



# FR-EN COMPENSATION PLAN

January 2024

# COMPENSATION PLAN












































The ACN® Opportunity has been designed to help you build a business that can produce immediate and long-term income. As a new Independent Business Owner (IBO), you should set yourself a goal to learn the Compensation Plan in detail. The better you understand it, the better you will make it work for you.

## BECOME A CUSTOMER QUALIFIED IBO (CQ)

To become a Customer Qualified IBO (CQ) you must acquire and maintain at least 7 personal customer points and 3 services.

## HOW TO ADVANCE TO EARNED POSITIONS

### EXTENDED!

<p><b>CQ</b></p> <p><b>CUSTOMER QUALIFIED IBO</b></p> <p>To become a Customer Qualified IBO you must have a minimum of 7 personal points with a minimum of 3 services</p> <p>Example: </p> <p>POINTS </p> <p>SERVICE </p>	<p><b>ETL</b></p> <p><b>EXECUTIVE TEAM LEADER</b></p> <p>To become an ETL you must meet CQ with a minimum of <b>20 total customer points (personal &amp; downline)</b> with a minimum of <b>10 downline customer points</b></p> <p>Example: </p> <p></p> <p>Minimum 10 points</p> <p><b>20 Total Customer Points</b></p>	<p><b>RC</b></p> <p><b>REGIONAL COORDINATOR</b></p> <p>200 total customer points with a maximum of 75 customer points per leg</p> <p>Example: </p> <p> 60  35  55</p> <p> 15  35  18</p> <p>Max 75</p> <p><b>200 Total Customer Points</b></p>	<p><b>RD</b></p> <p><b>REGIONAL DIRECTOR</b></p> <p>600 total customer points (max: 200 per leg)</p> <p>Example:  15 Points</p> <p> 150  100  180</p> <p> 50  100  20</p> <p>Max 200</p> <p><b>600 Total Customer Points</b></p>	<p><b>RVP</b></p> <p><b>REGIONAL VICE PRESIDENT</b></p> <p><b>RVP GOLD</b></p> <p><b>RVP PLATINUM</b></p> <p>3,000 total customer points (max: 750 per leg)</p> <p>Example:  15 Points</p> <p>   </p> <p>   </p> <p></p> <p><b>3,000 Total Customer Points</b></p> <p><b>3,000 total customer points (max: 750 per leg)</b></p> <p><b>€175,000 monthly downline billing (max per leg = €60,000)</b></p> <p><b>€250,000 monthly downline billing (max per leg = €100,000)</b></p>	<p><b>SVP</b></p> <p><b>SENIOR VICE PRESIDENT</b></p> <p>2 RVP legs &amp; 4 RD legs with €400,000 (max €175,000 per leg)</p> <p>Example:  15 Points</p> <p>     </p> <p>  </p> <p></p> <p><b>€400,000 monthly downline billing (max per leg = €175,000)</b></p>
<p><b>THIS MONTH'S PROMO*:</b></p> <p>BECOME A CQ WITH:</p> <p>POINTS <b>5</b></p> <p>SERVICE <b>2</b></p> <p><small>*Applicable for IBO's with a start date from January 1st 2020</small></p>	<p><b>EXTENDED ETL PROMO!!!!</b></p>		<p><b>RD MUST MAINTAIN</b></p> <p> 15 Personal Points &amp; SERVICE <b>5</b></p> <p><b>TO RECEIVE EARNED POSITION COMPENSATION</b></p>	<p><b>RVP MUST MAINTAIN</b></p> <p> 15 Personal Points &amp; SERVICE <b>5</b></p> <p><b>TO RECEIVE EARNED POSITION COMPENSATION</b></p>	<p><b>SVP MUST MAINTAIN</b></p> <p> 15 Personal Points &amp; SERVICE <b>5</b></p> <p><b>TO RECEIVE EARNED POSITION COMPENSATION</b></p>

Only services that carry points will count towards qualification. Customers from all countries that ACN operates in will count towards qualification.

