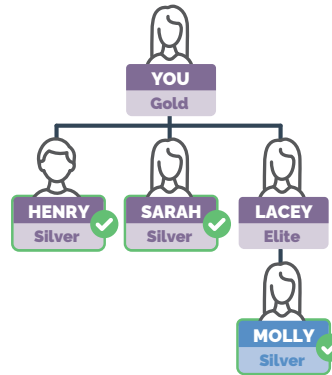


dōTERRA Compensation Plan **Elevated**

Hong Kong / Macau Market
Summary Document

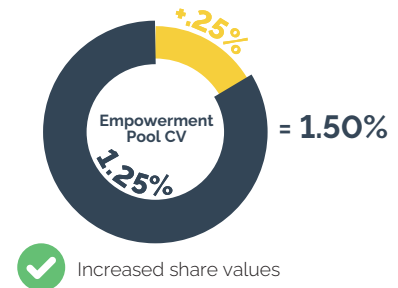
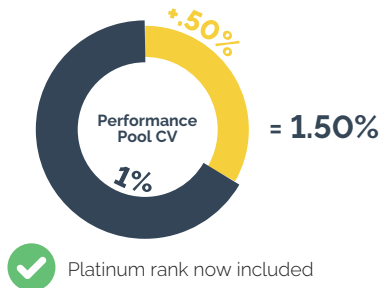
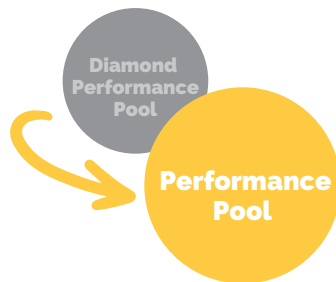
1 Rank Compression

Wellness Advocates achieve Platinum+ ranks using the closest qualified member of each sponsor leg. Qualifiers must be in the enrollment tree of the Wellness Advocate whom they qualify. One Wellness Advocate can qualify multiple people.



✓ Platinum+ Rank Qualifier

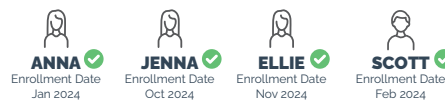
2 Pool Enhancements



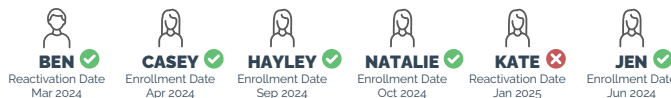
3 Team Growth Volume (TGV)

All volume in the current month coming from team members who enrolled or reactivated in the previous 12 months

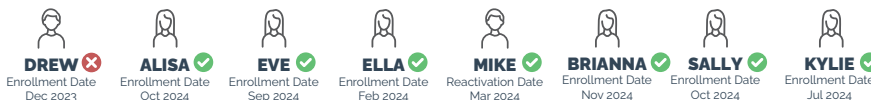
JAN 2025



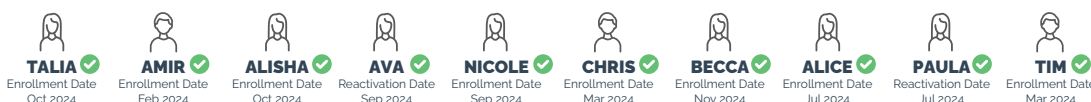
Level 1 Volume
500



Level 2 Volume
1,000



Level 3 Volume
1,500



Level 4 Volume
2,500



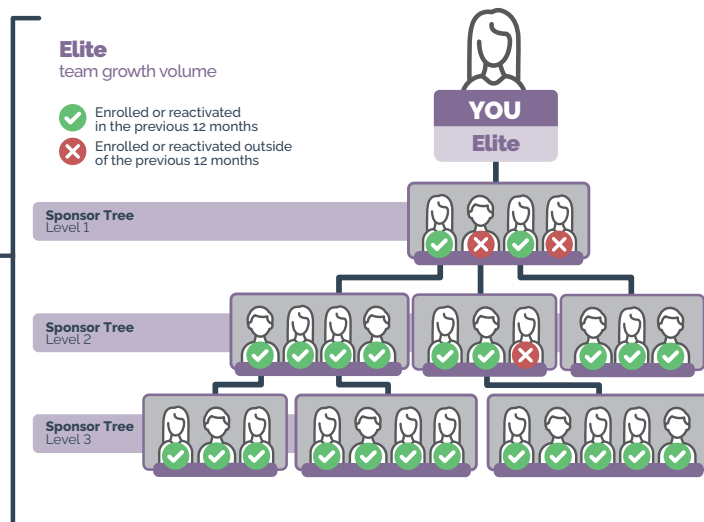
Up to 7 levels based on rank

5,500
Total Team Growth Volume

3 Team Growth Volume (TGV) Continued

What Is a Team?

