a Leg.

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Level:

The position within a Business Organization of a Brand Partner. Brand Partners sponsored by a Brand Partner are in that Brand Partner's first Level. Brand Partners sponsored by a Brand Partner's first-Level Brand Partners are in that Brand Partner's second Level, and so on.

Organizational Group Volume (OGV):

The collective PV of Brand Partners in a particular Brand Partner's Business Organization.

Personal Group Volume (PGV):

The sum of PV outside of the Brand Partner's Qualifying Legs or any Brand Partner Leg ranked as Silver or higher.

Product Value (PV):

Most Young Living products are assigned a Product Value, which is an attributed point value that is not necessarily equal to the rupiah price amount. A Brand Partner's personal PV is the total amount of Product Value points purchased personally by a Brand Partner. The ranks of Associate and higher have a monthly rank and commission requirement for Brand Partners to personally purchase 100 PV.

Qualified Brand Partner:

A Brand Partner who meets the applicable PV and/or OGV qualifications required to earn commissions for certain bonuses or at their Rank during the applicable Commission Period.

Qualifying Leg: Any sponsored first-level Leg with the required volume below it is a Qualifying Leg.

Sponsor:

The Brand Partner one Level above a Customer or Brand Partner. A Sponsoring Brand Partner may also be the Enroller for any new Customer or Brand Partner.

Support Team: Any Brand Partner in a direct sponsorship line above another Brand Partner.

Unilevel Commissions:

Qualified Brand Partners earn a percentage of the PV ordered by their Business Organization at certain Levels in the applicable Commission Period.

## RANK QUALIFICATION DEFINITIONS

Associate rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases.

Star rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases and at least 500 Organizational Group Volume (OGV) points.

Senior Star rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases and at least 2,000 Organizational Group Volume (OGV) points.

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Executive rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 4,000 Organizational Group Volume (OGV) points and two (2) Qualifying Legs with 1,000 OGV in each Qualifying Leg.

Silver rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 10,000 Organizational Group Volume (OGV) points and two (2) Qualifying Legs with 4,000 OGV in each Qualifying Leg.

Gold rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 35,000 Organizational Group Volume (OGV) points and three (3) Qualifying Legs with 6,000 OGV in each Qualifying Leg.

Platinum rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 100,000 Organizational Group Volume (OGV) points and four (4) Qualifying Legs with 8,000 OGV in each Qualifying Leg.

Diamond rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 250,000 Organizational Group Volume (OGV) points and five (5) Qualifying Legs with 15,000 OGV in each Qualifying Leg.

Crown Diamond rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 750,000 Organizational Group Volume (OGV) points and six (6) Qualifying Legs with 20,000 OGV in each Qualifying Leg.

Royal Crown Diamond rank is achieved during a Commission Period when the Brand Partner becomes a Qualified Brand Partner by achieving at least 100 personal PV from their own individual product purchases; at least 1,000 Personal Group Volume (PGV) points; at least 1,500,000 Organizational Group Volume (OGV) points and six (6) Qualifying Legs with 35,000 OGV in each Qualifying Leg.

## SALES COMPENSATION PLAN DETAILED EXPLANATION

### 1. RETAIL SALES EARNINGS

- A. Brand Partners may buy Young Living products and directly retail the products to their personal retail customers to earn their chosen retail earnings. The difference between the price the Brand Partner paid and the amount the Brand Partner receives from their personal retail customer is their retail sales earnings.

For example: A Brand Partner who purchases essential oil X from Young Living for Rp 600.000 and sells this essential oil to their personal retail customer for Rp 740.000 and achieves gross retail sales earnings of Rp 140.000. (Because the Brand Partner elected to make the retail sale to their personal retail customer from their personally purchased product inventory, the Brand Partner is not entitled to further sales commissions from Young Living in this situation.)

### 2. FAST START BONUS

Brand Partners are eligible to earn a Fast Start Bonus on the PV of the product purchases (up to 1,000 PV) made by their newly enrolled Brand Partners during the newly enrolled Brand Partner's first three

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months.

