

# BRIDGE TO GOLD

## *Programme Rules*

### **BRIDGE TO GOLD: INTERNATIONAL PROGRAMME RULES**

No purchase or payment is necessary to participate.

#### **PROGRAMME DETAILS:**

The Bridge to Gold programme is being sponsored by Young Living Essential Oils, LC, located at 1538 W. Sandalwood Dr., Lehi, UT ("Young Living") and its local subsidiaries in South Africa, Australia, Canada, Colombia, Costa Rica, Ecuador, Europe, Hong Kong (Macau), Indonesia, Japan, Malaysia, Mexico, New Zealand, Philippines, Singapore, South Korea and Taiwan; Appendix A provides details on which subsidiary is considered the sponsor for each Distributor (defined below). The Bridge to Gold programme will launch on April 1, 2020 ("Programme Initiation Date"). The Bridge to Gold programme consists of a one-time bonus that offers an added incentive for Distributors (as defined in the Young Living Compensation Plan) in addition to the Young Living Compensation Plan. Distributors are provided with rewards and recognition for achieving a specified leadership rank within a specifically defined amount of time from a prequalifying rank.

The Bridge to Gold programme is an additional incentive intended to motivate and reward elite, high-performing Distributors. While all Distributors are encouraged to participate, it is important to remember that it is not intended to replace other qualifications or incentives that are offered to Young Living's distributor base, including compensation and bonuses offered under the Young Living Compensation Plan.

#### **ELIGIBILITY:**

The Bridge to Gold programme is open to Young Living Distributors ("Distributors") who are active; who are achieving the paid-as rank of Silver for the first time OR whose highest achieved rank is Silver as of April 1, 2020; have never achieved the rank of Gold as of April 1, 2020; have never had two additional legs of at least 1,000 Organisation Group Volume ("OGV") (above the two legs required to achieve a paid-as rank of Silver) and a total OGV of 22,500 in the same month; are in good standing; are 18 years of age or older as of March 31, 2020, globally (or the majority age in their jurisdiction, country or province of residence); and have a primary billing address (listed on their Distributor account) located in the United States of America, South Africa, Australia, Canada, Colombia, Costa Rica, Ecuador, Europe, Hong Kong (Macau), Indonesia, Japan, Malaysia, Mexico, New Zealand, Philippines, Singapore, South Korea and Taiwan. This promotion shall exclude all Distributors in NFR markets. It is void where prohibited. Distributors in good standing are in compliance with all terms of Young Living's Distributor Agreement and Policies and Procedures.

#### **PROGRAMME RULES:**

A Distributor must complete the following requirements—in the same month—within six months of the Programme Initiation Date or their first time reaching the paid-as rank of Silver ("Qualification Period"):

1. Build two new legs of 1,000 OGV each (in addition to the two legs already required to achieve the paid-as rank of Silver) within their sales organisation

## 2. Reach at least 22,500 OGV

The Qualification Period for each Distributor begins on the first of the month following a Distributor's first time achievement of the paid-as rank of Silver or the Programme Initiation Date, whichever is later, and ends at 11:59 p.m. on the last day of the sixth month (e.g., April 1, 2020–September 30, 2020).

### **REWARD/INCENTIVE:**

Distributors meeting the above requirements will qualify to receive a Premier Aroma collection, which will include essential oils curated by the Distributor's local Young Living market for the Bridge to Gold programme.

### **CANCELLATION AND REFUNDS; FORCE MAJEURE:**

A Distributor who qualifies for an incentive reward and then attempts to cancel the order(s) will not receive a refund for such order(s). Young Living will not be held responsible if delivery of a reward is prevented or delayed due to any of the following: out of stock, strikes, picket lines, boycott efforts, fires, floods, accidents, war (whether or not declared), revolution, riots, insurrections, acts of God, acts of government (including, without limitation, any agency or department of the United States of America and local authorities in each country participation on this promotion), acts of the public enemy, scarcity or rationing of gasoline or other fuel or vital products, inability to obtain materials or labour, or other causes that are reasonably beyond the control of Young Living.

