



SALES COMPENSATION PLAN UPDATES

Effective: April 1, 2025

US:

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Summary of changes

- Fast Start Bonus alignment
- Rank Achievement Bonus upgrade
- Repurposing leadership bonuses
- Bonus eligibility for reactivated accounts

Why the changes?

- More money in the hands of those beginning to build
- Empower Executive and Silver ranks
- Focus on team-building together
- Reward those who are building
- Align bonuses globally



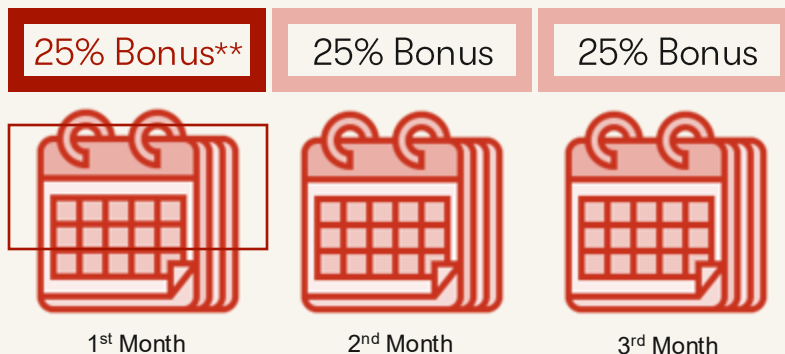
ENHANCEMENT #1

Fast Start Bonus alignment

#1: Fast Start Bonus alignment

First Fast Level 1

No PV required to earn bonus



First Fast Level 2

50 PV required to earn bonus



NEW!

- % used for all other commission calculations is 30%
- Will be paid on new reactivations of Brand Partners**

**Definition of reactivations:

Brand Partners or Customers who have no ordering activities for a period of 13 months and have been dropped out of the organization. They are no longer visible in the downline viewer. Brand Partners or leaders are advised to verify the drop-out date from Member Services team before placing the reactivation order to confirm bonus eligibility.

Maximum of 1000 PV per enrollment per month
Level 1 = \$250 | Level 2 = \$100



ENHANCEMENT #2

Repurposing leadership bonuses (I):
Rank Achievement Bonus

Foundational rank qualifications

SENIOR STAR

100
2,000



EXECUTIVE

100
4,000
2 @ 1,000



SILVER

100
10,000
1,000
2 @ 4,000



#2: Rank Achievement Bonus

RANK	FIRST TIME	SECOND TIME	THIRD TIME
SENIOR STAR	\$100 USD	\$100 USD	\$100 USD
EXECUTIVE	\$150 USD	\$150 USD	\$150 USD
SILVER	\$200 USD	\$200 USD	\$200 USD

Can earn up to \$1,350 USD bonus!

- Brand Partners can earn a rank bonus up to 3 times, each time a new rank is achieved.
- Bonuses cannot be stacked.
- Rank achievement can be non-consecutive, and there is no time limit to achieve the next rank.
- Brand Partners will participate based on their highest achieved rank (as of March 2025).
- Reactivated Brand Partners who achieve these ranks are eligible for the bonus again.**

**Definition of reactivations: Brand Partners or Customers who have no ordering activities for a period of 13 months and have been dropped out of the organization. They are no longer visible in the downline viewer.



ENHANCEMENT #3

Generation Leadership Bonus

#3: Generation Leadership Bonus



6.25% of all Young Living's monthly commissionable sales is paid out in shares according to the rank and qualifications you achieved for the month and on the leaders in your organization.

Changing number of shares at each rank

- Adding Executives = 1 share
- Silver, Gold, and Platinum = 2 shares each
- Diamond, CD, and RCD = 3 shares each

Rank	Paid Generations
Royal Crown diamond	1-8
Crown diamond	1-7
Diamond	1-6
Platinum	1-5
Gold	1-4
Silver	1-3
Executive	NONE

* Note the rule for what constitutes a generation is not changing. A member can not earn more than 100k per month on the generation leadership bonus.

