

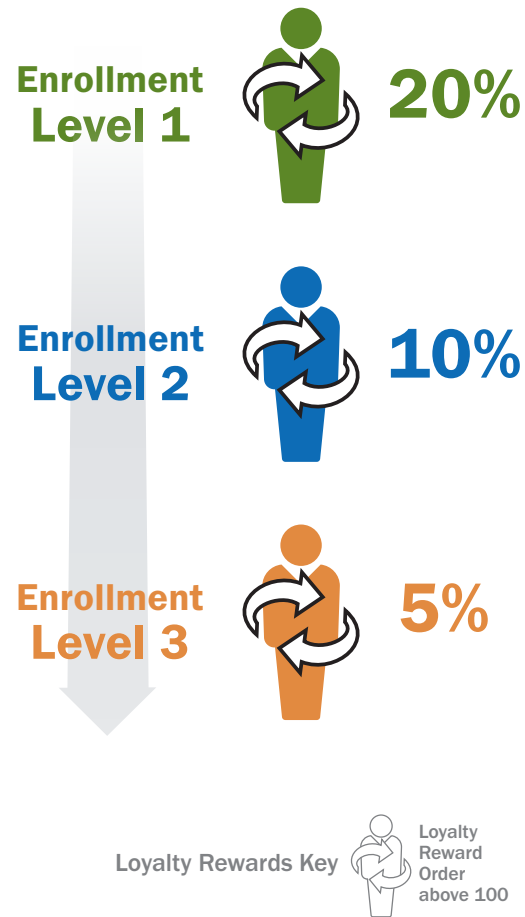
### Retail Profit (Paid Monthly)

Wellness Consultant earn 25 percent profit on purchases made by their Retail Customers.



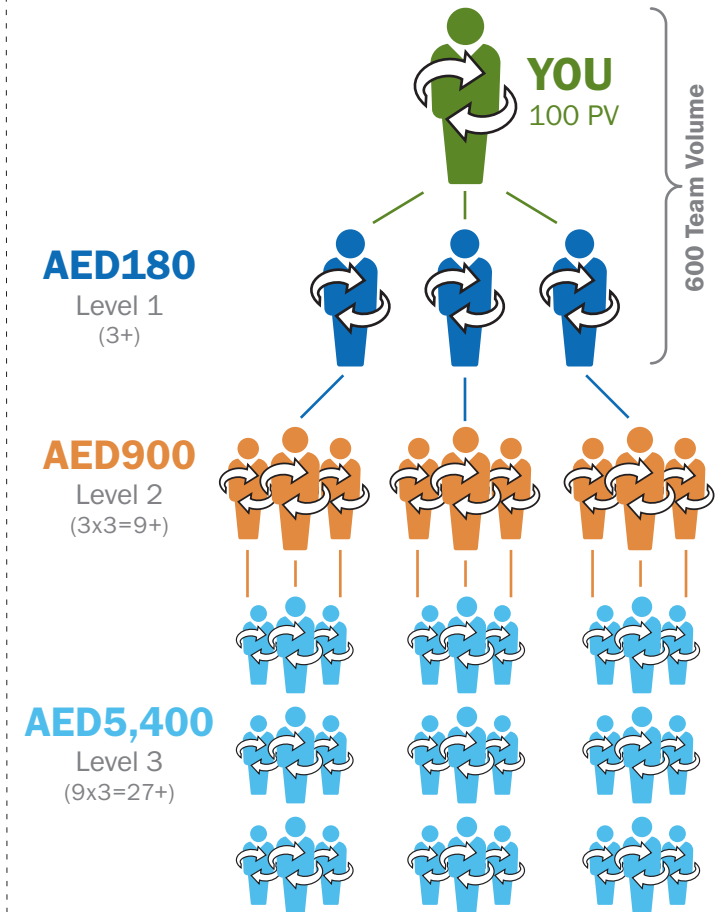
### Fast Start Bonus (Paid Weekly)

Paid on a new enrollee's CV for their first 60 days. Each enroller must maintain 100 PV in their LRP template and place a 100 PV monthly loyalty order.



### Power of 3™ Bonus (Paid Monthly)









See the Power of 3 flyer on doterra.com for a complete description of rules and requirements.



\* Must be qualifying as a Wellness Consultant to receive these bonuses.

