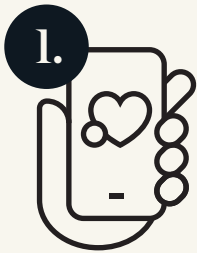




Fast Start Bonus

Maximize your earnings as a Brand Partner with the Fast Start Bonus!*



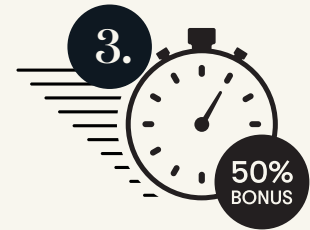
1. Share Young Living

Personally enroll a new Brand Partner or Customer with Young Living.



2. Share wellness essentials

Your new Brand Partner or Customer orders Young Living products.



3. Earn the Fast Start Bonus

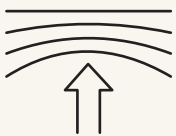
Get 50 percent on the PV of all product purchases made by your new, personally enrolled Brand Partners and Customers during their first month and 25 percent in their second and third months.

+

Plus 10%
Earnings

Plus, the second qualified Brand Partner Enroller in line can earn 10 percent on the PV of all product purchases made by your new, personally enrolled Brand Partners and Customers in their second and third months.

Introducing: Compression



Brand new to the Fast Start Bonus, we're introducing compression. This feature means that if a first- or second-level Enroller is not in good standing and/or commission eligible to receive the Fast Start Bonus, that bonus doesn't evaporate. It is paid out to the next commission-eligible Brand Partner Enroller in line!

Fast Start Anywhere



Because Fast Start is a global bonus that offers different payouts in every market, Young Living pays out the Fast Start Bonus based on the rules of the market where the newly enrolled Brand Partner or Customer made their first three months' purchases, not where the Enroller resides.

TIP!

Take control of your future and earning potential by leveraging both the **Fast Start Bonus** and the **Starter Bundle Bonus** to help accelerate business growth.

U.S. Sales Compensation Plan

Canada Sales Compensation Plan

*The Brand Partner sales earnings disclosed are potential gross earnings and not net of other business expenses and not necessarily representative of the actual income, if any, that a Brand Partner can or will earn through the Young Living Sales Compensation Plan (see the Sales Compensation Plan for your market). A Brand Partner's earnings will depend on individual diligence, work effort, sales skill and market conditions. Young Living does not guarantee any income or rank success. See the applicable **Income Disclosure Statement** for the USA and the **Statement of Typical Participant Earnings** for Canada for detailed earnings information per rank.



Fast Start Bonus

Frequently Asked Questions for the U.S. and Canada

Please refer to the Young Living Sales Compensation Plan in effect in the market where the product was purchased for full details.

U.S. Sales Compensation Plan

Canada Sales Compensation Plan

Q. What is the Fast Start Bonus?

A. The Fast Start Bonus is a generous bonus included in Young Living's competitive U.S. and Canada Sales Compensation Plan. The Fast Start Bonus allows Brand Partners to increase their earning potential from the moment they start sharing.

In the U.S., Brand Partner Enrollers are eligible to earn a Fast Start Bonus on the total point value (PV) of the product purchases made by both their newly enrolled Customers and Brand Partners during those enrollees' first three months. In Canada, Brand Partners earn the Fast Start Bonus on the total PV of product purchases made by their newly enrolled Brand Partners during their first three months.

In the U.S., the first month of the Fast Start Bonus period pays the Enroller 50 percent of the total PV of the products purchased by both newly enrolled Customers and Brand Partners. In Canada, the Brand Partner Enroller earns 50 percent on the purchases of their newly enrolled Brand Partners. There are no qualification requirements associated with the 50 percent commission in the first month of the Fast Start Bonus. All Brand Partner Enrollers in good standing can earn this bonus, regardless of rank or qualification status in the first calendar month of enrollment.

During the second and third calendar months of the Fast Start Bonus period, commission-qualified level one and level two Brand Partner Enrollers will be eligible for a Fast Start Bonus. In the U.S., the level one Enroller bonus is 25 percent of the PV of the products purchased by new Customers or Brand Partners. In Canada, the level one Enroller earns 25 percent of the PV of the products purchased by new Brand Partners. The level two Enroller bonus is 10 percent of the same PV to the second qualified Brand Partner Enroller, per the chart below.

Brand Partner Enroller	Fast Start Bonus percentages	
	First calendar month	Fast Start Bonus percentages paid to the first and second qualified Brand Partner Enrollers Second and third calendar months
Level 1 Enroller	50 percent	25 percent
Level 2 Enroller	0 percent	10 percent

The Fast Start Bonus will generate Fast Start Bonus sales commissions for only one three-month period per new Customer or Brand Partner in the U.S. and per each new Brand Partner in Canada.

