

The purpose of the dōTERRA Founder's Club program is to identify and reward influential Wellness Advocates' leadership that played a key role in opening, and consistently growing with a new market; stimulate growth and development in a specific region or area; and create a sense of urgency in market development.

INDIA FOUNDER'S CLUB POSITIONS:

1. **40** Founder's Club positions will be available.

INDIA FOUNDER'S CLUB REQUIREMENTS:

1. Initially, achieve and maintain rank of **Gold** or above for at least three consecutive months in a calendar year.
2. Be personally engaged in the business in the market.
3. Have 90% of qualifying volume come from the market.
4. 50% of qualifying volume must come from Wellness Advocates that are actively participating in the Company's LRP program.
5. Be a Wellness Advocate in good standing and adhere to the Founders Club policies.

INDIA FOUNDER'S CLUB MAINTENANCE REQUIREMENTS:

1. Every year after the qualifying year, the Founder must maintain their qualifying rank for at least 10 out of 12 months each calendar year.
2. Founders must also meet the other qualifications listed above.

PAYMENT OF FOUNDERS CLUB BONUSES:+

1. Founder's Club bonuses are paid out once annually, during the first quarter of each calendar year – usually by the 15th of February. Each qualifying member of the India Founder's Club receives an equal portion, (i.e., 1/40th of 1 percent of the total commissionable volume each year for the market.) The Company reserves the right to exercise its discretion in determining whether qualifications for earning the Founder's Club bonus have been met.
2. If Founders fall out of the Founder's Club after all 40 positions are filled, the payout shares will remain at 1/40th of 1 percent of the total commissionable volume.

FUTURE REQUIREMENTS:

1. 2023 – Maintain rank of Gold or higher for 10 out of 12 months.
2. 2024 – Maintain rank of Platinum or higher for 10 out of 12 months.
3. 2025 – Maintain rank of Diamond or higher for 10 out of 12 months.

INDIA FOUNDER'S CLUB POLICIES

1. A Founder takes responsibility to be a leader in the market by attending Company events, complying with dōTERRA's policies and procedures, and representing dōTERRA's culture of cooperation and support for all teams and organizations.
2. dōTERRA may impose other requirements as reasonable or necessary, these might include requiring a Founder demonstrate activity in the market such as: mentoring, personally enrolling and developing individuals in the market, holding meetings in the market, or attending events in the market.
3. A Founder should be the person that is actually building their account. Positions that are built by a relative or friend in the name of another person are not considered Founder's positions.
4. dōTERRA reserves the right to audit accounts. No position may be a Founder's position if it is established that its qualification was attained through inorganic volume (orders placed by someone other than the account holder), rather than through legitimate volume.
5. No individual may have more than one Founder's position in a given market. Membership in the Founder's Club is attained through individual and personal effort. A Wellness Advocate can hold one Founder's position in each separate market.
6. Maintenance requirements for a Founders Club position reset at the beginning of each calendar year. The company reserves the right to make adjustments to the Founders Club in its discretion.
7. CONTINUING PROGRESS REQUIREMENTS: It is expected that each Founder will continue to grow their dōTERRA organization and lead others to be able to do the same. As a market grows over time, the members of the Founders Club will be expected to grow as well. Therefore, continuing progress requirements may be announced and made applicable to the Founders Club of any market. The requirements of the Founders Club may vary market by market. If continuing progress requirements are announced in a market, members of the Founders Club of that market will be expected to meet those requirements to maintain future membership in the Founders Club.
8. In the event a Founder fails to re-qualify or otherwise loses their Founder position, the position is no longer available to the Founder or to another Wellness Advocates and ceases to exist. The percentage of interest will not change if the actual number of qualified Founders changes. Founder positions are unique to the Wellness Advocate who initially qualified. The position cannot be conveyed, transferred, gifted or sold to another Wellness Advocate or person and does not extend beyond the death of the individual Founder.
9. Accounts pursuing Founder's Club in India may have accounts from outside of the market; however, each qualifier helping you achieve Founder's Club (i.e. Executive and Premier leg qualifiers to achieve Gold, Elite and Silvers helping you hit Platinum or Diamond) must have an Indian Wellness Advocate account building in the market.