

## EMPOWERMENT BONUS - US

dōTERRA is excited to announce a compensation plan enhancement that provides an additional bonus to actively building Premier and Silver ranked leaders. This pool is intended to empower emerging leaders with additional income to continue building their dōTERRA businesses and to recognize and reward their efforts.

### WHAT IS THE EMPOWERMENT BONUS?

This bonus is a pool, similar to the Leadership and Performance pools, which pays out shares based on the number of Wellness Advocates who qualify. The total sum of the pool will be made up of 1% of global company volume. Each Premier and Silver who qualify will receive one share in the Empowerment Pool.

### WHAT ARE THE QUALIFICATIONS FOR THE EMPOWERMENT BONUS?

First, a Wellness Advocate must be paid as a Premier or Silver that month. Second, the Wellness Advocate needs to be the personal enroller on a new member (Wholesale Customer or Wellness Advocate) who enrolls with 100 PV or higher order that month.

### IS THIS BONUS RECEIVED WEEKLY OR MONTHLY?

The Empowerment Bonus is paid out with primary commissions between the 15th and 20th of the month following qualifications. Wellness Advocates will see this bonus appear near the end of the commission statement.

### CAN THE EMPOWERMENT BONUS BE EARNED MORE THAN ONCE?

Yes, this bonus can be earned monthly as long as the qualifications are achieved each month.

### WILL SILVERS STILL RECEIVE A SHARE IN THE LEADERSHIP POOL?

Yes. Silvers will still be paid in the Leadership Pool—one share for hitting Silver with the potential to earn extra shares for new personally enrolled, first-time-hitting Elites.

