

# LEADERSHIP



**New Presidential  
Diamonds - 4**

John & Melyna Harrison

**Be the CEO - 38**

Natalie Goddard

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Tom Kaveney & Janice Van Meter

# cover story 4

NEW PRESIDENTIAL DIAMONDS  
John & Melyna Harrison



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# Congratulations on Reaching Presidential Diamond John & Melyna Harrison

SPRINGVILLE, UTAH, USA



## How do you and John work together in the business?

**John:** We continue to learn. Melyna started the business on her own, and the big adjustment was when I quit my job to join her. Melyna had all the relationships with everyone on our team and she knew the compensation plan really well, so she had to teach me as if I'd just enrolled. We went through the back office and all the genealogy and she told me about the people behind the numbers and all their strengths and weaknesses.

**Melyna:** I'd been doing this business on my own for two years when John joined me. I had to learn how to let go of things and trust his skills and talents. I was still trying to take on a lot of it and he was doing things that a personal assistant can do. Now, we have a daily planning meeting each morning. We go to our office and we plan what needs to be done for our

business and also what needs to be done in our home and we put it on our white board. Then we go through and decide which ones he will take and which ones I will take. This really helps us to have a true partnership, because it's not healthy in a marriage to feel like you work for your spouse. This way, nobody needs to be nagged and nobody is someone's boss, we're just partners that are planning together each day.

**John:** I really feel like because of our daily planning and the task management that we've put in place, we've become really good at working together. We've become a partnership.

## How have you learned to balance running your business and taking care of your family?

**Melyna:** Honestly, it's a lot easier to balance our family and

work now than it used to be. People always look at Presidential Diamond like it's so busy, but when we really struggled with balancing time and family was before we were making money. John was still working a different job and we couldn't afford a house cleaner, an assistant, or someone to watch the kids so we could go to a meeting. That's where so many other people in dōTERRA are right now, and they're wondering how they're ever going to do it when they're Presidential Diamond. But, when you make those sacrifices and you invest your time correctly, that's when you truly achieve time freedom. This freedom allows us both to be home all day and it allows us to schedule our work around our family, not the other way around.

## What are the benefits of this rank? Why should someone else want to reach it?

**John:** I truly believe that Platinum is probably the hardest rank to hit. Up to that point, you have put in a ton of effort without getting big paychecks. But, once you hit Platinum, you don't stay Platinum very long. It's at that point that you make the decision that this is what you are going to do for a living. When I quit my job, Melyna and I were completely dependent on dōTERRA for our living, so we knew we were eventually going to be Presidential Diamond. It didn't come as a shock to us. It was the only goal. It wasn't a tough decision to make because it was the only thing that we did. I think it's scarier to go from nothing to Platinum than to go from Diamond to Presidential Diamond.

**Melyna:** Really, Presidential Diamond is just mastering how to help someone hit Elite. If you can build enough Elites, then you're building Silvers. If you can build enough Silvers, then you're building Platinums. Once you get someone to Platinum, they know how to build a business and that's why Presidential Diamond is so much easier. Back when we were Gold or Platinum, if we wanted to take a month off, our

business would fall apart. The great thing about building to Presidential Diamond is our busy-ness is more of a choice. We have so many people that we want to help because we care about seeing them be successful. But, if I have a baby or if something is going on in our life, we can take a month off and our business still grows. We actually continue to make more money, because we've reached that point where we do truly have a residual income that keeps coming whether we're here or not. This took us five years to build—it's not a piece of cake—but what other business is there where you can create what we've created in five years, while growing your family?

## What advice would you give to someone else who wanted to be successful in this business?

**Melyna:** A lot of people ask us how they can find leaders or builders. I think it's really important for people to understand that you don't necessarily find leaders—they need to be created. The type of leaders you end up with depends on the type of leadership they receive. You have to look in the mirror and ask yourself, "If I was on my frontline, would I be happy? Am I doing my share of the partnership? Am I supporting my team? Am I showing up?" It's not about finding the right person as much as it is about being the right person. Sometimes I'll catch myself being whiney or making excuses and I think, "If I was on a mentoring call with myself, I would be disappointed and frustrated." You have to evaluate yourself. You can't expect anyone on your team to do anything you're not doing.

**John:** In any successful business, what you'll find is the business owner is really good at building and maintaining relationships. In dōTERRA, that's even more important. We've put a lot of focus into building and maintaining relationships, and we love the people that we've surrounded ourselves with. It's a great environment to work in.



## Presidential Diamond Tips

**BELIEVE IN YOURSELF.** Before you achieve anything you have to believe you can do it. Set not only a goal, but an action plan of how you're going to achieve it. You have to put all of you into dōTERRA and know that the sacrifices you're making are going to be worthwhile.

**FOCUS ON THE PROCESS.** Know your long-term goal, but don't focus on it, because that can be overwhelming. Every day that you wake up and haven't achieved it, you'll feel like a failure. Focus on the process, the tiny steps that get you there, and you'll feel like you're succeeding every day. That process will get you to the goal.

**SCHEDULE TIME OFF.** On Sundays, we won't check our emails and we won't answer any calls that have to do with dōTERRA. I think it's important to schedule that time off so that your kids know that you're fully available that day. Otherwise, dōTERRA can take over everything.

**STRUCTURE INTENTIONALLY.** One of the big things that helped us was choosing our partnerships very intentionally. When we enroll people, we sit down, discuss each of them, and strategize who they would fit best with and how they will fit into our organization.

**WORK WITH PEOPLE YOU LOVE.** We are successful today because we have surrounded ourselves with amazing people who we love working with. If I had to be on calls every day with someone that drove me crazy, I don't know that I would do this job very long. Because we love our partners so much, we love our work. It doesn't feel like work, it feels like play.

Mike &amp; Sarah Vansteenkiste

OAHU, HAWAII, USA

# Never a Waste

“I talk very openly with people that want to do the business, and I tell them that you have to commit whether times are good, bad, or slow. If you are willing to put in the time and the effort, then the fruit is there.”

Four years ago, Sarah was enjoying her full-time job working with moms and babies in the hospital as a registered nurse. However, when it came to healthcare, Sarah still found herself searching for something safe. When she was introduced to dōTERRA, she began using the oils at home and started seeing success. She says, “I would get frustrated at work because I just wanted to tell them about dōTERRA and all the things I was trying to use, but I was really limited on what I could say.” This desire pushed her along until she finally decided to start her dōTERRA business, with some guidance from her business savvy husband, Mike.

Having a background in nursing made sharing the oils easier. “The essential oils became part of a natural conversation with people. I never felt like I was making a mental change to be a business person. The oils just came up because I talked to people about their health anyway.” Most people who want to start a dōTERRA business ask Sarah what they need to do to get the

essential oils into hospitals. Her advice is simple: “While those relationships are great and they really do open doors, I feel like there’s so much red tape for an individual to have to go through to take that kind of an avenue. For the individual that’s starting out, it needs to start with finding success at home.”

The Vansteenkiste family has lived all over the country from Arizona to Hawaii, and Sarah is busy building the dōTERRA business wherever she goes. Sarah says, “Our family doesn’t live anywhere. We’re kind of vagabonds, but we’re able to travel and build in other places and not just be in one area.” Within the last year, Sarah and her team also decided to change the way they marketed using mass media. “It gives us an avenue to be able to reach so many people in places that I cannot even name all over the country. It’s a powerful tool and the thing that I love is we’ve been able to tap into it and use it for our benefit.”

Sarah still thinks that traditional marketing is a good way to build a

business. She says, “I think there’s a lot of ways to market, but I do think there’s an element between the real conventional way of starting at home and building organically versus marketing to masses. There’s a balance to it all. I teach both methods because there’s definitely a place for both.” When asked about her marketing strategy, she states, “I wanted to take the good things that I’ve learned from other people and then add my own good things and do it my own way. We’re still learning, obviously, but we’ve been able to find a niche and duplicate it.”

Most of Sarah’s success, including now hitting Blue Diamond, comes from her willingness to be available and answer anyone’s questions, no matter what. “I never consider anybody a wasted contact, sometimes people just take longer than others. It took me an entire year to even get the Family Physician Kit, so I don’t give up on people. I know my time is well used if I’m educating, teaching, and being patient.”

## Organic vs. Mass Media Marketing

### Organic, Traditional Method

- Use the product, share your experience.
- Focuses on sharing with your “warm market”—the people you love and want to help.
- Educate others and they will open their mouths, have experiences, and share.

### Mass Media

- Make yourself marketable; it can be uncomfortable, but you reach a wider audience.
- Use Facebook, Instagram, and blogs. (Check out Sarah’s website at oilRN.com.)
- Duplicate the process in your team.

“A big blessing for me is that I’ve opened my life, heart, family, and situation. It’s something great to meet and love so many people. Some of them even live clear across the country from me, but we have built these relationships and we are able to work together for a common goal, which is really powerful.”

## Ben & Adabelle Carson

SPRINGVILLE, UTAH, USA

# Picking Up The Pieces

As a yoga instructor, Adabelle Carson had used essential oils for years before her sister-in-law introduced her to dōTERRA. Right away, she knew these oils were different and started sharing them with her family and her yoga students. She felt that yoga and essential oils naturally went together. She wanted to start teaching classes that combined the two, but she didn't know how.

One day, her upline asked her if she would be willing to run a dōTERRA booth at a large yoga conference, and Adabelle jumped at the chance. At the conference, her booth had a line that went out the door, and several people signed up for wholesale accounts. After that, she was invited to another conference where she got even more sign-ups. She went home and realized she had all these people signed up, and she didn't know what to do with them. She says, "I called customer service at

least 20 times that day and said, 'Please explain what all this means.' It was like a crash course. I was thrown into the business and I had to learn it quick."

As her business grew, Adabelle saw more and more success. Her husband, Ben, was supportive because he saw how happy it made her. Then, he had a motocross accident that broke both of his ankles, brought him a lot of pain, and kept him from working. Adabelle says, "dōTERRA was there to pick up the pieces. We had gotten to the point where we needed the money and I was able to bring that from dōTERRA."

Adabelle knows that she owes a lot of her success to the support of her upline, especially Natalie Goddard. Even early on, she felt like Natalie always made herself accessible to give any help and advice. Adabelle says, "The biggest difference she made for me

was how she made me feel around her. She made me feel like I mattered and that I could do what she was doing. She was so genuine and so loving." Adabelle seeks to model her leadership after Natalie's, and tries to make sure her team knows that she is there for whatever they need.

Today, Adabelle is able to fulfill her lifelong dream of traveling the world, and grow a business all while taking care of her family. She says, "I think dōTERRA is a tool that empowers women to help bring income to their families without leaving the home. It's so necessary for families to stay intact and for parents to be able to be there for their children, but oftentimes both parents have to work outside of the home. I want to shout from the rooftops that dōTERRA is the answer. You can work together at home, be there for your family, and provide for them at the same time. It's amazing."

**"dōTERRA has helped me fulfill the dreams that I had forgotten I dreamed about."**



### HOW TO REACH DIAMOND

## "Just believe that it's possible"

**Love the products.**

"If you totally believe in the products, you use them for yourself and your family, and you love to share, then that's going to carry you a long way. That's what it all boils down to."

**Plot it out.**

"It's almost like you're an architect and you need a blueprint. If you look at your structure and have plotted out logistically how you will reach Diamond, then when you sign people up you'll know exactly where to place them."

**Know there's a solution.**

"At one point I had found two strong builders and I thought they were it, and they both quit on me. Instead of getting discouraged, I said, 'Ok, that wasn't the solution, so what is?' I'm always open to the solution. If one thing doesn't happen, there's going to be something else that's going to fix it."

**Use your upline.**

"Just because they're not calling you doesn't mean they don't want to see you succeed. They have a lot of people on their team, so you have to take the reins and the initiative to call them and get help."



## Cade & Dominique King

KETCHIKAN, ALASKA, USA,

# Abundantly Full



**“It’s not one thing that gets you to Diamond, it’s all the little things. Just be consistent in doing them.”**

**D**ominique King had been in a previous business with Peggy Smith and Kristi Zastrow that she participated in more as a hobby. When that business went under, both Peggy and Kristi got involved with dōTERRA. Kristi signed Dominique up and sent her a kit. That kit sat on Dominique’s counter for a long time. She gradually started sharing the essential oils she had with others, and was amazed when people kept coming back for more.

Finally, Kristi invited Dominique to come with her on a trip she had won to Mexico—if she also went with her to the dōTERRA convention. Dominique went and was impressed with how well the owners were able to answer the questions that she had. She says, “After being at that conference, I realized I was all in, because of the answers that I got about where the company was going, what their vision for it was, and also because of the things that I learned about the power of the essential oils.”

That convention created a passion inside of Dominique, and gradually she got more and more involved in growing a team and a business. As a homeschooling mom and a pastor’s wife, Dominique always wanted to make sure that God and family came first. She learned how to fit her dōTERRA business into the cracks in her life. She says, “I have to be really intentional. I think sometimes people get discouraged because they think they have to have it all together or be working full time to do this. I’ve never

worked this business full time, but God has blessed me even without that.”

Dominique used to joke with her kids that one day she would be Diamond and they would walk down the carpet with her, and they would all laugh. She also remembers attending her first convention and hearing the owners say they wanted to one day be a household name, and she thought that seemed

like a lofty goal. She says, “Now I really believe they’re going to accomplish that. This year when I got to actually go down that carpet, I realized that dreams do come true. I didn’t even realize that I was putting that idea out there and now it’s a reality.”

She is still amazed that though she started out in a small town on an island in Alaska, only accessible by boat or

plane, she is now able to work with a successful team of great people. She says, “Sometimes I can’t believe that this is even my job. Where else can you work with people that you love and that have the same passion and goals as you? It’s pretty exciting. I love my team, and I couldn’t do it without their support.” She is grateful to be living her passion and be a part of a vision for empowering and lifting people to be their best.

## FITTING IT IN



**DON’T BE TOO HARD ON YOURSELF.** “I get really OK with not being OK. I try not to be too hard on myself. If I don’t get one thing done, then there will be another thing that I do get done. As long as I’m getting something done, I’m moving forward and I’m hanging in there.”



**ACCEPT THAT THINGS WON’T GET DONE.** “I officially only work two days a week, so I can’t get everything that I want to do done. I just fit it all into the cracks. I make my to-do list and I never give up working on it, even if things don’t go my way or I don’t make all my goals.”



**DO WHAT YOU LOVE.** “You’ll find things that you love and that fill you up, then you’ll find the things that aren’t easy for you. You can either find a team member that’s good at those things or you can consider hiring someone for help.”



**HAVE REALISTIC EXPECTATIONS.** “You can’t compare yourself to people who gave up their life to make this a yearlong commitment to work their tails off if you can’t do that or don’t want to. That’s still OK. You just can’t expect the same results when you’re not making the same commitment—but you can still expect results.”



**“There’s always going to be some down times. Your job is to not give up. If you can persevere through all that, then you’re going to be successful.”**

# Invest the Effort

## Alonto & Desiree Mangandog

SAN DIEGO, CALIFORNIA, USA

Desiree Mangandog's esthetician was diffusing Citrus Bliss one day and Desiree asked her what the amazing smell was. Her esthetician didn't sell dōTERRA, so Desiree tried contacting her upline and began researching dōTERRA on her own. As an herbalist and acupuncturist, she felt confident that the essential oils would work and was interested in incorporating them into her practice. Eventually, she found business training videos on YouTube by Rod Richardson, a Diamond leader. After several frustrating weeks of not hearing back from anyone, she decided to Facebook message Rod. He called her the next day and after talking for two and a half hours, Desiree bought a Diamond kit and committed to the business.

Her husband, Alonto, was a space engineer who had just gotten his MBA. He was interested in being an entrepreneur and building their dreams rather than someone else's. He was

fully supportive of Desiree starting a dōTERRA business, and three months in, was able to quit his job to join her. He started out helping with business training, and recently has started teaching classes and bringing in leaders from his own network. They both knew from the beginning that they wanted to do this business for the rest of their lives. Desiree says, "We have the goal of being Triple Presidential Diamond, so hitting ranks is never really a surprise. It happens because you put in the time, effort, and dedication."

