

COMPENSATION PLAN

Enjoying Abundance

DEFINITIONS

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

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

PV (Personal Volume): The total monthly volume of your personal orders.

OGV (Organisation Group Volume): The monthly volume of your entire organisation.

PGV (Personal Group Volume): The monthly volume in an organisation, excluding any Silver or higher rank volume and any qualifying leg(s) volume.

Leg: Each personally sponsored member is considered first level and a separate leg within an organisation.

LV (Leg Volume) @ OGV: The number of legs and the amount of monthly OGV required for each leg to qualify for each rank.

Level: The position of a member within an organisation. Members who are directly sponsored by another member are considered the sponsoring member's first level. Those members who are sponsored by a member's first level are considered that member's second level and so on.

Compression: If a member 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 members down to and including the next qualifying member in the organisation with at least 100 PV.

Unilevel: Unilevel is a term used to define the percentage of commission earned for each level. Qualifying members with 100 PV earn 8% on the PV of each member on the first level within their organisation, 5% on the second level and 4% on the third through fifth levels depending on rank achieved that month.

Personal Generation Commissions: Additional commissions are paid to members who achieve the rank of Silver or higher on all volume within each leg of the organisation, down to but excluding the next Silver or higher ranked member within the leg.

Generation: A Silver or higher ranked member and his or her entire organisation.

Generation Commissions: Based on a member's monthly rank of Silver or higher, an additional 3% commission is paid on the OGV of each Silver or higher in the member's organisation. This commission is paid down to the next Silver or higher ranked member and down to eight generations deep in each leg.

Essential Rewards (ER): For our members convenience we have a monthly ordering program that allows them to order products which get automatically shipped to them each month. Based on their purchases they can earn loyalty rewards points (ER points) which can be redeemed for free product. For more information on this program, visit YoungLiving.com.au or YoungLiving.co.nz > Member Benefits > Essential Rewards

CREATING A FOUNDATION

Young Living's compensation plan is designed to help you achieve abundance.

QUALIFICATIONS	MEMBER		STAR	SENIOR STAR	EXECUTIVE
PV	50	100	100	100	100
OGV			500	2,000	4,000
PGV					
LEG (VOLUME PER EACH LEG) OGV					2 @ 1,000

COMPENSATION	UNILEVEL COMMISSION PERCENTAGES				
LEVEL 1		8%	8%	8%	8%
LEVEL 2		5%	5%	5%	5%
LEVEL 3			4%	4%	4%
LEVEL 4				4%	4%
LEVEL 5					4%

SILVER BOUND BONUS

The Silver Bound Bonus rewards you for how you build your Young Living business during the initial ranks of the compensation plan. Earn any of the one-time bonuses by meeting the corresponding rank's time, leg and volume requirements. Follow the roadmap to help set your team up for success through Silver and beyond!

STAR	SENIOR STAR	EXECUTIVE	SILVER	
2 MONTHS TO HIT STAR*	3 MONTHS TO HIT SR. STAR*	3 MONTHS TO HIT EXECUTIVE*	4 MONTHS TO HIT SILVER*	BY ACHIEVING ALL FOUR LEVELS YOUR TOTAL BONUS WILL BE:
2 LEGS @ 200 OGV EACH	2 LEGS @ 500 OGV EACH	1 1 ADDITIONAL LEG @ 500 OGV**	1 1 ADDITIONAL LEG @ 1,000 OGV**	
500 TOTAL OGV	2,000 TOTAL OGV	4,000 TOTAL OGV	10,000 TOTAL OGV	
\$65 AUD BONUS \$70 NZD BONUS	\$325 AUD BONUS \$350 NZD BONUS	\$650 AUD BONUS \$700 NZD BONUS	\$1,950 AUD BONUS \$2,100 NZD BONUS	
				\$2,990 AUD BONUS \$3,220 NZD BONUS

*Time frames measure the number of calendar months from first-time qualification of your previous rank

