





COMPENSATION PLAN

January 1

New Compensation Plan Launches

Why a New Compensation Plan?

- Includes bonuses specific to beginning, intermediate, and advanced builders
- Creates a foundation for success
- Makes it easier to advance in rank

Basic Terms

- Member
- Customer
- Distributor
- Enroller
- Sponsor

Note: These basic terms remain the same from the previous compensation plan.

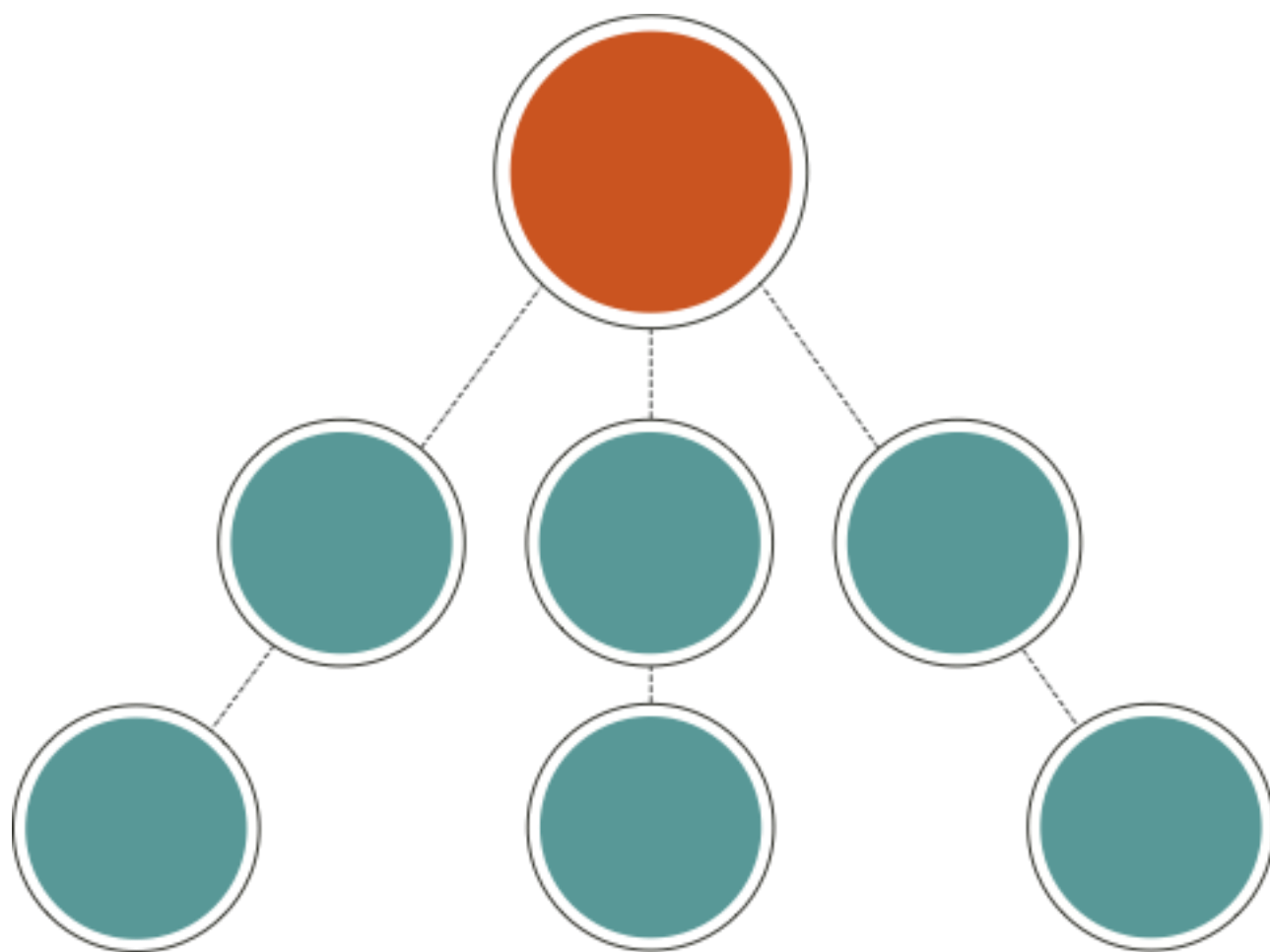
Volume and Legs

- PV (*Personal Volume*)
- OGV (*Organization Group Volume*)
- PGV (*Personal Group Volume*)

Legs vs. Levels

- Legs
- Levels

Note: These basic terms remain the same from the previous compensation plan.



