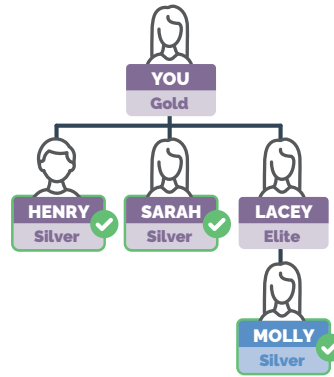


dōTERRA Compensation Plan **Elevated**

US Summary Document

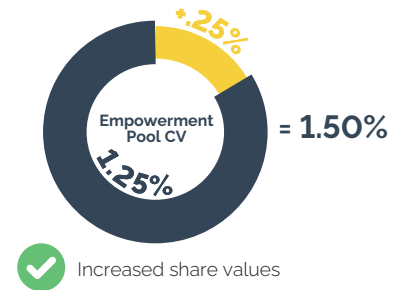
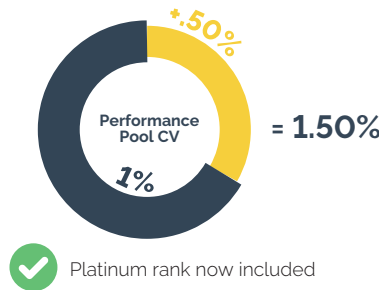
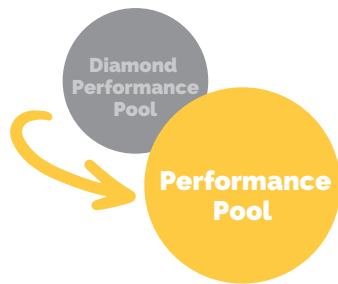
1 Rank Compression

Wellness Advocates achieve Platinum+ ranks using the closest qualified member of each sponsor leg. Qualifiers must be in the enrollment tree of the Wellness Advocate whom they qualify. One Wellness Advocate can qualify multiple people.



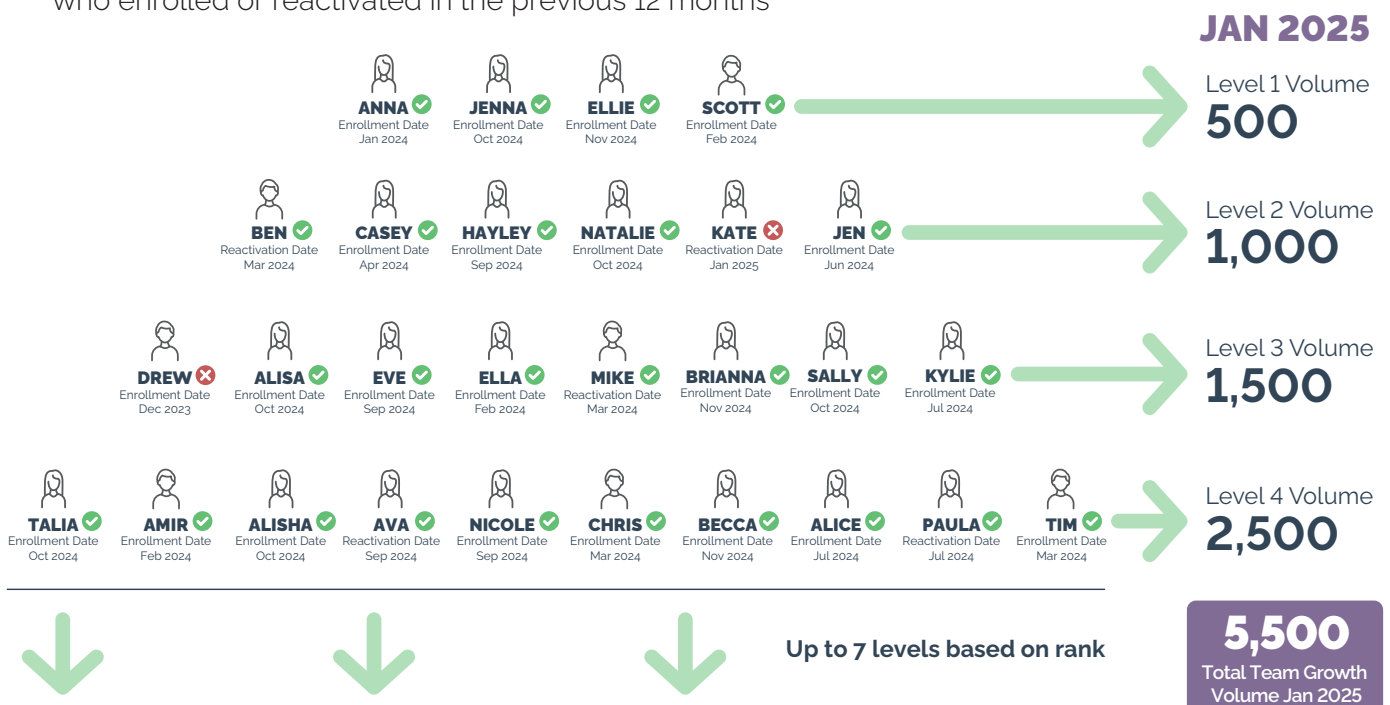
Platinum+ Rank Qualifier

2 Pool Enhancements



3 Team Growth Volume (TGV)

All volume in the current month coming from team members who enrolled or reactivated in the previous 12 months

