

A vibrant sunset sky with a warm orange and yellow glow. Numerous birds are silhouetted against the bright light, flying in various directions. The foreground is filled with the dark, silhouetted tops of tall grasses. The overall mood is peaceful and hopeful.

EARNING
WITH dōTERRA®



Make money with dōTERRA

Welcome to earning with dōTERRA. In this guide, you'll discover the many ways you can earn money by sharing powerful and pure dōTERRA® products. dōTERRA's compensation plan is designed to help you earn income in a way that fits your lifestyle. Whether you're looking to earn right away or build a sustainable, flexible business over time, there's an opportunity for you to **earn extra income with the lifestyle you want.**

dōTERRA's business model allows you to **share what you love and make a difference in others' lives while creating recurring financial opportunity.** With dōTERRA's compensation plan, you can make an impact, build a legacy, and create a life you love.



Table of Contents

<u>3</u> Make Money with dōTERRA	<u>14</u> Growth Metrics	<u>24</u> Discover the Possibilities
<u>6</u> Ways to Earn	<u>16</u> Unilevel	<u>26</u> Earnings Summary
<u>8</u> Fast Start	<u>18</u> Pools	<u>28</u> dōTERRA Rewards
<u>10</u> Power of 3 Bonus	<u>21</u> Retail Profit	<u>30</u> Business Resources
<u>12</u> Power of 3 Boost	<u>22</u> Path to \$500	<u>32</u> Key Terms Summary

Specific details of the dōTERRA compensation plan, including commission percentages and qualification criteria, may vary and are subject to updates. Wellness Advocates should refer to the full compensation plan in the dōTERRA policy manual for the most accurate and current information. With any inconsistency, the policy manual controls.

Ways to Earn

Getting Started

Your love of dōTERRA products and your desire to share them with others is the **foundation of a strong business**—a business that will continue to **change countless lives**. As you expand your reach, you will make a lasting impact around the world.

As a **Wellness Advocate**, there are many ways to earn with dōTERRA.

Commissions

Earnings paid out on product sales.

Bonuses

Earnings paid out when you meet specific sales structure and rank requirements.

Fast Start

Power of 3

Unilevel

Pools

Retail Profits

See dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure

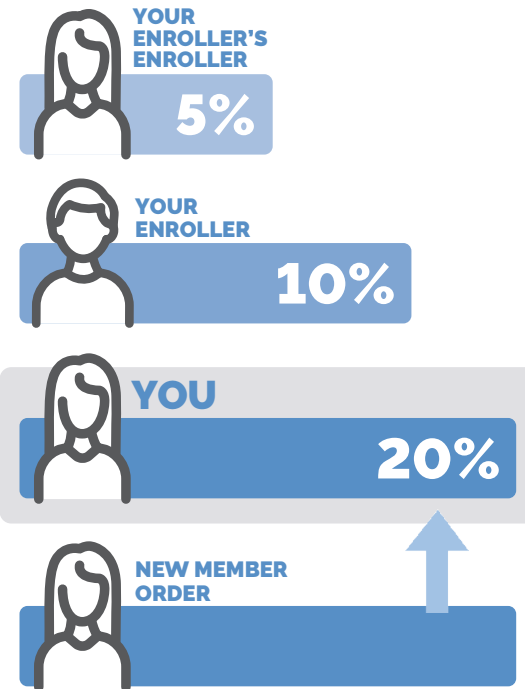
Fast Start

Fast Start is designed to provide you with income right away as you share dōTERRA® products.

How it works

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.