# dōTERRA<sup>®</sup> Compensation Plan: Residual Earnings

## Unilevel Organizational Bonus (paid monthly on compressed organizational volume)

| Paid as Title       | Wellness Consultant | Manager   | Director  | Executive   | Elite   | Premier  | Silver  | Gold  | Platinum  | Diamond   | Blue Diamond  | Presidential Diamond  |
|---------------------|---------------------|---|---|---|---|--|---|---|---|---|---|---|
| Monthly PV          | 50                  | 100   | 100   | 100   | 100   | 100  | 100   | 100   | 100   | 100   | 100   | 100   |
| Monthly OV          | -                   | 500   | 1,000   | 2,000   | 3,000   | 5,000  | -   | -   | -   | -   | -   | -   |
| Qualified Legs*     | -                   | -   | -   | -   | -   | 2  | 3   | 3   | 3   | 4   | 5   | 6   |
| Leg Requirements    | -                   | -   | -   | -   | -   | Executive  | Elite   | Premier   | Silver  | Silver  | Gold  | Platinum  |
| Level 1             | <b>2%</b>           | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   | <b>2%</b>  | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   | <b>2%</b>   |
| Level 2             |                     | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   | <b>3%</b>  | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   | <b>3%</b>   |
| Level 3             |                     |   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>  | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   |
| Level 4             |                     |   |   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>  | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   | <b>5%</b>   |
| Level 5             |                     |   |   |   | <b>6%</b>   | <b>6%</b>  | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   |
| Level 6             |                     |   |   |   |   | <b>6%</b>  | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   | <b>6%</b>   |
| Level 7             |                     |   |   |   |   |  | <b>7%</b>   | <b>7%</b>   | <b>7%</b>   | <b>7%</b>   | <b>7%</b>   | <b>7%</b>   |
| Dynamic Compression |                     |  |  |  |  |  |  |  |  |  |  |  |

By qualifying at tops ranks, Wellness Consultants can earn a percentage of dōTERRA's global commissionable volume. Shares are earned in the pools each month that the qualifying pin title is achieved and maintained.

## Leadership Pools (paid monthly on compressed organizational volume)

| Paid as Title        | Premier                            | Silver | Gold | Platinum | Diamond                         | Blue Diamond        | Presidential Diamond     |                                  |
|----------------------|------------------------------------|--------|------|----------|---------------------------------|---------------------|--------------------------|----------------------------------|
|                      | <b>Leadership Performance Pool</b> |        |      |          | <b>Diamond Performance Pool</b> |                     |                          |                                  |
| # of shares          | 1                                  | 5      | 10   |          | 1                               | 2                   | 3                        |                                  |
| Additional Shares    | 1+                                 | 1+     | 1+   |          | 1+                              | 1+                  | 1+                       |                                  |
|                      | <b>2%</b>                          |        |      |          | <b>1%</b>                       |                     |                          |                                  |
|                      | <b>Empowerment Pool</b>            |        |      |          |                                 | <b>Diamond Pool</b> | <b>Blue Diamond Pool</b> | <b>Presidential Diamond Pool</b> |
|                      | 1 share per 100 PV enrollment      |        |      |          | # of shares                     | 3                   | 3                        | 3                                |
| # of possible shares | 1                                  | 1      | 2    |          | Additional Shares               | 1+                  | 1+                       | 1+                               |
|                      | <b>1.25%</b>                       |        |      |          |                                 | <b>1%</b>           | <b>1%</b>                | <b>1%</b>                        |

**Empowerment Pool:** Each Silver and Premier who personally enroll a wholesale member with 100 PV that month will receive one share. Each Gold is eligible for up to two shares. Golds receive one share when they personally enroll one wholesale member with 100 PV, and two shares when they enroll two or more.

**Leadership Pool:** Each Silver earns one share, each Gold earns five shares, and each Platinum earns ten shares.

**Diamond Performance Pool:** Each Diamond earns one share, each Blue Diamond earns two shares, each Presidential Diamond earns three shares.

**Diamond Pool:** Each Diamond receives three shares.

**Blue Diamond Pool:** Each Blue Diamond receives three shares.

**Presidential Pool:** Each Presidential Diamond receives three shares.

**Additional Shares:** Wellness Consultants can earn additional shares of the pool for which they qualify by helping their personally enrolled Wellness Consultants advance to Elite (Leadership Performance Pool), Premier (Diamond Performance Pool, Diamond Pool, and Blue Diamond Pool), and Silver (Presidential Diamond Pool). Personally enrolled Wellness Consultants must be first-time qualifiers. There is no limit to how many additional shares can be earned.

\*Legs must be personally enrolled.