Desiree has learned through her journey that she can't do everything herself, and it's a better experience for everyone when she doesn't. She says, "I had to step back and allow my leaders to make mistakes so they can grow and develop. You develop so much self-confidence if you stick with this business. It's a beautiful process to see someone develop from being shy

to getting out of their comfort zone and doing whatever it takes."

They are grateful for the opportunity to live a life beyond the status quo. Alonto says, "Before, I worked at a job where I spent the majority of my life away from my children. I was caged up like a chicken. Now I have the opportunity to spend my days with my family and enjoy my life instead of being beaten down by it." Desiree also feels that through dōTERRA she has been able to use her talents to her fullest ability. She says, "dōTERRA helped me find out who I am. I had no idea that I was great at public speaking, or that I was inspirational, encouraging, and motivating. Now, I wake up every morning and I am proud of the person that I am." That combined with the relationships she has built and the freedom her family has found, she knows that all of the time and energy they invested was worth the effort.

"Patience is important. You're a farmer, planting seeds everywhere. You're always taking people to the next step, from users to sharers to builders." *-Desiree*

### How to Have Committed Builders

#### Be committed yourself.

"The way you find committed builders is for you yourself to be committed. If you are not a dedicated builder putting in the time and hours every week, then you will not find those kinds of people. You will attract what you are."

#### Share with everyone.

"You can't expect everyone to have the desire to build the way that you do, which is why it's important to share with everyone. You might need to talk to 200 or 300 people before you find the few super-committed individuals you need."

#### Guard your frontline.

"Don't just put anyone on your frontline and start building under them; you could become resentful in the future if they don't end up building. Wait until you find a committed builder or sharer."

#### Don't rush.

"I think people feel very rushed and that they need to find three builders immediately. Take your time. Don't build under someone who is not committed. It takes 100 times more effort to build under someone who is not engaged."

"You're going to have challenges in life, but you're also going to have opportunities. The goal is to enjoy the process, take advantage of the opportunities, and learn from the failures." *-Alonto*



# Jamaica

dōTERRA® 2015

The dōTERRA executive team and 600 Wellness Advocates from the United States and Canada escaped the winter chill this January in the tropical Montego Bay, Jamaica. They enjoyed beautiful waterfall hikes, river cruises, cultural experiences, and local cuisine, as well as the opportunity to give back to the community. Here, the Grand Prize and four first place winners share their experiences of qualifying for this incentive trip and sharing their love for dōTERRA:

## Hayley Hobson Grand Prize Winner, Presidential Diamond



It feels unbelievable to win this honor for the second year in a row. Emily Wright challenged me to win it again and that did it—I couldn't let her down. I'm so glad to know that all of my hard work paid off and that I've been able to share dōTERRA with so many people over the past two years. It's always wonderful to have these opportunities to connect with other amazing leaders in dōTERRA. I'm able to continue to learn from all of them, really get to know what works for others, and share what I've been doing to build my business. I love the incentive trip competition. It is such a generous gift dōTERRA is giving us just to do what we already love to do.

## Jacqueline Ritz First Prize Winner, Blue Diamond



I have never won anything like this in my life and I am so blessed by the generosity of this incredible company. It felt so different to go from mucking out the chicken coop and dodging goat turds on my little family farm to basking in the tropical sun, being waited on, and having a swim-up suite at an all-inclusive resort. It was wonderful to spend some much-needed time away with my husband and to connect with others who are successfully sharing dōTERRA. I didn't participate in this to compete. I just shared essential oils with others and anyone who would listen to me. I am grateful to everyone who has ever believed in me and trusted me enough to be empowered with essential oils. I am so honored to be in this position, leading others to healthier and more natural solutions.

## Jill Winger First Prize Winner, Diamond



It was a huge treat to leave behind the snow, cold, and responsibilities in Wyoming to hang out with such amazing people on the beach. After winning the trip to Tulum last year, we knew we had to go again, no matter what. Last year's trip was pivotal for

my husband and me. It was in Tulum where we had the revelation that Diamond and beyond was truly attainable for us, thanks to time spent with the amazing executive team and top-level leaders. It was an absolute game-changer in our dōTERRA journey. Everyone should do whatever they can to get on these trips, and encourage their team to do the same. Being able to spend quality time with the executives and Diamond leaders is such a valuable experience—it's a surefire way to boost your confidence.

## Naoko (Nicky) Lawnsby First Prize Winner, Silver



At the 2014 Tulum trip, I was inspired by Hayley Hobson, who invited some of us to her suite to see what it is like to get the top prize and reminded us that we all have the potential to achieve so much more. I said to myself, "I wonder if I really focused, maybe I could get

the First Prize. How many people could I touch in the process of achieving that award?" When the time to qualify for this year's incentive trip came, I knew I had a chance to help others better their lives no matter what their issues were, and I tried to really focus on that. It was about the journey, not the destination. The prize was a measurement for me to see how well I was able to touch and help other people. It wasn't just a competition. This experience made me even more aware of my lifelong passion. I already had dreams and goals, but dōTERRA provided me with a straight path to achieve them.

## Matt & Alicia Triplett First Prize Winners, Diamond



It feels really good to be recognized for a year of hard work. We have really enjoyed the past trips we've been on, and to know you are building your business at the same time makes the trip just a bonus. It's nice on these trips to be around other dōTERRA Wellness

Advocates that you can collaborate and mingle with. We know that if you really want to do dōTERRA, you have to be fully onboard. It has to become a part of your life to be successful. The trips and conventions are just another aspect of living dōTERRA all the time. It is the best motivator to build your business to be able to be around like-minded individuals who really live dōTERRA and are rewarded because of it. 💧



## David & Holly Mays

JACKSON, TENNESSEE, USA

# A BETTER VEHICLE

**“dōTERRA opened our eyes and made us realize that we can make our lives whatever we want. We just needed a vehicle that would work with us.”** –David

While attending a “prepper” expo in Texas, David Mays met Jared Winger, now a Presidential Diamond, at a dōTERRA booth. They hit it off so well that David spent the rest of the weekend hanging out with him. He felt a sincerity from Jared that dispelled his previous negative experiences with network marketing companies. He purchased some oils, and he and his wife, Holly, casually shared them with some family and friends at home. A few months later, they started to open up to the business side as well.

Jared flew out and taught some classes for them, and after they saw the positive response to those classes, they committed to the business. They both were already involved in businesses

of their own, but were eager to work toward doing dōTERRA full time. David says, “We both had difficulties with our other businesses. We would find ourselves just spinning our wheels, but we developed a work ethic that has stuck with us. I think that helped make Diamond work, because we worked dōTERRA like a business as soon as we made the decision to do it. dōTERRA just happened to be a better vehicle than we were driving before.”

As some of the first people to get involved with dōTERRA in their area, it was difficult for David and Holly to envision their success, but they moved forward anyway. Early on, it helped that Jared showed them that he had once been in the same spot they were. David says, “He kept showing that even though the money isn’t there yet, we were on the right path. It doesn’t matter where on the path I’m at as long as I’m on the right one. He kept expanding our vision, and that helped a lot.”

It was also important to David and Holly to make sure their two sons were onboard with the sacrifices necessary for success. When they decided to make the push for Diamond, they sat them down, explained how it would affect them, and asked for their input. Holly says, “They were onboard even knowing that it would mean many evenings and weekends with one or both of us not home. Sometimes it wasn’t easy, but we’d remind them that they were part of the decision.” David adds, “That was a huge driving factor that gave us guilt-free permission to strive forward and ultimately hit Diamond.”

Today, they have in their sights the lifestyle they always wanted. David says, “dōTERRA became the vehicle we used to get that done. It has been an incredible experience. We get to help people in such broader ways than we could before through this amazing journey of dōTERRA.”

“We want all of our team to have the opportunity to do what we’ve done and change their lives like we have. We know that if we can do it, anyone can.” –Holly



## Accomplishing YOUR GOALS

### Make it clear.

“I think half the reason why people take so long to reach their goals is because it’s simply not clear enough and their intention is more of a dream than it is a journey. They find themselves making decisions that don’t work them toward their goal.” –David

### Be consistent.

“Have the belief that it can happen. We always make sure that people are writing down their goals, reviewing their goals, and taking consistent steps toward those goals. That’s what drives momentum and that’s what makes it work.” –Holly

### Use personal development.

“We really push personal development because we know that who you are as an Elite is not who you will be as a Diamond. The beauty of dōTERRA is you will expand along the way and reach whatever you want to become.” –David

# Frank & Jacqueline Ritz

HENDERSONVILLE, NORTH CAROLINA, USA

## BRING JOY

“I feel like so many of the disappointments in my life led me to this path. It’s the same for anybody else—the disappointments that have set you back will only fuel you for the future.”



“We feel like this is something God gave to us, and we’re just stewards of it.”



When Frank and Jacqueline Ritz finally achieved their dream of moving to a small farm in North Carolina, Jacqueline bought a book by Jill Winger, a dōTERRA Diamond, about running a homestead naturally. Jacqueline had used essential oils for years, but through Jill’s book she learned about dōTERRA. Jacqueline was suffering from depression after the loss of her younger sister, so she was particularly excited to see if the oils could help bring her joy. She started making a conscious effort to breathe in the joy from dōTERRA oils every day, and over time saw positive changes in her life.

Though she had no intention of getting involved with the business side of dōTERRA, Jacqueline did have a blog about living naturally where she began posting about essential oils. She says, “I started talking about the changes I was seeing in my life using essential oils and

people just started jumping onboard with me. I had no idea what I was doing, I had no idea what the compensation plan was, and I wasn’t really trying to make any money. I was just sharing, and it just all fell into my lap.”

At one point, Jacqueline decided she would devote one month to only building her dōTERRA business and see where it went. That next month, she went from Premier to Gold. She says, “I saw that this was going to work and that I loved doing it.” A couple months later she was Diamond, and since then has hit Blue Diamond as well. Though she hit Diamond very quickly, Jacqueline likes to tell people that it actually took her two years. Most of her growth came from her blog, where it took her more than a year to build a loyal following before she ever started dōTERRA. She knows she couldn’t have achieved what she did without having taken the time to build those trusting relationships.

Though much of her success came online, Jacqueline encourages her team to focus on sharing dōTERRA through face-to-face interactions. She says, “If they are interested in getting the word out through social media, I train them on that as well, but I highly believe that there is no replacement for holding the bottle of oil and letting people smell it or put it on their body.”

Her husband, Frank, is a physician’s assistant who was completely supportive of her using and sharing essential oils as a business. They have used their dōTERRA business to help them get out of \$50,000 of debt in less than a year. Jacqueline says, “It’s been the most difficult and the most rewarding journey. I’ve discovered so many things about myself. In so many ways, dōTERRA has changed our family’s lives. It all started with me looking for more joy in my life, and dōTERRA has been that avenue.”

### WORK WITH YOUR LEADERS

#### COMMUNICATE YOUR NEEDS TO YOUR LEADERS.

“At some point, it became clear that I hadn’t communicated to my leaders exactly what I needed from them and what I needed them to do, so I was doing a lot of it myself. I was working 16 hours a day, and I couldn’t do it anymore.”

#### LET YOUR LEADERS HELP YOU.

“Then my upline told me, ‘You aren’t supposed to do it all by yourself. Your leaders are supposed to help you, and they want to.’ From then on, it’s been completely different. My leaders take on their part and run with it.”

#### WATCH THEM SHINE.

“I have amazing leaders that are some of my best friends now. It’s important to be on the same page and encourage each other. One of the greatest things about the business is stepping back and watching them step up and shine.”

## NEW dōTERRA DIAMONDS

## ■ Michael &amp; Jennifer Vasich

SHELBY TOWNSHIP, MICHIGAN, USA

A LABOR OF *Love*

**B**efore dōTERRA, Jennifer Vasich owned a boutique shop where she made and sold her own line of herbal body care products made with essential oils. Her husband, Michael, also owned a contracting business where he always liked to talk to his customers about what his wife did for a living. One day, one of his customers gave him an Introductory Kit of dōTERRA essential oils and told him to give it to Jennifer. Though Jennifer had been using essential oils for 15 years, when she first opened a bottle from dōTERRA she was taken aback by how crisp and pure they were. She went online, researched the company, and bought an enrollment kit.

From there, Jennifer started selling Introductory Kits in her store, and before long had customers coming back and asking her to teach classes. Her first class had incredible attendance, and she was blown away by people's interest.

Then, the economy took a turn for the worst and Michigan was hit especially hard. Both Jennifer and her husband's businesses suffered greatly. Jennifer says, "We were in a spot financially where we struggled to survive. We couldn't pay for anything and the bills racked up." She and her husband decided it was time to put all of their energy into dōTERRA, and see if that could make the difference. She says, "Now, we're blown away by the abundance that dōTERRA created in our lives. The fact that we were able to push past such

a terrible situation and achieve financial freedom is a really big deal."

After about three years in her dōTERRA business, Jennifer committed for the first time to go to Diamond. For a long time, she hadn't really believed it was possible. She says, "I was busy sharing the product with others and helping them use it. I didn't streamline or focus my efforts. I had to commit to the process." Jennifer posted sticky notes all over her house saying, "I am Diamond." One day, she was talking to her upline on the phone about when she would hit Diamond. Her 9-year-old daughter tugged at her sleeve and said, "Mom, we already are Diamond. It's written on the fridge." Jennifer realized her daughter was right—they were Diamond, the numbers just hadn't shown up yet. She says, "Committing to Diamond was the biggest achievement for me. I could've done it the whole time, I just didn't believe it, and I didn't put it out there. It was the only thing that held me up."

Jennifer is grateful that dōTERRA put her in charge of her destiny. "dōTERRA has given me total confidence and empowerment to help other people. It's a labor of love."

**"What I do is a labor of love. I didn't do it to get rich, I did it to help people, but in the process we've become financially secure—and we've only just begun."**

**COMMIT.**

"If dōTERRA is something you love and really want to do, put it down on paper. Don't second guess yourself. Don't be afraid or intimidated by committing to it."

**ASK FOR HELP.**

"If you feel that you're not getting support, call people. Reach four levels up if you have to. There's no reason why you can't succeed. Find the support you need."

**KEEP DEVELOPING.**

"Don't ever think you can reach a rank and stop. You have to continue learning and building your arsenal of knowledge and expertise. Keep sharpening your tools."

**LISTEN TO SUCCESSFUL PEOPLE.**

"Sometimes people come along and say things that make you doubt what you're doing. Don't listen to the critics. Only take advice from people who have achieved the success you want to achieve."



## Kristi Zastrow

MERIDIAN, IDAHO, USA

# CONFIRMED TRUST

“It’s your business. Set your priorities and stay steady. Understand that the plan for Diamond is for everyone, not just a select few. It’s only a matter of consistent effort and time and you will find yourself at Diamond too.”

After losing two jobs in a month because of the poor economy, Kristi Zastrow was approached by her good friend Peggy Smith about the business opportunity with dōTERRA. Peggy told her it was something she should seriously consider. Kristi didn’t know anything about essential oils or alternative health, but she trusted Peggy that it really was a good opportunity. After meeting all the executives, that trust was only confirmed. Kristi says, “Those aspects of trust allowed me to start a dōTERRA business, because I never wanted to represent anything that I couldn’t wholeheartedly believe in. Being able to develop that trust and portray it forward was of high-level importance to me.”

As a single mom, Kristi knew she had to treat her business as a real job so that she could support her family. She learned to set her boundaries. She says, “The good

news is you can do this job anywhere you want. The bad news is you can do this job anywhere you want.” She’s learned to not let her dōTERRA business take over and to make sure that her kids know they are still a priority in her life.

Kristi built a large business at Platinum for several years. Then, at the 2013 convention she went up to Emily Wright and told her that by the next year she was going to be Diamond. She went and bought gala tickets for her brother and sister-in-law. She emailed them and told them to plan on coming to watch her walk the red carpet as a Diamond that next year. She says, “When you set your intentions and make it public like that, now you have to make it happen. That motivated me to stay on track with my plans and make it come true.” It did come true, and at the 2014 convention Kristi walked as a Diamond.

