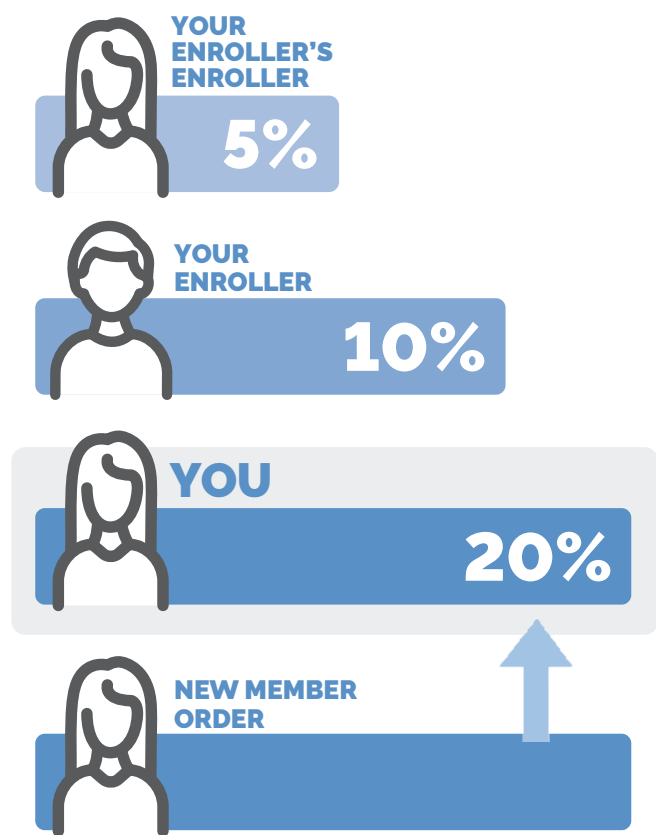


dōTERRA[®] Compensation Plan **Elevated**

Hong Kong / Macau Market
Overview

Fast Start

Paid to **Enroller**
Paid **Weekly**
Earn **20%, 10%, and 5%** on CV



How it works

Earn **20%** on product sales ordered by new members you personally enroll during their first 60 days.[†]

When your new Wellness Advocate or Wholesale Customer places an order with commissionable volume (CV) during their first 60 days, you can earn a 20% Fast Start commission.

Your enroller receives a 10% commission, and their enroller receives a 5% commission. Teaching others to do the same is a key component of building successfully.

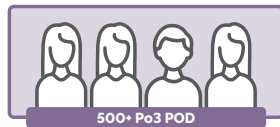


The Fast Start commission is designed to provide you with income right away as you share dōTERRA products.

[†]100 QV required to qualify. See compensation plan for full details. For typical earnings, see dōTERRA Opportunity and Earnings Disclosure Summary on doterra.com/disclosure.

Power of 3 BONUS

Paid to **Sponsor**
Paid **Monthly**
Earn HK\$390, HK\$1,950 or
HK\$9,750[†]

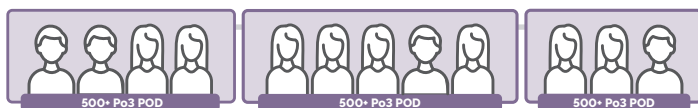


How it works

LEVEL 1 | HK\$390

- 1 Order 100+ Personal LRP Volume
- 2 Create 500 in LRP Volume on your frontline

*Must be volume ordered after their first month of enrollment, and at least 100 of the 500+ volume must be personally enrolled.



LEVEL 2 | HK\$1,950

- 1 Earn your HK\$390 AND
- 2 Help 3 people on your frontline earn their HK\$390 bonus



LEVEL 3 | HK\$9,750

- 1 Earn your HK\$390 AND
- 2 Help 3 people on your frontline earn their HK\$1,950 bonus



This bonus is focused on new customer acquisition and retention. Effective customer support is essential for long-term growth.

Power of 3 BOOST

How it works

When your Power of 3 pod(s) are in place for the Power of 3 Bonus and you reach Personal Growth Volume (PGV) targets you boost your earnings! The Boost is paid out in addition to the Power of 3 Bonus. A Wellness Advocate can qualify for one Boost, per account, per month. Here you can see the totals available for Power of 3 Bonus and Boost together.

Personal Growth Volume: This is the total amount of LRP Volume* in the current month from personally enrolled members who enrolled in the previous 12 months. Must be Rewards Volume ordered after their month of enrollment.