Building a Foundation

DISTRIBUTOR

STAR

SENIOR STAR

EXECUTIVE

Creating Success

SILVER

GOLD

PLATINUM

Enjoying Abundance

DIAMOND

CROWN DIAMOND

ROYAL CROWN
DIAMOND

QUALIFICATIONS	DISTRIBUTOR		STAR	SENIOR STAR	EXECUTIVE
PV	50	100	100	100	100
OGV			500	2,000	4,000
PGV					
LEG x OGV					2 x 1,000

QUALIFICATIONS	SILVER	GOLD	PLATINUM
PV	100	100	100
OGV	10,000	35,000	100,000
PGV	1,000	1,000	1,000
LEG x OGV	2 x 4,000	3 x 6,000	4 x 8,000

QUALIFICATIONS	DIAMOND	CROWN DIAMOND	ROYAL CROWN DIAMOND
PV	100	100	100
OGV	250,000	750,000	1,500,000
PGV	1,000	1,000	1,000
LEG x OGV	5 x 15,000	6 x 20,000	6 x 35,000

8 Ways to Get Paid

1. Unilevel Commission
2. Generation Commission
3. Fast Start Bonus
4. Start Living Kit Bonus
5. Rising Star Team Bonus
6. Generation Leadership Bonus
7. Diamond Profit Sharing Pool
8. Travel Rewards Bonus

Unilevel Commissions

The distributors' "standard commissions," whereby they earn 8% of the volume for their first level, 5% on a second level, and 4% on an additional three levels (based on rank).

Note: Customer earnings are also paid to all qualifying distributors with downline customers.

Unilevel

Enjoying Abundance

	DIAMOND	CROWN DIAMOND	ROYAL CROWN DIAMOND
COMPENSATION	UNILEVEL		
LEVEL 1	8%	8%	8%
LEVEL 2	5%	5%	5%
LEVEL 3	4%	4%	4%
LEVEL 4	4%	4%	4%
LEVEL 5	4%	4%	4%

Creating Success

	SILVER	GOLD	PLATINUM
COMPENSATION	UNILEVEL		
LEVEL 1	8%	8%	8%
LEVEL 2	5%	5%	5%
LEVEL 3	4%	4%	4%
LEVEL 4	4%	4%	4%
LEVEL 5	4%	4%	4%

Building a Foundation

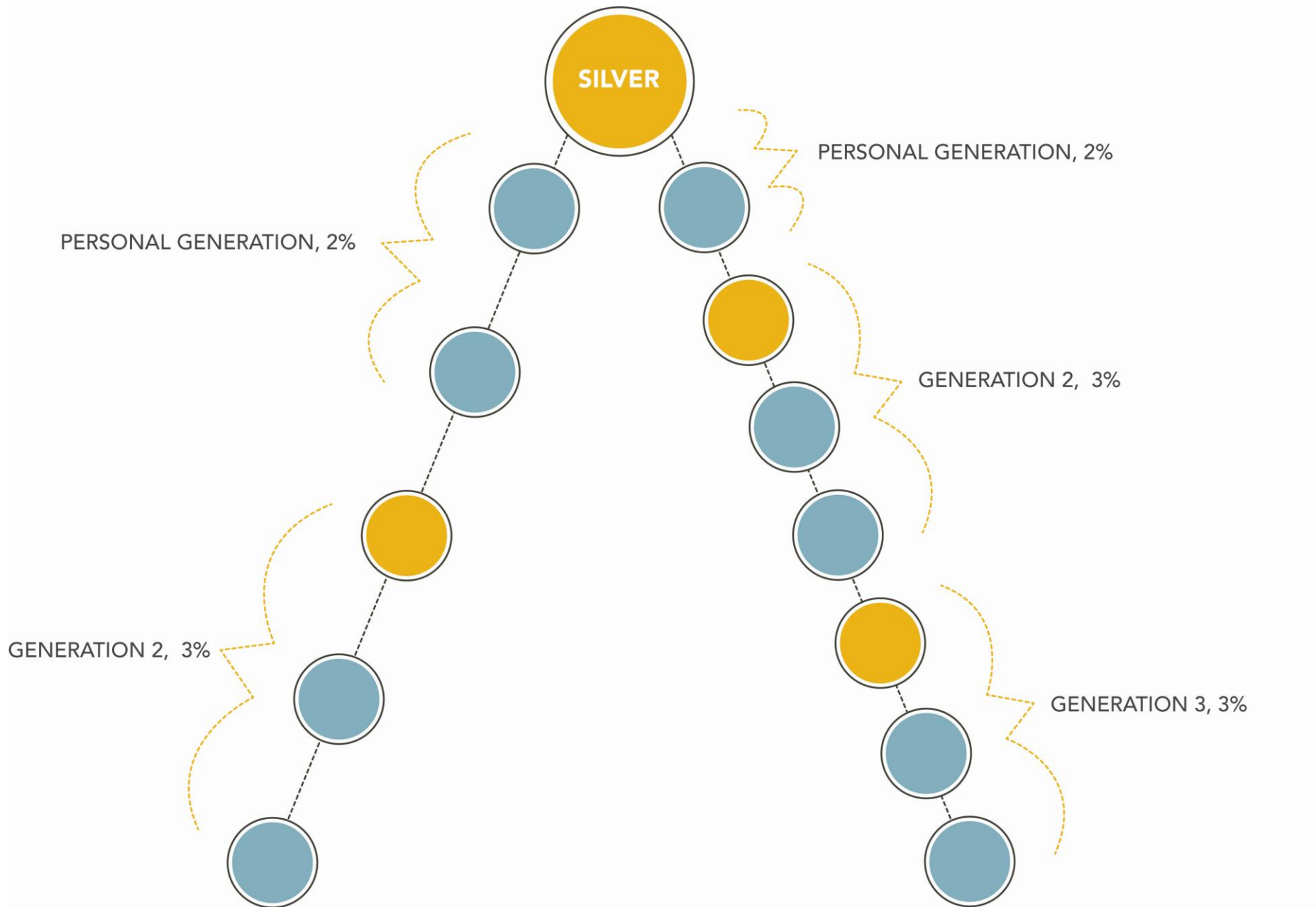
	DISTRIBUTOR	STAR	SENIOR STAR	EXECUTIVE
COMPENSATION	UNILEVEL			
LEVEL 1	8%	8%	8%	8%
LEVEL 2	5%	5%	5%	5%
LEVEL 3		4%	4%	4%
LEVEL 4			4%	4%
LEVEL 5				4%

