

# COMPENSATION

- Retail Profits
- Fast Start Bonus
- Regular Commissions (Unilevel)
- Bonus Pools
- Power of 3 Bonus
  
- Loyalty Rewards



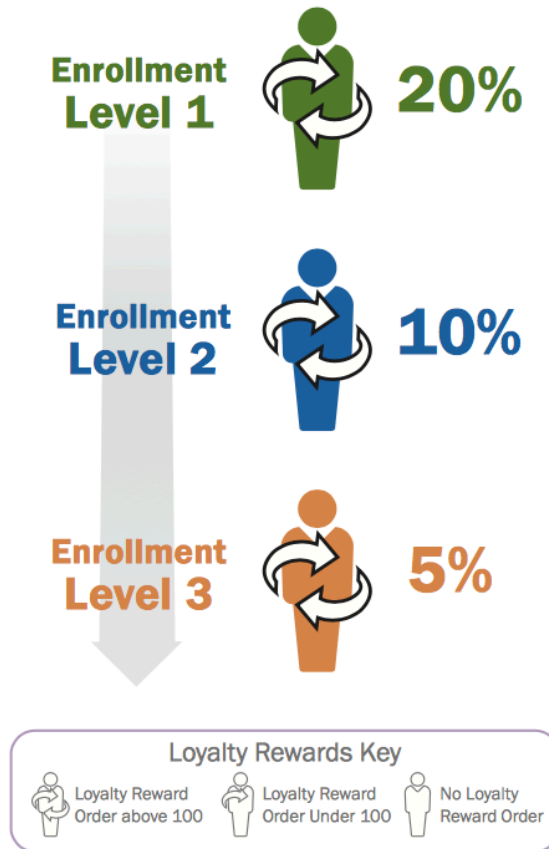
### Retail Profit (Paid Monthly)

Wellness Advocates earn 25 percent profit on purchases made by their Retail Customers.



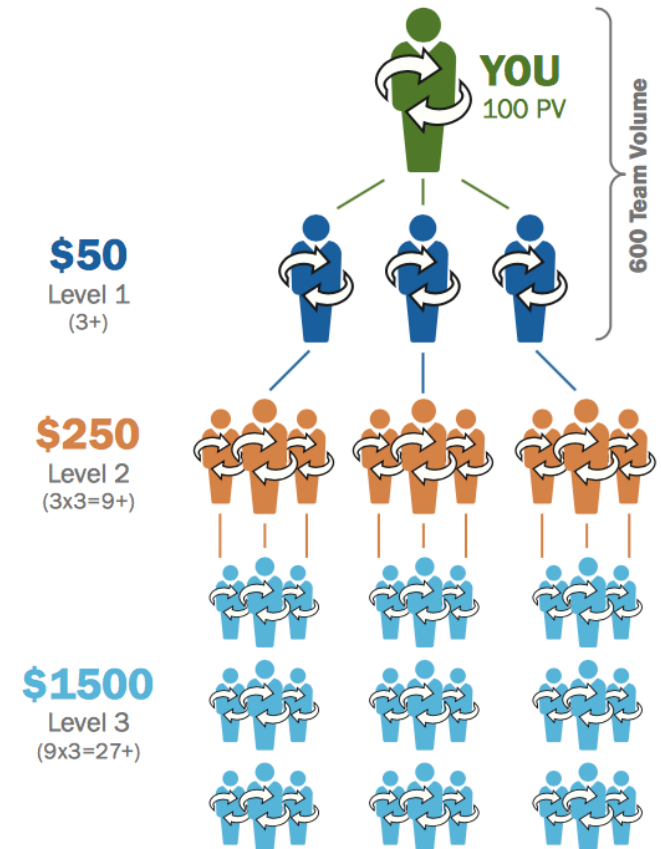
### Fast Start Bonus (Paid Weekly)

Paid on a new enrollee's PV for their first 60 days. Each enroller must have a 100 PV Loyalty Rewards order template to participate.



### Power of 3™ Bonus (Paid Monthly)












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



\* Must be qualifying as a Wellness Advocate to receive these bonuses.

