

dōTERRA® Compensation Plan

The Fine Print

To have the smoothest possible transition to the Elevated Compensation Plan in 2025, here are a few fine print call outs to help you. See Elevated Compensation Plan in your local market Policy Manual for full details. With any inconsistency, the Policy Manual supersedes.

I. FAST START COMMISSION

Qualifications to Earn

Wellness Advocates are eligible to earn Fast Start each month they have dōTERRA Reward order(s) of 100 QV or more and keep an active subscription.

To easily qualify for all commissions and bonuses, set your subscription at over 100 PV and let it process on the best day for you each month. Doing so ensures you never miss a chance to earn commissions.

II. POOLS

Team Growth Volume: Pools

Each monthly commission period a Wellness Advocate may earn full shares in the Performance Pool and applicable Diamond Pool when they achieve applicable qualifying rank and are above the applicable Team Growth Volume (TGV) threshold. Each qualifying rank has a TGV threshold needed for full shares within Diamond Pools and Performance Pool. For Platinum and above ranks, TGV is calculated based on seven levels of their sponsor tree. TGV thresholds are subject to change annually.

Duplication and leadership development are critical to success in the dōTERRA opportunity, and Team Growth Volume (TGV) is a metric for Wellness Advocates to see growth from their team. TGV allows dōTERRA to identify when you are in growth mode and set you up to receive compensation that matches your effort and results.

Rank Advancement Benefit (Pools for Platinum+ Ranks)

Wellness Advocates who advance in rank for the first time are paid full shares each time they achieve their new rank for a 12-month period, starting with the month of rank advancement, provided they meet the TGV requirements of the rank immediately below their new rank. Wellness Advocates who advance two ranks at one time must meet the TGV requirement of the rank directly below the new highest rank. For example, a Gold who advances to Diamond will need to meet the Platinum TGV requirement for full shares in the Diamond and Performance Pools.

This benefit is for you and all Wellness Advocates who rank advance and need time for your TGV to catch up with your new rank.

Diamond Pool Equalization

Wellness Advocates that qualify as Diamond Rank within the Diamond Pool but are between the Platinum (4,000) and Diamond (6,000) TGV thresholds will earn at minimum the same amount from the pools as a Platinum above the threshold.

This measure ensures that achieving Diamond rank always leads to equal or greater income from the pools than achieving Platinum rank.

III. RANK

Rank Compression

Wellness Advocates have specified qualified leg requirements at Ranks Premier and above. Ranks Premier, Silver, and Gold need to hold personal enrollership of each of their qualifiers to meet these requirements. Ranks Platinum and above may qualify by holding personal enrollership of each of their qualifiers, or by using Rank Compression. Rank Compression qualified legs permit Ranks Platinum and above to qualify for Rank using the closest qualifying Wellness Advocate in each of their sponsor downlines, provided such qualifying Wellness Advocate is also within the Enroller's enrollment downline.

Rank compression maintains the dōTERRA focus on human connection and development of relationships, while also allowing more flexibility as you advance in Rank. It gives qualifiers the ability to work at their own pace and you the ability to focus on those who most want to grow. It allows multiple upline leaders to be equally incentivized to invest in up-and-coming talent. And it allows Platinum and above leaders to find and develop builders who are as committed to dōTERRA as they are, no matter where those builders fall in their organization.

Rank Compression and Multiplier Accounts (M1s)

For M1 qualifiers, the primary account and multiplier account(s) cannot both qualify from the same sponsor leg. The primary account will be qualified first, then the multiplier account will look for the highest rank possible without duplicating qualifiers in a leg.

As you grow your team to Presidential Diamond and beyond with a multiplier account, you are rewarded and paid on two or more dōTERRA accounts. So as you earn on a multiplier account, it's important to note that—to protect the stability of the pools—anything which qualifies your primary account cannot also be used to qualify an additional account.

Rank Compression and Founder's Clubs

Rank compression does not apply to Founders Club requirements or maintenance. Founders must have their in-market legs personally enrolled by them.

Where Rank Compression permits multiple persons to qualify, Rank Compression cannot be used for qualification or maintenance of a Founder's position.

