



Dear Wellness Advocate,

The dōTERRA **Compensation Plan Elevated** arrives in Asia in summer 2025!

To continue supporting Wellness Advocates in achieving their business goals, the Compensation Plan will be updated **globally** and will introduce a variety of changes and enhancements. These changes will also impact our Policy Manual.

Please note the updates to the Compensation Plan and Policy Manual will only come into effect in **30 days** and will apply from: **1 June 2025**.

As we look forward to introducing these new changes, please see below a special message from **dōTERRA Chief Executive Officer (CEO), Kirk Jowers** about the adjustments taking place.



Kirk Jowers

Chief Executive Officer (CEO)

Valued Wellness Advocates,

We are excited to announce that in June 2025 dōTERRA will be launching Compensation Plan Elevated, an enhanced and updated version of our Wellness Advocate Compensation Plan. The enhanced plan will maintain and build upon the existing commission and bonus types—Fast Start, Power of 3, Unilevel, and Pools—while offering new opportunities for Wellness Advocates to maximize their earnings and experience with dōTERRA.

dōTERRA is committed to paying out an industry leading 48% of commissionable volume to Wellness Advocates. This has been our target from the beginning, and it remains unchanged with these updates. With Compensation Plan Elevated, we are augmenting the plan to create several additional benefits for leaders, including the following:

- Higher average earning potential for early active builders
- Removal of several key pain points and barriers in the existing Compensation Plan
- Increased incentive for Wellness Advocates to reach Platinum rank
- Increased earning potential for engaged and active Wellness Advocates.

We are proud to be a part of the direct sales business model, which we believe the world needs now more than ever—with you the Wellness Advocate at the center. These updates are an additional sign of our continued commitment to you and all you bring to dōTERRA.

We are very grateful to the thousands of Wellness Advocates who have collaborated and partnered with us in this endeavor to create new opportunities moving forward. These updates were designed with Wellness Advocates and for Wellness Advocates, and we are confident they will help you elevate your own business in the future.

To help support you with these changes, we have prepared a variety of resources for you which will be available soon. In addition, please see the Quick Links section of dōTERRA Office to access several new reports to help you navigate the upcoming changes. As always, Member Services and Account Managers are available and excited to help you understand these updates and how they can benefit you!

Thank you for being trusted partners in our important purpose of helping the world heal!

Kirk Jowers

Chief Executive Officer