Generations Commissions

Once you achieve the rank of Silver, you become a generation and earn an additional 2% on your downline volume. As you build others in your organization to the rank of Silver, they also become individual generations on which you then earn an additional 3% on that group's volume down to the seventh generation (based on rank qualifications).

Generations

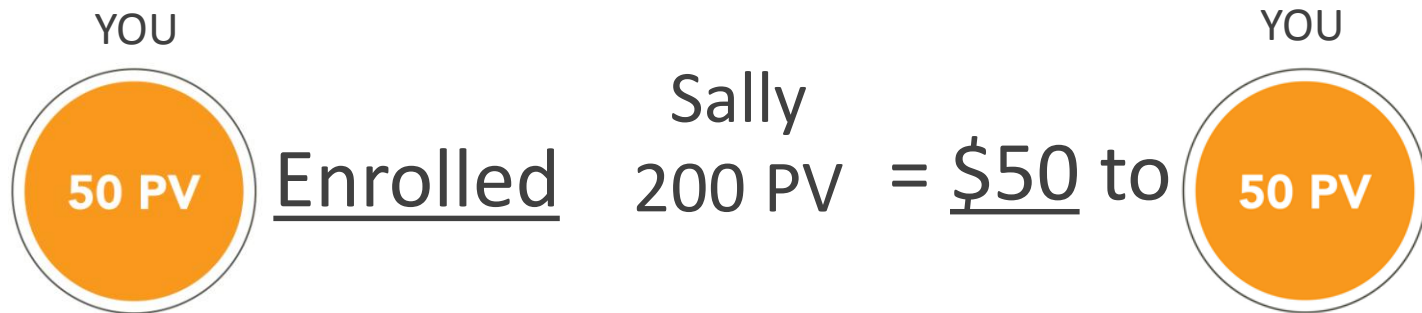
GENERATION VOLUME AND LEADER PAYOUT				GENERATION VOLUME AND LEADER PAYOUT		
PERSONAL GENERATION	2%	2%	2%	2%	2%	2%
GENERATION 2	3%	3%	3%	3%	3%	3%
GENERATION 3	3%	3%	3%	3%	3%	3%
GENERATION 4		3%	3%	3%	3%	3%
GENERATION 5			3%	3%	3%	3%
GENERATION 6				3%	3%	3%
GENERATION 7					3%	3%
GENERATION 8						1%



Fast Start Bonus

If you enroll them, YL will pay!

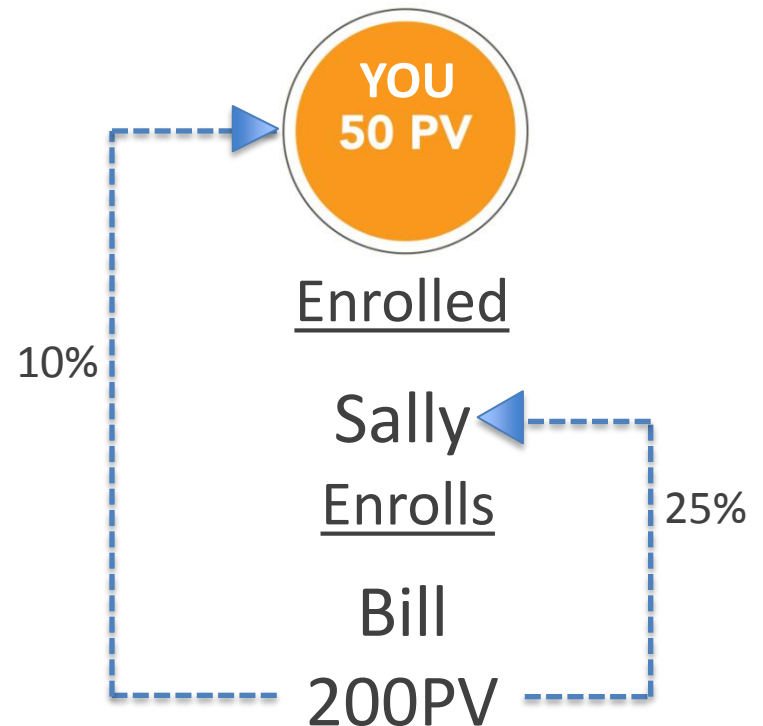
You earn 25% on your new enrollee's first three months' PV.