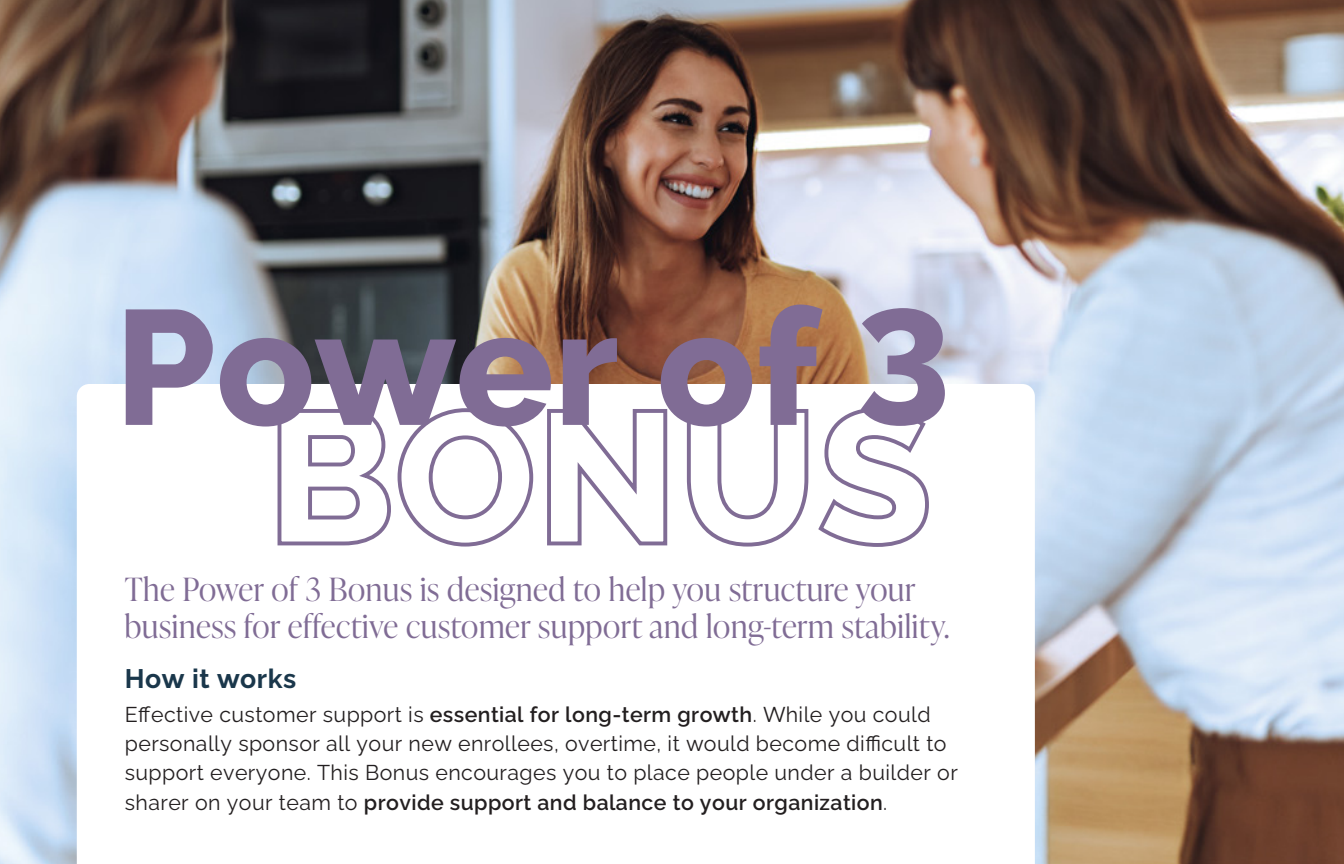
To qualify to receive Fast Start earnings, you must place a Rewards order (or enrollment order) of 100 PV or more monthly and have a recurring Rewards order set up on your account.



See dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure

Paid to **Enroller**
Paid **Weekly**
Earn **20%, 10%, and 5%** on CV

💡 Fast Start can be used as a weekly growth indicator for your business. The more people you introduce to dōTERRA, the more your Fast Start will grow.

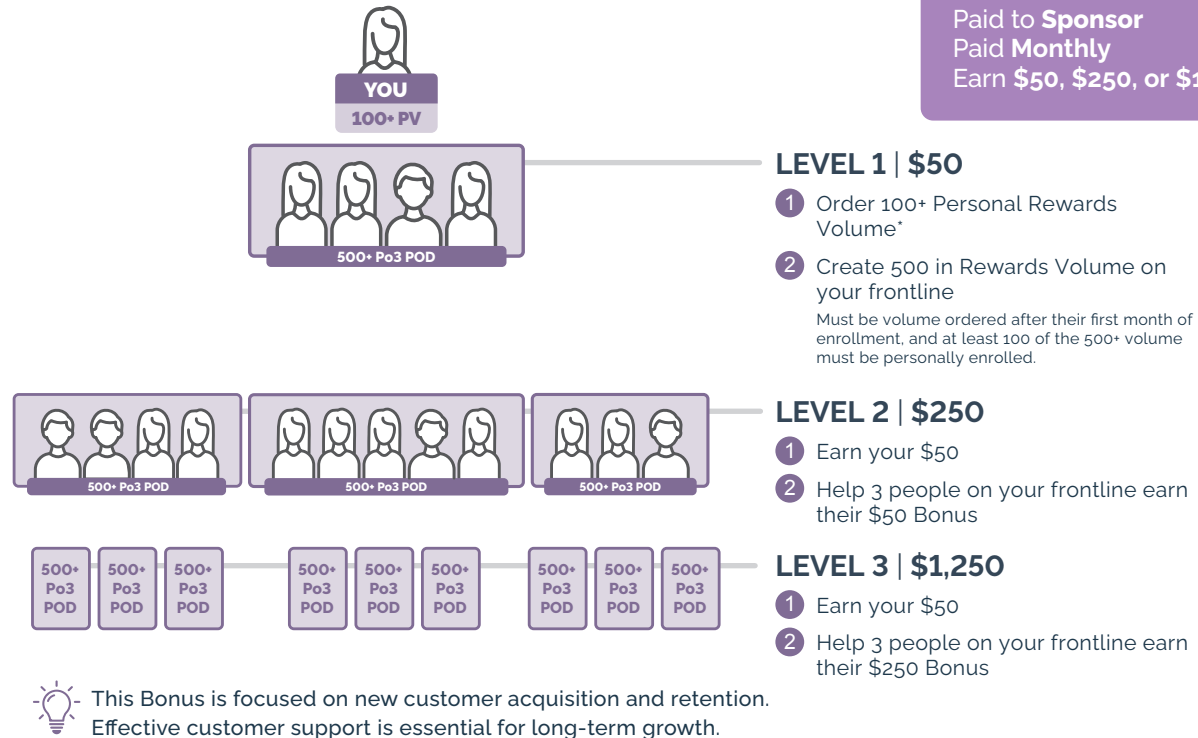


Power of 3 BONUS

The Power of 3 Bonus is designed to help you structure your business for effective customer support and long-term stability.

