



Power of 3 Pod Flexibility

Power of 3 just got more flexible. If you've ever reached the end of the month a little short on Pod Volume, this update gives you more ways to close that gap without having to change your business strategy. Here's what's new, what isn't changing, and answers to questions you might have.

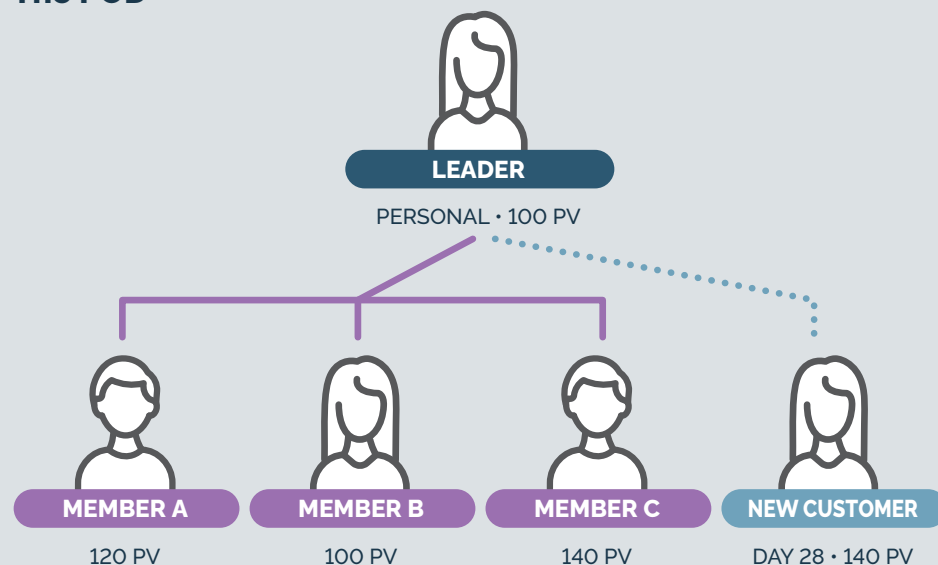
What's Changing

- + Up to 200 PV of your 500 PV Pod Volume requirement can now come from any frontline volume, not just dōTERRA Rewards.
- + The additional volume can come from enrollment product orders, standard orders and Rewards orders, whether or not they have a future Rewards order set up to process.

What Isn't Changing

- + Each Pod must have a total of 500 PV or more. 300 PV must be Rewards Volume. We still recommend working towards meeting the full 500 Pod volume requirement with dōTERRA Rewards. That is the strongest, and most stable way to qualify every month.
- + 100 PV of the 500 PV Pod must be personally enrolled
- + Power of Three earners still need their personally qualifying order each month

The POD



Rewards Volume 300 PV Required

360 PV (60 Above Requirement)

POD Volume 500 PV Required

360 PV + 140 PV
New Customer
= 500 PV (Requirement Met)

Questions About This Change

Q. Do I need to do anything to take advantage of this?

No. There's nothing to set up or opt into. If your Pod Volume qualifies under the new rules, it will be reflected automatically. And if you're meeting the Power of 3 qualifications under the old rules, those qualifications will satisfy the new rules with no changes necessary.

Q. What counts as "frontline volume"?

dōTERRA Rewards orders, enrollment product orders, and standard orders placed by anyone sponsored on your frontline all count toward the flexible 200 PV portion.

Q. Does this change what I should be teaching my team?

No. Keep building toward 500 PV in Rewards orders; that guidance hasn't changed. Think of this update as extra room to work with in a slower month, not a new target.

Q. Will my Back Office tracker reflect this right away?

Your Power of 3 tracker will be updated before the end of August to reflect the new pod flexibility.

Q. Is there any downside to relying on this flexibility instead of 500 PV in Rewards each month?

No, there's no penalty either way. A Pod built on 500 PV in dōTERRA Rewards is simply more predictable month to month, since it isn't dependent on closing the gap each month.

Q. What about the 100 PV Personally Enrolled Pod Volume requirement, how's that impacted by this change?

The same flexibility that's being introduced to Pod volume will apply to the 100 PV Personally Enrolled Pod Volume requirement as well. That requirement can now be satisfied by any combination of orders (totaling 100 PV) placed by members you personally enrolled on your frontline.

Q. How does this impact my qualifications for the level 2 or level 3 Power of 3 bonus?

The same flexibility applies to all your qualifying Pods. This means that if you have a gap in any of your Pods, that gap can be filled with enrollment product orders, standard orders, Rewards orders, or any type of order.

Questions About Compensation Plan Changes

Q. Why is dōTERRA making changes to the compensation plan?

We are committed to continuous improvement. Refinements like this one come directly from listening to leaders through feedback, surveys, conversations with the field, and extensive analysis. We are always looking for opportunities to remove friction, reward leaders more effectively, and preserve the behaviors that create lasting success.

Q. Will a change like this affect my rank or title?

No. This kind of update only adds flexibility. It won't impact rank or title.

Q. Who can I talk to if I still have questions?

Start with your upline leader. They're an amazing resource and may be able to answer many of your questions. You can also reach out to our Business Advancement Team (businessadvancement@doterra.com) for questions or needs specific to your account.

Where To Go for Help

- + **Your upline leader** for strategy questions and how this applies to your team.
- + **Business Advancement Team** for account-specific or Back Office questions.
- + **Your Back Office tracker** for your current, real-time qualification status.

These refinements are a direct result of your feedback! You expressed your needs and we worked together to discover an empowering solution. We hope this not only makes your month a little easier, but that it helps you truly take advantage of all the tools and resources we have to support the amazing work you do every day.

— *The dōTERRA Team*