

dōTERRA™ Compensation Plan

Retail Profit

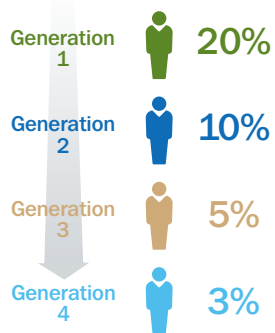
25% of Retail Sales
9% of Preferred Customer Sales

Founders' Club

First 25 Consultants to achieve 3 personally enrolled legs with \$5,000 OV in each leg for three consecutive months share 2% of entire company commissionable volume the first year and 1% thereafter.

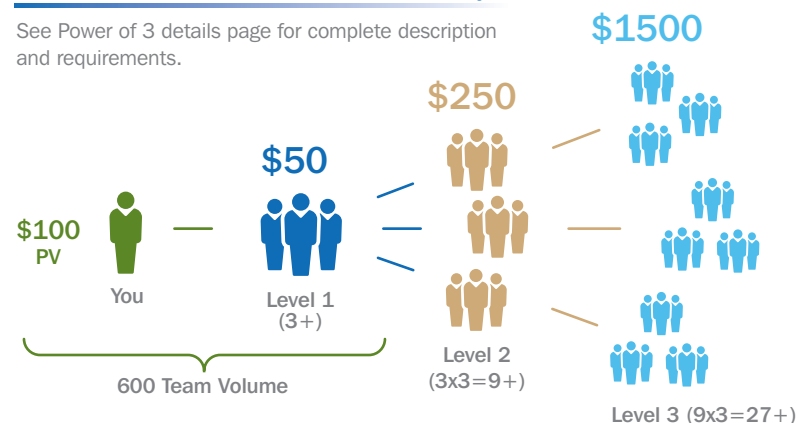
Fast Start Bonus (Paid Weekly)

Paid on New Enrollee volume for their first 30 days.
Enroller must be on 100 PV autoship to participate



Power of 3™ Team Bonus (Paid Monthly)

See Power of 3 details page for complete description and requirements.



Unilevel Organizational Bonus (paid monthly on compressed organizational volume)

Paid as Title	Consultant	Manager	Director	Executive	Elite	Premier	Silver	Gold	Platinum	Diamond	Blue Diamond	Presidential Diamond
Monthly PV	50	100	100	100	100	100	100	100	100	100	100	100
Monthly OV	*	500	1,000	2,000	3,000	5,000	*	*	*	*	*	*
Monthly QV7	*	*	*	*	*	*	5,000	10,000	15,000	20,000	20,000	20,000
Qualified Legs	*	*	*	*	*	*	3	3	3	4	5	6
Leg Requirements	*	*	*	*	*	*	Elite	Premier	Silver	Silver	Gold	Gold
Level 1	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
Level 2		3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
Level 3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4				5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 5					6%	6%	6%	6%	6%	6%	6%	6%
Level 6						6%	6%	6%	6%	6%	6%	6%
Level 7							7%	7%	7%	7%	7%	7%

Dynamic Compression –

2% Infinity Performance Pools (paid monthly on total company volume)

Leadership Performance Pool

Diamond Performance Pool

Rank performance shares	1	3	6	1	2	3
Earn additional shares for each personally enrolled Elite (must be first-time qualifiers, unlimited shares)	1+	1+	1+	1+	1+	1+
	1%			1%		

3% Leadership Pools (paid quarterly on total company volume)

	Diamond Pool	Blue Diamond Pool	Presidential Diamond Pool
Rank performance shares	1	1	1
Earn additional shares for each personally enrolled Elite (must be first-time qualifiers, unlimited shares)	1+	1+	1+
	1%	1%	1%

See company policies for details.