Maximum payout of \$200 per enrollee per month.

Fast Start Bonus

When your enrollee enrolls a new member, you earn 10% for the first three months' PV of the new member.



Start Living Kit Bonus

\$25

Premium kit = Premium cash

Share Pool Bonuses



$$\frac{600,000}{3,430 \text{ Qualified Shares}} = \$175$$

6% pool based on an example 10,000,000 monthly commissionable sales volume.

Rising Star Team Bonus

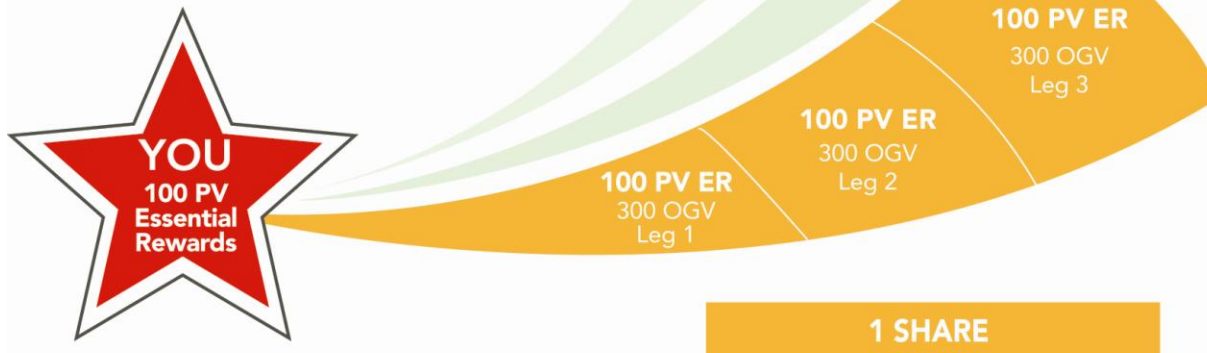


$$\frac{100,000}{3,125 \text{ Qualified Shares}} = \$32$$

Example based on 10,000,000 monthly commissionable sales volume.
The estimated average share value for the Rising Star Team Bonus is
\$30-\$35 per share.*