Success as an ACN® Independent Business Owner is not guaranteed, but directly influenced by an individual's efforts. No one is guaranteed income as an IBO and not all IBOs make a profit.

# COMPENSATION PLAN

## TWO TYPES OF CABs

### OPEN LINE CABs

Open Line CABs are bonuses you earn when IBOs in your organisation (who have not reached your earned position) help their newly sponsored IBO's become qualified within their first 30 days.

### GENERATIONAL CABs

Generational CABs are bonuses you earn when IBOs in your organisation—who are under an IBO that has reached the same earned positions (or higher) that you have reached—acquire customers to become qualified within 30 days of their start date.

### Overriding Customer Acquisition Bonuses — All Earned Positions

	ETL	RC	RD	RVP	SVP
	Executive Team Leader	Regional Coordinator	Regional Director	Regional Vice President	Senior Vice President
Personally Sponsored	€ 40	€ 140	€ 290	€ 390	€ 410
Open Line	€ 40	€ 100	€ 150	€ 100	€ 20
1 <sup>st</sup> Generation	-	-	€ 60	€ 40	€ 10

You can earn a CAB if you sponsor a new IBO and they acquire 7 personal customer points and 3 services during their first 30 days.

CABs are paid based on the position you hold once ACN® accepts the new IBO contract.

Team Coordinators in Latin America will be considered Regional Directors for the European compensation plan.

No compensation is earned at ACN® unless customers are acquired. Success as an ACN® IBO is not guaranteed, but directly influenced by an individual's specific efforts.

No one is guaranteed income as an ACN® IBO and not all ACN® IBOs make a profit. A maximum of two accounts per customer and service from the same household (any household) count towards position qualification. Additional services for the same household will not count for qualification but only for commission.

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## CUSTOMER ACQUISITION BONUSES