Kristi knows that she could’ve never accomplished what she has at any corporate job. She says, “I’m forever grateful to dōTERRA for the income that I have, and to the Lord for providing it. It’s so emotional when I stop and think about the fact that I can support my kids on my own—and beyond. It’s more than I ever dreamed possible. I feel incredibly blessed to be able to do this and it’s rewarding to help others be successful as well. The reality is the income opportunity is there for everyone.”

“You don’t have to be good at everything. We all build our business with our own unique strengths, and then we can draw from other people’s strengths to fill in the gaps.”



“My success in dōTERRA has come from building relationships, trusting people, and being there to encourage other people’s success.”

## STRENGTHENING RELATIONSHIPS

### Encourage.

“My strengths are strategizing with people, believing in people, and building those relationships. When someone tells me they want my help, I can get behind them, be their cheerleader, and support them.”

### Follow up.

“If somebody expresses they want to build or they want to go for a goal, I make a point to check in with them by text or Facebook asking them how they are doing with their goal, offering help, and reminding them that I believe in them.”

### Motivate.

“It’s amazing what your words can do for people. People need to know you’re thinking about them. Your belief in someone can have the power to completely motivate them.”

### Show Gratitude.

“Thank people for helping with a class or a conference call, recognize their rank promotions, and express gratitude for the job they do as a leader—it all helps build their confidence.”

### Care.

“I support people because I care about them and their success is important to me. If Peggy Smith hadn’t helped me be successful, I wouldn’t be here. Repeating the process for other people is part of the gift of dōTERRA.”

## Lizeth Baldemar de Arras

CIUDAD JUÁREZ, CHIHUAHUA, MEXICO

# POR EL AMOR

**“Estoy motivada por el amor que tengo por mi familia, y el deseo que tengo de que mas familias puedan disfrutar de los beneficios que disfruta la mia.”**

**Translation: “I am motivated by the love that I have for my family, and the desire that I have that more families can enjoy the benefits that my family enjoys.”**

When Lizeth Baldemar de Arras's sister, Perla Baldemar, first told her about dōTERRA, Lizeth didn't think anything of it. Then when her oldest son was sick late one night, the essential oils her sister had given her were more effective than Lizeth could've imagined. She says, “I had lost hope that I would ever find something that worked for my son, and these oils really did.” From

there, she wanted to know more, so she attended convention that year with Perla.

At convention, Lizeth met Greg Cook who shared with her that he felt that he had a mission to be a part of something that went throughout the whole world. When she heard that, she wanted to be a part of it as well. She wanted to bring the mission of dōTERRA to Mexico. She says, “Since that day, I have worked very hard to bring the oils to Mexico. I could have created my teams in the US because I live right on the border, but it is my mission for the people in Mexico to be able to benefit from dōTERRA.”

Lizeth and her husband, Edgar, already owned several businesses. They actually could've made more money if she had continued working those businesses with her husband rather than moving

forward with dōTERRA, but Lizeth feels strongly that this is what she is supposed to do. Perla says about her sister, “I've never seen anyone work as hard as her in dōTERRA. She works from 6 AM until late into the night. Mexico is a hard market, but she has still been able to reach Diamond because of her perseverance and passion. She has had challenges that would have made anyone else quit, but she keeps going. Every time she wants to give up, she remembers her mission.”

Lizeth's advice to others is to persevere as she has. She says, “Never give up. You have to work hard for anything that is worthwhile. This type of business takes a lot of work and dedication, but the rewards are equally as great.”

She says she would've never been where she is now without the support of her sister and her team. “That's why I keep doing what I'm doing. That's what I love about dōTERRA—they care about people. It doesn't matter the challenges I face, I won't ever give up.”

**“I love creating a business where I can include people that I admire.”**

### DIAMOND TIPS



If you really focus on people and try to teach them to improve their lives, your business will grow.



Make small teams that work together, help them make goals that are reachable, and never stop motivating them to grow.



Focus on helping one team at a time until they are able to do things for themselves. Then they will be strong.



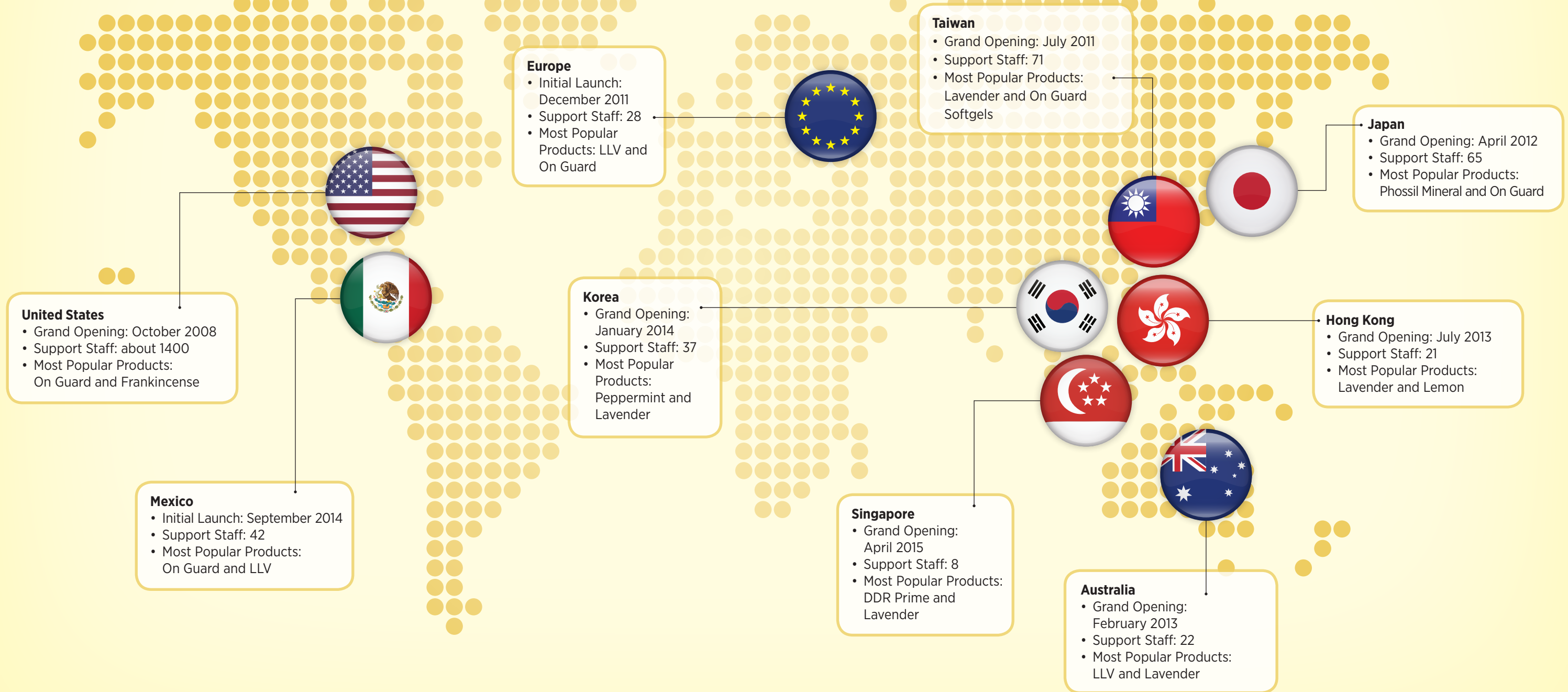
Don't forget about your leaders. Always be available to help them. Watch for those that want to grow, and motivate those that don't have a vision of the opportunity.



dōTERRA®

# FOREIGN MARKETS

From small beginnings in the state of Utah in the United States, dōTERRA has expanded all over the world. Even more growth is yet to come. Below are some facts about dōTERRA in every country where the company is officially open. All information is current as of December 2014.



## Steve & Tracy Lyman

OREM, UTAH, USA

# COMMIT TO THE PROCESS

**“All the leaders that are really doing well in this business are just innately being themselves. They have an authentic and strong clarity of who they are and are able to extend that beyond themselves.”** –Tracy

Steve Lyman previously owned a company together with John Harrison and Kyle Kirschbaum—both currently Presidential Diamonds. John’s wife, Melyna, was the first to introduce them all to dōTERRA. Both Steve and his wife, Tracy, were skeptical at first. Tracy is a massage therapist and esthetician, and had a negative reaction to the essential oils that she had previously experienced. However, as a new mom, she soon opened up to the idea of having a better option for her children’s health. From there, it took her and Steve several more years before they became fully involved in the business.

Steve’s company ended up going under, and the Lymans lost everything. Tracy also gave birth to their third baby around that time, and for a long time the timing was off for them to get involved in a dōTERRA business. As they saw the success of the Harrisons and the Kirschbaums, and as their friends expressed a belief in their ability to do the same, they started

changing their minds. Tracy saw that she could develop many of the talents and skills she’d always wanted to in a dōTERRA business. She says, “I saw that in dōTERRA I would have the time and the space to build entrepreneurial skills and confidence as a leader, and create that same opportunity for someone else.”

As Tracy worked to build a successful business, she encountered a lot of setbacks along the way. One month while trying to go for Platinum, she failed miserably. She was driving home from teaching classes in Arizona and had to pull over on the side of the road. She says, “I went into this panic attack. I just couldn’t believe that I didn’t make my goal.” That next month she was teaching at a large training for her team, and her upline pulled her aside and told her it was time for her to go Diamond. Later that day, Emily Wright said the same thing in front of everyone at the training. Tracy says, “It was this neat experience of everything coming together. I knew it was my time.” She realized that getting to Diamond wasn’t just about numbers and volume, but committing to the process. “I had to get out there and be a Diamond, just act, do, and lead. Once I committed, everything I needed showed up to make it happen.”

The Lymans are grateful not only for the physical and financial healing that



**“dōTERRA allows you to be able to impact people’s health, finances, and personal development. One is not more important than the other. We get just as excited about each one.”** –Steve

dōTERRA has brought them, but also the personal growth and relationships they’ve developed along the way. Tracy says, “I know now that I can do anything that I set my mind to, and that comes from centering everything around relationships.” Steve adds, “Nothing depletes the human spirit more than not having opportunity in life. We’re grateful that dōTERRA gives us the opportunity to have hope and excitement for our future. It has given us the vehicle we needed to make our goals a reality.”

## OVERCOMING OBSTACLES

**FACE REALITY.** “In reality, you’re going to have something not work out. You might have no one show up to your class or your kid gets sick. There’s always going to be something that gets in the way. Life doesn’t stop happening just because you have a goal.”

**DON’T LOOK BACK.** “Unless you’re willing to say there’s no option to go backward, you’re not going to succeed. You have to develop that mental outlook that you’re going to figure it out and make it happen. Know that obstacles happen, and you’re going to overcome them.”

**CHANGE YOUR PERSPECTIVE.** “The key is to decide how you’re going to look at it. You can look at the mountain you have to climb as a fun, great way of becoming a leader, or as something that’s going to be dreadful and that you’re going to hate. It’s all in the perspective.”

**GROW ALONG THE WAY.** “If you’re sitting at Premier and you want to be Diamond, you have to completely transform who you are. You can’t be who you are at Premier and become Diamond. Everything that’s put in your way before you get there should give you really great growth.”

## Sabine Buchner & Mario Jölly

SANKT MARTIN IM SULMTAL, AUSTRIA

# SHARE FROM THE *Heart*

When the essential oils Sabine Buchner already had were not helping her dog, she searched online for answers and found out about dōTERRA. She thought she would give it a try and bought a kit. At the time, she and Mario Jölly had only been together for two months. Sabine was very impressed with how well the dōTERRA essential oils worked, but Mario was skeptical. Mario had worked a direct sales business before, and had lost everything because of it—his house, his cars, his money, and his wife. He never wanted to do another business like that again. Sabine saw a lot of potential in the business aspect of dōTERRA, but she didn't know what to do and thought it would be too difficult to be successful.

Then Lil Shepherd, a Blue Diamond, came to Austria, and Mario and Sabine were both very impressed with

how normal and grounded she was. They say, "With her support, we realized this company was totally different from all the others. In this company, the humans count and the products work. There is no need to be a hard seller, we can just share the products from our hearts, as we saw Lil and many others do." They decided to become involved in the business because of these good experiences.

Lil has continued to be a strong support for them. They say, "She always believed in us. She taught us to take responsibility for our business, always sharing from the heart. She taught us to see chances and possibilities rather than problems. She was there for us in our hardest times, and she taught us that you can give up, but only on a good day—so we always continued."

Mario and Sabine decided to work toward Diamond to be able to empower as many people as possible—especially their own leaders. They say, "We had to stop thinking we were responsible for everything. We had to give our leaders back the responsibility. We realized that we could not do the work for our leaders, and we had to work with people who wanted to achieve their goals and are grateful for our support."

dōTERRA was the biggest chance Mario and Sabine had for success, and through it they've been able to create a good life for themselves and for others. Sabine is able to stay at home and take care of their new baby girl, after not being able to get pregnant for a long time. They say, "We no longer have to fight for financial survival. After three years of hard work, we can enjoy our family life."

"SHARE FROM THE HEART AND NEVER FORGET WHERE YOU CAME FROM."

### Caring For Others

Don't pressure people, just care for them. Ask questions, listen, and respond. Be really interested in people and find out how you can support them best.

Build trust with people. You can sell someone aggressively very fast, but that person will not stay long. If you let them try the products on their own, give them time, and follow up—they might stay forever.

Contact your team on a regular basis and support them with mentoring, classes, and training. Find out their why and their dreams and help them reach their goals.

Talk with your team about their successes, failures, and challenges of the past, and their plans, challenges, and goals for the future.

Always help your leaders find the positive in any experience. Clarify their goals and the steps to get there.





## Darryl & Annie Clark

COOROY, QUEENSLAND, AUSTRALIA

# YOU HAVE THE ANSWER

“People need to know that you are there for them. Business depends on trust and reliability.”



Annie Clark discovered dōTERRA when she had a stall placed right next to Cherie Garrett’s at a seaside market. Annie immediately loved the scent of Wild Orange, and a week later got an AromaTouch treatment. She says, “I got off that table not remembering where my next appointment was, and for someone like me who lives in their head quite a lot, this was a unique experience that I knew I had to give to others.” She had been involved in many other network marketing companies before, but got involved with dōTERRA only for the product. Eight months after enrolling, Cherie called her to tell her she had money in her account, and Annie had no idea what she was talking about. From there, she got intrigued with what this business could offer.

Annie knows it’s important to know why you are beginning a dōTERRA business. She says, “For me, it was simple. I wanted to share the oils, I wanted a platform to speak, and I wanted something to speak about. I wanted to impact my clients, friends, and associates in a way that was measurable, memorable, and momentous. dōTERRA had all of that and more.” She sees herself as a catalyst for bringing people together with a brand she is already confident they will love. She makes sure she is letting them express their concerns instead of blubbering out information. “I listen first, ask questions second, listen to the answers, and use the answers to serve them better. It always works for me.”

She also knows that it’s impossible to do this business without genuinely caring about other people and taking the time to know them. She says, “Observation is one of the most important things you could master. Observe and know people in every way possible. People don’t know you have the answer to all of their problems. They don’t know that dōTERRA could be the best thing ever for them, until you show them tactfully where the holes are in their lives and help them plug them. You have to be wise and conscious of your people’s fears and concerns and unravel them.”

Annie would tell anyone to reach higher than Diamond and never stop. “Know that Diamond as a rank is about real people ordering their products and creating a healthy life for themselves and the ones they love. Be very clear as to why you want to achieve this rank. That clarity is what will take you all the way.” She is grateful for the tools dōTERRA has given her to educate and empower those around her. She says, “I’ve associated with more than 30 wellness companies over the last 27 years to access their products, and dōTERRA has been the kindest one to me. When I joined this company, it wasn’t about the money, and this is the reason why I have been successful.”



## EVENT TIPS

**Find areas of focus.** “I think it’s important to be topical and relevant, so the key areas of focus should be on education, empowerment, and visual representation every chance you get, because most people are visual!”