### **LICENSE:**

By participating in the Bridge to Gold programme and accepting an incentive and/or reward, a Distributor consents to the use of his or her name, address (city and state/province of residence), voice, statements relating to the Bridge to Gold programme and Young Living, and photographs or other likeness without further compensation, notification or permission, in any publicity or advertising carried out by Young Living or any related entities in any media without territorial or time limitation, except where prohibited by law.

### **LIMITATIONS OF LIABILITY:**

Young Living is not responsible for, and the winners will not receive the difference, if any, between the actual value of a prize at the time of award and the ARV stated in any promotion-related correspondence or materials. Young Living and its affiliates, subsidiaries and parent companies are not responsible for any inaccuracies in information that may be used in the Bridge to Gold programme; any technical or human error that may occur in the processing of orders, including data entered by Distributors; any miscommunications such as technical failures related to computer, telephone, cable and unavailable network or server connections; related technical failures; other failures related to hardware, software or virus; or incomplete, late or misdirected orders. Any compromise to the fair and proper conduct of the Bridge to Gold programme related to a computer virus or similar type of technical impairment that may affect the proper fairness, security and administration of the Bridge to Gold programme may result in the termination, amendment or modification of the programme or portion thereof at the sole discretion of Young Living. Young Living reserves the right, in its sole discretion, to void any order of Distributors who Young Living believes have attempted to tamper with or impair the administration, security or fairness of the Bridge to Gold programme or to disqualify any Distributor who acts in a non-sportsmanlike manner or with the intent to threaten or harass any other person. By participating in the Bridge to Gold programme, each Distributor waives all rights to claim punitive, incidental and consequential damages, legal fees, or any damages other than actual out-of-pocket costs or losses that may arise in connection with participation in the Bridge to Gold programme, acceptance, possession, and/ or use of a reward.

All causes of action arising out of or in connection with the Bridge to Gold programme or any reward

awarded shall be resolved individually, without resort to any form of class action. Some jurisdictions may not allow certain limitations on damages or the ability to seek damages through a class action, so some of these restrictions may not apply to you.

#### **OTHER RULES AND REGULATIONS:**

Each reward recipient will be responsible for all applicable taxes on his or her reward, whether or not the reward is used, unless he or she refuses to accept a reward at the time it is presented. Where applicable, the recipient will have the fair market value of the accepted reward reported on an applicable tax form (e.g., a Form 1099-MISC in the USA or Form T4A in Canada). If aspects of a reward change outside the control of Young Living, or if, for any reason, all or any portion of a reward is or becomes unavailable, Young Living will not be liable or responsible for any such changes and reserves the right to substitute a reward of equivalent or greater value at Young Living's sole and absolute discretion. No transfer of a reward to a third party is permitted. No cash substitutions will be offered for non-cash rewards. By accepting a reward, the recipient agrees that Young Living shall not be liable for any injuries, damages or losses of any kind resulting from or in connection with the awarding, acceptance, possession or use of a reward or any aspects or parts thereof.

Young Living will be the final arbiter of all rule interpretations and qualification determinations, and such decisions will be final. Where applicable, any qualification subsidy will be reported as income on the recipient's annual 1099 form (or other applicable tax form in your market). If applicable, reward recipients will be responsible for paying all taxes on subsidy or subsidies granted by Young Living. The Bridge to Gold programme is void where prohibited by law. All Distributors who participate and qualify will be subject to auditing or verification of their point totals.

By participating in the Bridge to Gold programme, you (i) acknowledge compliance with these Bridge to Gold programme rules, including all eligibility requirements; (ii) warrant that any information you provide in connection with the Bridge to Gold programme is true and accurate; and (iii) agree to be bound by the decisions of Young Living, which shall be final and binding in all matters relating to the Bridge to Gold programme. Distributors who do not comply with these Bridge to Gold programme rules and Young Living's Policies and Procedures are subject to disqualification.

Young Living reserves the right, in its sole discretion, to cancel, modify or suspend the Bridge to Gold programme at any time, with or without notice, for any reason or no reason, including if fraud, technical failures, viruses, bugs, errors in programming or any other causes corrupt the administration, security or integrity of the Bridge to Gold programme.