How it works

Effective customer support is **essential for long-term growth**. While you could personally sponsor all your new enrollees, overtime, it would become difficult to support everyone. This Bonus encourages you to place people under a builder or sharer on your team to **provide support and balance to your organization**.



Paid to **Sponsor**
Paid Monthly
Earn \$50, \$250, or \$1250

Power of 3 BOOST

The Power of 3 Boost is designed to reward you for growing your team by doubling your \$50 or \$250 Bonus.

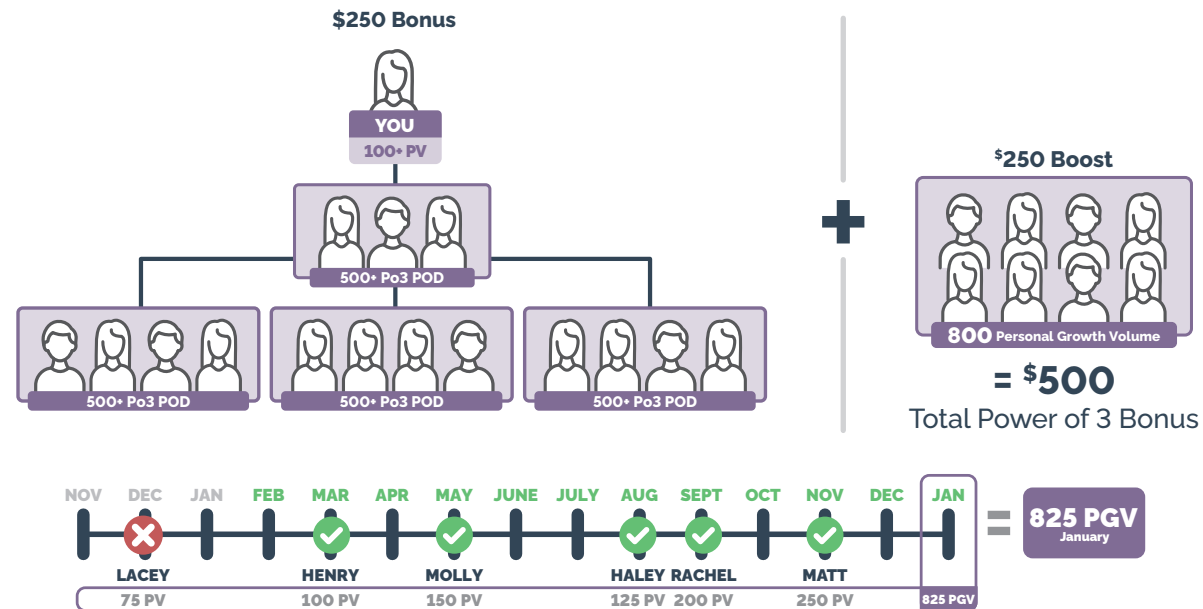
How it works

When your Power of 3 Pod(s) are in place for the Power of 3 Bonus and you reach Personal Growth Volume (PGV) targets you Boost your earnings! The Boost is paid out in addition to the Power of 3 Bonus. Each Wellness Advocate can qualify for one Boost, per account, per month. Here you can see the total earnings available for the Power of 3 Bonus and Boost together.

POWER OF 3 BONUS + BOOST EARNING POTENTIAL				
POWER OF 3 BONUS	400+ PGV	800+ PGV	1,200+ PGV	EARN UP TO
LEVEL 1 (\$50)		\$50		\$100
LEVEL 2 (\$250)	\$50	\$250		\$500
LEVEL 3 (\$1,250)	\$50	\$250	\$500	\$1,750

POWER OF 3 BONUS WITH BOOST

Earn \$500 by qualifying for your Power of 3 \$250 Bonus and your \$250 Boost!



Growth Metrics

Reaching Growth Metrics in each of these areas will help you make the most of your commission earnings.

PERSONAL GROWTH VOLUME (PGV)

The total amount of Rewards Volume in the current month from personally enrolled members who enrolled in the previous 12 months. These members can be sponsored anywhere in your team. Volume ordered in the month of enrollment is excluded from the calculation of PGV.