**Outside of qualifying leg requirement for rank

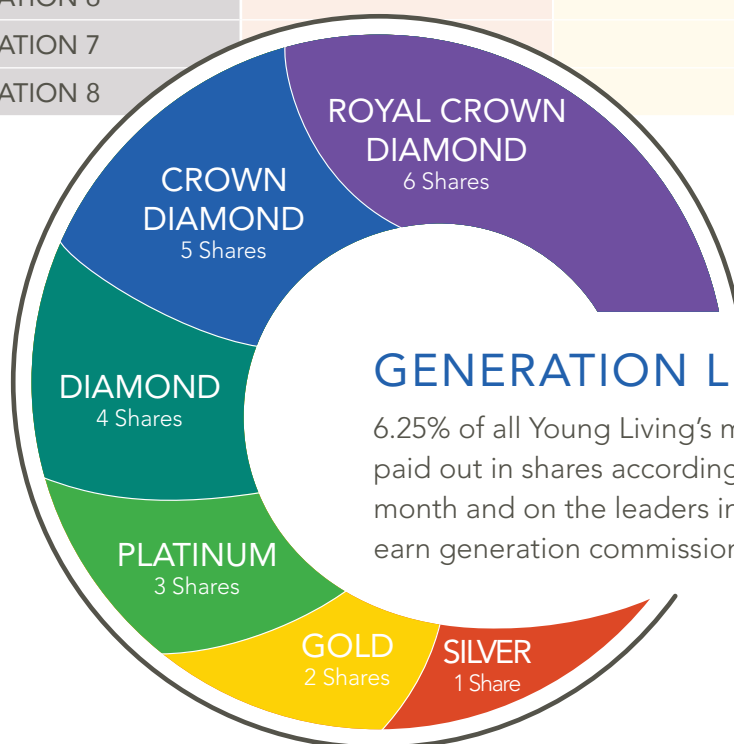
BUILDING YOUR BUSINESS

Building on your foundation, you can now focus on helping others create their success.

QUALIFICATIONS	SILVER	GOLD	PLATINUM
PV	100	100	100
OGV	10,000	35,000	100,000
PGV	1,000	1,000	1,000
LEG @ OGV	2 @ 4,000	3 @ 6,000	4 @ 8,000

COMPENSATION	UNILEVEL COMMISSION PERCENTAGES		
LEVEL 1	8%	8%	8%
LEVEL 2	5%	5%	5%
LEVEL 3	4%	4%	4%
LEVEL 4	4%	4%	4%
LEVEL 5	4%	4%	4%

GENERATION COMMISSION PERCENTAGES			
PERSONAL GENERATION	2.5%	2.5%	2.5%
GENERATION 2	3%	3%	3%
GENERATION 3	3%	3%	3%
GENERATION 4		3%	3%
GENERATION 5			3%
GENERATION 6			
GENERATION 7			
GENERATION 8			



GENERATION LEADERSHIP BONUS

6.25% of all Young Living's monthly commissionable sales is paid out in shares according to the rank you achieved for the month and on the leaders in your organisation on which you earn generation commissions.

DEVELOPING LEADERS

Share the joy of an abundant life by leading others to success as you share the Young Living mission throughout the world.