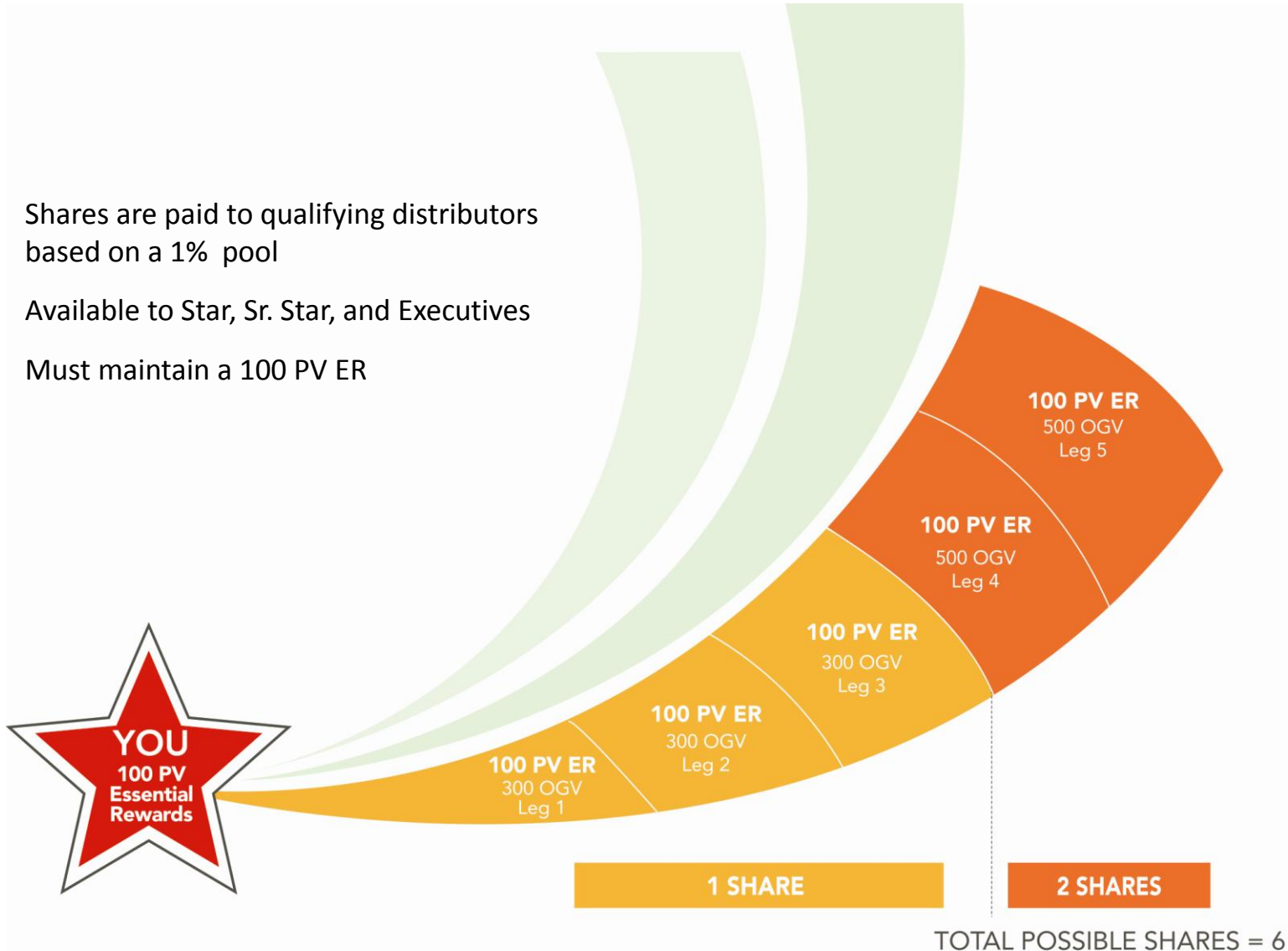
Rising Star Team Bonus

- Shares are paid to qualifying distributors based on a 1% pool
- Available to Star, Sr. Star, and Executives
- Must maintain a 100 PV ER