POWER OF 3 BONUS + BOOST EARNING POTENTIAL			
POWER OF 3 BONUS	400+ PGV	800+ PGV	EARN UP TO
LEVEL 1 (HK\$390)	HK\$390		HK\$780
LEVEL 2 (HK\$1,950)	HK\$390	HK\$975	HK\$2,925
LEVEL 3 (HK\$9,750)	HK\$390	HK\$975	HK\$10,725

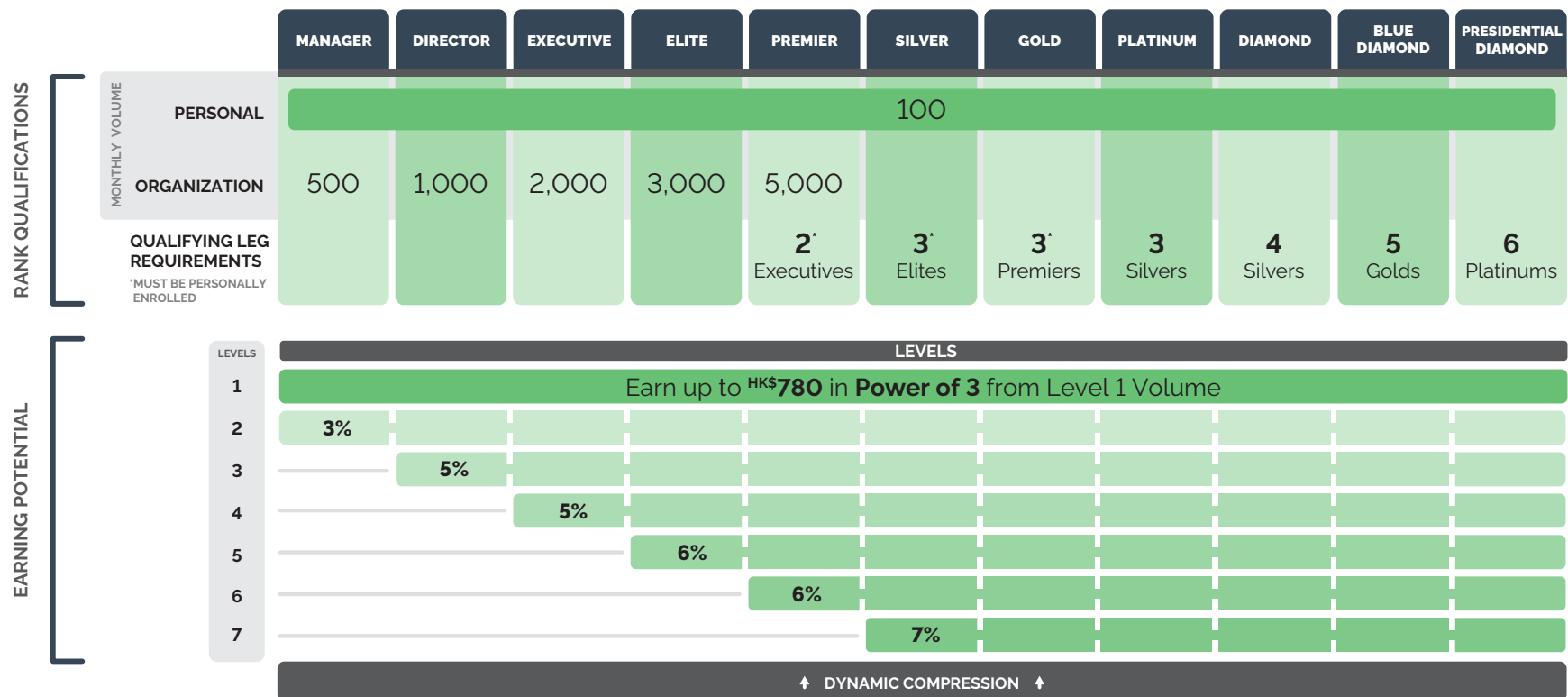
[†]See compensation plan for full details. Results vary based on time, effort, and skill. For typical earnings, see dōTERRA Opportunity and Earnings Disclosure Summary on doterra.com/disclosure.

Unilevel

Paid to **Sponsor**
Paid **Monthly**
Earn **3-7%** on CV

How it works[†]

Unilevel commissions are earned after a new member's first 60 days. The more your team grows and the more products they sell, the higher your potential earnings are through the Unilevel structure.