# dōTERRA<sup>®</sup> Compensation Plan: Residual Earnings

## Unilevel Organizational Bonus (paid monthly on compressed organizational volume)

Paid as Title	Wellness Advocate	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	*	*	*	*	*	*
Qualified Legs*	*	*	*	*	*	2	3	3	3	4	5	6
Leg Requirements	*	*	*	*	*	Executive	Elite	Premier	Silver	Silver	Gold	Platinum
Level 1	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>
Level 2		<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>
Level 3			<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>
Level 4				<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>
Level 5					<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>
Level 6						<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>
Level 7							<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>
Dynamic Compression												

# dōTERRA Compensation Plan: Leadership Pools

## Leadership Pools (paid monthly on compressed organizational volume)

Paid as Title	Premier	Silver	Gold	Platinum	Diamond	Blue Diamond	Presidential Diamond
Monthly PV	100	100	100	100	100	100	100
Monthly OV	5,000	*	*	*	*	*	*
Qualified Legs*	2	3	3	3	4	5	6
Leg Requirements	Executive	Elite	Premier	Silver	Silver	Gold	Platinum
	<b>Leadership Performance Pool</b>				<b>Diamond Performance Pool</b>		
# of shares	1	5	10	1	2	3	
	1+	1+	1+	1+	1+	1+	1+
	<b>2%</b>				<b>1%</b>		
	<b>Empowerment Pool</b>				<b>Diamond Pool</b>	<b>Blue Diamond Pool</b>	<b>Presidential Diamond Pool</b>
	1 Enrollment			# of shares	3	3	3
	<b>1%</b>				1+	1+	1+
					<b>1%</b>	<b>1%</b>	<b>1%</b>

By qualifying at tops ranks Wellness Advocates have the opportunity to benefit from the global company volume. Shares are earned in the pools each month that the qualifying pin title is achieved and maintained.

Earn additional shares by helping your personally enrolled\* Wellness Advocates advance† to Elite (Leadership), Premier (Diamond, Blue Diamond, and Diamond performance pools), and Silver (Presidential).

Empowerment Pool: Each Silver and each Premier that personally enrolls a wholesale member with 100 PV that month will receive one share. No extra shares are earned in this pool.

Leadership Pool: Each Silver earns one share, each Gold earns five shares, and each Platinum earns ten shares.

Diamond Performance pool: Each diamond earns one share, each Blue Diamond earns two shares, each Presidential earns three shares.

Diamond Pool: Each Diamond receives three shares.

Blue Diamond Pool: Each Blue Diamond receives three shares.

Presidential Pool: Each Presidential receives 3 shares.

\*Legs must be personally enrolled. † Must be first-time qualifiers, unlimited shares. See company policies for details.

PV = Personal Volume

OV = Organization Volume

dōTERRA minimum monthly PV = 100pv

To **maximize compensation** have  
minimum monthly PV = 150pv

## Retail Profit (Paid Monthly)

Wellness Advocates earn 25 percent profit on purchases made by their Retail Customers.



## Fast Start Bonus (Paid Weekly)

Paid on a new enrollee's PV for their first 60 days.  
Each enroller must have a 100 PV Loyalty Rewards  
order template to participate.

**Enrollment  
Level 1**



**20%**

**Enrollment  
Level 2**



**10%**

**Enrollment  
Level 3**














**5%**



# dōTERRA Compensation Plan: Residual Earnings

## Unilevel Organizational Bonus (paid monthly on compressed organizational volume)

Paid as Title	Wellness Advocate	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	*	*	*	*	*	*
Qualified Legs*	*	*	*	*	*	2	3	3	3	4	5	6
Leg Requirements	*	*	*	*	*	Executive	Elite	Premier	Silver	Silver	Gold	Platinum

Level 1	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>
Level 2		<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>
Level 3			<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>
Level 4				<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>
Level 5					<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>
Level 6						<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>
Level 7							<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>	<b>7%</b>
Dynamic Compression												



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Monthly OV	*	500	1,000	2,000	3,000	5,000	*	*	*	*	*	*
Qualified Legs*	*	*	*	*	*	2	3	3	3	4	5	6
Leg Requirements	*	*	*	*	*	Executive	Elite	Premier	Silver	Silver	Gold	Platinum
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Dynamic Compression												