V. UNILEVEL

Dynamic Compression

The compensation plan seeks to maximize payment to Wellness Advocates through dynamic compression. When a Wellness Advocate's Rank does not qualify the Wellness Advocate to receive a commission of a level associated with higher Ranks, the commission will roll up and be paid to higher qualified ranked Wellness Advocates, except when an Elite through Gold does not qualify for their deepest two levels. Dynamic compression seeks to ensure that dōTERRA is maximizing the payout of unilevel commission to qualified Wellness Advocates.

This makes it so you don't have to worry about the number of unqualified members between you and a customer and gives you peace of mind that dōTERRA is maximizing the payout of unilevel commission without so-called "breakage" (a method some companies use to pay distributors less).

Team Growth Volume: Unilevel

Wellness Advocates ranked Elite through Gold unlock their two deepest levels of Unilevel when they meet TGV thresholds required for their rank. TGV thresholds are subject to change annually. The TGV thresholds and number of sponsor tree levels applicable for each rank can be seen in the chart below. Elite ranked Wellness Advocates must personally enroll 100 PV of their required TGV. Unilevel that is not unlocked is then distributed to Wellness Advocates through pools.

Rank	Sponsor Levels	Team Growth Volume (TGV)
Elite	3	300
Premier	4	400
Silver	5	500
Gold	6	600

The numbers of sponsor levels from which you'll accumulate TGV varies by rank to account for the increasing degree of influence you have on your organization. Elites must have 100 PV (personally enrolled) and 300 TGV because they are the highest rank without a leg requirement, and this metric allows dōTERRA to identify and reward those who are actively engaged.

Rank Advancement Benefit (Unilevel for Elite through Gold Ranks)

Wellness Advocates who advance in rank for the first time unlock their two deepest levels of Unilevel by meeting the TGV requirements of the rank immediately below their new rank. This benefit is available for a 12-month period, starting with the month of rank advancement. Wellness Advocates who advance two ranks at one time must meet the TGV requirement of the rank directly below the new highest rank. For example, an Elite who advances to Silver will need to meet the Premier TGV requirement to unlock their two deepest levels of Unilevel.

This benefit is for you and all Wellness Advocates who rank advance and need time for your TGV to catch up with your new rank.

Unilevel Growth Requirement: \$150 Floor and Phasing

The Unilevel TGV thresholds only apply to Wellness Advocates who earn more than \$150 in Unilevel. Those who are earning under \$150 will still be able to earn on their deepest two levels (up to \$150). Wellness Advocates earning over \$150 and who do not meet the TGV threshold for their rank will have their Unilevel decreased incrementally over six months. If a Wellness Advocate who has had their deepest two levels of unilevel decremented later surpasses the TGV threshold, earnings from their deepest two levels of Unilevel will be incrementally added back over the same number of months that they were reduced.

The \$150 floor is in place to help Wellness Advocates pay for their dōTERRA products, even those who are not otherwise qualified to earn the deepest two levels. The phasing rules make it so Wellness Advocates don't see dramatic swings in income as a result of the Unilevel growth requirement.

Concentrated Leg Caps

If one leg of a Wellness Advocate's organization exceeds 80% of their total organizational volume, the total Unilevel bonus of the concentrated leg for that Wellness Advocate will not exceed the following amounts at each specific rank:

- Elite: **\$2,000**
- Premier: **\$5,000**
- Silver: **\$11,000**
- Gold: **\$18,000**

Wellness Advocates earn the full amount of Unilevel that they are qualified to receive on their other (non-concentrated) legs. Once a Wellness Advocate achieves the rank of Platinum or above, there is no cap on the amount of Unilevel commission that can be earned.

Without this rule, Wellness Advocates who are disengaged would earn large amounts of income based on work and activity from Wellness Advocates under them. dōTERRA would rather that money be paid to those who are actively engaged in growing. It also allows for those Wellness Advocates who do engage to be compensated for the work in their other legs.

V. POWER OF 3 BONUS AND BOOST

Personal Requirements

To earn the first level Power of 3 bonus, a Wellness Advocate must place personal Rewards orders totaling at least 100 PV and achieve one Pod. A Pod consists of 500 or more PV from Rewards orders in a monthly commission period on the Wellness Advocate's first sponsor level, excluding enrollment orders. Additionally, 100 PV of the Pod of must be from personally enrolled Wellness Advocates or Wholesale Customers.

