

NOTICE OF AMENDMENT : MAY 1 ,2025



dōTERRA Wellness Advocate

The dōTERRA **Compensation Plan Elevated** arrives in Thailand!

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 **7 days** following the approval of the plan by the relevant Thailand authorities, but no sooner than 30 days following the date of this notice.

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)

dōTERRA Wellness Advocate,

We are excited to announce that 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.

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.

As always, Member Services and Account Managers are available and excited to help you understand these updates, as soon as they are approved by the Thailand authorities, 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 (CEO)