# dōTERRA Compensation Plan: Leadership Pools

## Leadership Pools (paid monthly on compressed organizational volume)

Paid as Title	Premier	Silver	Gold	Platinum	Diamond	Blue Diamond	Presidential Diamond	
Monthly PV	100	100	100	100	100	100	100	
Monthly OV	5,000	*	*	*	*	*	*	
Qualified Legs*	2	3	3	3	4	5	6	
Leg Requirements	Executive	Elite	Premier	Silver	Silver	Gold	Platinum	
	<b>Leadership Performance Pool</b>				<b>Diamond Performance Pool</b>			
# of shares	1	5	10	1	2	3		
	1+	1+	1+	1+	1+	1+	1+	
	<b>2%</b>				<b>1%</b>			
	<b>Empowerment Pool</b>				<b>Diamond Pool</b>	<b>Blue Diamond Pool</b>	<b>Presidential Diamond Pool</b>	
	1 Enrollment				# of shares	3	3	3
	<b>1%</b>					1+	1+	1+
						<b>1%</b>	<b>1%</b>	<b>1%</b>

By qualifying at top ranks Wellness Advocates have the opportunity to benefit from the global company volume. Shares are earned in the pools each month that the qualifying pin title is achieved and maintained.

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			<b>2%</b>			<b>1%</b>			
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1 Enrollment				# of shares		3	3	3	
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	1+	1+	1+	1+	1+	1+	1+
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Monthly OV	5,000	*	*	*	*	*	*
Qualified Legs*	2	3	3	3	4	5	6
Leg Requirements	Executive	Elite	Premier	Silver	Silver	Gold	Platinum
	<b>Leadership Performance Pool</b>				<b>Diamond Performance Pool</b>		
# of shares	1	5	10	1	2	3	
	1+	1+	1+	1+	1+	1+	1+
	<b>2%</b>				<b>1%</b>		
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	1 Enrollment			# of shares	3	3	3
	<b>1%</b>				1+	1+	1+
					<b>1%</b>	<b>1%</b>	<b>1%</b>

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Monthly OV	5,000	*	*	*	*	*	*
Qualified Legs*	2	3	3	3	4	5	6
Leg Requirements	Executive	Elite	Premier	Silver	Silver	Gold	Platinum
	<b>Leadership Performance Pool</b>				<b>Diamond Performance Pool</b>		
# of shares	1	5	10	1	2	3	
	1+	1+	1+	1+	1+	1+	1+
	<b>2%</b>				<b>1%</b>		
	<b>Empowerment Pool</b>				<b>Diamond Pool</b>	<b>Blue Diamond Pool</b>	<b>Presidential Diamond Pool</b>
	1 Enrollment			# of shares	3	3	3
	<b>1%</b>				1+	1+	1+
					<b>1%</b>	<b>1%</b>	<b>1%</b>

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Diamond Pool: Each Diamond receives three shares.

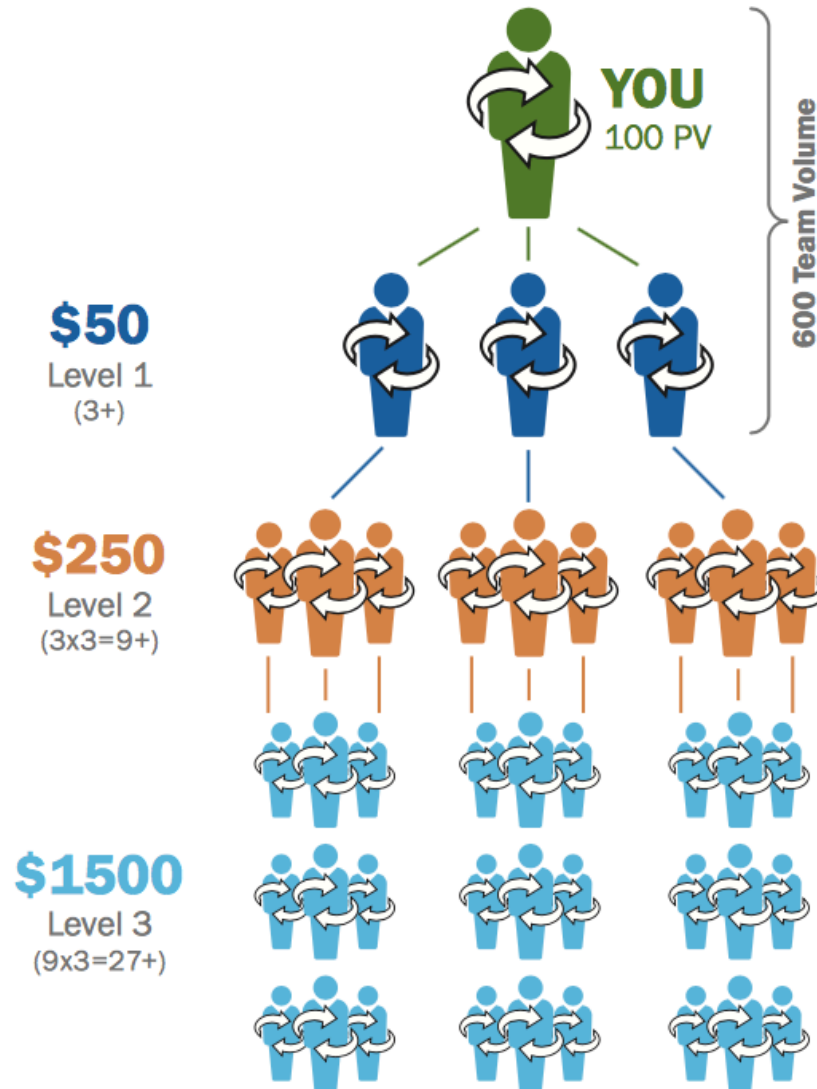
Blue Diamond Pool: Each Blue Diamond receives three shares.

