

## Founder's Club Guidelines - West and Central Regions

The purpose of the dōTERRA Founder's Club Program is to identify and reward IPC leaders that play a key role in opening and consistently growing a region and rewards those who urgently pursue the development of that region.

### *Europe West Region Founder's Club (Closed as of 2015)*

### **Europe Central Region Founder's Club - (Open as of June 1, 2017)**

1. The following countries are included in the Europe Central Region Founder's Club:
  - Albania, Bosnia & Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Kosovo, Latvia, Lithuania, Macedonia, Malta, Moldova, Montenegro, Poland, Romania, Serbia, Slovakia, Slovenia, and Turkey.
2. An IPC must achieve the rank of Gold to qualify as Founder and still have at least 3 personally enrolled Europe Central Region Premier legs with volume exceeding 5000 OV in each leg. An IPC may also have other legs which qualify them as Gold, but the IPC must have 3 of those legs personally enrolled in the Europe Central Region and exceeding 5000 OV each in order to qualify.
3. Once an IPC meets all the qualifications for 3 consecutive months, they will be considered a qualifying founder. A qualifying founder must maintain all requirements 10 out of 12 months in the calendar year to be eligible for the Europe Central Founder's Club Bonus Pool. Please see Founder's Club Policies for specific examples related to the timing of achieving the 3 consecutive month requirements within a calendar year.
4. Founders will receive one share of the Europe Central Founder's Club Pool. The pool consists of 1% of the total commissionable volume from the qualifying calendar year, which is divided among 15 Founder's Positions in the Europe Central Region Founder's Club.
5. Once all 15 Founder's Positions have been filled, the Europe Central Region Founder's Club will be closed.

## Founder's Club Policies

- For any market, dōTERRA may impose other Founder's Club requirements as reasonable or necessary, these might include performance requirements such as attaining a Power of Three bonus or requiring that a Founder demonstrate activity in the region. "Activity" may be specifically defined with requirements related to areas such as: mentoring, personally enrolling and developing individuals in the market, holding meetings in the market, or attending events in the market.
- A Founder should be the person that is actually building the account. Positions that are built by a relative or friend in the name of another person are not considered Founder's positions.
- No position may be a Founder's Position if its qualification was attained through "buy-in" (including allowed buy-for rank achievement) rather than through the legitimate volume of product or IPC consumption.
- No individual may have more than one Founder's position in a given region. Membership in the Founder's Club is for individual and personal effort. However, an IPC could qualify to hold a (1) Founder's position in each separate region where a Founder's Club exists.
- Because a Founder must maintain their Founders Club for 10 out of 12 months each calendar year, the following also applies:
  1. For the 1st year qualification, the 3 consecutive months that qualify a Founder also count towards a Founder's annual, calendar year maintenance requirements. If the first 3 months of qualification are October, November, and December, that person will earn the Founder's Club bonus for that year.
  2. If an IPC qualifies as a Founder outside the first three months of the year, they must qualify in each of the remaining months of the year.
- Example 1: If an IPC qualifies as a Founder in January, February and March, they may, if necessary, have two (2) grace months throughout the rest of the calendar year.
- Example 2: If an IPC qualifies as a Founder in June, July and August, they must thereafter achieve Founder qualifications each remaining month in the calendar year. No grace months will be available in this case.
- Maintenance requirements for a Founder's Club position reset at the beginning of each calendar year. The company reserves the right to make adjustments to any Founder's Club in its discretion.
- **CONTINUING PROGRESS REQUIREMENTS:** It is expected that each Founder will continue to grow their dōTERRA organization and help others do the same. As a region expands and matures, the members of the Founder's Club of that market are expected to mature and grow as well. Therefore, continuing progress requirements may be announced and made applicable to the Founder's Club of any region. The requirements of a Founder's Club may vary region by region. If continuing progress requirements are announced in a region, members of the Founder's Club of that region will be expected to meet those requirements to maintain future membership in the Founder's Club of that region.