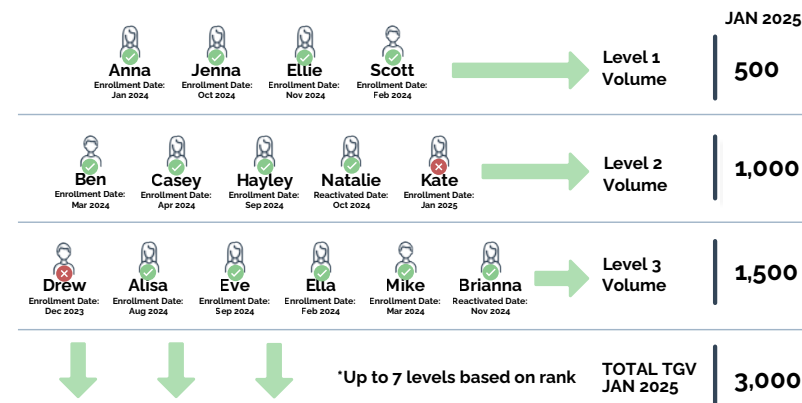
	Jan '25	Feb '25	Mar '25	Apr '25	May '25	Jun '25	Jul '25
Jenna Enrollment Date: Jan. 23, 2024		125 PV	125 PV	125 PV	200 PV	150 PV	150 PV
Emily Enrollment Date: Feb. 12, 2025			125 PV	125 PV	150 PV	125 PV	125 PV
Scott Enrollment Date: Mar. 6, 2025				125 PV	125 PV	125 PV	125 PV
Sonny Enrollment Date: Mar. 21, 2025				100 PV	125 PV	100 PV	100 PV
Total Personal Growth Volume		125	250	475	600	500	500

TEAM GROWTH VOLUME (TGV)

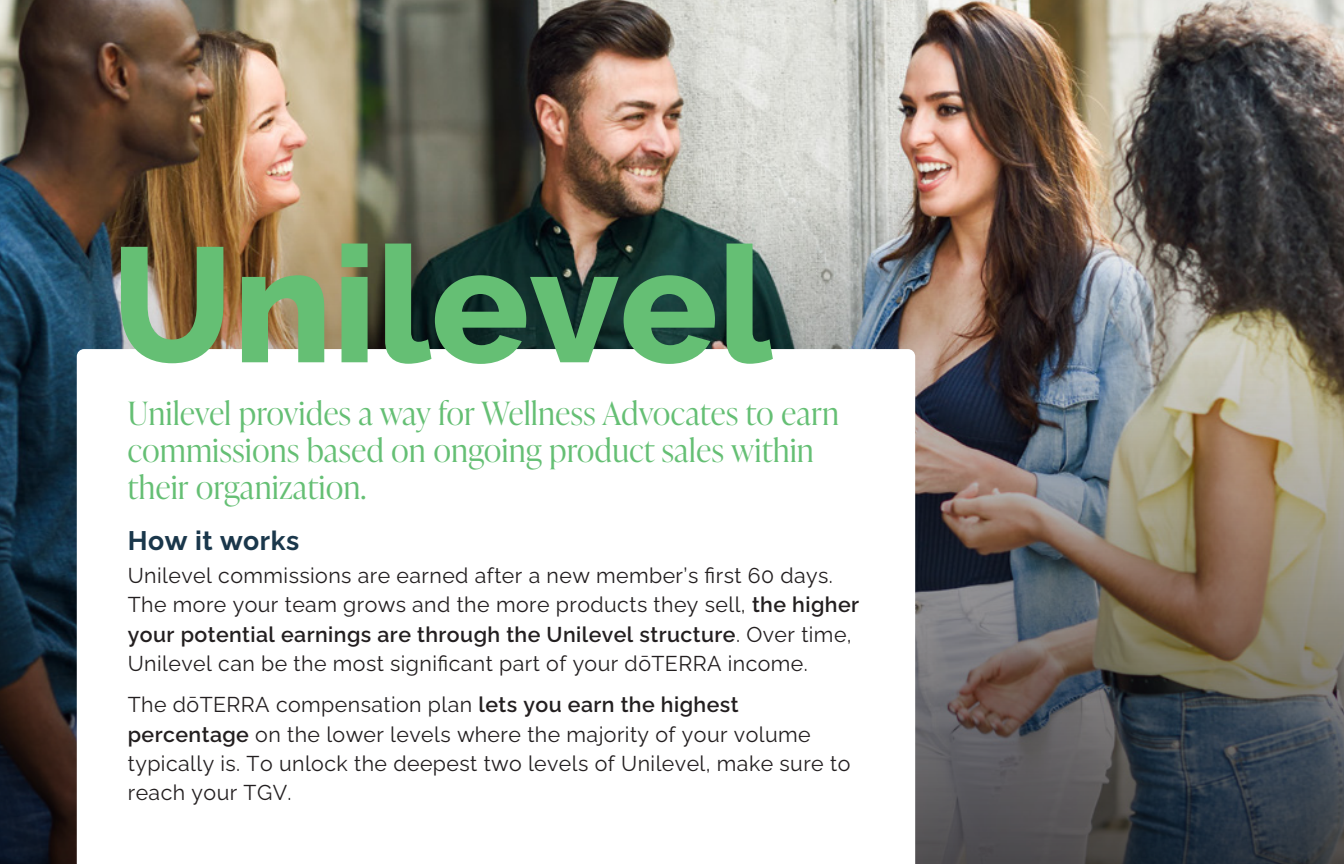
The total amount of Volume in the current month from team members who enrolled or reactivated in the previous 12 months, within a defined number of sponsor levels (determined by your rank). Volume from newly enrolled or reactivated members contributes to TGV beginning the month following enrollment or reactivation for 12 months.