To qualify for the second level of Power of 3, a Wellness Advocate must first meet the qualifications for the Level 1 Power of 3 Bonus. The Wellness Advocate must then have three sponsored Wellness Advocates on their first level who each have a Pod. A Wellness Advocate may qualify for a Level 2 Power of 3 Bonus without a Wellness Advocate in that chain of sponsorship qualifying for a Power of 3 Bonus.

To qualify for the third level of Power of 3, a Wellness Advocate first meets the qualifications for the Level Two Power of 3 Bonus. Their three sponsored Wellness Advocates on their first level, who each have a Pod, must then have each sponsored three Wellness Advocates who each have a Pod. A Wellness Advocate may qualify for a Level Three Power of 3 Bonus without a Wellness Advocate in that chain of sponsorship qualifying for a Power of 3 Bonus.

The requirement to personally enroll 100 of 500 frontline Rewards volume ensures that this bonus is paid to those who have contributed to the volume upon which they are being paid. Additionally, a Wellness Advocate may now qualify for a Power of 3 lower-level bonuses without a Wellness Advocate in that chain of sponsorship qualifying for their Power of 3 Bonus. Ideally, everyone in the Power of 3 structure is working to qualify for their bonuses.

Additional Structures

If a Blue Diamond or higher qualifies for a Level Three Power of 3 bonus in a monthly commission period, they may also qualify to be paid on a second structure. The Personal Volume and the accompanying volume of Wellness Advocates, Wholesale Customers used to qualify in the first Power of 3 structure cannot be used to qualify in the second Power of 3 Structure.

Grandfathered Additional Structures

Wellness Advocates who earned on multiple structures during the calendar year 2024 will continue to be eligible to continue to earn on the bonus level of the existing additional structures, provided each existing structure meets the new Power of 3 requirements. In the event a structure fails to earn a level or structure six (6) times, such level or structure shall be no longer eligible as an additional Power of 3 structure.

Many Wellness Advocates have worked hard to earn from these structures in the past, and we're committed to rewarding those efforts into the future.

International Rank Requirements

In some international markets, to earn Level Two Power of 3 bonus, a Wellness Advocate must meet the Level Two Power of 3 requirements and achieve a minimum paid Rank of Elite. Similarly, in some international markets, to earn Level Three Power of 3 bonus, a Wellness Advocate must meet the Level Three Power of 3 requirements and achieve a minimum paid Rank of Silver. Please see market-specific policy manual and guidelines for additional details.

This rank requirement protects Wellness Advocates by ensuring that the Power of 3 bonus isn't abused by establishing corresponding rank thresholds in addition to volume requirements for your Power of 3 bonus. It ensures dōTERRA pays bonuses consistent with strong building activities.

Escalated Rank Requirements

If a Wellness Advocate earns Level Three Power of 3 Bonus and their Organization's Power of 3 monthly payments exceeds 15% of their Organization's CV, then the Wellness Advocate must reach the rank of Gold or higher to earn Level Three Power of 3 Bonus. If the Wellness Advocate does not reach the rank of Gold or higher, the Wellness Advocate is eligible to earn up to the Level Two Power of 3 Bonus.

This measure helps protect Wellness Advocates by ensuring that the Power of 3 bonus isn't abused by the few who find ways to do so. It ensures dōTERRA pays bonuses consistent with strong building activities.

Boost Manipulation Protection

As with all commissions, dōTERRA audits for unnatural building behavior. Wellness Advocates who have Personal Growth Volume (PGV) but do not have corresponding growth in personally enrolled total volume will be subject to market-specific rules that preclude them from earning the boost bonus. Wellness Advocates who are impacted by these rules will be notified ahead of the month in which they become ineligible for the boost.

This measure ensures that Power of 3 boost is not manipulated and is paid out to builders that meet the qualifications.

VI. RETAIL PROFIT

Qualifications to Earn

A Wellness Advocate can earn retail profit from product sales to a personally sponsored Retail Customers, which pays weekly with Fast Start. To be eligible for retail profit payment from the Company, you must be the sponsor of the Retail Customer that orders product from the Company at retail price.

A Wellness Advocate may also purchase products at a wholesale price and sell them above wholesale price to persons who do not have an account at dōTERRA.