**Highlight enrollment.** “I highlight how to get the essential oils at the best price, so I always include the path to enrollment. I make it very clear from the start that my wish is to help them have a healthy addiction to these oils and the dōTERRA brand. I make no apology for this, because my intention is very clear and honest. I want to empower my guests to be wholesale members so they can take time to explore the brand and product range.”

**Create importance.** “I don’t offer carrots or gifts to get people to attend events. I don’t believe I need to do that. I motivate people to attend events by creating events that are important and reminding people to confirm with me that they will be attending. There are others who can fill their space if they don’t have the time or inclination to be at my event. I believe in creating relevance and significance to an event, and then people don’t want to miss out.”

**Hold events often.** “It’s important to hold events often because existing consultants become complacent and distracted by other things. If you are consistent and regular with your events and trainings, you are seen as someone reliable and faith is built up in your team. From that you get a balanced level of enthusiasm.”

## Gino & Amanda Garibay

TALENT, OREGON, USA



# INTO HER OWN HANDS

Soon after moving to Oregon from Sacramento, Amanda Garibay started discovering things like the meaning of the word “organic.” One day, a new friend called her to tell her how amazing dōTERRA essential oils were, and Amanda thought she sounded crazy. She started trying to avoid that friend, until one day she posted on Facebook about an illness she was having, and that friend showed up at her door with On Guard. Amanda says, “She cornered me, so I tried it, and it worked. That got my mind thinking about what else these oils could do.”

As the essential oils started to work for more and more things in her family, Amanda would post about it on social media and get responses from people wanting to know more. She realized that a lot of people were looking for natural options. Because of this response online, Amanda never had to pay for her oils out of pocket. She was doing the business before she even knew she was.

It wasn't long before Amanda knew she wanted to be Presidential Diamond one day, but she hung out in her comfort zone for a long time, relying on her upline to

## WORKING WITH THE COMPENSATION PLAN

### LEARN THE COMPENSATION PLAN.

“You have to learn the compensation plan inside and out. If you don't know what you're working toward, how in the world are you going to work toward it? You can't mentor and lead your team if you don't fully grasp what you're doing.”

### ONLY BUILD UNDER SHARERS.

“In the beginning I would tell people to just build for Power of 3. Find someone who is on LRP and get them their \$50 bonus. That stopped really fast. My advice now is to never build under someone who is not actively sharing.”

### HAVE A LONG-TERM VISION.

“A lot of people instantly want that \$50 Power of 3 bonus, but I've gotten really good at showing them the long-term vision. I have to get them to realize the benefits of structuring their team so they are helping builders who are also doing their part. It's exhausting to do otherwise.”

### BE PATIENT WITH YOUR LEADERS.

“Lead your team with love and patience. Be able to connect with people where they're at, instead of trying to make them come to where you're at. When one feels supported instead of pushed, I have found the results to be so much better.”

teach all her classes for her. After having her fourth baby, she decided she wanted to hit Silver and set up a large class. The day of the class, her upline called her to tell her she couldn't come. This forced Amanda to teach the class herself, newborn baby and all. She says, “I was scared to death, but once I finished the class, everyone was so excited about everything they had just learned and it put this drive in me. I called my husband on the way home and said, ‘My upline is never teaching a class for me again. That was awesome.’” She realized that if she took her business into her own hands and stepped out of her comfort zone, the sky was the limit on what she could do.

Once Amanda started putting in the effort to grow her business as far as it would go, she hit Diamond before she knew it. She has been able to bring her husband home from his job to take care of their kids while she's out traveling or teaching classes, and she found more time and financial freedom than she ever thought possible. She knows she got to where she is by focusing on changing people's lives. She says, “When people come on with a complete business mindset, they burn out really fast, because there's no gratification for them until they get money. When you have the mindset of serving others, you get to be rewarded all the time. The business side just comes.”



**“Diamond is a choice. You have to decide every single day to work toward it. It takes structure and it takes discipline. If you're doing the little things every day, it's going to compound into Diamond.”**

## Mike & Megan Knorpp

CORNELIUS, NORTH CAROLINA, USA

# LIVE YOUR WHY

When Mike and Megan Knorpp moved from Utah to Washington, their neighbors Jared and Sheree Winger gave them a dōTERRA kit as a going away present. The Knorpps were surprised to find that the essential oils worked, and when the Wingers came out to visit them, they decided to hold a dōTERRA class for them to teach. Being new to the area, Megan was surprised when her class got a really good turnout. When Jared started telling the class about how they could buy the oils, Megan felt so uncomfortable that she left the room and plugged her ears. From that point, she quickly realized that dōTERRA could be the answer she and Mike were looking for.

The Knorpps had always wanted to be able to work together at home, but had always been told that it was an unrealistic expectation. With dōTERRA, they saw the opportunity to make it real. Mike was unhappy in his job, and quit early on to work the dōTERRA business with Megan. Megan says, "It felt amazing. All our limitations were gone. We had the freedom and the time to put into our business. We had burnt our boats and we had to succeed."

They did succeed in reaching Diamond, but they don't feel like their success came because of them. Megan says, "We are not exceptional salespeople, we're not high enrollers, we're not really even hard workers, and we're not good with details. But, we believe in the

oils and even more so in the business opportunity." Because of the dramatic financial healing that dōTERRA has brought to their lives, it's easy for them to share that opportunity with others. "Everyone pretends they don't have money problems, but we know what it looks like and we know the stress that it causes. We're anxious to help people and show them that they don't have to live that way anymore."

It's also important to the Knorpps to make sure they are truly living the why they worked to build. Megan says, "We know a lot of people who work 50 to 60 hours a week. That was never our why. We always tell our team that if your why was to spend more time with your family, then you better be spending more time with your family. We work more like 15 hours a week and we have this incredible lifestyle where we spend most of our time raising and homeschooling our children. We're happy with our life and we feel like we're providing our team with a model of truly living our why." They know that if their lifestyle were to look stressful and unattractive to someone else, that wouldn't motivate anyone to get to where they are.

Mike and Megan are thrilled to be living the life they always wanted. Megan says, "We are so overjoyed about the lifestyle that we have now. It's strange to have what you've dreamt of your whole life. We have been blessed beyond measure."



“THE HEALING THAT’S COME INTO OUR LIFE BECAUSE OF THE dōTERRA FINANCIAL OPPORTUNITY HAS BEEN INCREDIBLE. IT’S EASY FOR US TO TALK TO PEOPLE ABOUT THE BUSINESS BECAUSE WE HAD SUCH A MIRACLE.”

## THE SECRET IS DUPLICATION

### IF IT DOESN'T DUPLICATE, DON'T DO IT.

“We have taken that as gospel. We don't do anything we don't expect our team to do. Even if it's a really great idea, if it's not what we want people to do or if we don't think anyone can do it, then we don't do it.”

### LEAD BY EXAMPLE.

“We know that from the moment we're bringing someone samples we're teaching them how to do the business. If it's not something I expect them to do, then I'm not going to do it. I'm going to lead by example.”

### KEEP IT SIMPLE.

“We teach people the simple steps to do this business and encourage them to do the same for their team. Our hope is to give them a system where whether you're rich or poor, have tons of time or not, have certain skills or not, you can do this.”

### DON'T MAKE IT ABOUT YOU.

“In the beginning, we really wanted to be dōTERRA superstars. After some time we had great success in dōTERRA, but we still weren't anything special. We realized the wisdom in that—we are not the secret. The secret is the compensation plan and the oils. Anybody with determination can do what we do.”

### EMPOWER, DON'T ENABLE.

“We've made a rule that we don't place even a customer under anyone unless they are enrolling people themselves. That's allowed us to have teams that take care of themselves. We only truly have a residual income if we have leaders that are empowered.”

“Our lives used to be so hopeless and lost. We didn't know who we were or what we were meant to be. dōTERRA answered that, and for us, that is powerful.”

# BE THE CEO OF YOUR

BY NATALIE GODDARD



Wherever you are in your business, you can set yourself and your team up for success by

keeping your leadership role of CEO in mind while trying to build your team. We have found that if you will take on the role of CEO of your dōTERRA team, you will create what you want out of the business. Just as a CEO can tank a company by not understanding their duties, a dōTERRA leader's choices can create unnecessary problems when they don't understand their role.

## The dōTERRA Business Setup

Your enroller, upline team, and dōTERRA corporate are like your Board of Directors. Receive counsel and honor policies from them—their valuable insights can help you create greater success. But keep in mind that while they make the decisions that affect the big picture, the day-to-day tasks of your business rely on your personal experience and expertise.

Your downline should have key leaders that function similarly to upper-level management. Once you have found these leaders, remember that they are also building their own teams; trust them to manage their own team in your organization. Treat them well by providing support and mentoring for their success.

## Your Role

In dōTERRA, the unique organizational structure makes it so you will fill multiple roles apart from being the CEO of your organization (e.g. upper-level management in your enroller's team, team member in your upline's organization, one of the Board of Directors for your key leaders and their teams). Each role is an exciting opportunity that allows everyone to support and be supported in his or her building efforts in ways to bring maximum success.

But, when it comes to your personal dōTERRA business, be courageous enough to blaze your own trail as the final decision-maker. Harmonize your own style and gifts with your building efforts. Even in the beginning, your decision to act as the leader will create a solid foundation for success. 💧

*For more ideas about leadership, Natalie recommends reading *Multipliers* by Liz Wiseman and *Essentialism* by Greg McKeown.*

# dōTERRA BUSINESS



**Corporate**



**Key Leaders**



**Team Members**

## Chad & Jodi Lewis

GILBERT, ARIZONA, USA

“dōTERRA just feels like home.” –Jodi

# STICK TO IT

Jodi Lewis had already used essential oils for a long time when a friend introduced her to dōTERRA. For about a month, she resisted, not interested in trying something different than what she already had, but eventually she gave in. She attended a class with her husband, Chad, and they came home with a Diamond Kit. “If you’re going to do it, then do it big,” Chad says.

Both Chad and Jodi are nurses, and were impressed with the product, compensation plan, and executives of the company. The compensation plan enabled Jodi to be able to quit her job within three months, but it took her four years to reach Diamond. Jodi says, “We both had a lot of personal growing to do. I truly believe that we were the ones holding ourselves back.”

After four years, Jodi’s leaders call her a “softer person.” She says, “I’m very

straight forward. I say what’s on my mind, and I don’t scoot around things, but I’ve learned how to do that with more kindness now. I’ve learned to work with people at their level and focus on what they want instead of what I expect from them.”

In the beginning, Jodi had to rebuild Silver three times because her leaders kept dropping out. Today, she knows that her strongest builders are the ones that enrolled someone before she had a chance to tell them how. She says, “You never know for sure who’s going to be a builder, but the ones you can recognize right off the bat are the ones who are sharing right away. I put my effort into those that want to host classes and call me saying, ‘Where do I get sample vials?’”

Jodi has also learned not to compare herself to others. She says, “When you

see people going Diamond all around you, you’ve got to just put your blinders on and stick to your own path. You can take advice and learn from them, but don’t compare yourself to them. This business depends on other people, but you can only control yourself. Don’t give up. We all have our own path and we all need to travel it. Comparing ourselves to others is not going to be helpful in any way.”

Looking back, Jodi can see now how her life has drastically changed because of dōTERRA. She had always wanted the kind of lifestyle the network marketing companies offer, and only through dōTERRA has it become a reality. She says, “It’s changed the way I see the world. It’s changed my heart toward other people. Everything in my life is different. We’re happy.”



### SUPPORTING YOUR TEAM

“Don’t give up. Stick to it through thick and thin. You’re going to have down times where you feel like giving up. Keep going. We’re now seeing the fruits of that attitude.” –Chad

- 1 COMMUNICATE.** “The best way to know how to help your team is by knowing what their goals are. Knowing what they want is the first step, but you won’t know unless you ask and are in communication with them.”
- 2 ACKNOWLEDGE.** “Acknowledge the good that your team is doing either with incentives or recognition. Some people are motivated by prizes, others are motivated by words. Just knowing that about the person helps you help them progress faster.”
- 3 MODEL.** “Be at their class and show them how to teach it and how to follow up with someone. It takes a little more time on our part as leaders, but it really does have lasting benefits. The people on my team that are doing the most follow-ups are the ones that were shown how in person.”



“This has changed my outlook on life. I went into nursing wanting to help people, and with dōTERRA I’m able to truly help people by giving them something that is an answer, not just a quick fix.” –Jodi

## Becky Metheny

MORGANTOWN, WEST VIRGINIA, USA

# Beyond Dreams



For a long time, all Becky Metheny had from dōTERRA was a bottle of Clearskin for her son and a Preferred Member account. She was trying to implement some healthy lifestyle changes into her home, and in particular she wanted to find a good deal on some quality vitamins, but she didn't know where to look. Eventually, her friend invited her to a dōTERRA class, and

Becky ended up being the only person to attend. She enjoyed the one-on-one attention to ask the host and teacher everything she wanted to know, and ended up making a purchase.

After receiving her enrollment kit in the mail, Becky read all the information she had gotten and watched all the videos. She started to get curious about the business opportunity. As a single mom

of five kids, Becky was having troubles making ends meet. She worked only part-time because she didn't want to work when her kids were home. She has always had an interest in health, and for several years worked as a birth educator and doula. It was natural for her to start sharing the essential oils with clients and start teaching classes to other birth educators. She says, "I really

loved educating other people, especially when it came to giving them alternatives and showing them what other choices they had, most importantly when it gives them courage and empowerment."

Over time, Becky progressed from earning enough money to cover her purchases, to having a little extra income, to making enough so she could quit her job, to making more than she ever had in her life. She admits that the idea of being Diamond still overwhelms her. She's always been intimidated by big rank advancements, but she knows it's important to believe in yourself. "As a single mom of five, my team looks at me now and says, 'If she can do this, it's totally doable for me too.' I think it makes it a reality for them."

Becky is really grateful for her team, and believes wholeheartedly that they have a unique family connection. She says, "I seriously feel like I have the best team ever. We are family. They all support each other, love each other, and are there for each other. dōTERRA has given me a way of not only impacting people's health, wellness, and financial state, but has also allowed me to bring together a group that has such a close bond of caring and understanding."

When she looks back, Becky can see that God answered her prayers to be able to take care of children on her own through dōTERRA. She says, "I'm able to give back and help other people the way I've been helped. Service is my passion, and dōTERRA has been another avenue for me to express that passion to the world. I'm not even doing the things that I've dreamed of, because I would've never dreamed of being where I'm at right now."

## Structuring Advice

### EVERY CASE IS DIFFERENT

"I feel like there is no cookie cutter way of structuring your business. There's not a wrong way to do this. You have to take every case on its own and try to find what works best for that situation."

### THERE ARE NO MISTAKES

"I don't like to call anything a mistake; it's just a learning opportunity. I think we all have situations we look back on and think, 'I wish I would've done that differently.' But, it's those situations that now make me take more time and consideration into where I put somebody. I know I'll still make mistakes and I'll still learn. That's all you can ask of yourself."

### DO WHAT'S BEST FOR THE PERSON

"Sometimes you might be able to do what works for your next rank advancement or Power of 3. Sometimes you won't, because you know that it's not where a person is going to work best. That can be hard and frustrating, but you do both the person enrolled and the person you place them under a disservice if you put them somewhere that's not the best place for them. They don't stick around long that way."



"It seems like there are endless ways to share the oils."

## Jimmy & Deidra Meyer- Hager

CORPUS CHRISTI, TEXAS, USA



# dōTERRA Addict

After buying her first essential oils kit with dōTERRA, Deidra Meyer-Hager shared everything in it so enthusiastically that she almost ran out in less than two weeks. She says, “I was amazed at how fast the oils worked. I was a believer and I shared with everybody I knew.” She then decided she might as well buy a Diamond kit. She called dōTERRA and ordered it, and at the end of the call asked the woman

on the phone if this meant that she was Diamond. “She said, ‘No, that does not make you Diamond.’ And I thought, ‘Well, darn it, I’m going to be.’”

As a salon and boutique owner, Deidra had been involved in business for many years, so she was interested in the business aspect of dōTERRA right from the beginning. She soon got addicted to “playing” dōTERRA on her computer

every night. Her husband, Jimmy, at first just came in and laughed when he saw her. As her business grew, his belief grew with it. He’s now proud to say that his wife is a Diamond.