Based on your paid rank in a given month, for Elites and above, you include members on your team within a specific number of sponsor levels, to contribute to your total TGV, as defined in the chart below:

Rank	Sponsor Levels	TGV
Elite	3	300
Premier	4	400
Silver	5	500
Gold	6	600
Platinum+	7	See Pools



Any orders placed in the enrollment or reactivation month are excluded from the calculation of TGV.



Unilevel

Unilevel provides a way for Wellness Advocates to earn commissions based on ongoing product sales within their organization.

How it works

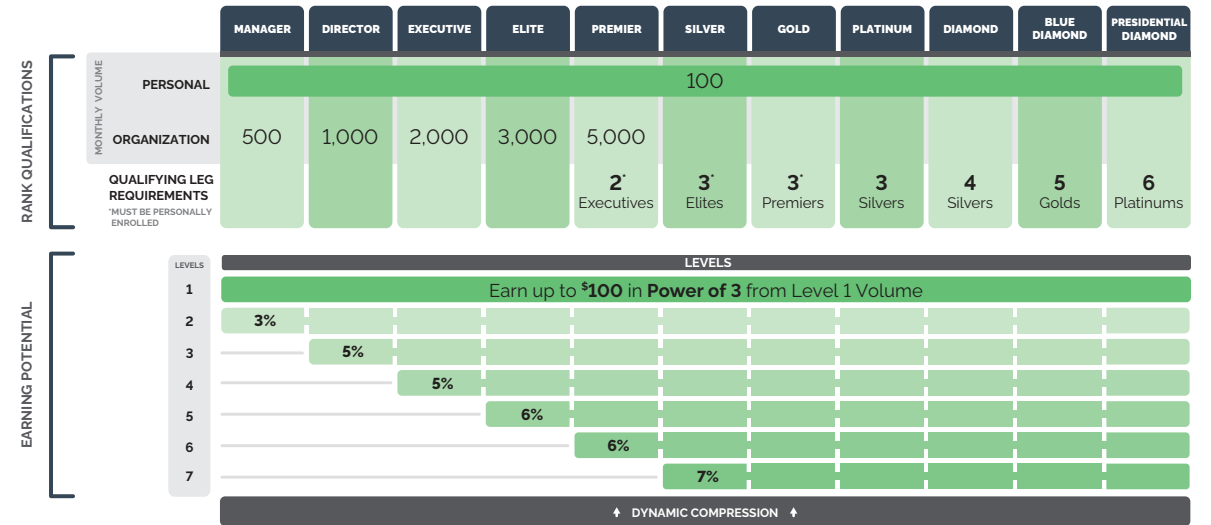
Unilevel commissions are earned after a new member's first 60 days. The more your team grows and the more products they sell, **the higher your potential earnings are through the Unilevel structure.** Over time, Unilevel can be the most significant part of your dōTERRA income.

The dōTERRA compensation plan **lets you earn the highest percentage** on the lower levels where the majority of your volume typically is. To unlock the deepest two levels of Unilevel, make sure to reach your TGV.



By offering product education, encouraging customer loyalty, and providing business support, you can strengthen your team and increase customer retention, leading to higher Unilevel earnings.

Paid to **Sponsor**
Paid **Monthly**
Earn **3-7%** on CV



Pools

Pools recognize and incentivize top-performing leaders. These Pools provide additional bonuses to Wellness Advocates who achieve specific rank and enrollment requirements during a given month.

How it works

dōTERRA offers six Pools, each tailored with specific ranks, performance requirements, and opportunities to **earn extra shares** based on the Pool's criteria. Each month you achieve and maintain a rank between Premier and Presidential Diamond, **you can qualify to earn a share of dōTERRA's Company Volume** from one or more Pools.

Paid to Ranks
Paid Monthly
 Earnings vary based on **dōTERRA Company Volume (DCV)**

POOLS OVERVIEW

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%			



Pools recognize and incentivize top-performing leaders by rewarding you with a percentage of global sales, regardless of where you're building your dōTERRA business.

TEAM GROWTH VOLUME SUMMARY

Remember, reaching Team Growth Volume targets helps you maximize your earnings in Unilevel and Pools.

	RANK	SPONSOR TREE LEVELS	TEAM GROWTH VOLUME	UNLOCK WITH GROWTH METRIC
Unilevel	ELITE	3	300*	4 th and 5 th Levels
	PREMIER	4	400	5 th and 6 th Levels
	SILVER	5	500	6 th and 7 th Levels
	GOLD	6	600	6 th and 7 th Levels
Pools	PLATINUM	7	4,000	Performance Pool
	DIAMOND	7	6,000	Performance & Diamond Pools
	BLUE DIAMOND	7	12,000	Performance & BD Pools
	PRESIDENTIAL DIAMOND	7	18,000	Performance & PD Pools

Wellness Advocates' Team Growth Volume (TGV) will be determined by their paid rank.

*For Elites, 100 of the 300 TGV must be personally enrolled.