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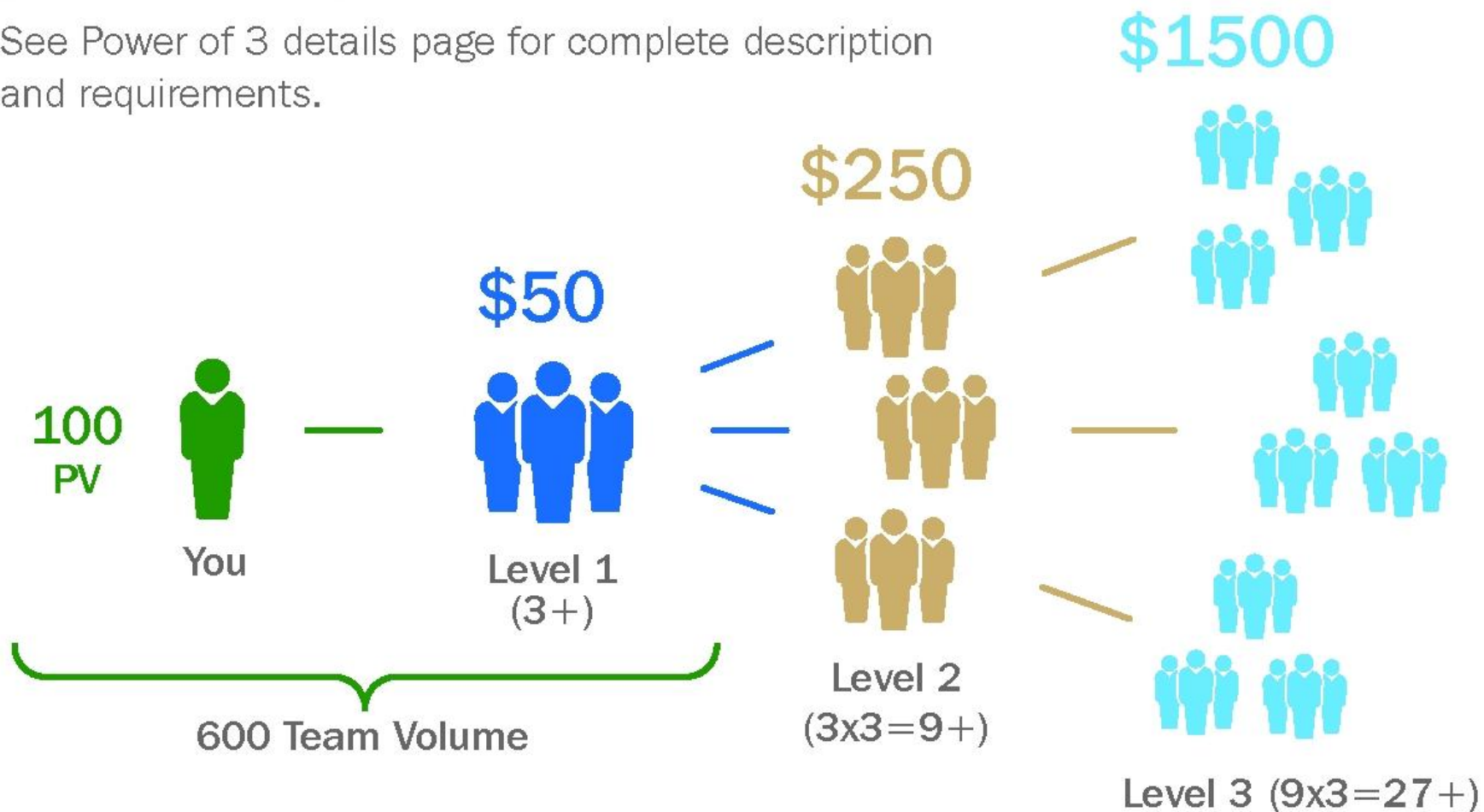
## Power of 3™ Bonus (Paid Monthly)