Deidra continues to run and grow her salon and boutique alongside her dōTERRA business. The money she has earned with dōTERRA has actually allowed her to hire a full time salon

**“Anybody that wants to be a Diamond or just grow their business and doesn’t have anybody to turn to, I’m that somebody. I don’t mind making time to mentor anybody.”**

manager. Now, her salon can be open full time and she can focus on her other work and her family. She says, “My work week is still a little crazy, but normally it would be crazier, so I’m very grateful to dōTERRA for that.”

Her salon is still her main income, so Deidra enjoys being able to be generous with what she earns from dōTERRA. She says, “I don’t feel like it’s my money. I wouldn’t have it if it wasn’t for my team. I feel like I’m not going to grow if I don’t give.” If someone needs the oils but can’t afford them, she will help them get oils and build a team, and once they’re making money they can pay her back. She says, “I believe in people. I think people want to help other people, they just don’t know how. If I can teach them how, nothing but great things comes from that.”

dōTERRA has also helped her and her family live a healthier, more stable lifestyle. She says, “Since I’ve started using the oils, I’ve noticed a big difference in my marriage and my relationship with my kids and everyone else, and I’m able to focus more on what I need to do. It’s changed our lives for the better and helped us stay centered on what’s important. We have a better quality of life, my heart has grown, and I just see the world in a different light.”

**“DON’T OVERTHINK IT. DON’T TRY TO SELL ANYBODY ANYTHING. JUST SHARE.”**



## Growing Your Business

**SHARE THE PRODUCT.** “It’s like giving people the keys to test drive a car. Once they get in the car and drive it, they don’t want to give it back. Just get the product in somebody’s hands and if they try it, they’ll love it. If you’re getting the product out there, you’re going to grow.”

**GET THROUGH SILVER.** “Everyone seems to get discouraged around Silver. I was there too. I remember talking to my upline saying, ‘I’m going to be Silver forever.’ She helped talk me through it, and that month I jumped levels.”

**FIND UPLINE SUPPORT.** “You have to have someone you can reach out to that you trust, that will call you out and tell it to you like it is. You need someone that’s going to be an advocate for you. Keep going up until you find someone—there will always be someone that’s willing to help you.”

**SUPPORT YOUR TEAM.** “Once you’re Elite, you need to start taking the reins. Take extra time to give someone an incentive or send them a thank you card—it’s the little things that count. It’s the greatest feeling to know you’re appreciated, so appreciate people.”

## Tom & Erin Smeigh

NEW BLOOMFIELD, PENNSYLVANIA, USA

“I’M IN THE BUSINESS OF HELPING PEOPLE, EMPOWERING PEOPLE, AND SUPPORTING THEM THROUGH THIS BUSINESS. IT’S NOT ABOUT SELLING.” -ERIN

# The Service Mindset

Erin Smeigh and her childhood friend, Jen Frey, who is now a Blue Diamond, had always shared the values of using holistic health in their homes. Jen would share her herbs and essential oils with Erin, and one day invited Erin to work with her in a dōTERRA business. At the time, Erin was a single mom and didn’t know how she could afford it, so Jen told her she could simply earn enough money to cover her oils.

Both Erin and her now husband, Tom, feel like everything just snowballed from there. It wasn’t long before they were fully involved in the business and working toward replacing their incomes. Their dōTERRA business grew while they were taking care of their blended family of five children and both worked full- and part-time jobs. Teaching dōTERRA classes became their weekly date nights. Erin says, “We’re so used to juggling

things that it wasn’t hard to make this a part of our lives. We valued what it could offer other people.”

Tom supported Erin in the business from the beginning, and has tried to set an example for the husbands of the women on their team. He says, “A lot of the women at these classes have husbands who are not supportive. It’s beneficial for me to be there because they can go home and tell their husbands that I was there and they should talk to me.” Erin is grateful for the balance Tom brings to their business. She says, “When I get stressed out and frustrated, he’ll ground me, refocus me, and redirect me.”

Living in a small community in Pennsylvania, Tom thinks it wouldn’t have seemed realistic for Erin and Jen to achieve the success that they have. He says, “To think that two childhood friends in this small

area would happen to be the only two Diamonds in Pennsylvania should make it realistic for anyone to be able to achieve Diamond. You would never think in an area with so few people that two people could grow a business like this to the level they have. They are perfect examples to show anyone that they can do it.”

Erin first got into her previous profession as a social worker so that she could help people who didn’t know how to use their own voice. She got used to giving and not expecting anything in return. That same drive to help and empower others is what drew her to dōTERRA. Erin adds, “I used to get frustrated with watching people continuing the vicious cycles they were in and not helping themselves. dōTERRA has given me the ability to help people that want to help themselves and see them make their lives better because of it.”



## DIAMOND TIPS

“ERIN IS SO GOOD AT THIS, SO DETERMINED AND DISCIPLINED. I JUST TRY TO BE AS SUPPORTIVE AS I CAN.” -TOM

### Have a mindset of service.

“Growing a business was easy for me because I got to help people along the way. It was about supporting four people under me so they could achieve their goals.”

### Provide support.

“I don’t sell oils, I share samples, I educate on how to become a member, and then I’m people’s support system. They pay me to provide the support they need.”

### Know your focus.

“If you focus on having a belief in the product, educating other people, and supporting those people, success will happen.”

### Be consistent over time.

“We’re marathon runners, and you wouldn’t think you’re going to accomplish something that big in a little bit of time. It takes training, focus, discipline, and routine. If you can do all that, you’re going to be successful.”





## Scott & Susan Wooley

FORT WORTH, TEXAS, USA



# Hope in Their Eyes

Susan Wooley had used a different essential oils brand for 15 years when a friend started inviting her to dōTERRA classes. Susan was happy that her friend had found essential oils she liked, but she told her that she already had her own. Her friend was persistent, and so finally Susan agreed to attend the class. From the minute she tried Lemon and Lavender, she couldn't stop smelling her hands. She says, "It

was love at first smell." Though she had thousands of dollars' worth of essential oils at home, she bought a kit and soon was using dōTERRA more often and found it to be more effective.

It wasn't long before she decided to get involved in the business as well, driven to make a difference for families and the rising generation. Her husband, Scott, wasn't pleased. He thought she was already too busy homeschooling

their four children. Then Susan had a miscarriage and had to stay in bed for a week, and she asked Scott to teach her dōTERRA classes for her. Scott refused, saying he didn't know enough, but Susan reminded him that she had been using essential oils on him for 15 years and he would know more than anyone in that room. He finally agreed, and it was that class that changed his mind on the business. He says, "I just remember

**"Procedures, protocols, and interoffice details are very important to running a successful business, but at the end of the day, it's all about people. As long as you care and want the best for people, you're going to be successful." –Scott**

## CREATING BALANCE

**CONTROL THE BUG.** "We call it the dōTERRA bug—you can't stop and you're constantly thinking about dōTERRA. It's very easy to allow your dōTERRA business to take over, and when that happens, people get unhappy because they're not fulfilled with their relationships. You have to create that balance."

**PLAN OUT PRIORITIES.** "I always know when someone is going to burn out when I look at their planner and all I see is dōTERRA. When you get your planner, make sure you set a regular date night with your husband, cross out birthdays, anniversaries, and important dates—those are the priorities."

**SCHEDULE YOU TIME.** "It's important to schedule personal time and time with your family. I know I feel renewed and refreshed when I do, and that actually helps me to give more to my dōTERRA business and my team, instead of feeling spread thin."

**SET BOUNDARIES.** "There's no such thing as a 'dōTERRA 911.' I used to think I had to answer every single thing at any time of day. I realized I couldn't get anyone interested in the business because no one wanted to live that way. Set boundaries and people will be respectful of that."

seeing hope in their eyes that this was the health and wellness they were looking for. It struck a chord in my heart and all of my anxiety went away. I stepped into a natural rhythm of teaching, leading, inspiring, and giving people hope." He went home and apologized to Susan for not supporting her and confessed that now he understood.

Even in the beginning when she wasn't making money, Susan was driven by that hope in people's eyes. She says, "You're giving them a solution. dōTERRA offers so much healing on so many levels. My whole intent is to open that door and empower people, which in turn empowers the next generation." It's just an added blessing that she is now making a good income and has reached the rank of Diamond. "If you help people, you will be rewarded. The only way to not get ahead is to stop. If you do something wrong, but you do it with the right heart, you're still going to reach your goal."

dōTERRA has brought the Wooleys a chance to change their lives and the lives of others. Susan says, "I have confidence now and my kids are empowered as well. I know that it's making an impact on the next generation of leaders." Scott says, "It's awesome to see people break through, expand their comfort zones, and achieve goals they never knew they had. We're giving people an opportunity to change lives, starting with their own."





# Take Action

BY TOM KAVENEY AND JANICE VAN METER

**H**ow would your life be different if you owned the business of your dreams? Would you travel, volunteer, or mentor? dōTERRA offers you the opportunity to create not only a business of your dreams, but to create the life of your dreams. However, it's up to you to make it happen. Your desire is not enough—you have to take action to see tremendous results. We know personally that taking action can seem pretty scary. We experience rejection, and we have negative people in our life. We've struggled, but we refuse to give up because we've learned how to remain focused and persevere. We've come up with four taking-action secrets that will put you on the right track to catapult your business.

## 4 SECRETS TO SUCCESS

### 1 Know your why and stay focused.

Your why is the passion that fuels your focus. It's the inner drive or burn that pushes you forward in the midst of roadblocks. Keep your why visible by creating a dream board with pictures representing your goals and dreams. Keeping your why verbal with affirmations, or positive statements of success, is key to taking action. Fill your mind with your why and remember that what you say is what you create. We've learned to see it, say it, and write it every day. In the year 2000, we posted a picture of a blue BMW X5 on our dream board. We wrote daily affirmations in a journal like: "I own a blue BMW X5." In 2006, when we moved, our board was misplaced. Two years after we moved we bought a car. Six months later, we found the box with the dream board and journal. Looking at the board and reading our journal, we started to laugh and cry at the same time. Even without our dream board, we had unconsciously bought a blue BMW X5. Your thoughts will become your reality.

### 2 Leave your comfort zone.

Success is created outside our comfort zones. Anyone who has success is not in their comfort zone. Doing this will take bravery, but anyone can be brave. Bravery is simply when you're afraid and push forward anyway. Be open to challenge yourself daily. It's a choice to stay in your comfort zone or step out.

### 3 You're part of a team.

You have a huge support team. You have leaders and mentors above you, and your team below. Our upline leaders are mentoring us to make our dreams come true, and we're doing the same for our team. Remember you're a downline for your leaders and an upline for your team. Extraordinary results can't happen without them. Share your dreams with your team and get to know their dreams, too. If everyone is working toward a common goal, it propels everyone faster and gets everyone closer to their dream. You're an inspiration to someone, so be inspiring.

### 4 Perfection not required.

You know enough to take action now. You don't have to know everything—knowledge will never replace doing. We're still learning and doing, because learning is an everyday occurrence. Sincerity and passion will override perfection. You can't say the wrong thing to the right person.

In 2013, Russ and Charlene Brown introduced us to the oils, and we started using them only for personal use. We were amazed with our results and began to simply share our experience with family and friends. The oils sold themselves. Once people saw results with the oils and stayed interested, we knew we were on to something. We committed to building a business and haven't looked back.

We've entrusted you with these four secrets to staying laser-focused and taking action toward your dreams. Now it's time for you to move into action and create your life. You have everything you need inside you to be a success—now go do it. 💧

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DOUBLE BLUE DIAMONDS



FOUNDER USA  
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DOUBLE DIAMONDS



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FOUNDER USA  
JUSTIN & KERI HARRISON



FOUNDER TWN  
STEVEN & MONICA HSIUNG



ERIC & ANDREA LARSEN

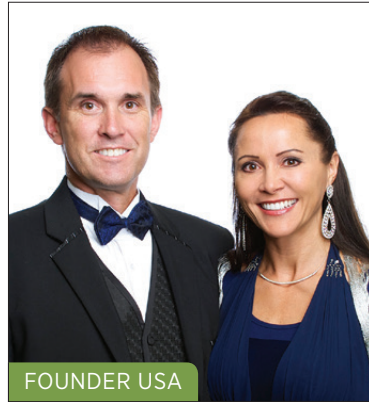
PRESIDENTIAL DIAMONDS



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JAMES & ROXANE BYBEE



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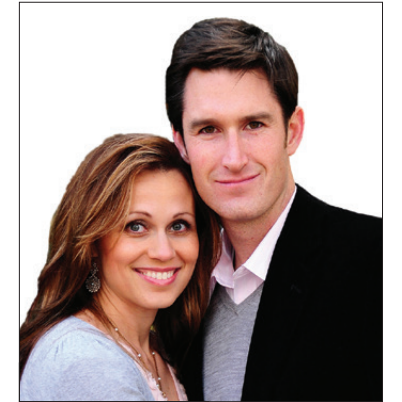
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KEVIN & NATALIE WYSOCKI



PAUL & BETSY HOLMES



NATE & BRIANNE HOVEY



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DAVID & TAWNYA HSIUNG

BLUE DIAMONDS



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MAREE COTTAM



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FRED & CARRIE DONEGAN



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ANDREW & CHRISTY FECHSER



SCOTT & RHONDA FORD



NICK & JEANETTE FRANSEN



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AL & MAUREEN GARCIA



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MICAH & KRISTA GRANT



STEVE & KRISTINE HALES



JIM & LARA HICKS



WADE & LAURA HOLBROOK



BRYAN HUDDLESTON & LASSEN PHOENIX

BLUE DIAMONDS



JESSICA & CLAY IDDINGS



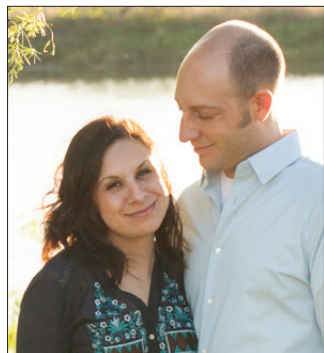
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BRIAN & RACHEL JONES