As you get the benefit of purchasing products at wholesale price, anytime you sell products above wholesale price you earn the difference. When a Retail customer is sponsored on your frontline, that volume is counted as your Qualifying Volume, which can help you qualify to earn commissions.

dōTERRA® Compensation Plan

The Fine Print *Promotions*

I. POOLS

Diamond+ Transition to Elevate

Effective January 1, 2026, to qualify for the extra applicable shares in the Performance Pool and the Diamond Pools, Diamond Rank and above need to meet applicable TGV thresholds requirements. Until December 31, 2025, a Diamond Rank and above in the Performance Pool and Diamond Pools will qualify for the full shares by qualifying for the paid rank requirement in the respective pools. Because Platinum ranks benefit from the compensation plan changes regardless of whether they are over the TGV threshold, the TGV requirements to earn full shares will begin June 2025. Please reference the "Rank Advancement Benefit" section for additional details on TGV requirements for extra shares in the Platinum+ pools.

TGV is a new growth metric, so you'll have until January 1, 2026, to focus on achieving the amount you need to qualify for full shares in each pool.

Alternate PGV Requirement for Full Pool Shares

Wellness Advocates who were paid as Diamond and above in 2024 and are over Diamond rank in 2026, but are not above the TGV requirement for full pool shares can request an exception using PGV thresholds. This request should be made through email to commissions@doterra.com. This alternative is available through 2026.

As a Diamond, we want you to help your team grow and focus on TGV; however, we know you might be in a phase where you are rebuilding and need time to get full shares. This alternative may help you in the transition if you are actively growing your team.

II. POWER OF 3 BONUS

Power of 3 Ramp Down (Details vary by market)

Following the elevated compensation plan launch, we will offer Power of 3 ramp down options to help Wellness Advocates continue to earn a portion of a Power of 3 bonus under the prior requirements as they work towards meeting elevated compensation plan qualifications for the Power of 3 bonus and boost moving forward.

The Power of 3 ramp down transition will pay out the greater of the following two options:

Option One: Percentage of Old Power of 3 Structure

Power of 3 bonus with no option to earn a Boost by meeting Power of 3 bonus requirements that were in place prior to the launch of the elevated compensation plan. The Power of 3 bonus amounts and percentage payout for the ramp down will be as outlined in the chart below:

US Power of 3 Bonus with Percentage Adjustment

Month	Power of 3 Bonus	% Payout	Total payout
June	\$ 50.00	80%	\$ 40.00
	\$ 250.00	80%	\$ 200.00
	\$1,250.00	80%	\$1,000.00
July	\$ 50.00	70%	\$ 35.00
	\$ 250.00	70%	\$ 175.00
	\$1,250.00	70%	\$ 875.00
Aug	\$ 50.00	60%	\$ 30.00
	\$ 250.00	60%	\$ 150.00
	\$1,250.00	60%	\$ 750.00
Sept	\$ 50.00	50%	\$ 25.00
	\$ 250.00	50%	\$ 125.00
	\$1,250.00	50%	\$ 625.00

Option Two: Power of 3 Bonus and Boost

The Power of 3 Bonus and Boost by meeting elevated compensation plan requirements for your market as outlined in the chart below:

US Power of 3 Bonus and Boost

Personal Growth Volume for Po3 Boost				
Power of 3 Level	400 PGV	800 PGV	1200 PGV	Earn up to
\$ 50	\$ 50			\$ 100
\$ 250	\$ 50	\$ 250		\$ 500
\$ 1250	\$ 50	\$ 250	\$ 500	\$ 1750

Following the ramp down Power of 3 payouts, Wellness Advocates in select global markets can also qualify for 50 Product Points from October through December, if they enrolled before June 2025, and meet the following criteria:

- **Place a personal Rewards order of 100+ PV**
- **Sponsor a pod of at least 500 in Rewards volume on their frontline**
- **Do not have at least 100 of their 500 Power of 3 pod personally enrolled**

Check your local market promotions to see if your area is offering a Product Points promotion.

To better support Wellness Advocates in maximizing their earning potential with the Elevated compensation plan, we are providing a timeframe for the Power of 3 bonus transition that will allow many Wellness Advocates to be rewarded as they work to meet enhanced qualifications for this bonus.

Look for additional promotions to help you maximize the elevated compensation in your market.