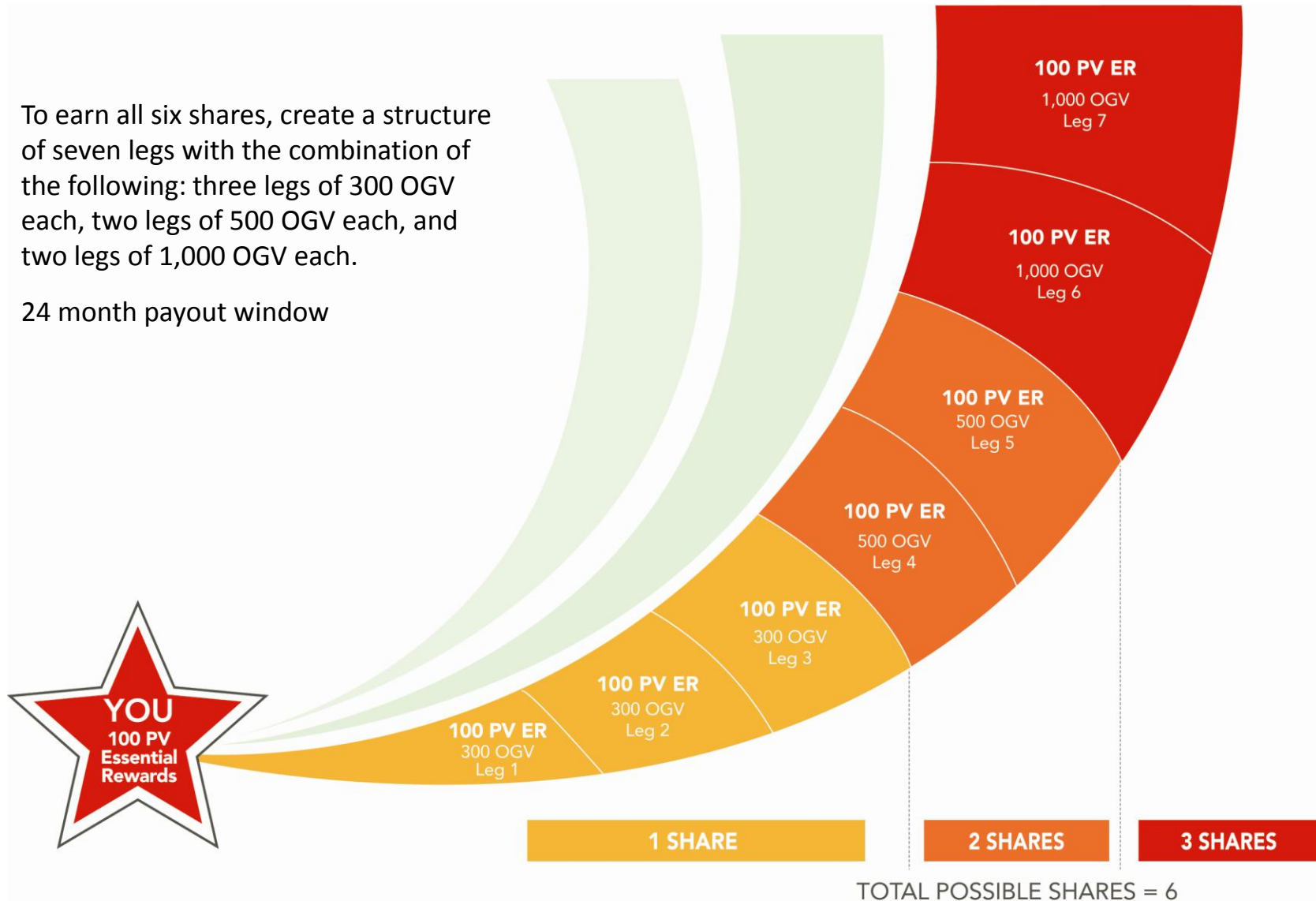
Rising Star Team Bonus

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Rising Star Team Bonus

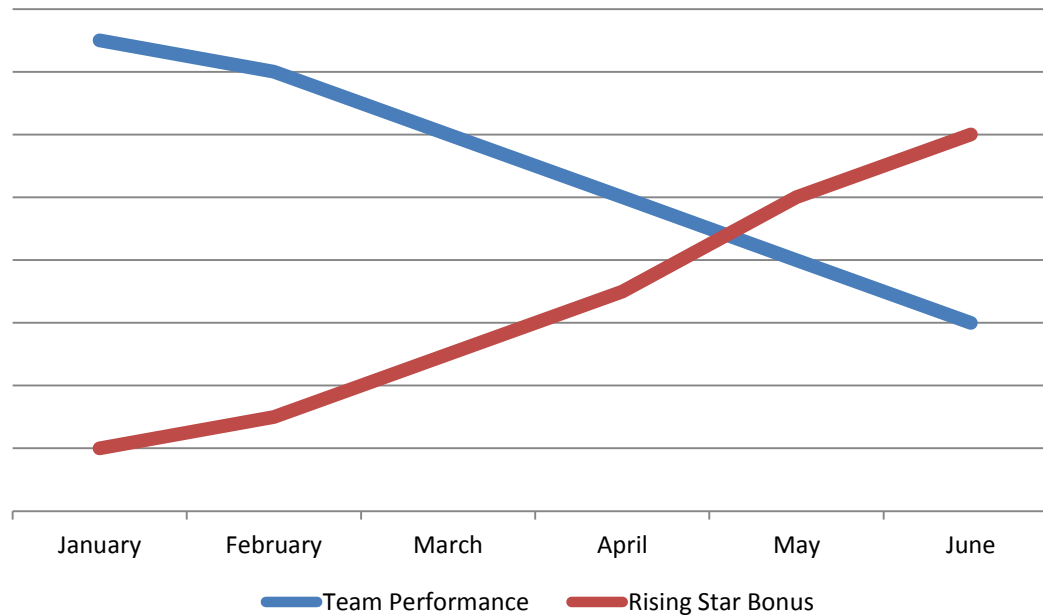
- To earn all six shares, create a structure of seven legs with the combination of the following: three legs of 300 OGV each, two legs of 500 OGV each, and two legs of 1,000 OGV each.
- 24 month payout window



Transition Period—Ranks

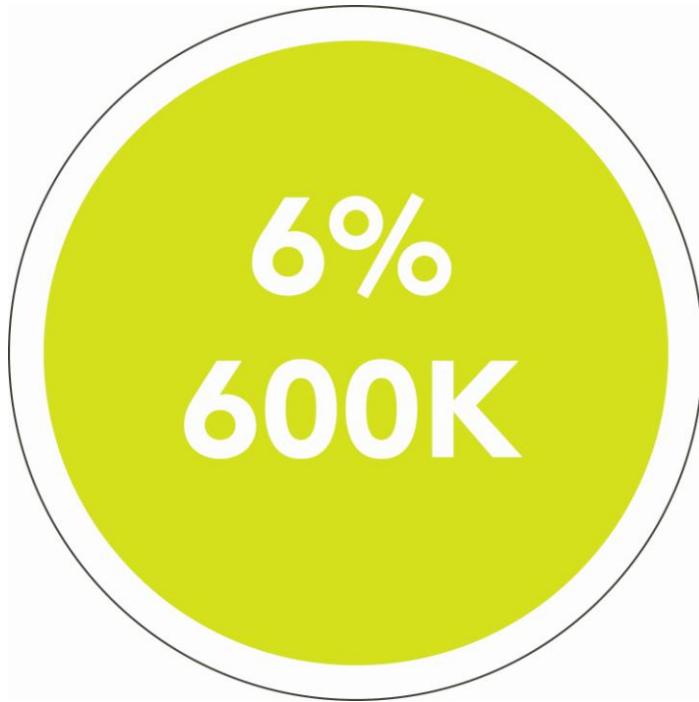
- The transition period for ranks is from January to June 2013.
- Both comp plans will run parallel; you will be paid in the new plan based on your **highest** qualified rank.
- Your commission is based on the **new plan**.

