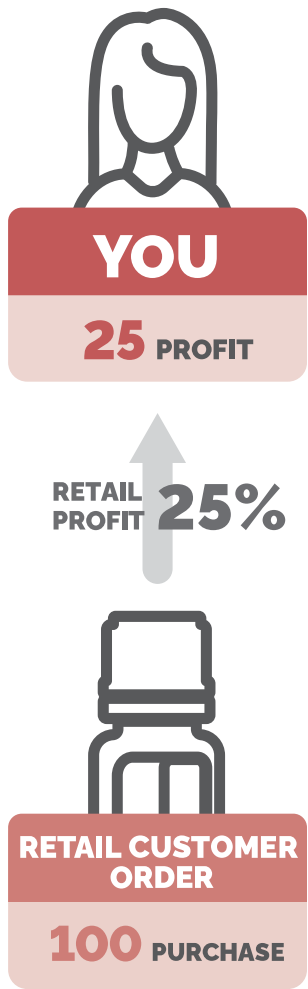


dōTERRA[®]
COMPENSATION PLAN:
ELEVATED

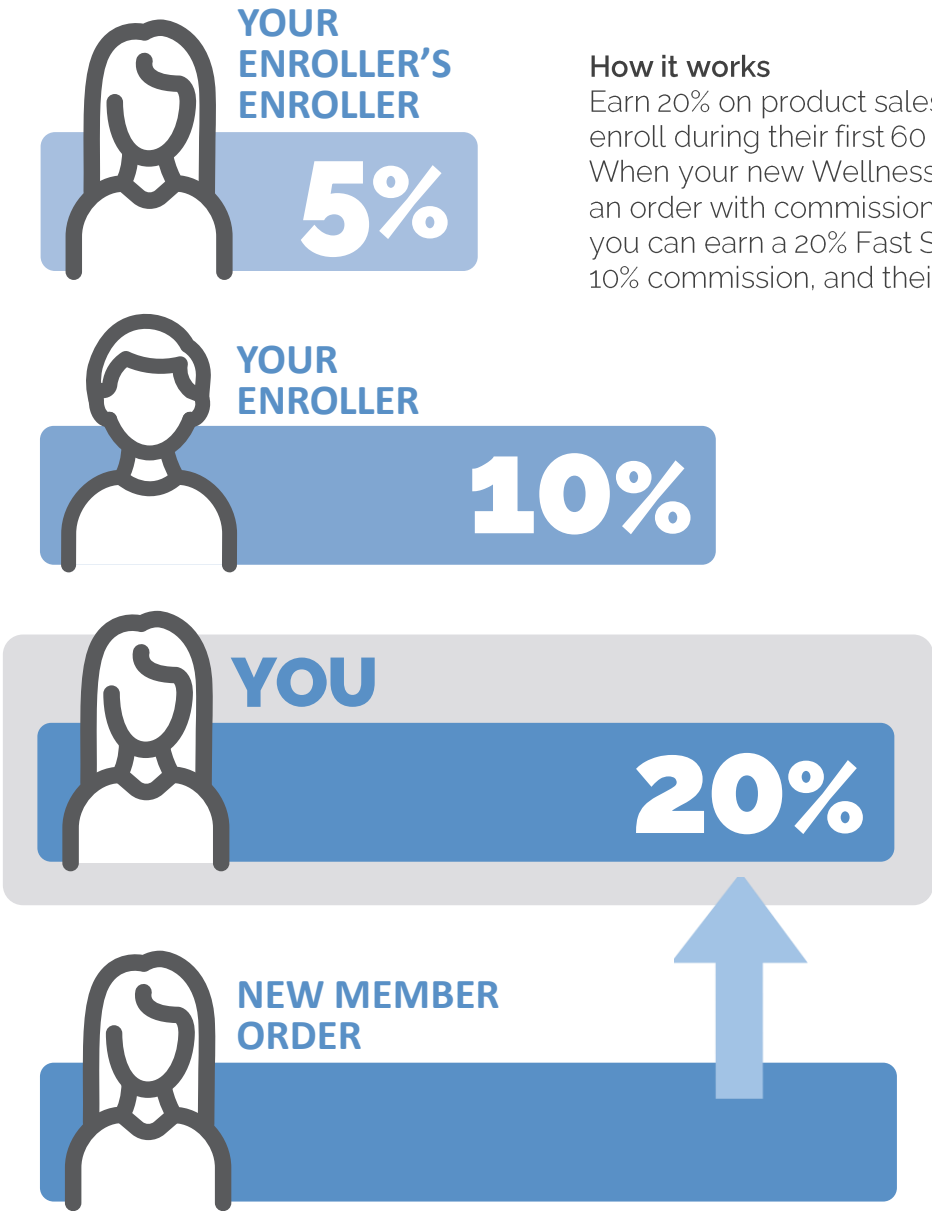
Retail Profit

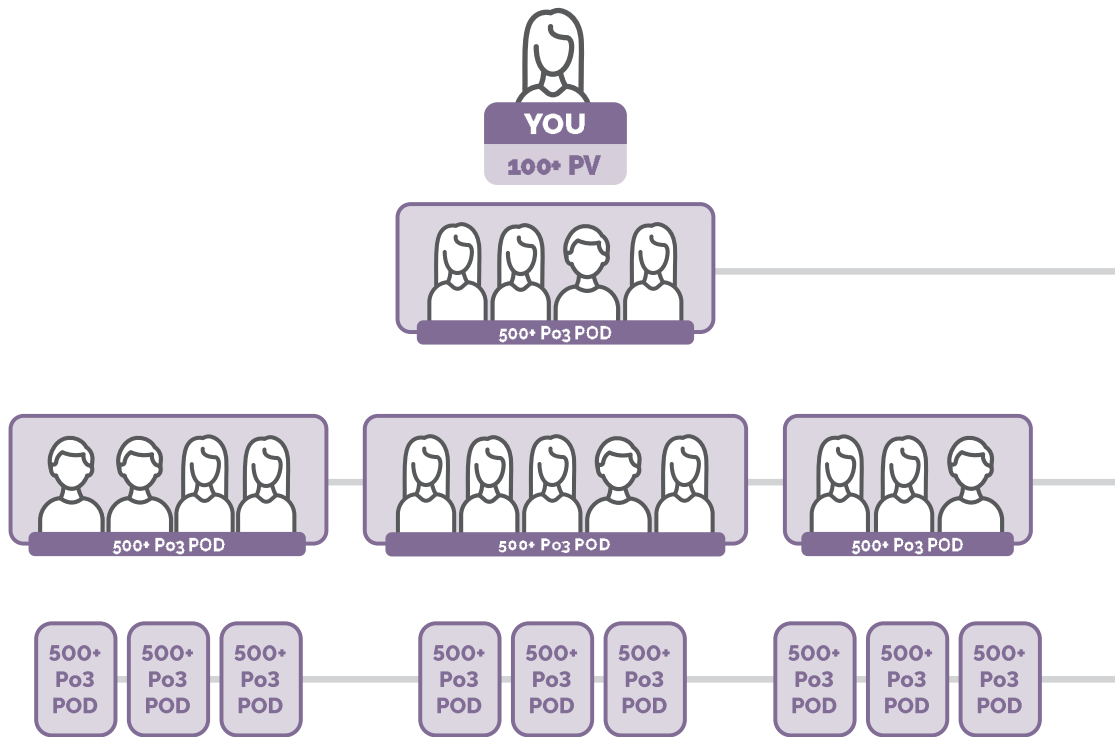
How it works
Earn 25% profit on purchases made by Retail customers (customers who don't have a doTERRA membership)



Fast Start

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.





Power of 3 Bonus

How it works

LEVEL 1 | 1,600฿

- 1 Order 100+ Personal Rewards Volume*
 - 2 Create 500+ in Rewards 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 | 8,000฿

- 1 Earn your 1,600฿ AND
- 2 Help 3 people on your frontline earn their 1,600฿ Bonus
- 3 Rank as Elite

LEVEL 3 | 40,000฿

- 1 Earn your 8,000฿ AND
- 2 Help 3 people on your frontline earn their 8,000฿ Bonus
- 3 Rank as Silver

POWER OF 3 BONUS + BOOST EARNING POTENTIAL

Power of 3 Bonus	400+ PGV	800+ PGV	Earn up to
Level 1 – 1,600฿	1,600฿		3,200฿
Level 2 – 8,000฿	1,600฿	4,000฿	12,000฿
Level 3 – 40,000฿	1,600฿	4,000฿	44,000฿

