

# creating abundance

Young Living's Commission and Bonus Plan



young  LIVING  
ESSENTIAL OILS

# What Does Abundance Mean to You?

Abundance means different things to different people, and at Young Living, we hope to help make each definition a reality. Young Living distributors, customers, and employees have found treasures of health and happiness as a result of using our products. In addition to the joys of assisting those in need, Young Living Independent Distributors are richly rewarded for sharing our products with rebates on personal purchases, commissions on sales within their network, and generous bonuses for additional accomplishments. This brochure outlines the benefits of Young Living's generous compensation plan, offering a lucrative opportunity unique in the wellness industry.

## UP FRONT AND LONG TERM

Young Living's compensation plan offers bonuses specifically structured to create steady income up front, as well as a commission structure that can create continuous cash flow for years to come.

## SEAMLESS

With business opportunities in various global markets, Young Living provides a substantial opportunity for sharing with people around the world. No matter where you choose to do business, you will receive a consolidated commission check in your local currency that includes compensation for your entire network's activity.

## LEVERAGE

One of the keys to long-term achievement is teaching others to share as you do. As you help others duplicate your success, each member of your growing organization will benefit from the efforts of others.



## Start Living Bonus

Earn a \$25 cash bonus in addition to regular commissions each and every time you share the Young Living lifestyle and help a new distributor join the company. When a new person enrolls as a member of your team and purchases a Start Living Enrollment Kit (115 PV minimum), we'll add a Start Living Bonus to your commission check. *This is a one-time bonus paid to you as a new distributor's enroller.*



## STARTER KITS

①



②



③



④



- ① START LIVING WITH EVERYDAY OILS™
- ② START LIVING WITH THIEVES®
- ③ START LIVING WITH 5-DAY NUTRITIVE CLEANSE™ + CORE ESSENTIALS COMPLETE™
- ④ START LIVING WITH NINGXIA RED®



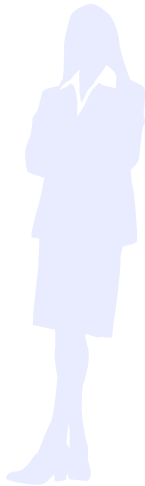
## Star Performance Bonus

In connection with the Start Living Bonus, qualified Young Living distributors are also paid a Star Performance Bonus on all members they personally introduce to the company. To support your efforts as mentors to new members, this bonus pays 25% on your personally enrolled distributors' first-month orders and 15% on all their second-month orders—all in addition to base commissions!\*

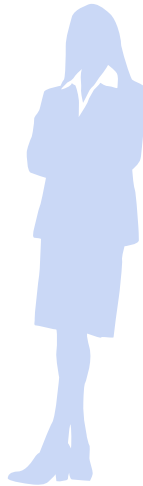
\* Participants must be active distributors. To qualify for the second-month 15% bonus, you must be enrolled in the Essential Rewards program.

## Matching Bonus

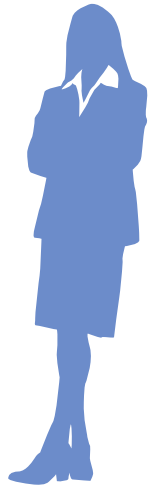
As a growing leader, you will have the opportunity to help those you personally enroll start earning their own Star Performance Bonus. As a reward for your leadership and commitment, we will match each of your personally enrolled distributors' Star Performance Bonuses for their first three months as distributors.



Michelle-Nicole's enrollee



Nicole-your enrollee



YOU

<b>month 1</b>	\$100 PV	\$25 Star Performance (25%)	\$25 matching
<b>month 2</b>	\$100 PV	\$15 Star Performance (15%)	\$15 matching

**Note:** You must personally be enrolled in Essential Rewards with a 100 PV autoship order to earn this bonus.

## Distributor Team Performance Bonus

To maximize earnings within your organization, we've created a unique Team Performance Bonus to help guide your business structure. This \$100 bonus is earned through building a basic team of six distributors on your first level who all maintain a 100 PV Essential Rewards autoship order.

Following a simple process of duplication, when you help two of your personally sponsored distributors earn their \$100 Distributor Team Performance Bonus, you will earn a \$500 bonus. Help those two distributors earn their own \$500 bonus, and \$2,000 will be your reward! The Distributor Team Performance Bonus can be earned each month and multiple times. Once you have completed the first bonus structure, simply keep recruiting and start building another.

### \$100 Bonus

- + Be a qualified distributor with an autoship order of 100 PV.
- + Build a team of six qualified first-level distributors (100 PV autoship order each).
- + Must have 1,000 PGV.