Transition Period— Team Performance Bonus



	Jan	Feb	Mar	Apr	May	Jun
TPB Payout	50%	40%	30%	20%	10%	---

Generation Leadership Bonus



$$\frac{600,000}{3,430 \text{ Qualified Shares}} = \$175$$

Example based on 10,000,000 monthly commissionable sales volume.
The estimated average share value for the Rising Star Team Bonus is
\$160 – \$200 per share.*

Generation Leadership Bonus

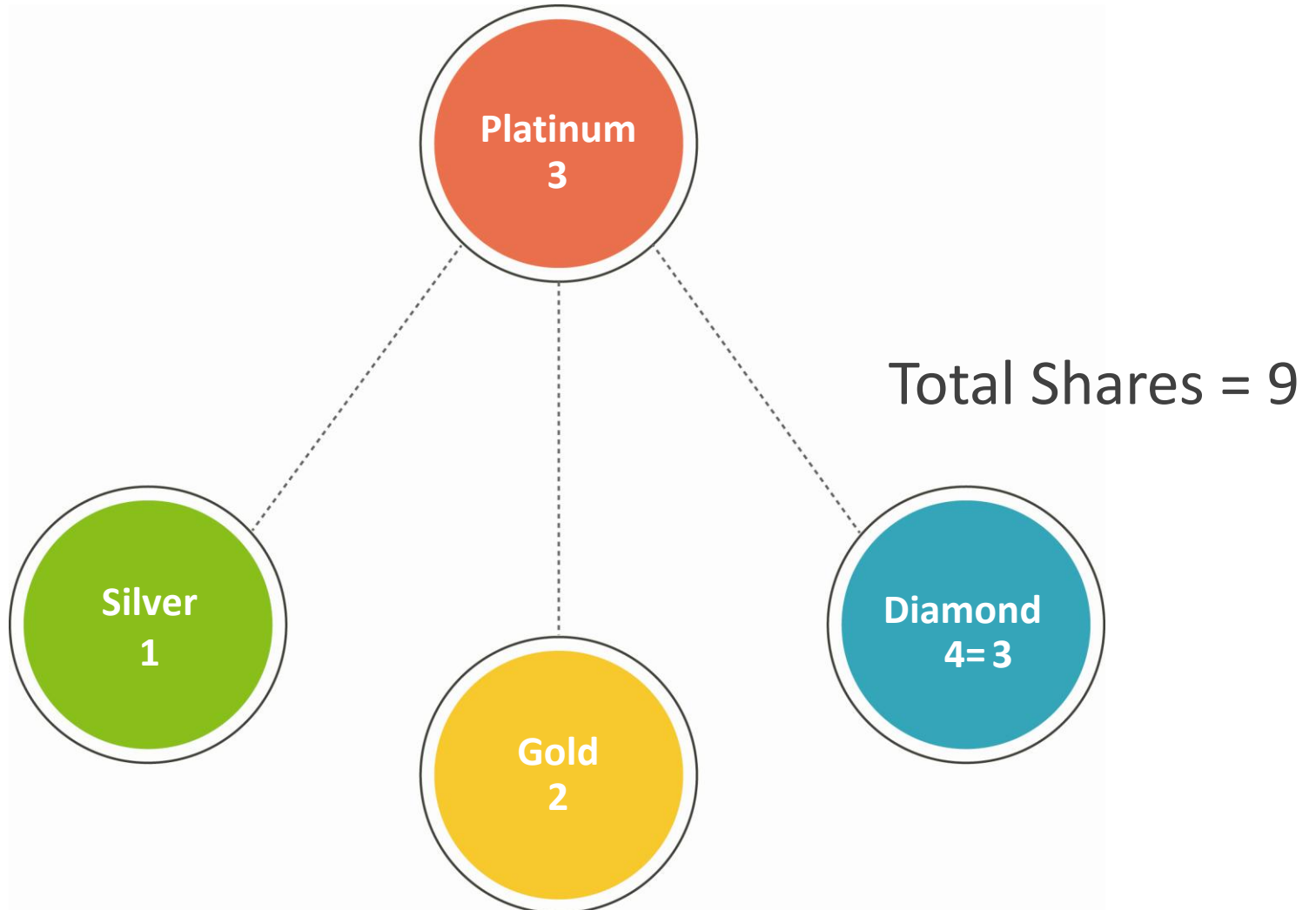


GENERATION LEADERSHIP BONUS

6% of all Young Living's monthly commissionable sales is paid out in shares according to your paid-as rank for the month and on the leaders in your organization on which you earn generation commissions.