The Fast Start Bonus period pays 25% of the PV of the products purchased by the newly enrolled Brand Partners to the Enrolling Brand Partner, regardless of rank or qualification and pays 10% of the same PV to the second qualified Brand Partner Enroller, who has achieved at least 50 PV during the Commission Period per the chart below.

Brand Partner Enroller(s)	Fast Start Bonus Percentages (first 3 months)
Level 1 Enroller	25%
Level 2 Qualified Enroller	10%

Please note: When the Fast Start Bonus is paid at any level, the PV used to calculate the bonus will be reduced for all other commissionable payouts on the same PV. When the 25% or the 10% payout occurs, the PV used to calculate the bonus will be reduced by 70%. For example, if a new Brand Partner purchases products totaling 100 PV in their first three calendar months the Brand Partner's 100 PV will be reduced to 30 PV for the calculation of all other applicable commissions, bonuses, or payouts, such as Unilevel Commissions. Any PV over the 1,000 PV of any monthly Fast Start order will be paid to Qualified Brand Partners through Unilevel Commissions and any other applicable bonuses.

All compensation within Young Living is paid to the Sponsor, with the exception of Starter Kit Bundles and Fast Start bonus, which are paid to the Enroller. These bonuses may be earned within the time frame beginning in the calendar month the Brand Partner's agreement is originally initiated. Even if newly enrolled Brand Partners 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 Brand Partners reactivates, these bonuses can pay out the new Enroller. Any reactivating Brand Partner is considered a new Brand Partner.

### 3. UNILEVEL COMMISSIONS

All Qualified Brand Partners may participate in this leveraged income opportunity to earn commissions based on product sales to Brand Partners within their Business Organization based on sponsorship down five Levels within their Business Organization.

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Brand Partner Ranks	Associate	Star	Senior Star	Executive	Silver	Gold	Platinum	Diamond	Crown Diamond	Royal Crown Diamond
Qualifications	100 PV	100 PV 500 OGV	100 PV 2,000 OGV	100 PV 4,000 OGV	100 PV 10,000 OGV 1,000 PGV	100 PV 35,000 OGV 1,000 PGV	100 PV 100,000 OGV 1,000 PGV	100 PV 250,000 OGV 1,000 PGV	100 PV 750,000 OGV 1,000 PGV	100 PV 1,500,000 OGV 1,000 PGV

LEG  
(Volume per LEG) OGV  
RANK RE-QUIREMENTS

2 @ 1,000	2 @ 4,000	3 @ 6,000	4 @ 8,000	5 @ 15,000	6 @ 20,000	6 @ 35,000
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#### Unilevel Commission Percentages Paid Per Level

Level 1	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
Level 2	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3		4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 4			4%	4%	4%	4%	4%	4%	4%	4%
Level 5				4%	4%	4%	4%	4%	4%	4%

#### 4. RANK ACHIEVEMENT BONUS

As of April 1, 2025, in addition to all other eligible bonuses, when a Qualified Brand Partner advances, for the first time, to any of the ranks, Senior Star through Silver, for three months at such ranks, they will receive a rank achievement bonus for achieving and maintaining this new rank. Brand Partners who fluctuate between ranks, will still be paid each newly earned rank for a total of three months even when occurring at any time, even in non-consecutive months. Senior Stars will receive an additional USD\$100; Executives will receive an additional USD\$150; and Silvers will receive an additional USD\$200 per the below graphic:

Rank	Month 1	Month 2	Month 3
Senior Star	\$100 USD	\$100 USD	\$100 USD
Executive	\$150 USD	\$150 USD	\$150 USD
Silver	\$200 USD	\$200 USD	\$200 USD

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## 5. GENERATION COMMISSIONS

Qualified Brand Partners who qualify at the sales leadership ranks of Silver or higher in the Commission Period are eligible to earn commissions on certain Generations within their Business Organization. Generation commissions are calculated as a percentage of the collective PV from product sales to all Customers and Brand Partners within a Qualified Brand Partner's Business Organization down to eight defined Generations within their Business Organization.