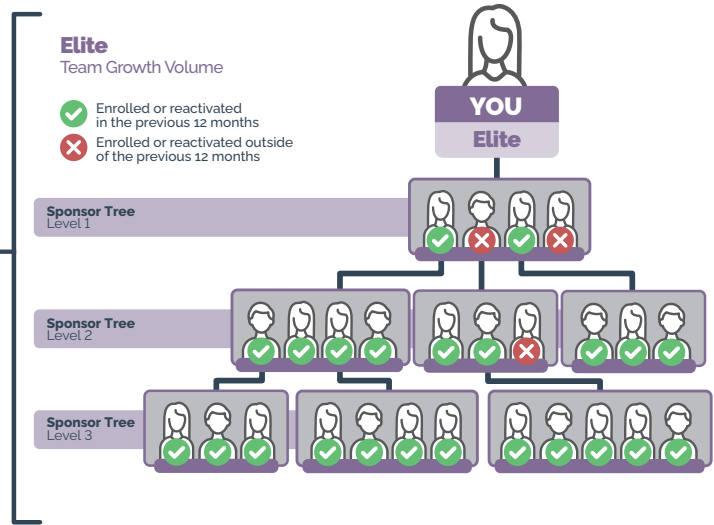


5,500
Total Team Growth Volume Jan 2025

3 Team Growth Volume (TGV) Continued

What Is a Team?

RANK	SPONSOR TREE LEVELS
ELITE	3
PREMIER	4
SILVER	5
GOLD	6
PLATINUM	7
DIAMOND	7
BLUE DIAMOND	7
PRESIDENTIAL DIAMOND	7



Growth Requirement—Pools

Wellness Advocates who qualify for the Performance, Diamond, Blue Diamond, and Presidential Diamond pools earn the full number of shares in those pools by achieving rank and Team Growth Volume.

PAID RANK	TEAM GROWTH VOLUME*	Achieve Rank 1 3	
		PERFORMANCE POOL	DIAMOND BLUE DIAMOND PRESIDENTIAL DIAMOND
PLATINUM	4,000	1 3	—
DIAMOND	6,000	3 4	2 4
BLUE DIAMOND	12,000	3 6	2 4
PRESIDENTIAL DIAMOND	18,000	3 8	2 4



For 12 months following a rank advancement, Wellness Advocates can qualify for full shares in the pool(s) for which they qualify by meeting the TGV of the rank immediately below the newly achieved rank.

4 Unilevel



Unilevel Level 1 update

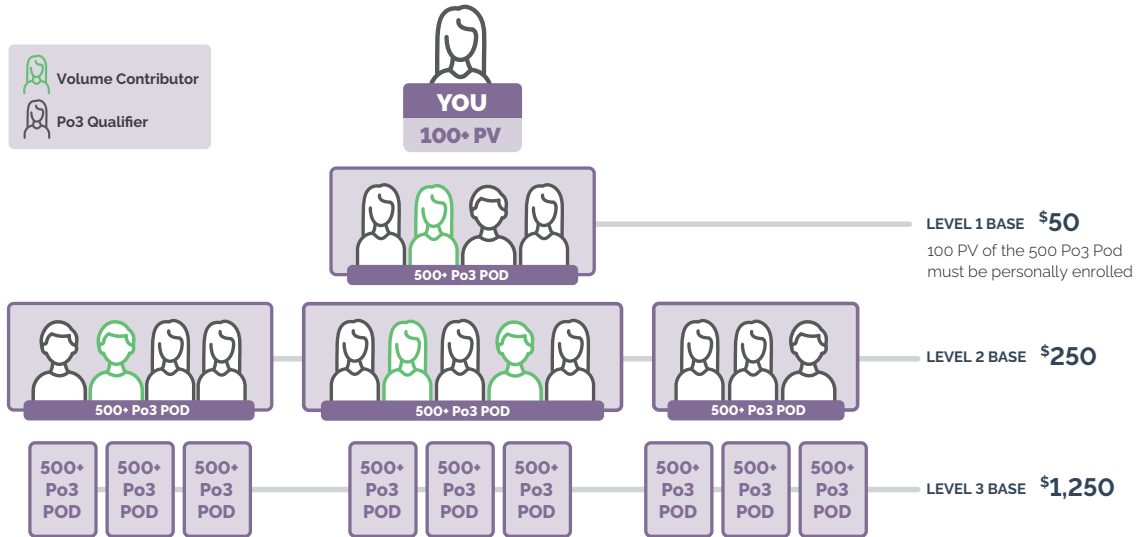
Growth Requirement—Unilevel

Wellness Advocates Elite to Gold need Team Growth Volume to earn their deepest two levels of Unilevel.

RANK	TEAM GROWTH VOLUME	SPONSOR TREE LEVELS
ELITE	300*	3
PREMIER	400	4
SILVER	500	5
GOLD	600	6

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

5 Power of 3—Simplified



6 Power of 3—Boost

Wellness Advocates who earn Power of 3 are able to boost their payout by achieving Personal Growth Volume targets. Each Wellness Advocate is eligible to earn one Boost per month and will be paid the highest Boost they are qualified for each month.

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

Boost Example



7 Personal Growth Volume (PGV)

Rewards Volume ordered in the current month from personally enrolled members who enrolled in the previous 12 months. Must be Rewards Volume ordered after their month of enrollment.