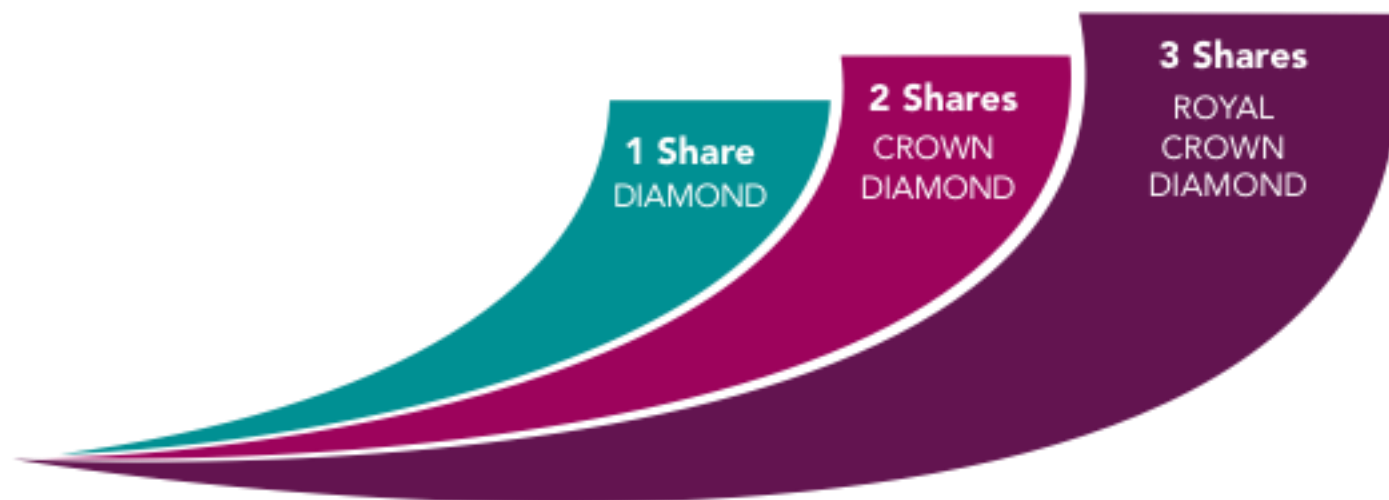
The estimated average share value for the Generation Leadership Bonus is \$160-\$200 per share.*

Generation Leadership Bonus



Diamond Express Profit Sharing Pool

The Diamond Express Profit Sharing Pool rewards our Diamond leaders for helping to build Young Living worldwide. Every month 0.5% of Young Living's monthly commissionable sales are paid in shares to Diamonds, Crown Diamonds, and Royal Crown Diamonds, according to paid-as rank.



Travel Rewards Bonus

The Travel Rewards Bonus is paid out in shares from 1% of Young Living's monthly commissionable sales. This bonus is designed to assist with travel expenses for Executives and above to enable them to attend major events and special activities.

- Half of this bonus will be calculated on levels of volume. An Executive will earn shares based on 5 levels of unilevel volume, and Silver and higher rank will earn shares based on their generation volume. Points can be redeemed toward Harvest and Convention registration and for Global Leadership event (*example: Global Leadership Cruise*) travel expenses.
- The other half of this bonus is earned through meeting specific requirements such as rank advancement, rank maintenance, and growth of an organization, designated by event. Points can be redeemed toward Global Leadership Event travel expenses.

New Plan Benefits

- New Royal Crown Diamond rank
- Volume vs. leadership legs
- 8% paid on first level of unilevel
- Bonus payouts are percentage pools and not set dollar amounts...*Payouts could increase with company growth*
- Overall payout of 45-48% leads the industry

Virtual Office

- Information to help educate you and your team on the new changes
 - Compensation Plan Flyer
 - Terms and Definitions
 - Compensation Plan PowerPoint
 - Downline Viewer
 - Recording of this webinar

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Personal Consultation

Need additional support or explanation? Make an appointment:

- E-mail customerservice@youngliving.com
- Subject line must include code: bce13

A compensation plan specialist will contact you to schedule an appointment.

*The share values shown in this flyer are estimates of the share values for any given pool bonus from October 1, 2012 to October 31, 2012, according to the current compensation plan. From October 1, 2012 to October 31, 2012 9.1% of Young Living independent distributors would have qualified for the Rising Star Team Bonus, 3.0% for the Generation Leadership Bonus, 0.08% for the Diamond Express Profit Sharing Pool Bonus, and 13.3% for the Travel Incentive Bonus. The bonus percentage is based on the number of distributors who earned commissions in October. Share values will vary from month to month and should not be considered as guarantees or projections of your actual earnings or profits.