### \$500 Bonus

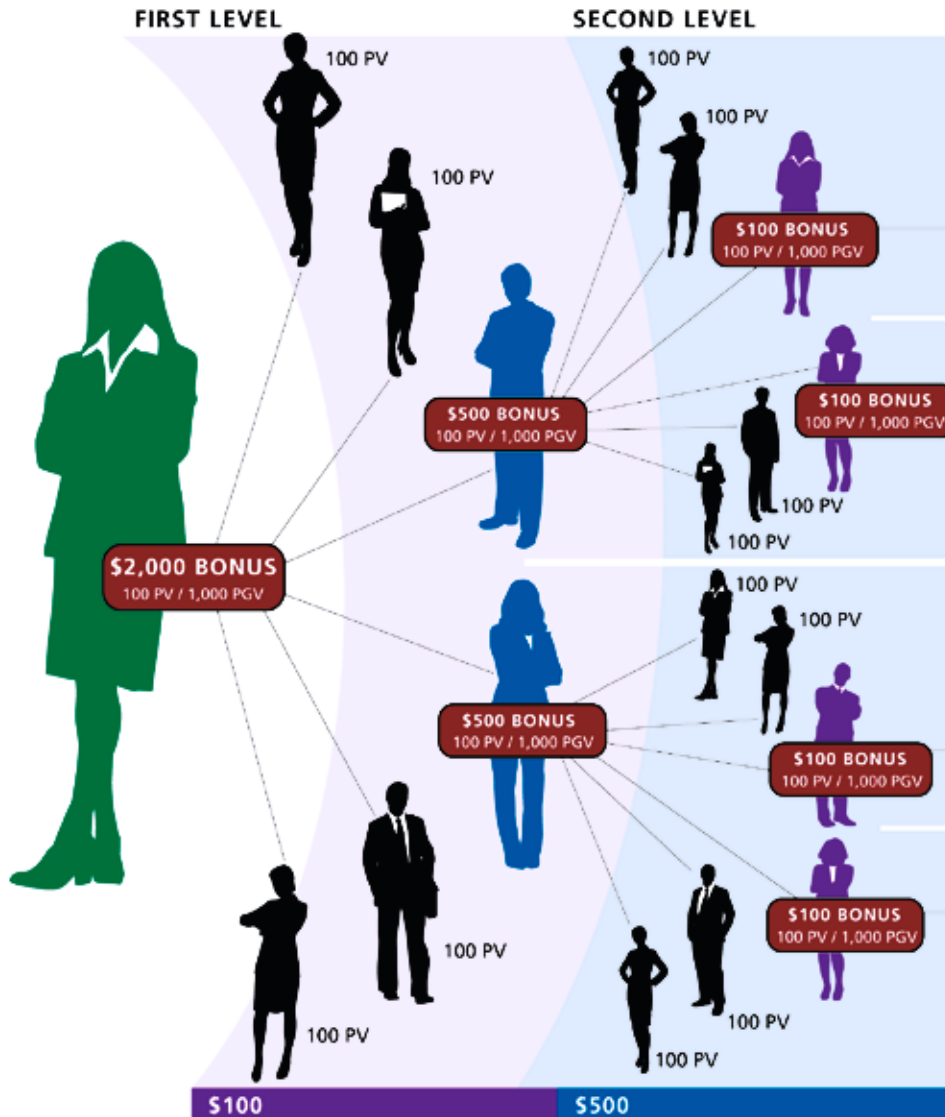
- + Be qualified for the \$100 Bonus.
- + Help two members of your first-level team become qualified for the \$100 Bonus by creating their own teams of six qualified distributors.

### \$2,000 Bonus

- + Be qualified for the \$500 Bonus.
- + Help two members of your first-level team become qualified for the \$500 Bonus.

