

South Africa Founder's Club Guidelines

The purpose of dōTERRA Founder's Club is to identify and reward Wellness Advocate leaders that play a key role in opening and consistently growing a region. dōTERRA offers the unique opportunity to be part of the dōTERRA South Africa Founder's Club to earn a share of the 1% of annual commissionable volume. The first 20 Wellness Advocates who meet the program's qualifications will earn a spot to receive a yearly bonus.

The following guidelines pertain to the South Africa Founder's Club:

1. **GOLD RANK REQUIREMENT** A Wellness Advocate must achieve and maintain the rank of Gold for three (3) consecutive months. The three (3) Premier legs that qualifies the Wellness Advocate to achieve the rank of Gold must be South African accounts and be living in and building in South Africa. Additionally, ninety percent (90%) of qualifying volume must come from South African accounts and fifty percent (50%) of the volume must also be from LRP orders.
2. Once a Wellness Advocate meets all the qualifications for three (3) consecutive months, they will be considered a qualifying founder in South Africa. A qualifying founder must maintain all requirements 10 out of the 12 months of a calendar year to be eligible for South Africa's Founder's Club Bonus Pool. The first 20 Wellness Advocates who meet the program's qualifications will earn a spot to receive a yearly payout. Please refer to the Founder's Club Policies for more information.
3. Founders will receive one (1) share of South Africa's Founder's Club Pool. The pool consists of 1% of the total commissionable volume from the qualifying calendar year, which is divided among the 20 Founder's Club positions.
4. Once all Founder's positions have been filled, Founder's Club will be closed for South Africa.

Founder's Club Policies

- For any market, dōTERRA may impose other Founder's Club requirements as necessary. These might include performance requirements such as attaining a Power of Three bonus or requiring that a Founder demonstrate activity in South Africa. "Activity" may be specifically defined with requirements related to areas such as: mentoring, personally enrolling and developing individuals in the market, holding meetings in the market, or attending events in the market.
- A Founder should be the person that is actually building the account. Positions that are built by a relative or friend in the name of another person are not considered Founder's positions.
- No position may be a Founder's Position if its qualification was attained through "buy-in" (including allowed buy-for rank achievement) rather than through the legitimate volume of product or customer consumption.
- No individual may have more than one Founder's position in South Africa. Membership in the Founder's Club is for individual and personal effort.
- Because a Founder must maintain their Founders Club for 10 out of 12 months each calendar year, the following also applies:
 1. For the 1st year qualification, the 3 consecutive months that qualify a Founder also count towards a Founder's annual, calendar year maintenance requirements. If the first 3 months of qualification are October, November, and December, that person will earn the Founder's Club bonus for that year.
 2. If a Wellness Advocate qualifies as a Founder outside the first three months of the year, they must qualify in each of the remaining months of the year.
- Example 1: If a Wellness Advocate qualifies as a Founder in January, February and March, they may, if necessary, have two (2) grace months throughout the rest of the calendar year.
- Example 2: If a Wellness Advocate qualifies as a Founder in June, July and August, they must thereafter achieve Founder qualifications each remaining month in the calendar year. No grace months will be available in this case.
- Maintenance requirements for a Founder's Club position reset at the beginning of each calendar year. The company reserves the right to make adjustments to any Founder's Club in its discretion.
- **CONTINUING PROGRESS REQUIREMENTS:** It is expected that each Founder will continue to grow their dōTERRA organization and help others do the same. As South Africa expands and matures, the Founder's Club members of South Africa are expected to grow as well. Therefore, continuing progress requirements may be announced and made applicable to the Founder's Club of South Africa. If continuing progress requirements are announced in South Africa, Founder's Club members will be expected to meet those requirements to maintain future membership in South Africa's Founder's Club.