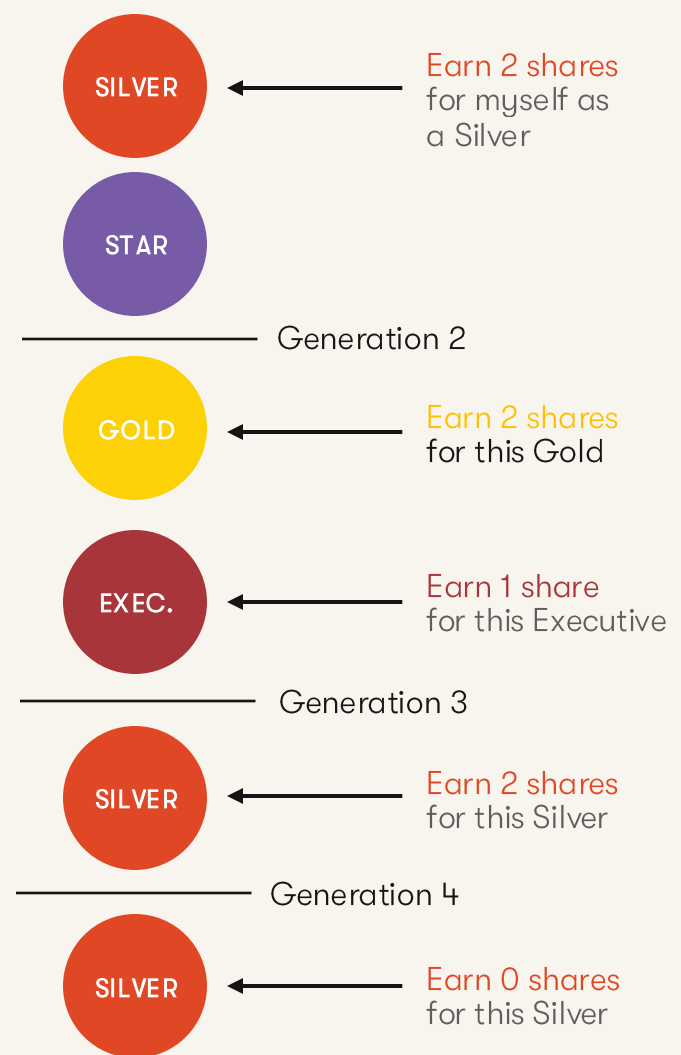
Let's count the number of shares for this Silver



Generations begin with a member who is Silver or above

Total: 7 shares

Previous comp. plan: 3 shares



Performance requirement to participate in the Generation Leadership pool each month

For all members paid as rank of **Executive**, **Silver**, **Gold**, **Platinum**, **Diamond**, **Crown Diamond**, and **Royal Crown Diamond**:

Personally **enroll or reactivate at least one (1)** Customer and/or Brand Partner with at least 100 PV in cumulative orders during the applicable Commission Period.



Performance requirement to participate in the Generation Leadership pool

Members paid as rank of **Platinum**, **Diamond**, **Crown Diamond**, and **Royal Crown Diamond** may also qualify through the following each calendar month instead of through an enrollment/reactivation:

Participate in one (1) Young Living activity[^] as detailed below:

- Attend planting, harvest, glamping, Men's Camp, Experience Young Living events, Foundation service trip, local anniversary event, or annual or regional convention.
- Host or present at a registered Young Living meeting in person or virtually that results in 100 PV incremental sales.



[^]Non-qualifying events: Silver through Diamond retreats, incentive-based trips/events, regional training seminars

Where to see if you are qualified for the month

Generation Leadership Bonus page under “My Organization”

Young Living • My Organization

Generation Leadership Bonus

Not Yet Qualified
To qualify for this month, you need 100+PV from new team members or log a qualifying event.

Log a qualifying activity.

Log a Personal Meeting +

Log a YL Qualifying Event +

Qualification History

Date	Event	Status
September, 2024	In Home Meeting	Personal Event
August, 2024	Young Living Mens Camp	Young Living Event

July 2024
New team volume is greater than 100PV

Dashboard summary

Pumpkin Spice™ blend is here!