The Bridge to Gold programme is subject to all applicable federal, state, provincial and municipal laws. All issues and questions concerning the construction, validity, interpretation and enforceability of these Bridge to Gold programme rules or the rights and obligations of participant and Young Living in connection with the Bridge to Gold programme shall be governed by and construed in accordance with the substantive laws of the State of Utah, for Distributors in the United States without regard to conflicts of law principles. All participants in the United States consent to the jurisdiction and venue of the federal, state, and local courts of Utah. For International Distributors, the applicable substantive laws and courts will be those registered under the Distributor Agreements in each jurisdiction.

## APPENDIX A

Participants agree and understand that this promotion is sponsored by the legal entity in their country of residence as detailed below. The legal entity sponsoring the promotion for each participant is determined by the primary billing address as listed on the participant's Young Living Distributor account as of the start date of the Promotion Period.

PARTICIPANT'S COUNTRY OF PRIMARY RESIDENCE AS OF THE START DATE OF THE PROMOTION PERIOD	SPONSOR	SPONSOR'S ADDRESS
United States	Young Living Essential Oils, LC	1538 W. Sandalwood Dr., Lehi, UT 84043
Canada	Young Living Canada ULC	Unit 142, 701-64 Avenue S.E Calgary, Alberta T2H 2C3
Mexico	Young Living Mexico SRL	Av. Paseo de la Reforma No. 243, Piso 9 Colonia Cuauhtémoc, Delegación Cuauhtémoc, C.P. 06500, Ciudad de Mexico
Ecuador	Young Living Ecuador, CIA, LTDA	Avenida Las Monjas No. 115 Entre Circunvalación y Costanera Sur Urdesa Central Guayaquil, Ecuador
Europe	Young Living (Europe) Ltd.	3rd Floor Building 11, Chiswick Park London W4 5YS UK Phone: +44-0-1480-710032 Fax + 44 (0) 2038573431 <a href="https://www.youngliving.com/en_gb/company/contactus">https://www.youngliving.com/en_gb/ company/contactus</a>
Hong Kong and Macau	Young Living Hong Kong Limited	Young Living Hong Kong Limited 20/F, Soundwill Plaza II Midtown 1 Tang Lung Street, Causeway Bay, Hong Kong (Exit A, Causeway Bay Station)
Australia and New Zealand	Young Living Essential Oils, Australasia Pty. Ltd.	Level 3 Building B, 3 Columbia Court Baulkham Hills 2153, Sydney, Australia
Singapore	Young Living Singapore Pte. Ltd.	Young Living Singapore Pte Ltd 111 Somerset Road, #05-18 TripleOne Somerset, Singapore 238164
Malaysia	Young Living Malaysia Sdn Bhd	Bangsar South, 59200 Kuala Lumpur, Wilayah Persekutuan Kuala Lumpur, Malaysia

PARTICIPANT'S COUNTRY OF PRIMARY RESIDENCE AS OF THE START DATE OF THE PROMOTION PERIOD	SPONSOR	SPONSOR'S ADDRESS
Japan	Young Living Japan Inc.	Shinjuku Sumitomo Bldg. 32F 2-6-1 Nishishinjuku Shinjuku-Ku, Tokyo, Japan 163-0232
Taiwan	Young Living Taiwan Inc, Taiwan Branch	8/F, Nos. 89, 89-1, 89-2 and 89-3 SongRen Road, XinYi District, Taipei City (TEL: 02- 7747-4888; Fax: 0277474889)
Indonesia	PT Young Living Indonesia	Menara BCA Grand Indonesia, 45 Floor, Jalan M.H. Thamrin No. 1, Jakarta Pusat, 10310, Indonesia
Colombia	Young Living Colombia SAS	Avenida 19 105 – 53 Bogotá, Colombia
Philippines	Young Living Philippines LLC, Philippines Branch	12th Floor, Twenty-Five Seven McKinley 25th Street corner 7th Avenue Bonifacio Global City
South Korea	Young Living Korea Limited Company	Taehaeranro 419 Gangnam Finance Plaza 9F, Gangnam Gu, Seoul, Korea
South Africa	Young Living Africa (PTY) LTD	Clearwater Office Park, Building 6 Cnr of Christian de Wet and Mellenium Road, Strubensvalley, Roodepoort Gauteng 1724
Costa Rica	Young Living Costa Rica S.R.L.	San Jose, Sabana Sur, Calle 62 A, Avenida 12, edificio Abdin Segunda planta