LELAND & ROBIN JONES



DRU & GINA KIESEL

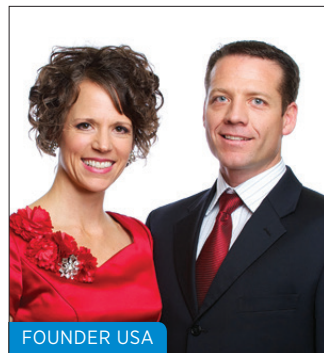


JOE & AMBER KROPF



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DANNY & NICOLE LARSON



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DWAYNE & TRACY LUCIA



DAVID & HEATHER MADDER



DENA MCCAFFREE



TONY & AIMEE MCCLELLAN

BLUE DIAMONDS



JASON & SHARON  
MCDONALD



DAVID & TAMMY MILLER



JUSTIN & ASHLEE MILLER



KC & JESSICA MOULTRIE



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BLUE DIAMONDS



SARAH & MICHAEL VANSTEENKISTE



KACIE VAUDREY



CHAD & ESTHER VERMILLION



WALTER & MELODY WATTS



JOHN & KALLI WILSON



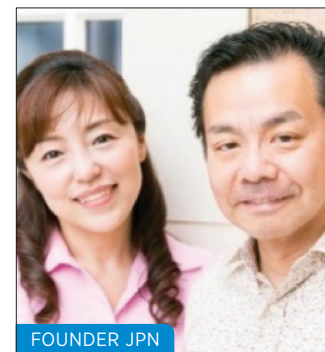
CHRISTIAN & JILL WINGER



DANIEL & AMY WONG



JOEY & CACHAY WYSON



FOUNDER JPN

TOSHIYA & IZUMI YANAGIHARA



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DIAMONDS



DR. JOHN & JENNIFER ACCOMANDO



ATANASKA ADAMS



BRANDON & KATIE ADAMS



KENNY & REBECCA ANDERSON



NEAL & ERIN ANDERSON



JANAE ARANCIBIA



LIZETH BALDEMAR DE ARRAS



FOUNDER JPN  
KAZUYUKI ASAKAWA



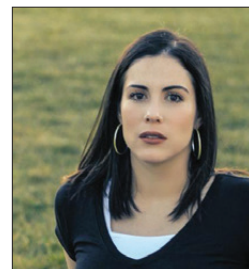
KAREN ATKINS



MI HYEON BACK



FOUNDER USA  
PETER & SUSIE BAGWELL



PERLA BALDEMAR



RICK & HAYLEY BAMMESBURGER



ERIC & BECKY BARNEY



JERRY & AIMEE BECK



FOUNDER USA  
DANIEL & CHRISTINA BENITEZ



JOY BERNSTEIN



KEN & WENDY BERRY

DIAMONDS



BRIAN & SHAWNA BIELMAN



RACHELL BRINKERHOFF



ADAM & CAREY BROWN



CHARLENE BROWN



STEVE & BRENDA BROWN



ERIKA BUTLER



JON & AMY CALDWELL



ADABELLE CARSON



ELIZABETH CENICERROS



THAD & KATHY CHANDLER



FOUNDER TWN  
WEI-FANG CHEN



CAROL CHIANG



FOUNDER TWN  
JUAN, JUI CHANG & TSAI CHIA HSIU



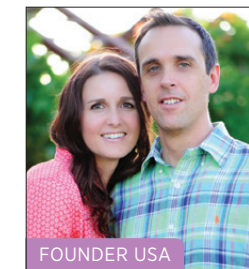
FOUNDER JPN  
RICK & ETSUKO CHIDESTER



MEI YING CHIEH



YOSHI CHIHARA & MARI HIRANO



FOUNDER USA  
GREG & MARTI CHRISTENSEN



DARRYL & ANNIE CLARK



MARC & ROMI CLARK



RICK & ALISSE COIL



BRETT & FARRAH COLLVER



CAROL COLVIN



DAVID & JOAN COON



DIAMONDS



RICHARD & ELIZABETH COPELAND



JAMES & TANYA COTTERELL



STEPHANIE CRANE



STEVE & GINNA CROSS



KARLEL CROWLEY & STUART DIXON



JEFF & JUDY CRUDEN



VICTOR & AMANDA DARQUEA



EMILY DAVIS



MIKE & LORI DAVIS



DR. MARK & KRISTI DEBRINCAT



MARK & KERRY DODDS



DAMIAN & JENNA FANTE



LEONIE FEATHERSTONE



AARON & WENDY FRAZIER



FOUNDER JPN

KAORI FUJIO



LOUIS FUSILIER & MONICA GOODSSELL



ANDY & MISSY GARCIA



VINCE & TERESA GARCIA



GINO & AMANDA GARIBAY

DIAMONDS



FOUNDER AUS

CHERIE GARRETT & MAX TUCKER



DAVID & CRYSTAL GARVIN



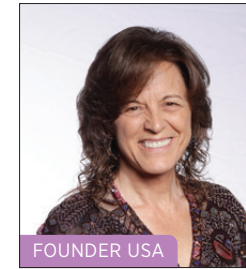
BRIAN & BECKY GILLESPIE



KRISTANN GILLIES

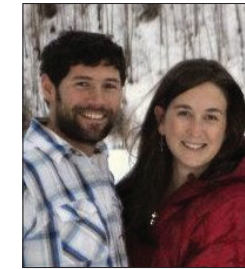


CRAIG & LYNN GINES



FOUNDER USA

VALERIEANN GIOVANNI



BRAD & TOBI GIROUX



JEFF & KATIE GLASGOW



THOMAS & AMY GLENN



CRAIG & SHEILA GOODSSELL



JAY & DEBBIE GORDON



CURT & CAROL ANN GUEST



DR. MATT & ANNA HALES



KIRK & JENNIFER HAMILTON



CLIFF & PJ HANKS



EMILY HANSON



JIM & MARTY HARGER



AISHA HARLEY



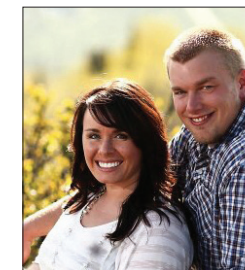
RYAN & JENYCE HARRIS



JEANNIE HARRISON



SCOTT & SHYANNE HATHAWAY



MARK & ALICIA HAUGSTAD



LORI HAYES

DIAMONDS



MICHAEL & JENNIFER HEATH



PAUL & TERI HELMS



WAYNE & JENNA HENRIE



FOUNDER USA  
GORDON & JULIE HERBERT



RYAN & MELISSA HERMAN



BRYANT & BRIANNA HESS



FOUNDER USA  
TERRY & MARIA HEUSER-GASSAWAY



JESSE & NATALIE HILL



ROBERT & TONI HOLLAND



JASHIN & TANYA HOWELL



LI HUA HSU



JEFFERY & MIRANDA HU



CHING YING HUANG



CHRISTY HUGHES



ALLISON HUISH



JULIE HUNDLEY



RICK & KATHY HUNSAKER



BOO KYUNG IM

DIAMONDS



ARIN INGRAHAM



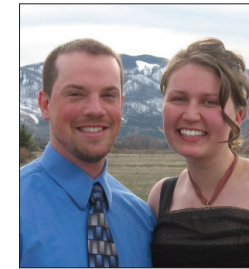
ROSE INGRAHAM



FOUNDER USA  
ROB & WENDY JAMES



MATT & SARA JANSSEN



KURT & LINDSAY JENSEN



KILEY & NORA JOHNSON



FOUNDER EU  
MARIO JÖLLY & SABINE BUCHNER



BILL & KELLI JONES



RICHARD & LISA JONES



BILL & DEENA JORDAN



JAE HYEON JU



JEREMY & ANNETTE JUKES



MASAMI KAWAI



COLIN & JEN KELLY



TRACI & JACK KENNEBECK



MIKE & KALLI KENNEY



NICK & DYANNA KILLPACK



CADE & DOMINIQUE KING



MELISSA KING



SHAWN & LAURA KING



PAUL & NANCY KNOPP



MIKE & MEGAN KNORPP



FOUNDER JPN  
ASAKO KOBAYASHI

DIAMONDS



MIKI KOJIMA



SPENCER & RETA KUHN



MARY LAGASSE



JAUCHING LAI



LOIS LANE



LAURIE LANGFITT



FOUNDER USA

NOLAN & PAT LEAVITT



MICHELLE LEBARON



JUNG HOON LEE



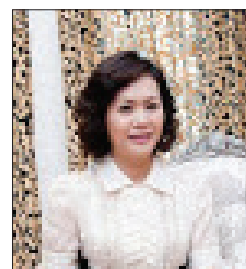
DIANE LEFRANDT & JESSICA SMUIN



DR. DANIEL & KATIE LEVERENZ



CHAD & JODI LEWIS



YU YIN LI



PO HSIU LIN & FANG SU KUAN



JESSICA LITSTER



CHIH JEN LIU & MAN TSAI



STEVE & RACHEL LOTH



STEVE & TRACY LYMAN

DIAMONDS



BRETT & BROOKE MAGLEBY



JAMES & CYNTHIA MAGUIRE



DESIREE & ALONTO MANGANDOG



JULENE MARTINDALE



JOHN & PATTI MASON



TERUMI MATSUSHIMA



FOUNDER JPN

SHOKO MATSUYAMA



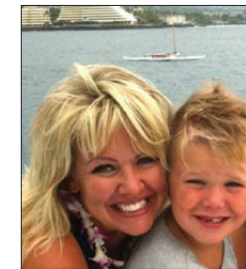
DAVID & HOLLY MAYS



AARON & TONYA MCBRIDE



BEBE MCFALL



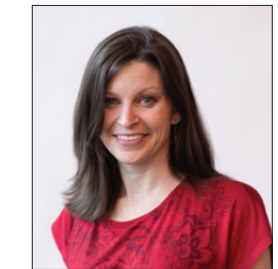
JEANNE MCMURRY



ROGER & CAROL-ANN MENDOZA



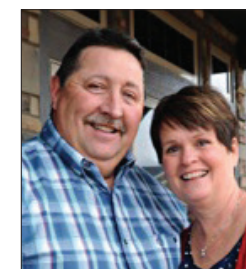
JERRY & PRISCILLA MESSMER



BECKY METHENY



JIMMY & DEIDRA MEYER-HAGER



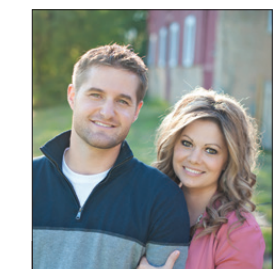
SCOTT & ROBYN MITCHELL



NATE & DANA MOORE



MICHAEL & MELISSA MORGNER



DREW & COURTNEY MOSES



JONATHAN & DEANNA NICHOLS



DR. ZIA NIX



FOUNDER JPN

MITSUKO NOMIYA



ERIC & KRISSEY NORDHOFF

DIAMONDS



AUSTIN & AMBER  
NORDSTROM



JAMES & SHERI  
NORTON



ADAM & TAMI NUHFER



FOUNDER JPN  
RIYO OGAWA



FOUNDER JPN  
KEIJI & EMIKO  
OKUYAMA



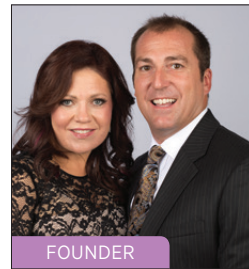
JOHN & AMANDA L.  
OLSEN



VANESSA OVENS



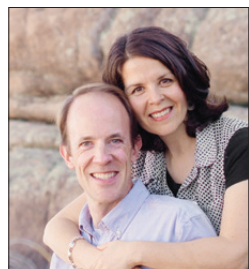
FOUNDER AUS  
JOHN OVERBEEK &  
PAULA ECKERT



FOUNDER  
TRAVIS & SARA  
PALMER



ROBERT & JANELLE  
PARRINGTON



MICHAEL & CYNTHIA  
PATIENCE



KYLE & KATEE PAYNE



FOUNDER  
CHRIS & ANGELA  
PETERS



SPENCER & LAURA  
PETTIT



JESSIE L. PINKERTON



FRANI PISANO & HERB  
HOELLE



TRACY PRINCE



DICK RAY & STACY  
PAULSEN

DIAMONDS



CASEY & MELISSA  
ROBERTSON



JAMES & KELLY  
ROBISON



PHIL & WHITNIE  
ROGERS



FOUNDER LA  
FERNANDO & DANIELA  
ROMAY



RYAN & JANESSA  
SALSBERY



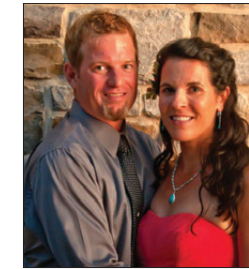
ADRIAN & ROXY  
SARAN



JULIE ANN SCOTT



BENJAMIN &  
STEPHANIE  
HOWELLS-SCOVILLE



TOM & ERIN SMEIGH



ADAM & RIGEL SMITH



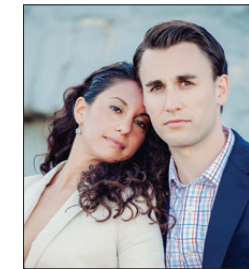
KIRK & LANA SMITH



WILL & MARCY  
SNODGRASS



ROBERT & SHARLA  
SNOW



MARIZA SNYDER



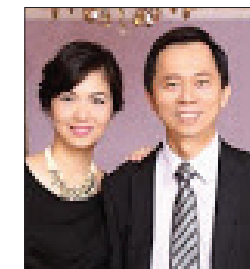
NATHAN & MINDY  
SPRADLIN



CHRISTINE & WADE  
STOLWORTHY



MELODY STRAMPELLO



WEN CHIANG SU & HUI  
YU HUANG



SAMUEL & MELISSA  
TAEU



KELLY TAYLOR



GERARD & TARITA  
TEHOTU



BILL & ERLEEN TILTON



FOUNDER TWN  
CHANG CHAO T'ING

DIAMONDS



FOUNDER  
BRAD & DAWNA TOEWS



BETTY TORRES-FORBORD



MATT & ALICIA TRIPLETT



FOUNDER TWN  
HAO HENG TSAI & HSIN YUN CHANG



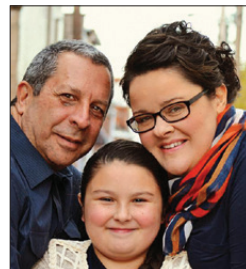
FOUNDER HK  
STEPHEN & YVONNE TSAI



MARK & LORI VAAS



SHANE & KRISTIN VAN WEY



MICHAEL & JENNIFER VASICH



SONDRA VERVA



NICOLE VINCENT



DAVE & KATE WAGNER



MARK & TAMALU WATKINS



JOHN & SHAUNA WETENKAMP



RICHARD & HEIDI WEYLAND



DALLON & EMILI WHITNEY



CHARLES & AMY WIDMER



ROB & MELISSA WILSON



SCOTT & SUSAN WOOLEY



TUNG HAN WU

DIAMONDS



HIROKO YAMAZAKI



EDWARD & LINDA YE



ELENA YORDAN



FOUNDER JPN  
NISHIDA YOSHIFUSA



FUMIKO YOSHIMOTO



FOUNDER JPN  
MIHO YOSHIMURA



ATSUKO YOSHITOMI



WEN PING YUN & YI YING TSAI



KRISTI ZASTROW

**DIAMONDS NOT PICTURED:**  
MELFORD & CONCETTA BIBENS  
MAO DU  
GEORGE SHEPHERD

YOKO TAKEDA  
KABUSHIKIGAISHA TARGET

PLATINUMS



RODRIGO ALADRO & SOFIA LOPEZ DE LARA



KELLY ALVIS



MIKE & JESSICA ANDERSON



AUTHENTIC HEALTH



KARLA BANKS



DEAN & CONNIE BARGEN



FOUNDER LA  
ANA LEDA ARIAS BARRANTES & CARLOS GILBERT PANIGUA BLANCO



CARLY BAUTISTA



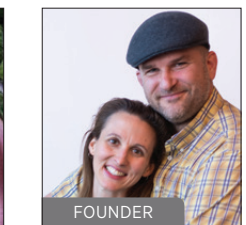
ASHLEY BEANS



LISA BEARINGER



YOHAN & LAURA BEGHEIN



FOUNDER  
HARLAN & MARIE BERWALD

PLATINUMS



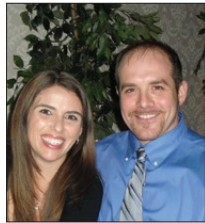
JAMIE BOAGLIO



JASON BORUP



CRAIG & CONNIE BOUCHER



DR. JAMIE R. & CHRISTINA BOYER



JASON & KAMILLE BREUER



CASIE & JAMIE BRODERSEN



FOUNDER  
DAL BRYANT & BARBARA REMPEL



CLAUDIA CALDERON



JOSHUA & MARY CARLISLE



JONATHAN & AMY CARVER



FU YU CHEN



CHIH HSUN CHIEN & SU JU HUNG



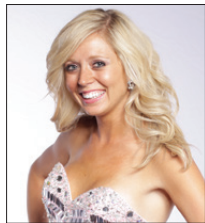
JONG YUN CHOI



TROY & DOROTHY CIVITILLO



NIKKI CLOUD



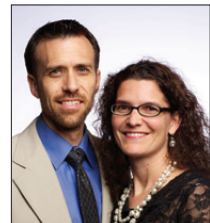
SHANNON CLOUGH



BRIAN & MERIDETH COHRS



ALICIA COTTAM



ERIC & TIFFANY DAHL



JAMIE DANFORTH



DANIELLE DANIEL



DURELL DARR



ROGER & MARLYN DIDERICKSEN



CURT & TONIA DOUSSETT