By offering product education, encouraging customer loyalty, and providing business support, you can strengthen your team and increase customer retention, leading to higher Unilevel earnings.

[†]See compensation plan for full details. Results vary based on time, effort, and skill. For typical earnings, see dōTERRA Opportunity and Earnings Disclosure Summary on doterra.com/disclosure.

Pools

Paid to Ranks
Paid Monthly
 Earnings vary based on **dōTERRA Company Volume (DCV)**

How it works

By qualifying for top ranks, Wellness Advocates can earn a percentage of dōTERRA Company Volume. Shares are earned in the Pools each month provided the qualifications are achieved and maintained.

PAID AS RANK	PREMIER	SILVER	GOLD	PLATINUM	DIAMOND	BLUE DIAMOND	PRESIDENTIAL DIAMOND
		Leadership Pool			Diamond Pool	Blue Diamond Pool	Presidential Diamond Pool
NO. OF POSSIBLE SHARES		1	5	10	2 4	2 4	2 4
GROWTH REQUIREMENT		—	—	—	6,000	12,000	18,000
% OF DCV		2%			1%	1%	1%
	Empowerment Pool			Performance Pool			
NO. OF POSSIBLE SHARES	1	1	2	1 3	3 4	3 6	3 8
GROWTH REQUIREMENT	1 share per 100 PV enrollment			4,000	6,000	12,000	18,000
% OF DCV	1.50%			1.50%			



Pools recognize and incentivize top-performing leaders by rewarding you with a percentage of global sales, regardless of where you're building your dōTERRA business.

Pools

Pool Descriptions

Empowerment Pool: Each Premier, Silver, and Gold who personally enrolls a new Wellness Advocate or Wholesale Customer with 100 PV that month will receive one share. Each Gold is eligible for up to two shares. Golds receive a second share when they enroll two or more qualifying members.

Leadership Pool: Each Silver earns one share, each Gold earns five shares, and each Platinum earns 10 shares.

Performance Pool: Each Platinum earns one share and each Diamond, Blue Diamond, and Presidential Diamond earns three shares when achieving rank. If rank and the respective Team Growth Volume are met, each Platinum earns three shares, each Diamond earns four shares, each Blue Diamond earns six shares, and each Presidential Diamond earns eight shares.

Diamond Pool, Blue Diamond Pool, and Presidential Pool: Each Diamond, Blue Diamond, and Presidential Diamond receives two shares when achieving rank or receives a total of four shares when achieving rank and meeting their respective Team Growth Volume, determined by rank, in their individual rank pools.

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

Paid to **Enroller**
Paid **Weekly**
Earn **25%**

Retail Profit

How it works

When someone purchases products at retail prices, you receive retail profits—which is the difference between the retail price and the wholesale price.



Key Terms Summary

Commissionable Volume (CV)

The volume assigned to each product that's eligible for commissions, determining the commission rewarded to Wellness Advocates.

Enroller

The person who brings a new member to dōTERRA. Holding enrollership of team members can help a Wellness Advocate qualify for rank and Fast Start commissions.

Levels

Your personally sponsored members make up your first level, or frontline, and as they sponsor new members, those individuals form subsequent levels on your team.

Personal Growth Volume (PGV)

The total amount of LRP qualifying volume in the current month from personally enrolled members who enrolled in the previous 12 months.

Pod (Power of 3)

A grouping of 500 in PV from Rewards Orders on your frontline. Used when speaking about the Power of 3 Bonus.

Power of 3 Boost

An additional bonus you may earn after meeting your base Power of 3 Bonus.

LRP Volume

dōTERRA LRP volume post-enrollment month.

Sponsor

The person under whom a new member is directly placed. A sponsor is also referred to as a member's direct upline. Sponsor assignments determine the depth of the organization and are important for Power of 3 and Unilevel commissions.

Team Growth Volume (TGV)

The total amount of volume in the current month from team members who enrolled or reactivated in the previous 12 months, within a defined number of sponsor levels (determined by your rank).

Wellness Advocate (WA)

Individuals who join dōTERRA to purchase products at wholesale prices with the option to participate in the business opportunity.

Wholesale Customer (WC)

Individuals who join dōTERRA and purchase products at wholesale prices. Wholesale Customers do not earn commissions or bonuses through dōTERRA's compensation plan. However, they can qualify for additional benefits and incentives through dōTERRA's Rewards Program.



Policy Manual