RANK	SPONSOR TREE LEVELS
ELITE	3
PREMIER	4
SILVER	5
GOLD	6
PLATINUM	7
DIAMOND	7
BLUE DIAMOND	7
PRESIDENTIAL DIAMOND	7



Growth Requirement—Pools

Wellness Advocates who qualify for the Performance, Diamond, Blue Diamond, and Presidential Diamond pools earn the full number of shares in those pools by achieving rank and Team Growth Volume.

PAID RANK	TEAM GROWTH VOLUME*	Achieve Rank	1 3	Achieve Rank and Meet Growth Metric
		PERFORMANCE POOL	DIAMOND BLUE DIAMOND PRESIDENTIAL DIAMOND	
PLATINUM	4,000	1 3	—	
DIAMOND	6,000	3 4	2 4	
BLUE DIAMOND	12,000	3 6	2 4	
PRESIDENTIAL DIAMOND	18,000	3 8	2 4	



For 12 months following a rank advancement, Wellness Advocates can qualify for full shares in the pool(s) for which they qualify by meeting the TGV of the rank immediately below the newly achieved rank.

4 Unilevel



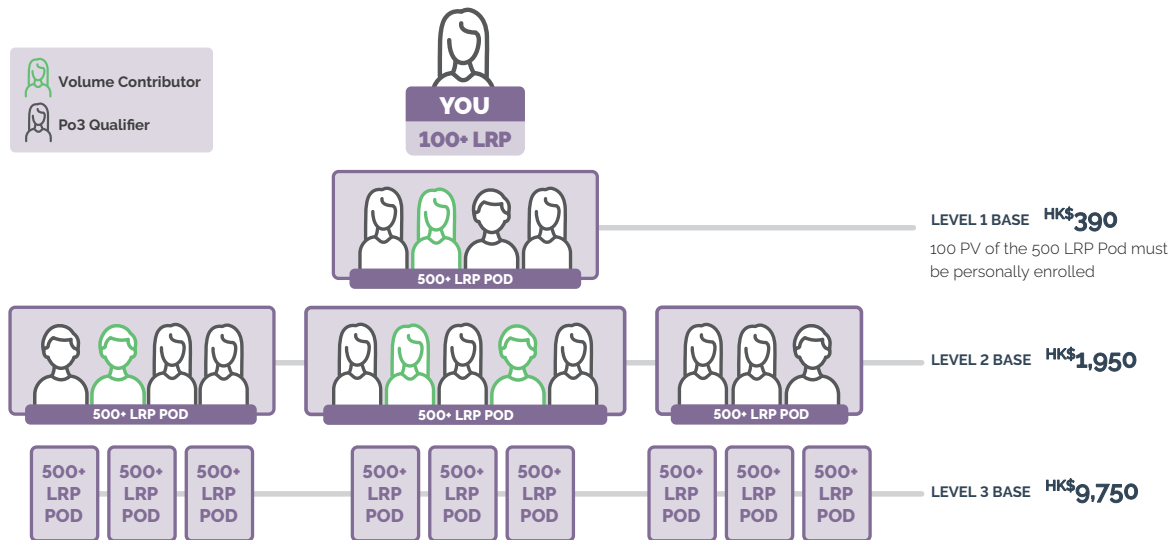
Growth Requirement—Unilevel

Wellness Advocates Elite to Gold need Team Growth Volume to earn their deepest two levels of Unilevel.

RANK	TEAM GROWTH VOLUME	SPONSOR TREE LEVELS
ELITE	300*	3
PREMIER	400	4
SILVER	500	5
GOLD	600	6

*For Elites, 100 of the 300 TGV must be personally enrolled.

5 Power of 3—Simplified



6 Power of 3—Boost

Wellness Advocates who earn Power of 3 are able to boost their payout by achieving Personal Growth Volume targets. Each Wellness Advocate is eligible to earn one boost per month and will be paid the highest boost they are qualified for each month.

POWER OF 3 LEVEL	PERSONAL GROWTH VOLUME		EARN UP TO
	400+	800+	
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

Boost Example



7 Personal Growth Volume (PGV)

Rewards Volume ordered 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.