*Build multiple teams  
+  
earn multiple bonuses!*

# Distributor Team Performance



# Bonus

## THIRD LEVEL



100 PV EA



100 PV EA



100 PV EA



100 PV EA

\$2,000

 = \$100  
 +  = \$500  
 +  +  = \$2,000

## Unilevel Commissions

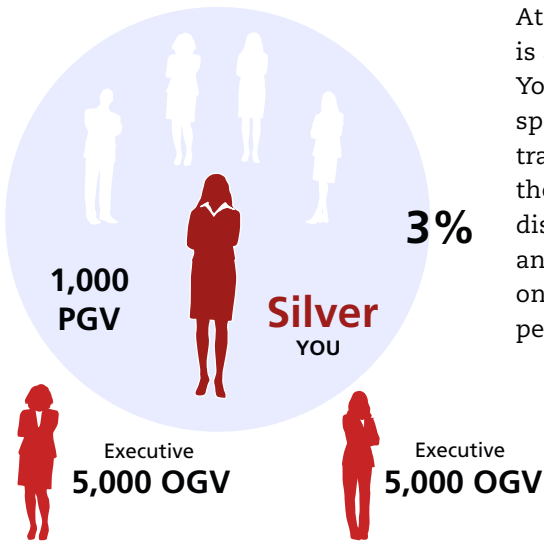
As you begin to share Young Living's products and unique business opportunity with others, your team will naturally grow. Likewise, your earning potential will only continue to increase. Young Living has developed a generous unilevel commission model that pays 5% commissions on the volume generated at each level in an organization, up to five levels. As your network begins to flourish, so does your compensation!

1 DISTRIBUTOR	2 STAR	3 SENIOR STAR	4 EXECUTIVE
Unilevel	Unilevel	Unilevel	Unilevel
5%	5%	5%	5%
5%	5%	5%	5%
	5%	5%	5%
		5%	5%
			5%



# What

## Generation Commissions



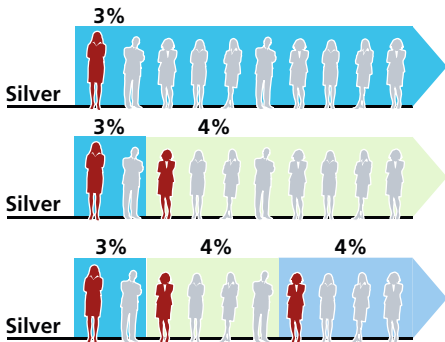
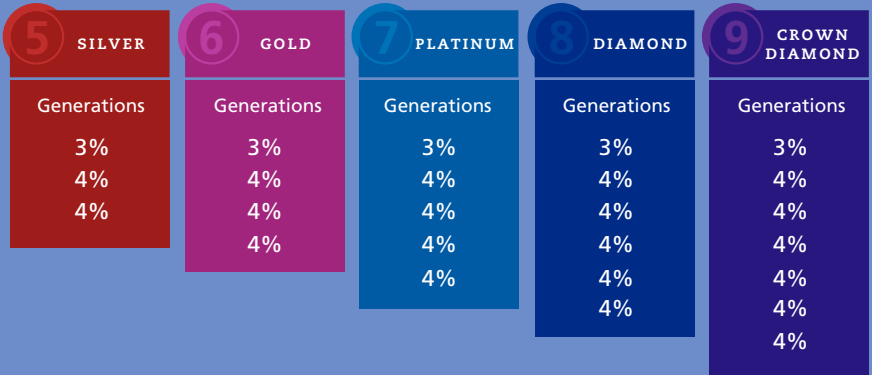
Attaining the rank of Silver is a momentous occasion at Young Living. In addition to special invitations to exclusive training opportunities and the Silver Club retreat, Silver distributors also qualify for an additional 3% commission on all sales volume in their personal generation!

## is a Generation?

*Simply put, a generation is a Silver and all the members of their organization down to, but not including, the next Silver. The requirements for becoming a Silver include building two Executive legs (5,000 OGV each), 100 PV, and 1,000 PGV.*

*(See Terms and Definitions for explanations of OGV, PV, and PGV.)*

# Generation Commissions



As you train and develop new Silvers in your network, the percentage you earn on each additional generation increases from 3% to 4%. These commissions are paid on up to seven generations.

## Leadership Commissions

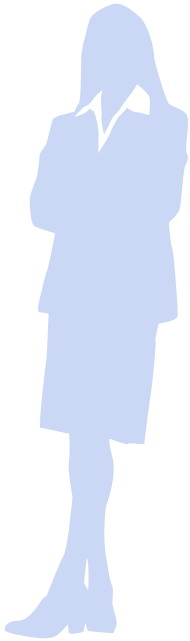


8	DIAMOND
Leadership Bonus	
1%	

9	CROWN DIAMOND
Leadership Bonus	
1%	
1%	

Young Living Diamonds and Crown Diamonds represent the pinnacle of business success, having developed a solid organization by leading and helping to develop leaders. Once you have attained this milestone, and have assisted another person in your team to reach Diamond, you will qualify for an additional 1% Generation Commission on that Diamond's first five generations. As a Crown Diamond, you can earn additional Leadership Commissions on a second Diamond distributor and their first five generations!