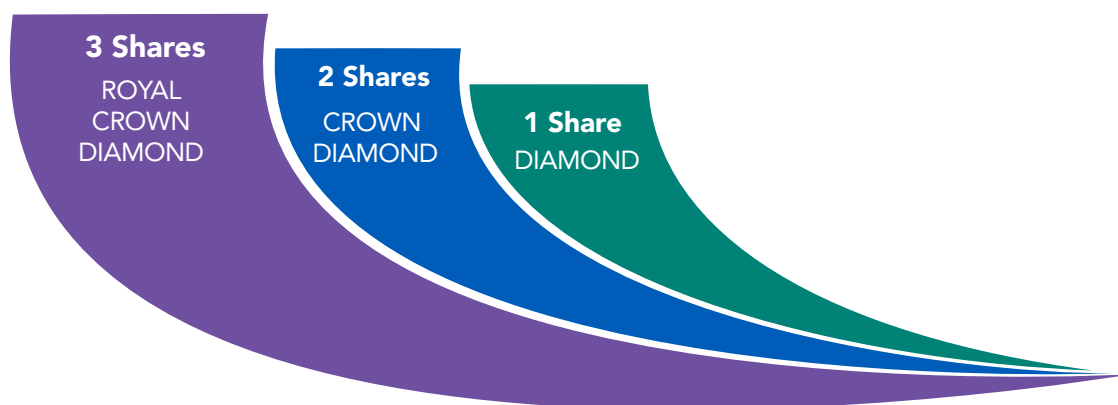
QUALIFICATIONS	DIAMOND	CROWN DIAMOND	ROYAL CROWN DIAMOND
PV	100	100	100
OGV	250,000	750,000	1,500,000
PGV	1,000	1,000	1,000
LEG @ OGV	5 @ 15,000	6 @ 20,000	6 @ 35,000

COMPENSATION	UNILEVEL COMMISSION PERCENTAGES		
LEVEL 1	8%	8%	8%
LEVEL 2	5%	5%	5%
LEVEL 3	4%	4%	4%
LEVEL 4	4%	4%	4%
LEVEL 5	4%	4%	4%

GENERATION COMMISSION PERCENTAGES			
PERSONAL GENERATION	2.5%	2.5%	2.5%
GENERATION 2	3%	3%	3%
GENERATION 3	3%	3%	3%
GENERATION 4	3%	3%	3%
GENERATION 5	3%	3%	3%
GENERATION 6	3%	3%	3%
GENERATION 7		3%	3%
GENERATION 8			1%

DIAMOND LEADERSHIP BONUS

Young Living pays 0.5% of the monthly commissionable sales in shares to Diamond leaders as a reward for helping to build Young Living worldwide.



ADDITIONAL EARNING OPPORTUNITIES

FAST START BONUS

- Earn a generous 25% bonus, up to \$260.00 AUD / \$280.00 NZD each, on your new, personally enrolled members' orders during the first three calendar months!
- Second-level enrollers earn 10%, up to \$104.00 AUD / \$112.00 NZD each, on the newly enrolled members' orders described above during the same time period!

ER ENROLLER BONUS

- There are two criteria to earn the ER Enroller Bonus.
1. The new member must enrol with a Premium Starter Kit. 2. The member's first Essential Rewards order (excluding the enrolment month) must be 100pv or higher. The enroller will earn the bonus (AU\$19.50/NZ\$21) once the member's 100pv ER order processes successfully.

STARTER KIT BONUS

- Earn a one-time \$32.50 AUD / \$35.00 NZD cash bonus when your new, personally enrolled member orders the Premium Starter Kit! Member must purchase a Premium Starter Kit in the same month as enrolled to qualify.

RETAIL EARNINGS

- When you personally sponsor retail customers, you may earn the 24% difference between the retail and wholesale price for their orders.

Visit your Virtual Office for:

- Policies and Procedures
- Full Compensation Plan Terms and Definitions
- Training Videos



PLEASE CONTACT:

Comments or Suggestions? [YoungLiving.com/toolfeedback](https://www.YoungLiving.com/toolfeedback)

Values in this document are valid as of March 2020 and are subject to change. Note: All AUD and NZD are based upon the relevant USD equivalent and determined by using a peg rate of 1.3 (AU) and 1.4 (NZ) (peg rates may, very occasionally, fluctuate.)

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Always refer to complete details relating to the Compensation Plan and related bonuses. Go to your VO for additional information. See also, Terms and Definitions, which is incorporated into and made part of the Compensation Plan. Young Living cannot be responsible for commissionable income or organisational growth.

For examples of average earnings, see Young Living's Income Disclosure Statement at [YoungLiving.com.au](https://www.YoungLiving.com.au) or [YoungLiving.co.nz](https://www.YoungLiving.co.nz) > Member Benefits > Compensation Plan