Brand Partner Ranks	Silver	Gold	Platinum	Diamond	Crown Diamond	Royal Crown Diamond
	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV
Qualifications	10,000 OGV	35,000 OGV	100,000 OGV	250,000 OGV	750,000 OGV	1,500,000 OGV
	1,000 PGV	1,000 PGV	1,000 PGV	1,000 PGV	1,000 PGV	1,000 PGV
LEG (Volume per LEG) OGV RANK RE- QUIREMENTS	2 @ 4,000	3 @ 6,000	4 @ 8,000	5 @ 15,000	6 @ 20,000	6 @ 35,000
Generation Commission Levels Paid Per Generation						
Personal Generation	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
Generation 2	3%	3%	3%	3%	3%	3%
Generation 3	3%	3%	3%	3%	3%	3%
Generation 4		3%	3%	3%	3%	3%
Generation 5			3%	3%	3%	3%
Generation 6				3%	3%	3%
Generation 7					3%	3%
Generation 8						1%

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6. GENERATION LEADERSHIP BONUS (GLB) (6.25% of Global Commissionable Volume, excluding the PV reductions of the Fast Start Bonus.)

**Executive through Gold:** Qualified Brand Partners at the rank of Executive through Gold qualify for shares of the GLB when demonstrating the leadership sales activity of personally enrolling at least one (1) Brand Partner with at least a 100 PV order during the applicable Commission Period:

**Platinum through Royal Crown Diamond:** Qualified Brand Partners at the paid ranks of Platinum through Royal Crown Diamond qualify for shares of the GLB when achieving and adequately documenting for Young Living any one of the following leadership sales activities during the applicable Commission Period

- Personally enroll or reactivate at least one (1) Brand Partner with at least a 100 PV order.
- Attend a paid or initiated Young Living qualifying event such as Essential Talk, International or Regional Convention, Anniversary Event, Experience YL, a YL Foundation Service Trip, Planting, Harvest, Glamping, Men's Camp
- Host a registered open Young Living meeting, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered host (auditable by Young Living) such as YL Day (LYPR), Essential Booth, Essential Opportunity Sharing (EOS).
- Present at a registered open Young Living meeting, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered presenter (auditable by Young Living).

Each GLB share is calculated by dividing the GLB 6.25% Global PV pool by the total number of qualified shares earned by each Qualified Brand Partner in the applicable Commission Period. The total amount that any one Brand Partner account can earn from the GLB is capped at \$100,000 USD per Commission Period with any amount over \$100,000 redistributed into the GLB pool for distribution to the other GLB Qualified Brand Partners. Shares are allocated as follows:

- **Executive** rank earns one (1) share for themselves.
- **Silver** rank earns two (2) shares for themselves; and within their 1-3 Generations, an additional two (2) shares for each Silver or higher-ranked Brand Partner and one (1) share for each Executive.
- **Gold** rank earns two (2) shares for themselves; and within their 1-4 Generations two (2) additional shares for each Silver or higher-ranked Brand Partner; and one (1) share for each Executive-ranked Brand Partner.
- **Platinum** rank earns two (2) shares for themselves; and within their 1-5 Generations, two (2) additional shares for each Silver or higher-ranked Brand Partner; and one (1) share for each Executive-ranked Brand Partner.
- **Diamond** rank earns three (3) shares for themselves; and within their 1-6 Generations, three (3) additional shares for each Diamond or higher-ranked Brand Partner; two (2) shares for each Silver through Platinum-ranked Brand Partner; and one (1) share for each Executive-ranked Brand Partner.
- **Crown Diamond** rank earns three (3) shares for themselves; and within their 1-7 Generations, three (3) additional shares for each Diamond or higher-ranked Brand Partner; two (2) shares for each Silver through Platinum-ranked Brand Partner; and one (1) share for each Executive-ranked Brand

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Partner.

- **Royal Crown Diamond** rank earns three (3) shares for themselves; and within their 1-8 Generations, three (3) additional shares for each Diamond or higher-ranked Brand Partner; two (2) shares for each Silver through Platinum- ranked Brand Partner; and one (1) share for each Executive-ranked Brand Partner.