# Creating Success in Ninety Days\*



MONTH 1						
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	<b>6 people</b>		16	17	18	20
21	150 PV EACH		23	24	25	27
28	29	30	31			
MONTH 2						
1	2	3	4	5	6	
7	<b>2 leaders</b>		9	10	11	13
14	<b>6 people</b>		16	17	18	20
21	150 PV EACH		23	24	25	27
28	29	30				
MONTH 3						
1	2	3	4	5	6	
7	<b>2 leaders</b>		9	10	11	13
14	<b>6 people</b>		16	17	18	20
21	150 PV EACH		23	24	25	27
28	29	30				

**STARTER BONUSES**  
\$375

**TEAM BONUS**  
\$100

**UNILEVEL**  
\$22.50

**STARTER BONUSES**  
\$585

**TEAM BONUS**  
\$500

**UNILEVEL**  
\$67.50

**STARTER BONUSES**  
\$270

**TEAM BONUS**  
\$2,000

**UNILEVEL**  
\$180

\*This example is for explanation purposes only. Based on individual efforts, actual results may vary.

## The Art of Duplication

This example is an illustration of the potential compensation available to a brand new Young Living distributor. Based on enrolling new distributors with our NingXia Red® Autoship Pack (150 PV), this scenario can be achieved in as little as ninety days.

### MONTH ONE

Establish your personal 100 PV Essential Rewards autoship order and sponsor six new distributors with a Start Living Enrollment Kit (150 PV) and a minimum 100 PV Essential Rewards autoship order.

### MONTH TWO

Focus on helping two of your six first-level distributors duplicate your achievements. Help them sponsor six new distributors with a Start Living Enrollment Kit (150 PV) and a minimum 100 PV Essential Rewards autoship order.

### MONTH THREE

Your efforts in month three should be on encouraging your two first-level leaders to help two of their first-level distributors to duplicate. Help them sponsor six new distributors with a Start Living Enrollment Kit (150 PV) and a minimum 100 PV Essential Rewards autoship order.

## Retail Earnings

Not everyone will be interested in starting his or her own Young Living business. However, once you share the powerful benefits of our therapeutic-grade essential oils, many will choose to use our products. To reward your sales efforts, Young Living offers commissions on two customer options: retail and preferred. You earn 24% on your retail customers' purchases and 12% on all preferred customer purchases.

CUSTOMER

24%

PREFERRED  
CUSTOMER

12%



## Personal Rebate

In addition to regular commissions and bonuses paid out to qualifying distributors, Young Living also pays Stars and above a 10% rebate on all your personal volume above 200 PV each month. Personal volume includes your own purchases as well as purchases made by your personally sponsored retail and preferred customers.

## Terms and Definitions

**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. Distributors who possess a 50 PV minimum within the qualifying period will be compensated on the volume of two unilevels at 5% in addition to retail earnings.

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

**ENROLLER:** The person responsible for personally introducing a new member to Young Living. Enrollers are eligible to qualify for financial bonuses including Star Performance, Matching, and Start Living.

**SPONSOR:** A new member's direct upline and closest supporter. The sponsor may also be the enroller.

**DOWNLINE:** Any member enrolled under another member in an organization.

**UPLINE:** Any member above another member in an organization.

**LEVEL:** A distributor's personally sponsored members are referred to as their first level. Any member sponsored by a distributor on that first level is considered second level and so forth.

**ORGANIZATION GROUP VOLUME (OGV):** The total amount of sales volume generated by a member's entire organization of customers and distributors.

**PERSONAL GROUP VOLUME FOR SILVERS AND ABOVE (PGV):** The total amount of sales volume in an organization down to, but not including, the next Executive or above. Also defined as all volume outside of Executive legs or "non-Executive" volume. Silver distributors' monthly PGV must be 1,000 or more. PGV includes personal orders and those placed by customers.

**PERSONAL GROUP VOLUME FOR GOLDS AND ABOVE (PGV):** The total amount of sales volume in an organization down to, but not including, the next Silver or above. Also defined as all volume outside of Silver legs or "non-Silver" volume. Gold distributors' monthly PGV must be 1,500 or more and Platinum and above PGV must be 2,000 or more. PGV includes personal orders and those placed by customers.

**PERSONAL VOLUME:** Points calculated for a distributor's personal and customer purchases during any one calendar month.

**UNILEVEL:** Known as a distributor's "standard commissions," whereby they earn 5% of the volume for each level of their organization up to five levels deep (depending on rank).