Limited Edition

Volumes
OGV 256
PV 256
PGV 256

Rank / Qualification

Qualified Rank Associate	Commission Qualified No	GLB No
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Rank qualification

Summary Rank Qualification Silver Bound

Qualified Rank Diamond **GLB** Yes

Volumes OGV 256 PV 256 PGV 256

Associate	Star	Senior Star	Executive	Silver	Gold	Platinum	Diamond	Crown Diamond	Royal Crown Diamond
100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV	100 PV
	500 OGV	2K OGV	4K OGV	10K OGV	35K OGV	100K OGV	250K OGV	750K OGV	1.5M OGV
			2 x 1K OGV Legs	2 x 4K OGV Legs	3 x 6K OGV Legs	4 x 8K OGV Legs	5 x 15K OGV Legs	6 x 20K OGV Legs	6 x 35K OGV Legs
				1,000 PGV 30,072.24	1,000 PGV 30,072.24	1,000 PGV 27,231.49	1,000 PGV 10,498.51	1,000 PGV 106.25	1,000 PGV 106.25

Royal Crown Diamond Rank

COMMISSION SUMMARY:

8% commission on level 1 group member volume
5% commission on level 2 group member volume
4% commission on levels 3 thru 5 group member volume
2.5% commission on personal generation group member volume
3% commission on generations 2 thru 8 group member volume
6 shares in Generation Leadership Bonus Pool

YL qualifying activity submission form

A form must be submitted in the VO every month for Platinum and above in order to qualify for the GLB through a YL qualifying event or a personal meeting. More information on what will be requested in the form to come.

*Platinum and above ONLY

YL qualifying event

Make sure to fill out all the required fields

Generation Leadership Bonus

Not Yet Qualified

To qualify for this month, you need 100+PV from new team members or log a qualifying event.



Log a qualifying activity.

Log a Personal Meeting

+

Log a YL Qualifying Event

-

Event Type *

Event Name *

Select Event



Type Name

First Day of Attendance *

Last Day of Attendance *

MM/DD/YYYY



MM/DD/YYYY



☐ I attended the selected Young Living event. I am aware that providing any false information may result in Conduct disciplinary action to include suspension and/or termination of my account. *

Sign Member Name *

Full Name on Account

Sign and Continue

* Indicates required field

For YL qualifying events, you must select the event, type the name of the event, enter the first day and last day of attendance, and check and sign the disclaimer.

Select Event

- Planting
- Harvest
- Glamping
- Men's Camp
- Experience Young Living Event
- D. Gary Young, Young Living Foundation Service Trip
- Annual or Regional Convention

*Platinum and above ONLY

Personal meeting

Make sure to fill out all the required fields

Log a qualifying activity.

Log a Personal Meeting

- ☒ I hosted the meeting
☐ I presented at the meeting

Meeting Date *

MM/DD/YYYY



Number of Attendees *

Number

Meeting Type *

Meeting Type



Meeting Objective *

Type Here

☐ I was either a host or presenter at this meeting which resulted in at least 100 PV of incremental sales and I am aware that providing any false information may result in Conduct disciplinary action to include suspension and/or termination of my account. *

Sign Member Name *

Full Name on Account

Sign and Continue

* Indicates required field

Meeting Type *

Meeting Type



In Home
Virtual
Big Group/Conference Style
Recruiting
Educational
Other

1. Select if you presented or hosted the meeting.
2. Input the date when the meeting occurred.
3. Select the meeting type from the drop-down menu.
4. Input the number of attendees.
5. Add the objective of the meeting.
6. Check the box and type the full name on the account.

*Platinum and above ONLY



ENHANCEMENT #4

Bonus eligibility from reactivation

#4: Bonus eligibility for reactivation

✓ As a reactivated Brand Partner with 100 PV order**

Eligible for: Rank Achievement Bonus

✓ As the Level 1 or 2 enroller of a reactivated Brand Partner (or Customer, US only):

Eligible for: Fast Start Bonus

✓ For Executive to RCD Leaders, as the personal enroller of a reactivated Brand Partner with 100 PV order

Eligible for: Generation Leadership Bonus (as performance requirement)^

Example

Last order date: February 15, 2024

Account drop-off date: March 2025

Earliest date for reactivation
(eligible for bonus reset): April 1, 2025

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A man wearing a light-colored long-sleeved shirt, blue jeans, and a tan cowboy hat stands in a field of purple lavender flowers. He is looking towards the right. The field is filled with rows of lavender plants. In the background, there are green bushes and a range of mountains under a clear blue sky. The text "Thank you" is overlaid in a green, sans-serif font.

Thank you