Retail Profit

Retail Profit is the simplest of the commission types. You simply need to have an active Wellness Advocate account to earn it.

How it works

When someone purchases products at retail prices, you receive retail profits—which is 25% of the retail sale.

Paid to **Enroller**
Paid **Weekly**
Earn **25%**



YOU

\$25 PROFIT

↑
RETAIL PROFIT **25%**



RETAIL CUSTOMER ORDER

\$100 PURCHASE

Path to \$500

Share. Earn. Thrive. Your path to \$500 starts here.

Wellness should be simple—and so should earning extra income. With dōTERRA, you can turn sharing natural, effective wellness solutions into a sustainable income that fits into your life.

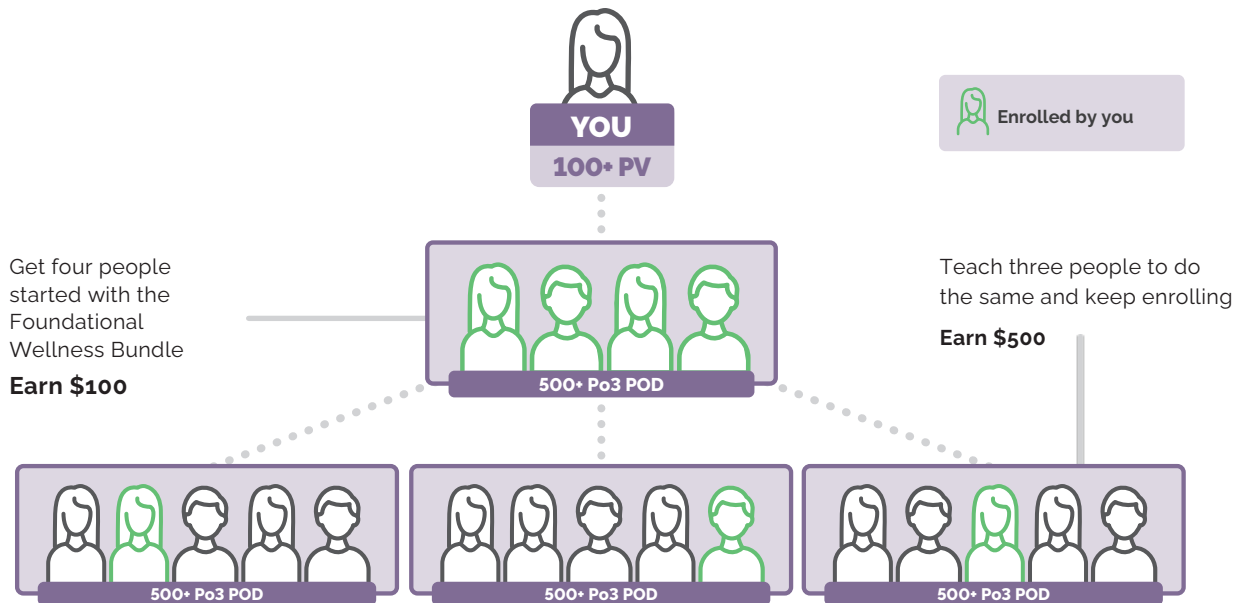
How it works:

Earn \$500 with the Power of 3 Bonus and Boost each month. By helping just four people get started with the Foundational Wellness Bundle as Rewards orders, you'll earn \$100.* Help three of them earn their \$100, and you'll earn \$300. Help at least three more people get started with the Foundational Wellness Bundle as Rewards orders and earn \$500 a month or more—without pressure, complicated sales tactics, or rigid schedules.

*You must have an order of 100 PV or more to qualify. See compensation plan for details.

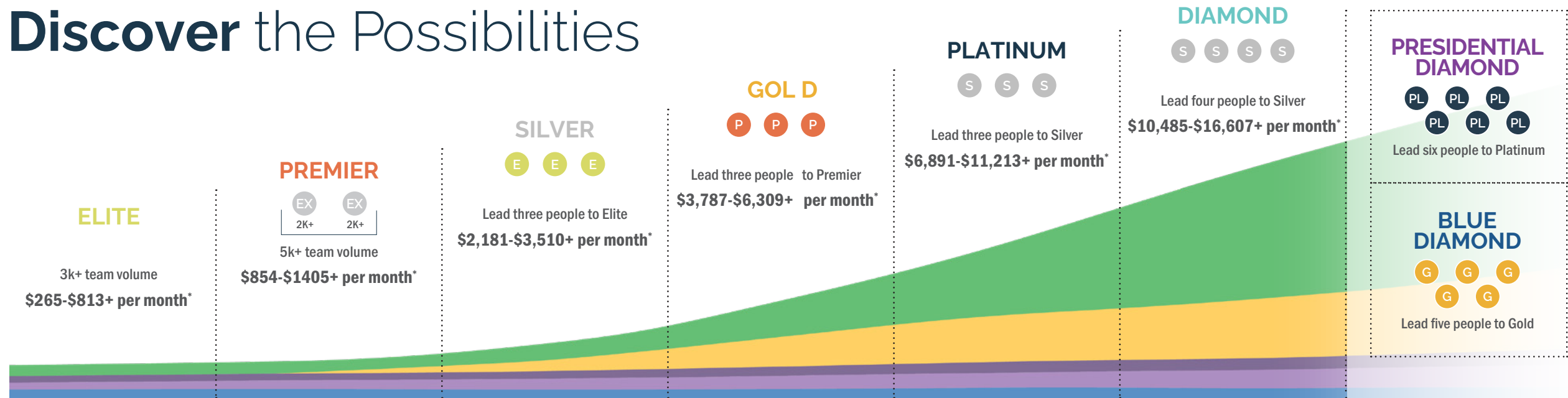
Results vary based on time, effort, and skill. Expenses may be incurred. For more information see the dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure.