Q. What is Fast Start Bonus compression?

- A. Fast Start Bonus compression is an exciting new element Young Living is introducing with the launch of our updated Fast Start Bonus. As you learn about these exciting Fast Start Bonus updates, you might wonder what happens if the Enroller of a new Customer or Brand Partner in the U.S. or of a Brand Partner in Canada is not qualified to earn Fast Start Bonus commissions? The answer is that Young Living will compress the Fast Start Bonus commissions upward to find the first qualified Brand Partner to pay this sales commission!

For example, if a level one Enroller is not qualified to receive the 25 percent Fast Start Bonus in months two or three, the bonus will compress upward, along the Enroller tree, and will be paid to the first qualified Brand Partner Enroller next in line. The same process will occur to determine the payout of the 10 percent Fast Start Bonus in calendar months two and three for the second-level Enroller. The 10 percent Fast Start Bonus will be paid to the second qualified Brand Partner Enroller in line. This process allows us to reward more Brand Partner Enrollers than ever before by sharing this generous bonus with those who are qualified to receive it.

Q. Will Fast Start Bonus compression ever be utilized in month one?

- A. Yes, the Fast Start Bonus compression feature will go into effect if the Enroller on record is not a Brand Partner. For example, if in the U.S., the Enroller of a new Customer or Brand Partner is a Customer rather than a Brand Partner, the 50 percent Fast Start Bonus will compress upward to the first eligible Brand Partner Enroller, since Customers are not eligible to receive sales commissions. Since there are no qualification requirements associated with the 50 percent bonus, the first eligible Brand Partner Enroller will receive the 50 percent Fast Start Bonus. This is great additional incentive for Customers in the U.S to become Brand Partners, so they can also earn sales commissions.

Q. What is the Enroller tree?

- A. Similar to the Sponsor tree or path, the Enroller tree or Enroller path is the upward line of those designated as the Enrollers. The Enroller tree begins with the Enroller on record. Next in line is the Enroller of the Enroller, then the Enroller of that Enroller, and so on.

Q. What are the qualification requirements for the Fast Start Bonus?

- A. There are no qualification requirements associated with the 50 percent month one, level one Fast Start Bonus. All Brand Partner Enrollers in good standing will receive the 50 percent month one, level one Fast Start Bonus.

To receive the 25 percent or the 10 percent month two and/or three bonus, Brand Partner Enrollers must be qualified as per their local Young Living Sales Compensation Plan requirements. In the U.S., 100 CV or PV is required to qualify in months two and/or three. In Canada, 50 PV is required to qualify in months two and/or three.

Q. What does it mean to be in good standing?

- A. Brand Partners who are not under investigation by the Conduct team, suspended, or otherwise in violation of our Policies and Procedures are considered to be in good standing. If you have questions or concerns regarding your current standing, please contact our Conduct team at conduct@youngliving.com.

Q. What else is changing with the launch of the updated Fast Start Bonus?

POINT OF SALE LOCATION

- A. Previously, Young Living paid Brand Partners Fast Start sales commissions based on their country of residence and the Young Living Sales Compensation Plan in effect in that market. Effective November 1, 2022, the location of the product sale and the Young Living Sales Compensation Plan in effect in the market where the sale is made will be the determining factor for which the Young Living Sales Compensation Plan will pay out the sales commissions. This is a global change for every Young Living market and country. For example, if a U.S. Brand Partner enrolls a new Brand Partner in the U.S., the applicable bonus that is available to the U.S.

Enroller is the U.S. Fast Start Bonus. If the same U.S. Brand Partner enrolls a new Brand Partner in Australia, the applicable bonus that is available to the U.S. Enroller is the Fast Start Bonus in the Australia Young Living Sales Compensation Plan. This means all Brand Partner Enrollers have the potential to earn commissions from any Fast Start Bonus anywhere in the world when they enroll new Brand Partners, depending on the Sales Compensation Plan in effect in the location of the sale. Further, when enrolling in the U.S. or Canada, Brand Partners around the world can expect to qualify to earn sales commissions through the Fast Start Bonus in effect in the U.S. and Canada. When enrolling outside of the U.S. or Canada, Brand Partners can expect to qualify to earn sales commissions through the Fast Start Bonus in effect in the market where the product was purchased.

U.S. and Canada Fast Start Bonus			Fast Start Bonus in all other markets	
Brand Partner Enroller	Bonus percentages First calendar month	Bonus percentages Second and third calendar months	Brand Partner Enroller	Bonus percentages First, second, and third calendar months
Level 1 Enroller	50%	25%	Level 1 Enroller	25%
Level 2 Enroller	0%	10%	Level 2 Enroller	10%

Q. I am a Brand Partner in the U.S. If I enroll a new Brand Partner in Mexico, what Fast Start Bonus can I earn?

A. Because your new Brand Partner purchased products in Mexico, you can qualify to earn Fast Start Bonus commissions under the Fast Start Bonus for product sales in Mexico. The Fast Start Bonus in Mexico offers a three-month payout window with a level one bonus of 25 percent and a level two bonus of 10 percent in each of those three months. Brand Partner Enrollers must be qualified to earn Fast Start Bonus commissions for the market where the product is sold. If a Brand Partner is not qualified, the Fast Start Bonus commissions will be compressed upward and will be paid out to the first and second qualified Brand Partner Enrollers.