#### GENERATION LEADERSHIP BONUS SHARES GRAPHIC

Rank	Shares	Paid generations
Royal Crown Diamond	3	1-8
Crown Diamond	3	1-7
Diamond	3	1-6
Platinum	2	1-5
Gold	2	1-4
Silver	2	1-3
Executive	1	NONE

Please note that any falsified Brand Partner accounts or order manipulation is prohibited by the Brand Partner Policies and Procedures and may result in termination of the Brand Partner account and/or loss of any or all compensation and/or ability to participate in future pools or bonuses.

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# Rank Achievement Bonus FAQ\*



## Q. How does the new Rank Achievement Bonus program work?

A. This new program offers additional incentives to Brand Partners for their rank advancements from Senior Star through Silver. The new bonuses reward those who advance in rank and grow their business.

## Q. How do I participate in this bonus?

A. Brand Partners who advance to Senior Star, Executive or Silver rank, for the first time, starting in April 2025 and beyond, can earn this bonus up to three times per rank advancement. The bonus amount for each rank of Senior Star through Silver is:

Rank	First Time	Second Time	Third Time
Senior Star	\$100 USD	\$100 USD	\$100 USD
Executive	\$150 USD	\$150 USD	\$150 USD
Silver	\$200 USD	\$200 USD	\$200 USD

## Q. How do I earn the bonus multiple times at each rank?

A. This bonus can be earned up to three times per rank. For example, if you advance to Senior Star in April 2025, you'll earn \$100. If you maintain that Senior Star rank in May and June, you'd earn an additional \$100 USD in each of those two months. Since you've earned the \$100 USD Senior Star bonus three times, you can no longer earn the \$100 USD Senior Star bonus. However, you can still earn the bonuses from Executive to Silver, providing an additional incentive to grow your business.

## Q. Do I have to achieve the paid rank consecutively to earn the bonus?

A. No, you don't have to achieve the paid rank consecutively to earn this bonus. Using a slightly different example than above, if you advance to Senior Star in April 2025, you'll earn \$100 USD. However, if you then fall below Senior Star in May but achieve Senior Star again in June, you'll earn \$100 USD for your June rank advancement. At this point, you'll have earned two of the three possible \$100 USD Senior Star bonuses and can earn the final \$100 USD Senior Star bonus the next time you achieve or maintain Senior Star rank.

## Q. When does the qualification period start?

A. This bonus takes effect in April 2025. After that, the qualification period begins, and all new Brand Partners will be eligible for the bonus. There's no set time limit to achieve a required rank. If you hit the rank, you're eligible to receive the bonus up to three times for every month you rank from Senior Star through Silver.

## Q. Who can participate in the program?

A. All new Brand Partners and existing Brand Partners who have achieved the rank of Executive or below as of March 2025 can participate in the program.

**Q. When do I receive my Rank Achievement Bonus?**

A. Your Rank Achievement Bonus will arrive with the standard commission payout.

**Q. Do I have to maintain my prequalifying rank during the qualification period like the previous program?**

A. No, to qualify for each bonus, Brand Partners only need to meet the rank qualification each time.

**Q. Will I be taxed on the Rank Achievement Bonus?**

A. Yes, the value of the Rank Achievement Bonus will be included in your tax documents from Young Living for the year you received the bonus.

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

A. If you've ranked at Silver or are at a higher rank, you're not eligible to participate in the Rank Achievement Bonus. However, promoting this program within your team can have a positive impact on your organization's growth.

**Q. Why is the Silver Bound Promotion Bonus going away?**

A. While the Silver Bound Bonus proved a wonderful motivator toward achieving individual ranks, these simpler, streamlined programs we're implementing are designed to still help Brand Partners with their rankings with a focus on team-wide motivation and growing your organization's foundation.