Get your \$500 by qualifying for your Power of 3 \$250 Bonus and your \$250 Boost!



See dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure

Discover the Possibilities



*Results vary based on time, effort, and skill. See the dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure. Most Wellness Advocates (WAs) join to purchase product at a discount and not to earn compensation. An active WA is one who made a purchase, enrolled another account, or received compensation, and includes WAs who received no compensation. The average monthly compensation paid to all active US WAs during the third quarter of 2025 was \$72. The average monthly compensation paid to US WAs who received compensation in January through November 2025 was \$156. The income ranges for each rank are based on compensation paid in June through November 2025. The lower end of each range is the median and the upper end is the 80th percentile. The percentage of all active US WAs who reached the following ranks in January through November 2025 is Elite: 4%, Premier: 0.9%, Silver: 0.6%, Gold: 0.2%, Platinum: 0.1%, Diamond: 0.1%, Blue Diamond: <0.1%, and Presidential Diamond: <0.1%. Ranks below Elite are not displayed. Compensation information does not include expenses, which may be incurred. See full compensation plan for details.

dōTERRA's opportunity doesn't stop at Diamond. A small percentage of Wellness Advocates progress beyond Diamond and reach ranks of Blue Diamond and Presidential Diamond, which provides them with additional income opportunities that you can learn about.

See Compensation Plan for complete details

Early Earnings

As you get started with dōTERRA, your early earnings will primarily come from your weekly Fast Start and monthly Power of 3 Bonus as you work to grow your team.

FAST START

Paid weekly on new enrollee volume for their first 60 days.



5%



10%



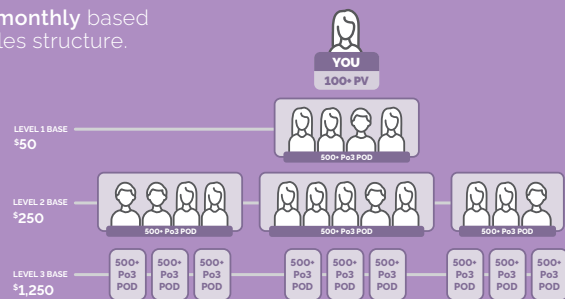
20%



NEW MEMBER ORDER

POWER OF 3 BONUS & BOOST

Paid monthly based on sales structure.



POWER OF 3 BONUS + BOOST EARNING POTENTIAL

POWER OF 3 BONUS	400+ PGV	800+ PGV	1,200+ PGV	EARN UP TO
LEVEL 1 (\$50)	\$50	\$50	\$50	\$100
LEVEL 2 (\$250)	\$50	\$250	\$250	\$500
LEVEL 3 (\$1,250)	\$50	\$250	\$500	\$1,750

Additional Earnings

As you grow your team, build and retain your customer base, and find business partners, you qualify for additional earnings through bonuses tied to your organizational size and rank.

POOLS

Paid monthly to reward leadership: 8% of company volume divided among leadership ranks.

1.50%

Premier, Silver, and Gold

2%

Silver, Gold, and Platinum

1.50%

Platinum+ ranks

1%

Diamonds

1%

Blue Diamonds

1%

Presidential Diamonds

UNILEVEL

Paid monthly on your Volume outside the Fast Start bonus window (member's first 60 days). The following is an illustration of a possible organization. Get paid seven levels deep with higher percentage on larger lower levels. Dynamically compresses up past members not qualified by rank.

Level 1: Earn up to \$100 in Power of Three from Level 1 volume

Level 2 3% 9 \$40

Level 3 5% 27 \$243

Level 4 5% 81 \$850

Level 5 6% 243 \$3,037

Level 6 6% 729 \$9,598

Level 7 7% 2187 \$32,562

Levels in your organization

Percentage paid on monthly volume

Number of people

Income based on 150 PV orders

Leveraging dōTERRA Rewards to Grow Your Business

Empower your customers and grow your business by introducing them to dōTERRA Rewards. dōTERRA Rewards allows you to help engage and reward customers on their monthly purchases **while helping you reach new business milestones.**

By participating, you **unlock additional earning potential** through commissions and bonuses like Fast Start, Power of 3, and Unilevel. Consistently placing a monthly Rewards order of at least 100 PV helps you meet volume and growth requirements, improve customer retention, and set yourself up for **long-term success.**



Helping your customers become loyal product users is one of the best things you can do for your business.