Fast Start Bonus in markets outside of U.S. and Canada	
Brand Partner Enroller	Bonus percentages First, second, and third calendar months
Level 1 Enroller	25%
Level 2 Enroller	10%

Q. How can I easily explain to my team what version of the Fast Start Bonus they should expect to qualify for?

A. The market location of the product sale to the new Customer or Brand Partner will determine which market version of the Fast Start Bonus applies.

To put it simply, if a Brand Partner enrolls a new Customer or Brand Partner in the U.S., the Brand Partner Enroller can expect to qualify for the U.S. Fast Start Bonus. If the Brand Partner enrolls a new Brand Partner in Canada, the Brand Partner can expect to qualify for the Canada Fast Start Bonus.

U.S. Fast Start Bonus			Canada Fast Start Bonus		
Brand Partner Enroller	Bonus percentages First calendar month	Bonus percentages Second and third calendar months	Brand Partner Enroller	Bonus percentages First calendar month	Bonus percentages Second and third calendar months
Level 1 Enroller	50%	25%	Level 1 Enroller	50%	25%
Level 2 Enroller	0%	10%	Level 2 Enroller	0%	10%

If a Brand Partner enrolls a new Brand Partner outside of the U.S. and/or Canada, they can expect to qualify for the Fast Start Bonus in effect in that market.

Fast Start Bonus in markets outside of U.S. and Canada	
Brand Partner Enroller	Bonus percentages First, second, and third calendar months
Level 1 Enroller	25%
Level 2 Enroller	10%

Q. Will Fast Start Bonus commissions generated in other markets outside of the U.S. and Canada also be compressed up the Enroller tree?

A. Yes. The element of upward payout compression, as it relates to the payout of the Fast Start Bonus, will be applied globally.

Q. I enrolled a new Brand Partner in the U.S. this month and they have placed three orders of 100 PV each. Will I earn the 50 percent Fast Start Bonus on all three orders?

A. Yes! If the person you enrolled is in the U.S. or Canada, the Fast Start Bonus is calculated on your newly enrolled Brand Partner's monthly PV total. In this scenario, you can expect to earn a \$150 USD Fast Start Bonus from the purchases of your new Brand Partner.

Q. What is the maximum Fast Start Bonus I can earn per enrollee?

A. There is no maximum, or cap, on Fast Start Bonus commissions! Effective Tuesday, November 1, 2022, all Fast Start Bonus maximums have been removed for all markets.

Q. Can I earn a Fast Start Bonus when I reactivate a Customer or Brand Partner?

A. Depending on the Sales Compensation Plan for the market, the Fast Start Bonus can be paid on the reactivation of a Brand Partner, and/or the reactivation of a U.S. Customer, if the individual has been in a deactivated status for 24 months or more.

Q. Is the Fast Start Bonus for U.S. and Canada replacing the current Fast Start Bonus in their respective Sales Compensation Plans?

A. Yes. The previous Fast Start Bonus is being replaced by the updated U.S. and Canada Fast Start Bonus in their respective Young Living Sales Compensation Plans, effective November 1, 2022. Brand Partners in the U.S. and

Canada can find new Sales Compensation Plan resources linked within this document, on the Young Living website, and in the Virtual Office.

The Fast Start Bonus percentages will continue unchanged in all other Young Living markets and for the Not For Resale (NFR) Sales Compensation Plan.

Q. How do the volume reductions work now that there is a new version of the Fast Start Bonus in the U.S. and Canada?

A. When the Fast Start Bonus is paid at any level, the PV used to calculate the bonus will be reduced for all other commissionable payouts on the same PV.

When the 50% payout occurs, the PV used to calculate the bonus will be reduced by 100%

When the 25% or the 10% payout occurs, the PV used to calculate the bonus will be reduced by 70%.

For example, if a new U.S. Brand Partner purchases products totaling 100 PV in their first calendar month and the 50% percent Fast Start Bonus is paid out to their Enroller, the Brand Partner's 100 PV will be reduced to 0 PV for the calculation of all other applicable commissions, bonuses, or payouts, such as Unilevel Commissions. When the same new U.S. Brand Partner purchases products totaling 100 PV during their second calendar month and the 25% percent Fast Start Bonus is paid out to their Enroller, the Brand Partner's 100 PV will be reduced to 30 PV for the calculation of all other applicable commissions, bonuses, or payouts, such as Unilevel Commissions.

**** Please keep in mind that your rank and monthly OGV will not be impacted by this reduction.*

Q. Does the U.S. and Canada still offer a Starter Bundle Bonus?

A. Yes. The Starter Bundle Bonus is available as a promotion in the U.S. and Canada. The Starter Bundle Bonus is not included in the Sales Compensation Plan for the U.S. or Canada.

U.S. Sales Compensation Plan

Canada Sales Compensation Plan