ROGER & EMMANUELLE DUCE



SUSAN DYESS



HEATHER ESSLINGER



MEGAN FRASHESKI

PLATINUMS



MARCIA FRIACA



PAUL & STEPHANIE FRITZ



DAREN & CRYSTELLE GATES



NATHAN & JOANNA GEIGLEY



LEON GREEN



DARREN & ROSIE GREMMERT



CARY GRIFFIN



DREW & LACEY GRIM



MELISSA GUTHRIE



RYAN & KENDRA HALES



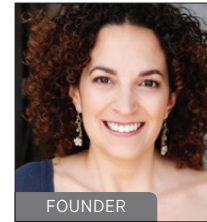
ARIANA HARLEY



NATALIE HARRIS



ALLISON HAYS



FOUNDER  
MARISSA HEISEL



SUSAN HELZERMAN



JESSICA HERZBERG



JON & EVE HEWETT



FOUNDER HK  
MICKEY HO



GREG & MELODY HOLT



BRENT & ANNIE HONE



FOUNDER TWN  
FU LUN HSIEH & CAROL SUNG



CHIH LUNG HUANG



BRIAN & ALLISON HUNT



JARED JARVIS



STEVE & SANDIE JENSEN



D'ARTIS & TIFFANI JONES



RACHEL JONES



CHIAH HO KAO



REBECCA KASELOW



HAENG SUK KIM



CAROL KING



ROMMY KIRBY

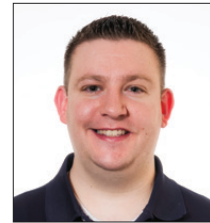


CHRIS KIRSCHBAUM



DEBBIE KRAHN

PLATINUMS



ANDREW LA TERRA



CYNTHIA LANDES



PEGGY LANGENWALTER



JOHN & CAROLINE LEE



ARLA LEINS



SUZIE LEROUX



DAVID & EMILY LESHER



JUNG SU LIM



JOHNATHAN & RACHEL LINCH



HSIAO CHUN LIU



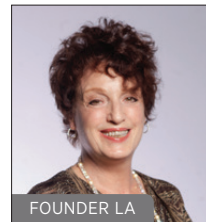
LI CHEN LIU



WEN CHEN LO



SHELLY LOYD



ADELE LURIE



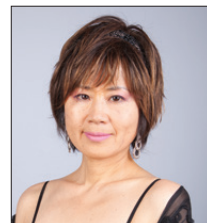
MICHELE MALCHOW



EMILY MARTIN



CRIS & PATTY MARTINEZ



KEIKO MARUTANI



KERI & KEITH MCCOY



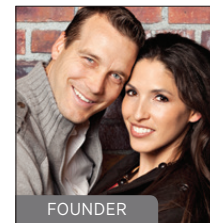
MEGAN MCHARGUE



ANGELA MOFFITT



EMILY NAVAS



FOUNDER  
JOSH & SHANNAN NIELSON



DAWN OLSEN



SARAH O'MAILIA



KIM OVERPECK

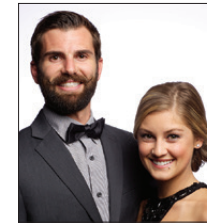


BRADY & HILLARY PARKIN

PLATINUMS



JAMES & CHRISTINE PAYNE



KYLE HESS & BRITT PIRTLE



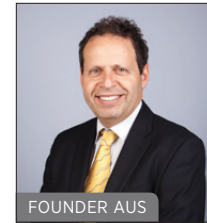
SHANE & BROOKE PUGH



JANET RAMER



MEGAN REEVES



FOUNDER AUS  
MICHAEL ROTHSCHILD



DEVOLA SAMUELSON



STACEY SARROS



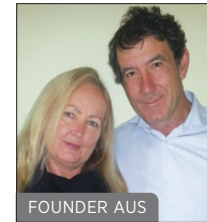
CHRIS & SARAH SAVAGE



JIM & SUSIE SCHIERING



AMY SELLERS



FOUNDER AUS  
MARK & HELEN SHAW



KESHIA SHEETS



JOAN SHODAI



ELENA SIMMONS



THERESA SOUCY



CODY & AUBRY STARTIN



TAMMY STEUBER



DAVE & CALLIE STEUER



DENNIS & JANETTE STEVENS



JULIE STOESZ



PHIL & LEEANN STORK



VICTORIA STRELNIKOVA



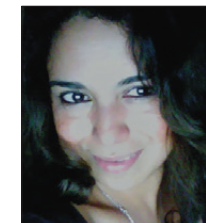
DR. JEFF STYBA



SHEILA SUMMERHAYS



MARA TABARES



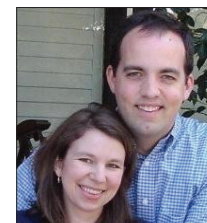
MARTINA THIAGESAN



EVAN & ADRIENNE THOMAS



LUCAS & NIKKI TOPHAM



JASON & ALLISON TRIPP



BILL & MARILYN VANDONSEL



BRAD AND ASHLEE VANESS



CYNTHIA VELEZ

PLATINUMS



EDDIE & ANGELA VILLA



CATHI WAALKES



ALAN & CHERYL WAELBROECK



CHAD & SUSIE WALBY



ERIC & SANDRA WANG



WENDY WANG



PAUL & DENISE WEBSTER



RON & LIZ WILDER



DEREK & SUZANNE WILLIAMS



TRAVIS & STEPHANIE WINGER



CHING CHUN WU

**PLATINUMS NOT PICTURED:**  
SCOTT & SHAWNDRAS ANDREWS  
JOSH AXE  
PAUL BERGMAN  
RUI CUI

JASON FILA  
CHRISTINA GARDNER  
KRISTEN HAMILTON  
HO NIEN HUANG

BERNADETTE O'DONNELL  
BRANDON W PACKARD  
SHERRI PRICE

GOLDS



LAURA ADAIR



MARTY & KINDRA ADAIR



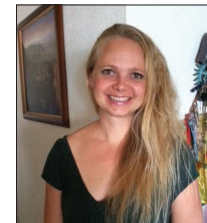
STEVE & JULIE AHLSTROM



JODY AITON



LACEY ALBRECHTSEN



JAIME ALCONCONE



JENNIFER ALEXANDER



BRAD & KATHY ALLDREDGE



COLEMAN & HILARY ALLEN



TODD & KIM ALLEN



EVIE ANDERSON



GREG & CARMEN ANDERSON



JENNIFER ANDERSON



LEANNA ANDRADE



DEAN & KATHIE ANDRUS



DAVID APOSTLOVSKI & ANDREA BAEZA



SUE ARAKAWA



MARK & JAIME ARNETT



JUSTIN & BRIDGET ARNOLD



ROBIN ARNOLD



CHAD & JODI ASHFORD



JIMMY & ANGELA ATKIN



BARRETT & STEPHANIE ATKINSON



JENNIFER ATTAWAY



BRENT & KRISTI AVERETT



ROBYN AZIMA



ROBERT & DENECE BACA



KEITH & LORI BACON



CAREY BAILEY



JORDAN BAKER



BENJAMIN & JADE BALDEN



DAWN BALKCOM



JENNIFER BARNETT



JEFF & TAMARAH BARTMESS



GOLDS



ANGELA BARTRAM



DEBBIE BASTIAN



FOUNDER EU  
MONIKA BATKOVA & MARTINA VALNICKOVA



BRADEN & CAMILLE BAWCOM



AMANDA BEACH



THOM & JACKIE BEAUCHAMP



BRIAN & HEATHER BECKWITH



JENNIFER L. BEJCEK



JOE & ASHLEY BELL



FRED & JANEICE BENSON



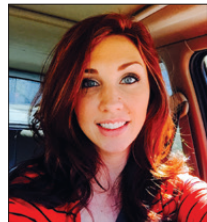
MICHELLE BENSON



VICTORIA BENTLEY



SONNA BERGHAIER



JANNA CHRISTINE BERRY



BRET & AMY BIGELOW



RONDA BIRCH



JANE B. BLOOM



VERA BLOUIR



BRANDON & ANGELA BOBST



JANE BODILY



JON & KENDRA BODINE



JOSH & KATHERINE BOGGS



STACEY BORSERIO



MARCELA BOWIE



MARK & JACKIE BOWMAN



FOUNDER  
JONI BRADLEY



MONICA BRAVO



MELVIN J. & ELIZABETH BREWER

GOLDS



MIRIAM BREWER



CHRIS & ALISA BRIDGES



SCOTT & LEESA BRIDGES



ANN-MARIE & ADAM BRINGHURST



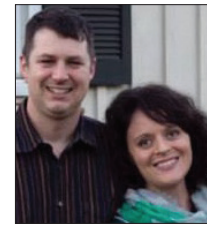
DR. ALICIA BROOKS



KEVIN & LATARRAN BROWN



LISA A. BROWN



PATRICK & KATHRYN BROWN



RONAI BRUMETT



MAUREEN BRUNDAGE



WILL & SHANNON BRYAN



BEN & CAMI BUCHTA



ANA PAOLA SALOMON BULOS



TONI BUNTING



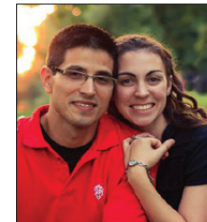
JARED & REBECCA BURT



MATT & DEANA BUSHMAN



DEANA LISA BYRD



MIGUEL & STEPHANIE CALDERON



ERICA CAMPANELLA



JAMES & LAURIE CAMPBELL



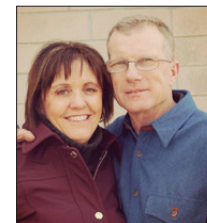
JENNIFER CANCINO



LISA CANIPELLI



MEGAN CANNON



BILL & DONNA CARD



TRAVIS & JESSICA CARPENTER



BRIAN & CHRISSEY CARR



BUCKY & ANNA CASH



DOUG & RACHELLE CASTOR



ANDREA CAUFFMAN



LACEY CHALFANT



HSIN TING CHANG



SHUANG SHUANG CHANG



DIANE TENNEY CHATTERTON



CHIU SHIANG CHEN

GOLDS



JACLYN CHILD



HUN IM CHOI & DAE YONG PARK



TERPSY & SAVVA CHRISTOU



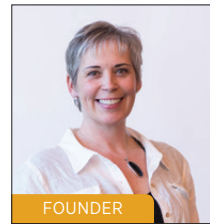
CECIL LEE WING CHUEN



PHILIP & HELEN CHUNG



JAKE & FALAWN CLAYSON



ALLISON COCHRAN



EVE COLANTONI



LISA & MIKE COLETY



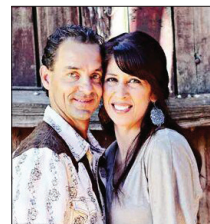
AMIEE CONNER



ADAM COPP & ROSIE GREANEY



OSCAR CORDERO & BRENDA ALTAMIRANO



TOM & ANITA COTTAM



CRAIG & KRISTIN COTTLE



ANDREW & KELLY COUCH



CRYSTY COVINO



WENDY COX



TERESA COYNE



CHRISTINE CREEL



RICH & BARBARA CROCE



BRANDI CROSBY



CYNTHIA CROSBY



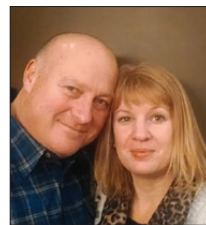
SPENCER & JAN CROSLAND



SHELLY DAUGHERTY



SUSAN DAVIDSON



KEITH & KENDRA DAVY

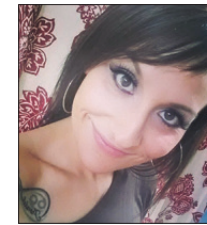


JARED & MINDY DEGRAFFENRIED

GOLDS



DIANNE DELREYES



ERIN DESANTIS



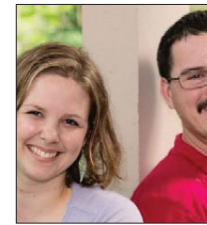
ERICA DOLAN



MIKE & KELLY DOLLINGER



JULIE DRIGGS



LUKE & MAGGIE DUBOIS



JEFF & GINNY EISEMAN



SHAYE ELLIOTT



MICHELLE ELSTRO



VIVIAN ENGELSEN



SHANE ENGLAND



DENNIS & MARY ENGLERT



CHRISTIAN & ELISABETH ENSOR



JOEL & FAY EPPS



CAROLYN ERICKSON



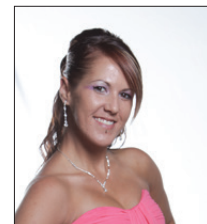
DR. MELISSA & EVAN ESGUERRA



CAROL & LUIS ESTEVEZ



RYANN & MATT ETTER



HALEY FACHNER



SALLY FARB



SALLY FARNICK



KNUT & CHRISTY FEIKER



DANA FELDMEIER



TERESA COYNE



CHRISTINE CREEL



RICH & BARBARA CROCE



BRANDI CROSBY



CYNTHIA CROSBY



SPENCER & JAN CROSLAND



MANDI & JACK FELICI



MICHELE & DANIEL FENDELL



TAYLOR FENDELL



YUWEI FENG



SHARON FILA



JANA RANKIN FINCH



CARA FINES



LYNN FINGERHUT



GLENDA FLYNN



MARK & TIFFANY FLAKE



JAKE & JOANN FOWLER

GOLDS



FOUNDER  
KELLY & DEVAUGHN FRASER



SHELBY FREED



JENNIFER FRINK



NATHAN & KRISTEN FUCHS



LISA ANNE GAFKJEN



VICKI GALLOWAY



JACKIE GARCIA



JAKE & LINDSEY GARRISON



MICHELLE GETZ



RACHELLE GIBSON



LINDSEY GIFFORD



TIM & KAREN GILROY



DIANE GJELAJ



KRESTA & CHRIS GLASER



KARLA GLEASON



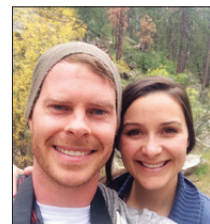
CARMEN GOLDSTEIN



RACHEL ADAMS GONZALES



LUCY GONZALES-ROMERO



TAYLOR & LAURIE ANNE GONZALEZ



JONI GOULD



LEAH & ADAM GRAHAM



MELODY GRAMMER



JANIS GRAZIANO



JOHN & MEREDITH GRECO



JENNIFER GREEN



KACEY GREEN



KENT & HELEN GRISWOLD



KIM GUILLORY

GOLDS



NATHAN & TASHA HAKEEM



JANEAN HALL



MATTHEW & SEANTAY HALL



TERESE HAMILTON



TIM & AUDREY HAMILTON



DR. SANDRA HANNA



ABIGAIL HANSEN



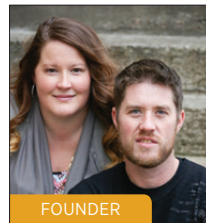
DAVID & JOLENE HARRIS



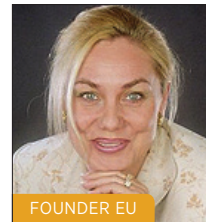
JASON & TRACY HARRIS



SALLY HARVEY



FOUNDER  
BERI & LORI HAUKAAS



FOUNDER EU  
GABRIELA HÄUSSNER



BLUJAY HAWK



KIM HAZEN



JUDY HEBNER



KRISTIN HELTON



LAURA HEMMEN



SARAH HENDERSON



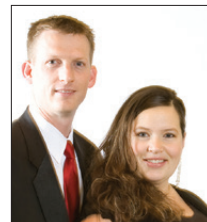
EUGENE & DIANA HENKEL



IAN & PAOLA HERREMAN



MIKE & BETH HICKS



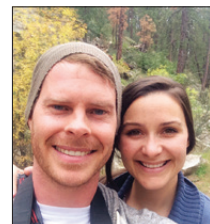
JASON & STEPHANIE HILL



MAGGIE HILL



LUCY GONZALES-ROMERO



TAYLOR & LAURIE ANNE GONZALEZ



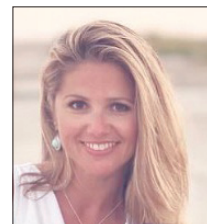
JONI GOULD



LEAH & ADAM GRAHAM



MELODY GRAMMER



JANIS GRAZIANO



HOLLY HIRT



TRACEY HOCEVAR



MARK & TRICIA HOFFMAN



SHALEEN HOGAN



ADAM & CASSIDY HOLDSWORTH



CAROL HOLTZ



NICOLE HORSCH



JENNIFER HOUSTON



KAREN HUDSON



LAURA HUDSON



CORY HUGHES

GOLDS



JENNI MULBURT



BJ & MEGAN HUNTER



MICHAEL & NANCY HUTCHINSON