Create Loyal Customers through Foundational Wellness

Helping customers build their wellness routine is easy with the dōTERRA® Foundational Wellness Bundles. These bundles have been curated to help everyone **build a strong, yet simple daily routine** that lays the groundwork for solid overall health and wellness.*

By educating and encouraging your customers to add a Foundational Wellness Bundle to their monthly order, you not only help those customers build a strong foundation for their health, **you can create a strong foundation for your business.**

Loyal customers are essential to building a lasting business with dōTERRA. As you strive to help your customers have product experiences and use dōTERRA products every day, you inspire consistent action, which leads to momentum and growth within your business.

*These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure, or prevent any disease.



BUSINESS RESOURCES

To help you succeed, we've curated a collection of powerful resources just for you. These resources will equip you with the knowledge and materials you need to grow your business. Whether you're looking for education, marketing materials, or just a little inspiration, we've got you covered!



Wellness Made Simple:

This class presentation equips you to confidently share the dōTERRA Wellness Lifestyle through simple, science-backed solutions using our Foundational Wellness products and essential oils. As you help others integrate these powerful daily habits, they'll recognize the essential role dōTERRA plays in their wellness—deepening trust, loyalty, and long-term customer relationships.



Digital Marketing Assets for VMG+™:

Once you experience the benefits of VMG+, it's only natural to want to lean on the Digital Marketing Kit for beautifully crafted, shareable presentations and printables that make it easy to communicate the powerful, life-enhancing benefits of this advanced, delicious foundational product.



Launch Guide:

Now that you've discovered the dōTERRA opportunity, it's time to turn purpose into action, and the Launch Guide is your go-to resource for getting started. It features smart business strategies, class tips, and essential tools—because wherever you are on your path, dōTERRA is here to support your success.

KEY TERMS

SUMMARY

Commissionable Volume (CV)

The volume assigned to each product that's eligible for commissions, determining the commission rewarded to Wellness Advocates.

Enroller

The person who brings a new member to dōTERRA. Holding enrollership of team members can help a Wellness Advocate qualify for rank and Fast Start commissions.

Levels

Your personally sponsored members make up your first level, or frontline, and as they sponsor new members, those individuals for subsequent levels on your team.

Personal Growth Volume (PGV)

The total amount of Rewards qualifying volume in the current month from personally enrolled members who enrolled in the previous 12 months.

Pod (Power of 3)

A grouping of 500 in PV from Rewards orders on your frontline. Used when speaking about the Power of 3 Bonus.

Power of 3 Boost

An additional bonus you may earn after meeting your Power of 3 Bonus.

Rewards Volume

dōTERRA Rewards volume post-enrollment month.

Sponsor

The person under whom a new member is directly placed. A sponsor is also referred to as a member's direct upline. Sponsor assignments determine the depth of the organization and are important for Power of 3 and Unilevel commissions.

Team Growth Volume (TGV)

The total amount of Volume in the current month from team members who enrolled or reactivated in the previous 12 months, within a defined number of sponsor levels (determined by your rank). Volume from newly enrolled or reactivated members contributes to TGV beginning the month following enrollment or reactivation for 12 months.

Wellness Advocate (WA)

Individuals who join dōTERRA to purchase products at wholesale prices with the option to participate in the business opportunity.

Wholesale Customer (WC)

Individuals who join dōTERRA and purchase products at wholesale prices. Wholesale Customers do not earn commissions or bonuses through dōTERRA's compensation plan. However, they can qualify for additional benefits and incentives through dōTERRA's Rewards Program.



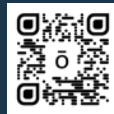
“Action breeds confidence, and confidence is a vital part of succeeding in any endeavor. Casting a vision, problem solving, strategizing, seeing the best version of people, and helping them achieve things they never thought possible is my absolute favorite thing to do, and dōTERRA allows me to do just that! I’m never going anywhere else.”

Jessica Moultrie | Presidential Diamond, Founder 2.0

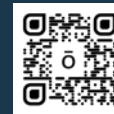
LEGAL NOTICE

Results vary based on time, effort, and skill. See the dōTERRA Opportunity and Earnings Disclosure Summary at doterra.com/disclosure. Most Wellness Advocates (WAs) join to purchase product at a discount and not to earn compensation. The average monthly compensation paid to all active US WAs during the last quarter of 2024 was \$69. An active WA is one who made a purchase, enrolled another account, or received compensation, and includes WAs who received no compensation. The average monthly compensation paid to US WAs who earned compensation in 2024 was \$143. Compensation information does not include expenses, which may be incurred.

Scan to Access




Policy Manual



Fine Print



Compensation Plan
Resources



“The world needs your light. People are waiting for the hope and solutions only you can bring. It’s time to unlock your highest potential and shine so brightly you cannot be ignored!”

Emily Wright

dōTERRA[®]
pursue what's **pure**[™]

©2026 dōTERRA Holdings, LLC, 389 South 1300 West,
Pleasant Grove, UT 84062 USA • doterra.com

All words with trademark or registered trademark symbols are
trademarks or registered trademarks of dōTERRA Holdings, LLC

For Use in the United States



v3

60233005