**Q. When will this change take effect?**

A. This change will go into effect on April 1, 2025.

**Q. Is the Rank Achievement Bonus replacing any other programs besides Silver Bound?**

A. Yes, in addition to the Silver Bound Bonus, the Rank Achievement Bonus also redistributes the Diamond Leadership Bonus to the Senior Star through Silver ranks to increase their rewards. This will help Diamonds build out their organizations and receive compensation through other existing programs.

**Q. Who can I reach out to with questions?**

A. Reach out to your Young Living sales team if you have any questions about this update.

**Q. Will the Rank Achievement Bonus program have its own department or email?**

A. No, the Rank Achievement Bonus is part of the Compensation Plan, so support for it will be provided through the [resolutions@youngliving.com](mailto:resolutions@youngliving.com) email.

**Q. Will the Rank Achievement Bonus Rewards be the same for all markets?**

A. Yes, the Rank Achievement Bonus amounts will be the same for all markets and will simply be modified to local currency.

**Q. Will my rewards be backdated if I've already met the benchmarks for this new program?**

A. No backdating on rewards will be available for this new program.

**Q. Will I be penalized if I don't participate in the Rank Achievement Bonus?**

A. No, the Rank Up Bonus is in addition to standard commissions and Rank Achievement qualifications. There are no additional requirements to participate besides achieving ranks between Senior Star and Silver for the first time starting in April 2025.

**Q. What ranks are allowed to participate in the new program?**

A. First-time ranking Senior Star, Executive and Silver Brand Partners are eligible to participate in the Rank Achievement Bonus.

**Q. How will Brand Partners receive updates letting them know about the new Rank Achievement Bonus? Via email, virtual office, social media, etc.?**

A. All standard communication channels will be utilized to notify Brand Partners of this new Rank Achievement Bonus program.

**Q. Where can I find information about these changes in the virtual office?**

A. You can find information on these changes in the Rank Achievement Bonus tab of your Virtual Office as well as on a similar tab in the YL Insights app.

**Q. Will commission retractions on returns cause a retraction of this bonus?**

A. Any necessary retractions will follow the current commission policies and procedures.

**Q. How much can I earn from this bonus?**

A. Please see the chart below for earnings:

Rank	Month 1	Month 2	Month 3
Senior Star	\$100 USD	\$100 USD	\$100 USD
Executive	\$150 USD	\$150 USD	\$150 USD
Silver	\$200 USD	\$200 USD	\$200 USD

The total amount you can earn from this bonus is **\$1,350 USD**.

It's important to note that these **bonuses cannot be stacked** and will pay out each time you hit one of these ranks for the first time for a maximum of three times per rank.

There's no time limit on this bonus or on when you achieve one of these ranks.

For example, for a new Brand Partner:

- If I jump from Associate to Executive rank—skipping over the Senior Star rank—I'll receive the \$150 USD bonus, which will be considered my Month 1 Rank Achievement Bonus for Executive rank.
- If I drop to Senior Star rank next month, I'll still receive the Month 1 \$100 USD Rank Achievement Bonus for Senior Star rank.
- If I hit Executive rank again the next month, I'll then earn the Month 2 \$150 USD Rank Achievement Bonus for Executive rank.

*\*Most Brand Partners only earn modest supplemental income. A Brand Partner's income and earnings will depend on their individual diligence, work effort and market conditions. Young Living does not guarantee any earnings, income, or rank success.*

# Generation Leadership Bonus FAQ\*



## Q. Why is the Generation Leadership Bonus changing?

A. While the current Generation Leadership Bonus has been a wonderful tool for rewarding our Brand Partners, we've identified some enhancements that are more inclusive and will further reward those generating sales volume within their organization.

## Q. How is the Generation Leadership Bonus changing?

A. A monthly sales leadership qualification is now required to earn the Generation Leadership Bonus. The share amounts for each applicable rank are also changing, and the Executive rank can now participate in the Generation Leadership Bonus.

## Q. What happens if I do not qualify for the new Generation Leadership Bonus?

A. If you do not meet the requirements in a given month, you will not be included in the pool for that month. However, you'll earn all the other bonuses you've qualified for and just won't earn the Generation Leadership shares.