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



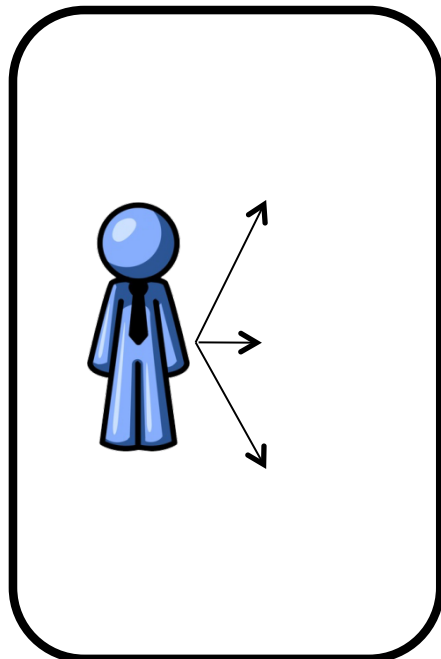
## Power of 3™ Team Bonus (Paid Monthly)

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

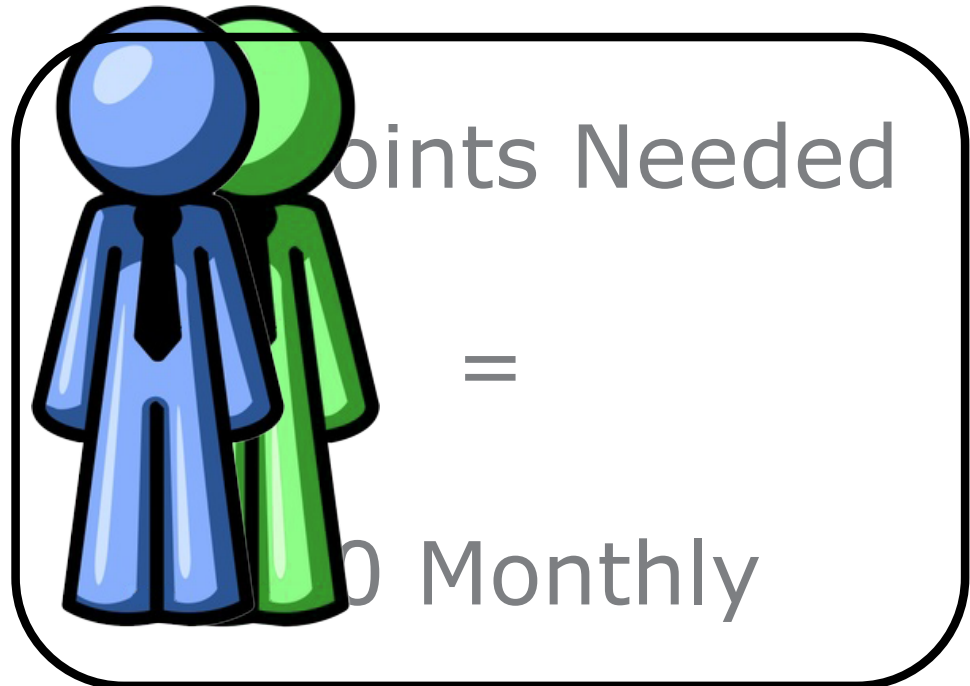


# POWER OF THREE

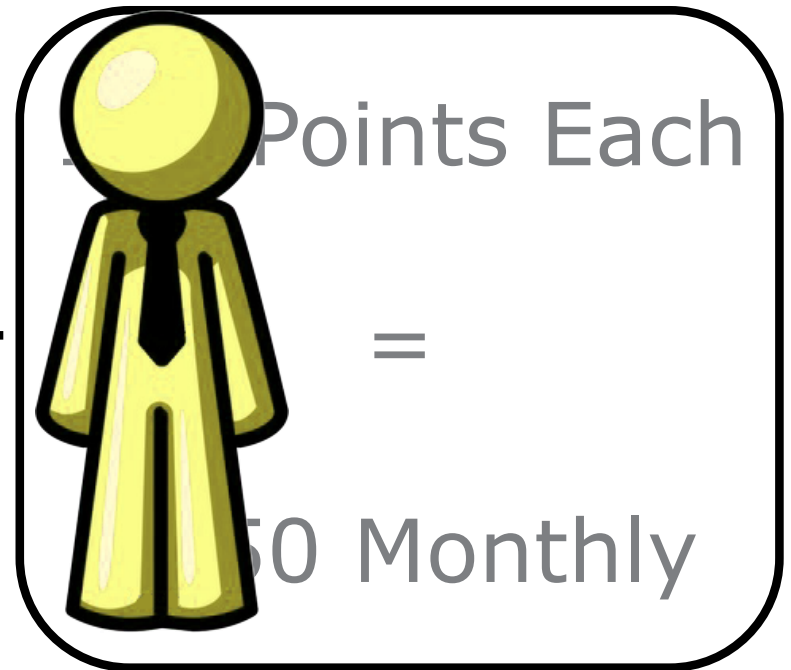
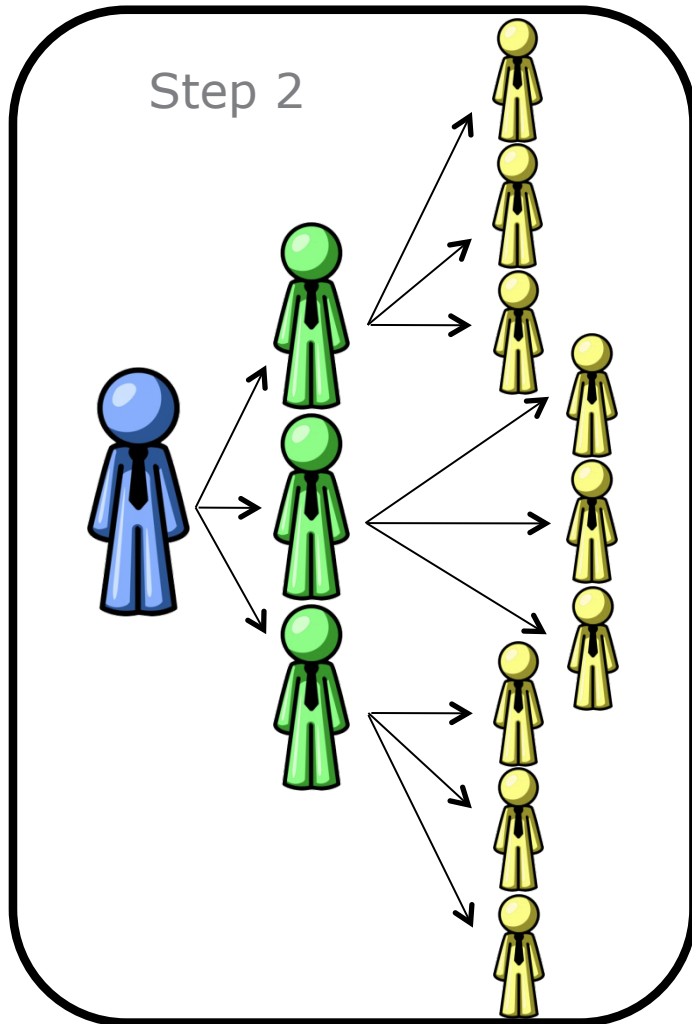
Step 1