Power of 3 Boost

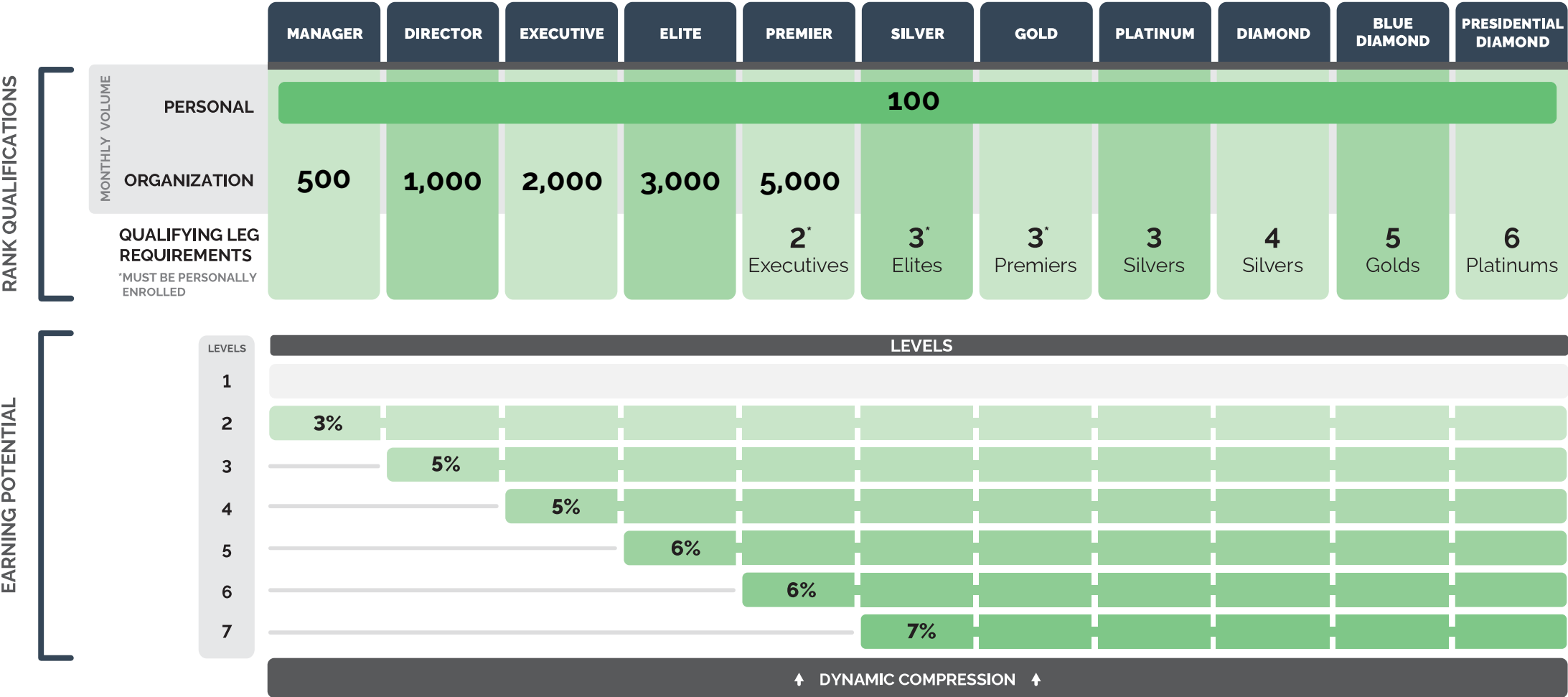
How it works

Get your LRP pod(s) in place for the Power of 3 bonus. Reach Personal Growth Volume and boost your earning! The boost is paid out in addition to the Power of 3 bonus. Each Wellness Advocate can qualify for one boost per month.

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.

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 earning are through the Unilevel structure.



- Team Growth Volume (TGV): TGV includes all volume in the current month coming from team members who enrolled or reactivated in the previous 12 months, within a defined number of levels on your sponsor tree (determined by rank). Volume ordered in the month of enrollment or reactivation is excluded from the calculation of TGV.
- Wellness Advocates Elite through Gold must reach Team Growth Volume requirements to earn their deepest two levels of Unilevel.
- For Elite, 300 TGV must include a minimum of 100 TGV from personally enrolled member.

	Elite	Premier	Silver	Gold
TGV	300*	400	500	600
Sponsor Leaders	3	4	5	6

Pools

How it works

By qualifying for top ranks, Wellness Advocates can earn a percentage of doTERRA 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%			

- 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 member.
- 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.
- Growth Requirements:** These requirements are calculated monthly based on Team Growth Volume determined by rank.
- Diamond Pool, Blue Diamond Pool, and Presidential Diamond 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 growth requirement, 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.