## Q. What are the new monthly qualification requirements for the Generation Leadership Bonus?

A. To qualify to earn this bonus, you're required to rank as Executive or above. All paid ranks of Executive through Royal Crown Diamond are now included in the Generation Leadership Bonus pool. To qualify to participate in the pool, you must meet the following requirements:

- **Executive to Gold rank:** Personally enroll or reactivate at least one Customer and/or Brand Partner with at least a 100 PV order.
- **Platinum to Royal Crown Diamond rank:** Participate in any one of the following leadership activities listed below.
  - **Personally enroll or reactivate** at least one Customer and/or Brand Partner with at least a 100 PV order.
  - **Attend a paid Young Living qualifying event** such as a:
    - Planting
    - Harvest
    - Glamping
    - Men's Camp
    - Experience Young Living events
    - D. Gary Young, Young Living Foundation Service Trip
    - Annual or regional convention
    - Market Anniversary Event
    - **Non-qualifying events:** Silver through Diamond retreats, incentive-based trips/events, regional training seminars
  - **Host a registered open Young Living meeting**, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered host (auditable by Young Living).
  - **Present at a registered open Young Living meeting**, either in person or virtually, that results in at least 100 PV in incremental additional sales per each registered presenter (auditable by Young Living).
- **How will my leadership activity be verified to qualify for the Generation Leadership Bonus?**
  - Verification will occur in the Virtual Office. We will offer training to ensure you know how to complete this in your Virtual Office.

The number of shares earned per rank has changed as follows:

	Personal	w/in Generations
Royal Crown Diamond	3	3
Crown Diamond	3	3
Diamond	3	3
Platinum	2	2
Gold	2	2
Silver	2	2
Executive	1	1

- A maximum of \$100,000 per Brand Partner per month can be earned through the Generation Leadership Bonus.

**PLEASE NOTE THE LEVELS OF GENERATIONS YOU'RE PAID ON REMAIN THE SAME, PER THE CHART BELOW:**

Rank	Shares	Paid Generations
Royal Crown Diamond	3	1-8
Crown Diamond	3	1-7
Diamond	3	1-6
Platinum	2	1-5
Gold	2	1-4
Silver	2	1-3
Executive	1	None

**Q. When will I receive the payout for my Generation Leadership Bonus?**

A. The Generation Leadership Bonus payout will continue to accompany the monthly commission payout.

**Q. Do I have to maintain my paid rank to earn the Generation Leadership Bonus?**

A. You must maintain the paid rank of Executive or above to qualify for the Generation Leadership Bonus. Maintaining your rank is how you qualify for the pool, and then you need to also complete the performance requirement described above for your individual qualifying rank.

**Q. How will this change impact my commission check?**

A. We've run many models to consider the impact on Brand Partner checks. If you meet the performance requirement each month to qualify for participation in the Generation Leadership Bonus, you should still earn a significant amount from the bonus. Depending on how many other leaders qualify, the share value could increase or decrease. The inclusion of Executives in the Generation Leadership Bonus pool may result in a wider distribution of the pool payout. The regional sales support teams will be available to discuss this further with each Brand Partner personally.

**Q. Why is the Fast Start Bonus changing in some markets?**

A. The Fast Start Bonus currently pays out in a variety of ways across Young Living's many markets. To simplify this bonus for everyone, we're adopting one global method of earning the Fast Start Bonus.

The Fast Start Bonus will now pay as follows:

<b>Brand Partner Enroller(s)</b>	<b>Fast Start Bonus Percentages (first 3 months)</b>
<b>Level 1 Enroller (no PV required)</b>	25%
<b>Level 2 Enroller qualified with at least 50 PV</b>	10%

There is a 1,000 PV cap per enrollment for Fast Start Bonus payment.

**Q. Is there a PV requirement to qualify to earn the Fast Start Bonus?**

A. For the Level 1 Enroller, there is no PV required to earn the Fast Start Bonus. For the Level 2 Enroller, there is a 50 PV requirement to earn the Fast Start Bonus.

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