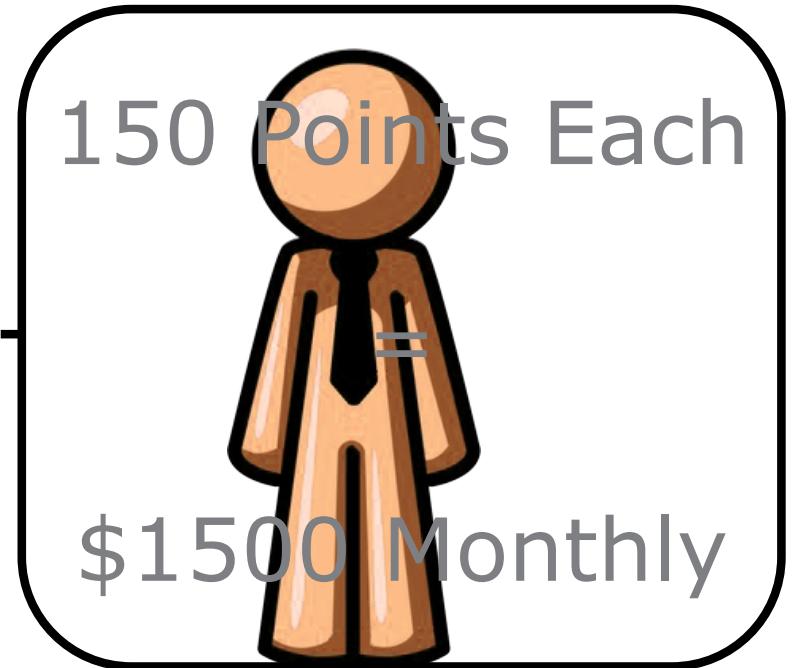
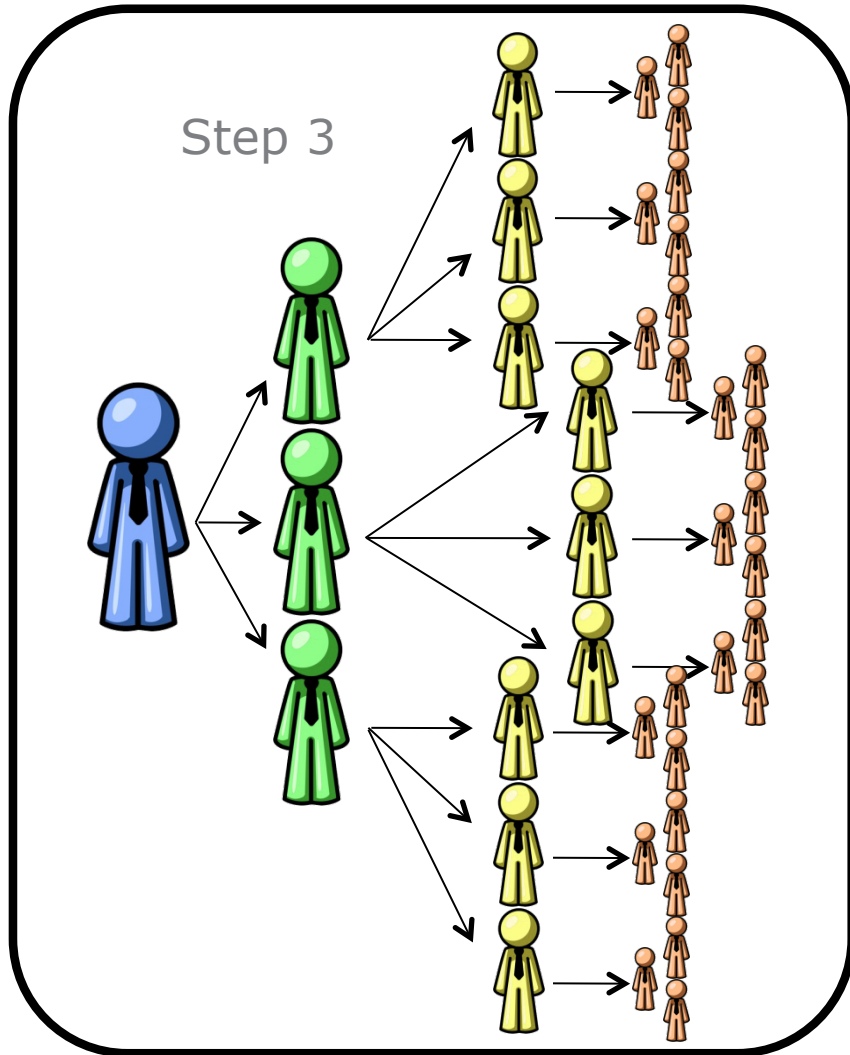
150 Points Each



# POWER OF THREE



# POWER OF THREE



# Compensation

(no fast start bonuses included)

- 1 Level - \$59
- 2 Levels - \$300 (doubling investment)
- 3 Levels - \$1,752
- 4 Levels - \$2,360
- 5 Levels - \$4,547
- 6 Levels - \$11,108
- 7 Levels - \$34,071