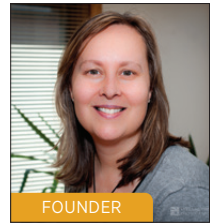
KUN YOUNG HWANG



HIROMI IKEDA



NANCY ILLMAN



CYNTHIA INCZE



YUKI ISHIDA



SCOTT & TONI JAEKEL



JASMINE L JAFFERALI



SUNNY PAT JAMES



GORDON & JILL JANKULOVSKI



DR. BARBARA JENNINGS



AARRON & HEIDI JOHANSEN



JOLIE JOHNSON



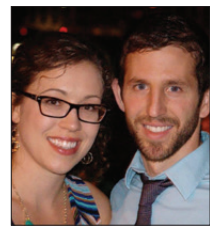
NANCY JOHNSON



GORDON LAWSON & RENEE JONES-LAWSON



LAYNE & SHARON JONES



RACHEL & JARED JONES



STACY JONES



SHANDI & GABRIEL JOSEPH



NOELLE JOYE



CHIAO EN JUAN



LISA JURECKO



TZU YUAN KAO



LEAH KARRATTI



JOE & KRISTAL KENDALL



JUSTINA RAE KERSTEIN

GOLDS



KRIS KESKE



DR. JENNIFER KEYS



KATE KETTLEWELL



FOUNDER EU  
BRIAN KIEL



JEROD & AMY KILBER



CHANG HO KIM



JOHN KIM



YOUNG SUOL KIM



CHRIS & TARA KINSER



YASUKO KOBAYASHI



DEAN & TERESA KOERNER



BONNIE KOTTRABA



JENNA KRAHN



JAMES & KRISTEN KROPF



MIN LUNG KUAN



FREDDY & MANDY KUHN



MICHELLE KUNTZ



CLARK KUNZLER & LAURA WYNN



PU LI KUO



ALLEN & HEIDI LAFFERTY



JON & DUQUESA LAMERS



MARGIE LASH



KATE & JEFF LASSON



SCOTT & JESSICA LAWSON



JAMES & MICHIE LAYTON



DAVID & SARIAH LEALE



SAM & KELLY LEAVITT



JANYCE LEBARON



IN GYEONG LEE



MARLIES LEE



CHRISTIAN & ALLIE LEFER



TARA LENGER



FUXIAN LI & LING ZHANG



FOUNDER HK  
MANIX LI

GOLDS



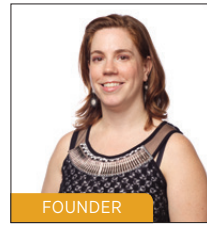
HISU FENG LIN



YU YU LIN

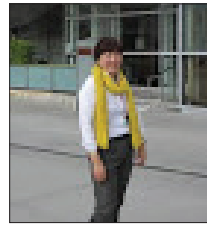


NANCY LINDER



FOUNDER

HEATHER LINDHOLM



CHIAH LING LIU



FOUNDER

HOLLY LO



HONEY LOGAN



GIOVANNI LOPEZ



ANALEAH LOVERE



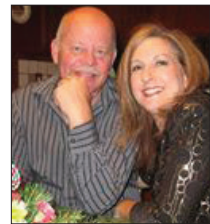
TOM & ARI LOWER



CHARLENE LU



YU JUNG LU



BEN & MARIA LUEBKE



HEIDI LUEKENG



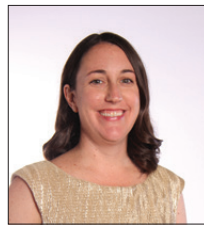
LISA LUKE



KYLENE LESSIG



ANTHONY & ASHLEY LYONS



LISA MACHAC



BETTY MAGILL



FOUNDER AUS

TANYA MAIDMENT



JULIE MARGO



LENKA MARKOVA



BERNY & JANET MARQUEZ



ANITA MARRIOTT



ZACKERY & STEPHANIE MARTIN



MINDY MARTINDALE



MIKI MATSUMOTO



JANICE MAYNARD

GOLDS



VICTORIA MCADAMS



KELLY MCBRIDE



SEAN & ALICIA MCBRIDE



JENNIFER MCCLURE



GINA MCCONEGHY



SUZANNE MCGEE



MIKE & MELISSA MCGREGOR



ALLISON MCNAMARA



MATT & VALERIE MCNEIL



SEAN & JEN MCPHIE



LISA MECKLE



KRISTA MELENDEZ



BRAD & ANGELA MELTON



DR. ALLIE MENDELSON



MONA MERZ



JIM & HOLLY MILLER



BRANDON & MELISSA MILLER



TERESA MILLER



BETTINA MOENCH



CRAIG & KIMBERLY MOORE



ANDREW & TIFFANY MOOSMAN



SHANNON MORAIS



LORENA ALVARADO MORALES



BERIT MUNRO



PAOLA ORTEGA MUSSOTT



HOLAN & CASSY NAKATA



HOWARD NAKATA



MATTHEW & ANDREA NATELBORG



ILEANA NAVARETTE



LISA NEEDHAM



HELEN & ROB NELSON



DR. MARTHA NESSLER



FOUNDER EU

CHRISTIAN & MARJA NEUDEL

GOLDS



RAY & LAUREN NEWSOM



DERRICK & ASHLY NICHOLAS



KERY & DENISE NORRIS



RYAN & JAIME NORRIS



MELISSA NORTON



RENEE NOVELLO



KIERSTIN O'BRIEN



FRANK ODDENS



ANNA OFFMAN



MUNEHIRO OKUMURA



BROOKE OLIVER



ROBERT & HOLLY OLMSTEAD



KRISTIE OLSEN



TAMMY OLSEN



KERY O'NEILL



RONNIE & BONNIE OWENS



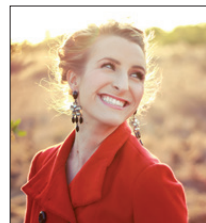
TERRI PACE



RONNIE & LYNNEA PADGETT



ASHLIE PAPPAS



COURTNEY PARKINSON



LAURA PASTERNAK



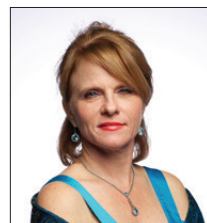
JOHN & HEATHER PATENAUDE



TED PECK & KAYELLYN BASTIAN



MYRON RAY & TAMMIE PERKINS



SHEEN PERKINS



CHRISTINA PETERS

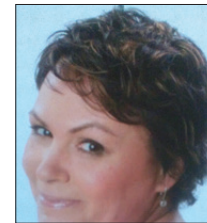


MIKE & ELAINE PETERS



STEPHANIE PETERS

GOLDS



BETSY PETERSON



TIM & BRENDA PETRU



BELINDA PETTY



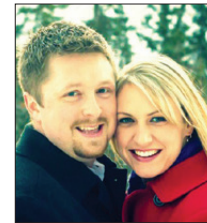
JON & EMILY PFEIFER



BETH PHILLIPS



ALLISON PREISS



CHARLEY & JESSICA PRESTON



CINDY PRICE



JOSEPH & CATHERINE PUTUTAU



PATRICIA QUIROZ RIOS



WILLIAM & ALICE RAHN



JACOB & ABI RAINES



KEVIN & CINDY RAINEY



KERRI RAMIREZ



BRIAN & AMY RANCK



CHERYL RASMUSSEN



JACOB & CORRIE RATZAT



LESLIE READER



TAMI REDMON



LARISSA REED



SUSAN REIS



JENNIFER & BRYAN REMBOLD



RUTH REYES



TRACY RHODES



HEIDI K RHYS



BRAD & DARCI RICHARDSON



JENNIFER RICHMOND



JILL RIGBY



NISHA RIGGS



DANIEL & JAMIE RIP



BRUCE & SARADEL RIRIE



ELAINE RISER



VANESSA ROACH



SHAWN & AMANDA ROBERTS

GOLDS



CANDACE ROMERO



DAVID ROOKSBERRY



BRITTANY ROSCHECK



MIKE & JO ROTHS



ERIN & KAREN ROUSH



PATRICK & MANDY ROWLAND



MINDY ROWSER



JOANNA RUSLING



JESSICA RYAN



IGNACIO SANTOYO & SILVIA MARTINEZ



ISIDE SARMIENTO



AUDREY LEE SAUNDERS



KAYLA SAVARD



JUSTIN & LINDSAY SCARBOROUGH



SHERYTH SCHAD



JOSIE SCHMIDT



LESLIE SCHMIDT



TENILLE SCHOONOVER



TERRY SCHULMAN



ROBERT SCOTT & MARLYSE OKANO



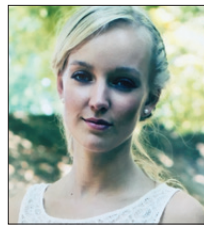
KAZUMI SEKIGUCHI



HOON SEO



NANCY SERBA



TJASA SERCER



HEATH & CALIE SHACKLEFORD



BETH SHAW



CHRISTOPHER & EMILY SHAWCROFT



LARRY & NIKKI SHORTS

GOLDS



KYMBERLEE SIMANTEL



MICHELLE SIMMONS-BROWN



FOUNDER AUS  
ROBYN SIMON



CARRIE SKLUZAK



LISA SKRIPPS



NICOLE SLONAKER



AMY & ALLEN SMITH



DRS. JORDAN & TRACEY SMITH



MATT & MELISSA SMITH



MORGAN SOMERS



JOHN & JENNIFER SORENSON



FOUNDER EU  
RENE SPALEK



SPANDALIVING



DON & PATTI SPIEGEL



ELMER & RENE SPIRES



BRENDAN & CYNTHIA STACK



DAVID STEPHENS



DELANEY & AIMEE STEPHENS



PEGGY STEWART



NORMA & GREG STRANGE



JAMES & TAUNYA STRUHS



MICHAEL & CLAIRE STUCKLEN



YU SHOU SU



TE FU SUN & CHING HSUE WANG



ELIZABETH SVENSSON



YOKO TAKAKU



CHEIKO TAKEKAWA



TOMOKO TAKENAMI



NAOKO TANAKA



CHEN CHIEN TANG & CHIAH LING LI



HEIDI TAYLOR



THOMAS & BROOKE TAZBAZ



JILL TEDQUIST



CHELSEA WILSON THAYER

GOLDS



AMY THEDINGA



DENISE THOMPSON



ELIZABETH THOMPSON



DR. LYNN THOMPSON



KANDI THOMPSON



KERI THOMPSON

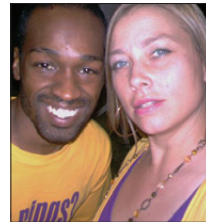


FOUNDER

PATTI TINHOLT



JUSTIN & TRACY TIRET



JASON & MICHELLE TOLBERT



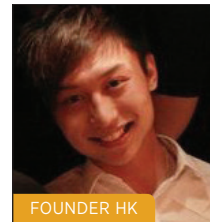
CHAD & SARAH TOWE



GLENN & JESSICA TRAVIS



DAN & GINA TRUMAN



FOUNDER HK

VICTOR TSAI



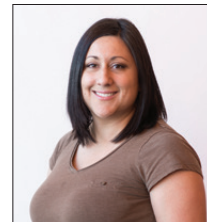
YUNG-PEI TSENG



DUANE & CRYSTAL TUCKER



WILLY & RONDA TWITCHELL



JENNIFER UPCHURCH



MEMO & KIM URETA



MEGAN USHER



RANDY & BRENDA VANDEKERKHOVE



WAYNETTE VANFLEET



ALISON VAN ZANDBERGEN



LAURA VARNADORE



JEN VAUGHAN



CAROLINE VINAL



ZACHARY & DANA VINEYARD



FOUNDER EU

ELENA VINOKOUROVA



LEANN & JOSHUA VIPPERMAN



BEVERLEY & MICHAEL WAGNER

GOLDS



JUSTIN & TARA WAGNER



REAGAN & HEATHER WAGONER



KENNETH & STEPHANIE WAHLBERG



BEN & MEGAN WARDEN



JED & PAM WALDRON



KELLY & WARREN WALKER



LORINDA WALKER



BRENT & JENNY WALSH



JAIME WALSH



LANA WARNER



BROOKE WARTELL



TOSHIMASA WATANABE



TODD & JODI WEAVER



ROGER WEBB



KAREN WELCH



LYDIA WELLS



CORY & KIM WESSON



ELLEN WEST



THOMAS & ANNIE WEST



RANDY & SUMMER WHELCHEL



BRETT & DEBORAH WHITE



NICOLE WHITE



LIZ WIGGINS



FELICIA WILLIAMS



LORI WILLIAMS



NORMA & GEORGE WILLOCK



ALLISON & FRED WILSON



DINAH WILSON



JENNI WILSON



VICKI WILSON



WENDY WILSON



MASAKO WILTON



DALE & LILLIAN WINKLER



GOLDS



DANELLE WOLFORD



NEAL WONG & LISA NAKAMURA



MARGE & CHUCK WOODFILL



DENA WOULFE



LANCE & CHRISTINE WRIGHT



MANDY YEUNG



KEIKO YOSHIDA



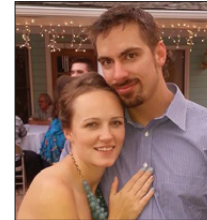
TOMOKO YUTAKA



JUAN & ANGELA ZAVALA



KATIE & JEDIDIAH ZAYNER



ZAC & MELISSA ZECH



AMANDA ZUCCATO

GOLDS

**GOLDS NOT PICTURED:**

3 GLOBALNET INC  
KAZUYO AKIMOTO & MASATO SONE  
JENNIFER M ANDERSON  
LAU KA YU ANGEL  
PARI ANSARY  
DON & LYNDA ASHCRAFT  
JAMES & TRUDI ASKEW  
KATHLEEN BAIRD  
DESI BAKER  
JORDAN M BAKER  
YOLA BARBOUNIS  
SARA BENNION  
JANICE BITTNER  
BIANCA BOVA  
MARCELA BOWIE  
MICHAEL & MICHELLE BOWLES  
JENNIFER BRADY  
BROCKNIE D BRAY  
MELISSA BROWN-VANSICKLE  
LINDSAY BRYNER  
SUSAN BURSIC  
ROGERY & LORI CALL  
AMBER CAMPION  
JENNIFER CARROLL  
MATTHEW & NOELLE CARROLL  
WAYNE & MARIDEE CASH  
KUI CHING CHANG  
RACHELLE CLEARY

KARI M COODY  
JOSEPH & MELISSA COOK  
BARRY & KELLI CROSBY  
YUN MEI CUI  
HOLLY DAVIS  
JENNIFER DAVIS  
LISA DEGRASSE  
VIVIAN W DICKSON  
MELISSA DIXON  
JUSTIN & LELIA K DUKE  
ADRYAN DUPRE  
TRAVIS & MALLORY FAIRBAIRN  
KELIE FENG  
SCOTT & ELIZABETH FENTON  
EDWARD FILA  
PAULA FINCHAM  
MARTIN & GLENDA FLYNN  
SUSAN P FORSTER  
DOUGLAS & SHANNON FREEMAN  
YOUKO FUJIMOTO  
HONG GAO  
DONA GAY  
ARLEENE E GIBBONS  
KAREN GREGORY  
SUSAN GROBMYER  
EVA SEFCOVA & LARS GUSTAFSSON  
KAREN A HADLEY  
PATTY HAESSIG  
DANIELLE HAHN  
CURTIS HARDING

NICK & KELSZI HARRIS  
BRIAN & PAMELA HAUFSCCHILD  
DANIELLE M HEIZENROTH  
KARLI N VON HERBULIS  
HEIDI HIGGINS  
LEE A HINDRICHS  
BRIANNA HOLBROOK  
MICHAEL & DAWN HUTCHISON  
MARISSA HYATT  
REHANA ISMAIL  
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