

dōTERRA™ Compensation Plan

Retail Profit

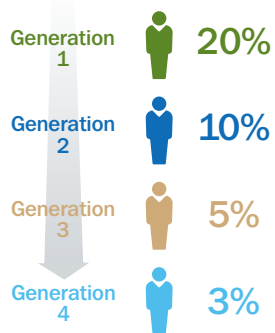
25% of Retail Sales
9% of Preferred Customer Sales

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.

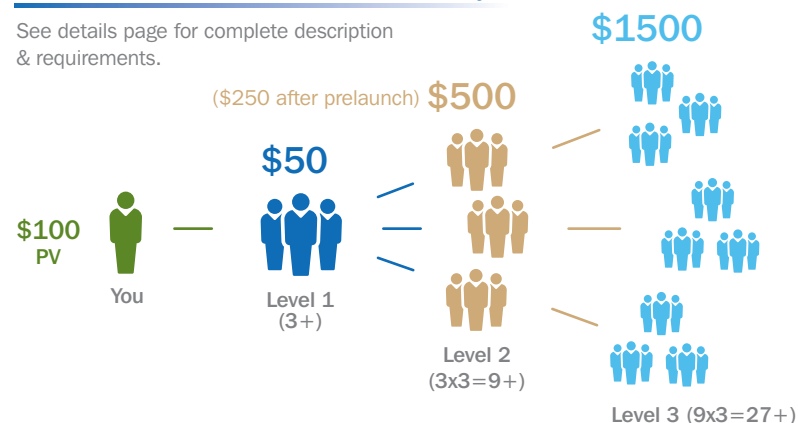
Fast Start Bonus (Paid Weekly)

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 details page for complete description & requirements.



Unilevel Organizational Bonus (paid monthly on compressed organizational volume)

Paid as Title	Consultant	Director I	Director II	Executive I	Executive II	Executive III	Elite Executive I	Elite Executive II	Elite Executive III	Premier Executive I	Premier Executive II	Premier Executive III
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	3	4	5
Execs Per Leg	*	*	*	*	*	*	Exec II	Exec III	Elite I	Elite II	Elite II	Elite II
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)

Elite Executive Performance Pool

Premier Executive Performance Pool

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

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

Premier I Pool

Premier II Pool

Premier III Pool

Rank performance shares	1	1	1
Earn additional shares for each personally enrolled Exec II (must be first-time qualifiers, unlimited shares)	1+	1+	1+
	1%	1%	1%

See company policies for details.