**ESSENTIAL REWARDS AUTOSHIP PROGRAM:** Young Living's monthly autoship ordering program that allows members to receive products of their choosing on a specific date every month. Members-only specials, including discounted shipping, training materials, and free product credits, are available for all Essential Rewards members. Participation in the program is required for Distributor Team Performance Bonus qualification.

## Ranks and Qualifications

**EXECUTIVE:** In order to qualify as an Executive, a distributor must possess 100 PV and 5,000 OGV within the commission period. As an Executive, the distributor qualifies to receive compensation on the volume of five unilevels within his organization at 5%, in addition to any retail earnings.

**SILVER:** In order to qualify as Silver, a distributor must possess 100 PV, 1,000 PGV, and two Executive legs within a commission period. As Silver, the distributor qualifies to receive compensation on the volume of five unilevels at 5%, Personal Generation at 3%, and two Generations at 4%, in addition to any retail earnings.

**GOLD:** In order to qualify as Gold, a distributor must possess 100 PV, 1,500 PGV, and two Silver legs within a commission period. As Gold, the distributor qualifies to receive compensation on the volume of five unilevels at 5%, Personal Generation at 3%, and three Generations at 4%, in addition to any retail earnings.

**PLATINUM:** In order to qualify as Platinum, a distributor must possess 100 PV, 2,000 PGV, and four Silver legs within a commission period. As Platinum, the distributor qualifies to receive compensation on the volume of five unilevels at 5%, Personal Generation at 3%, and four Generations at 4%, in addition to any retail earnings.

**DIAMOND:** In order to qualify as Diamond a distributor must possess 100 PV, 2,000 PGV, and six Silver legs within a commission period. As Diamond, the distributor qualifies to receive compensation on the volume of five unilevels at 5%, Personal Generation at 3%, and five Generations at 4%, in addition to any retail earnings. If the Diamond has another qualifying Diamond within his organization, the distributor will receive a 1% Leadership Bonus.

**CROWN DIAMOND:** In order to qualify as Crown Diamond, a distributor must possess 100 PV, 2,000 PGV, six Silver legs, and one Diamond leg. As Crown Diamond, the distributor qualifies to receive compensation on the volume of five unilevels at 5%, Personal Generation at 3%, six Generations at 4%, and a Leadership Bonus at 1%, in addition to any retail earnings. In cases where a Crown Diamond develops an additional Diamond within a Diamond leg, the distributor may also receive a 1% Leadership Bonus on that second Diamond within that leg of her sales organization.

Please refer to the “Young Living Terms and Definitions for the Compensation Plan” located in the YL Policies and Procedures manual for additional and more detailed information.



# Compensation Plan Highlights


Young Living Independent Distributors are richly rewarded for sharing the benefits of Young Living essential oils. In addition to Young Living's generous compensation plan, our distributors also enjoy:

- + Lifelong networks of friends and support
- + The financial freedom of a residual income
- + Growth opportunities as leaders and mentors
- + Hands-on business and product training
- + All-expense-paid luxury vacations and additional travel
- + Gifts, accolades, and peer recognition



# Young Living Compensation Plan Highlights

PHASE I — Growth 



1	2	3	4
DISTRIBUTOR	STAR	SENIOR STAR	EXECUTIVE
50 PV	100 PV	100 PV	100 PV
	500 OGV	2,000 OGV	5,000 OGV
Unilevel	Unilevel	Unilevel	Unilevel
5%	5%	5%	5%
5%	5%	5%	5%
	5%	5%	5%
		5%	5%

## Additional Bonuses and Commissions

### STAR PERFORMANCE BONUS

25% 1st month;  
15% 2nd month

### MATCHING BONUS

Paid on a new distributor's first three months of Star Performance Bonuses

### DISTRIBUTOR TEAM PERFORMANCE BONUS

\$100, \$500, or \$2,000

### CUSTOMER EARNINGS

12% or 24%

- + Distributor Team Performance Bonus maximizes time and effort for maximum results.
- + Start Living Bonus of \$25 for new distributors that enroll with a Start Living Enrollment Kit (115 PV).
- + Star Performance Bonus creates generous rewards for new distributor enrollments.
- + Matching Bonus rewards builders for helping team members succeed.
- + Retail earnings provide compensation for developing a customer base.
- + Personal rebate offers a 10% return on your monthly PV in excess of 200 (Stars + above).



There are many ways to take advantage of Young Living's unique approach to wellness, and a path to abundance for everyone in the Young Living community. Welcome to your career as a Young Living representative, and welcome to the family!



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*For more information,  
please contact this Independent Distributor:*