Overriding Customer Acquisition Bonuses — All Earned Positions

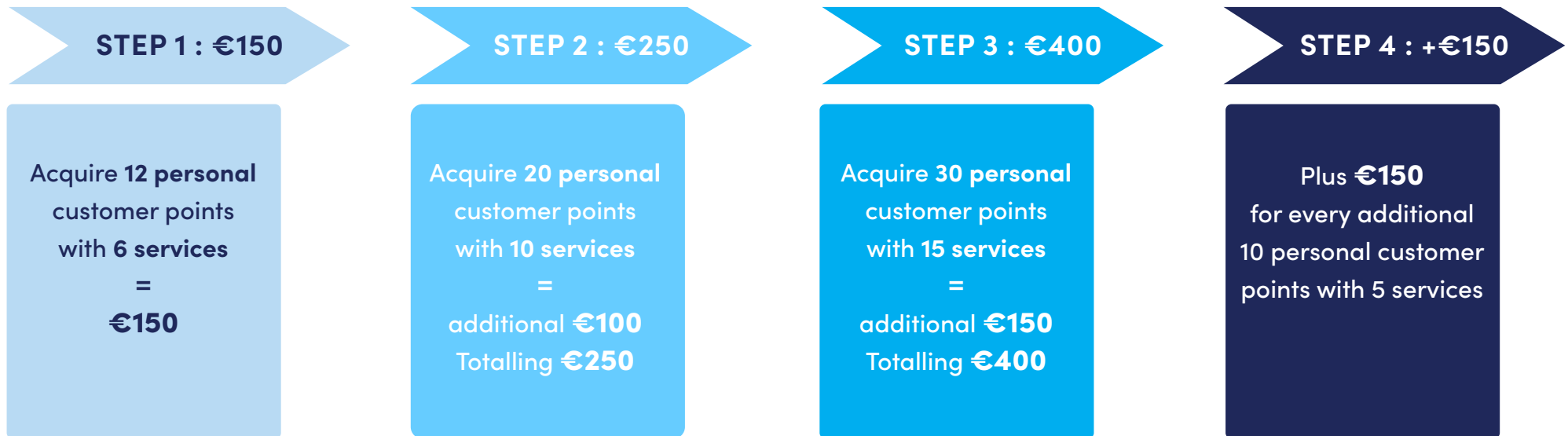
IBO	ETL	RC	RD	RVP	SVP
					
	ETL €40	RC €140	RD €290	RVP €390	SVP €410
		▼	▼	▼	▼
	ETL €100	ETL €100	ETL €250	ETL €350	ETL €370
		▼	▼	▼	▼
	ETL €100	RC €150	RC €250	RC €250	RC €270
		▼	▼	▼	▼
	ETL €100	1st RD €60	RD €160	RD €160	RD €180
			▼	▼	▼
			RD €100	RD €100	RD €120
			▼	▼	▼
			1st RVP €40	1st RVP €40	1st RVP €60
					▼
					1st SVP €10

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## PERSONAL CUSTOMER BONUSES NEW & EXISTING IBOs

For all positions from IBO to SVP:



- ▶ **New IBOs** can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ Existing IBOs have the calendar month to acquire these bonuses.
- ▶ Customers with Zero points do not count towards this bonus.
- ▶ Europe Customer bonuses can only be earned by IBOs in Europe, using customers from Europe.
- ▶ Once Bonus requirements have been achieved, then Payout will occur the following week.
- ▶ New CQ allocated by the uplines with the strategic sponsor placement won't count for this bonus.

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## MONTHLY RESIDUAL EARNINGS COMMISSIONS (OVERRIDING COMMISSIONS)

All Independent Business Owners can earn commissions on customer purchases of Services acquired in their downline.

A Commissionable Value (CV) is assigned to each Service. Over time, the majority of your compensation will come from the residual income of your customer's monthly billings. Customer acquisition is the fuel for your business, creating long-term, lasting income and by teaching other people how to do the same thing, you will build residual income for yourself. Commissions for services are paid up to three months in arrears. Please see the table below for more information.

LEVELS	QUALIFICATIONS <sup>1</sup>	SERVICES	TRUVVI LIFESTYLE SERVICES
Personal	All positions	3-15%	3-15%
1	25 personal points	3%	5%
2	25 personal points	3%	
3	50 personal points	3%	
4	50 personal points	3%	
5	75 personal points	3%	
RVP Open Line	RVP or above*	1½%	3%
	RVP Gold*	2½%	
	RVP Platinum*	3%	
RVP 1 <sup>st</sup> Generation	1 <sup>st</sup> Generation RVP**	1%	2%
RVP 2 <sup>nd</sup> Generation	2 <sup>nd</sup> Generation RVP***	½%	1%
SVP Open Line	Open Line SVP****	2%	3%
SVP 1 <sup>st</sup> Generation	1 <sup>st</sup> Generation SVP*****	1%	2%

## Personal Commissions

As you acquire personal customers you qualify to earn between 3% and 15% of their monthly bills. This percentage is based on your total number of personal customer points.

1-39	personal points	=	3%
40-59	personal points	=	5%
60-99	personal points	=	10%
100-199	personal points	=	12%
200+	personal points	=	15%

<sup>1</sup> New personal level qualifications (Level 1-5) will apply - commission calculation starting from 1<sup>st</sup> June. Until then, the previous level qualifications are applicable.

\*Open Line RVP Platinum, RVP Gold and RVP commissions are paid on customer billings below your 5<sup>th</sup> level down to the 5<sup>th</sup> level, of the first RVP (or SVP) in your downline.

\*\*1<sup>st</sup> Generation RVP commissions are paid on customer billings from the 6<sup>th</sup> level of the first downline RVP (or SVP) through the 5<sup>th</sup> level of the second downline RVP (or SVP).

\*\*\*2<sup>nd</sup> Generation RVP commissions are paid on customer billings from the 6<sup>th</sup> level of the second downline RVP (or SVP) through the 5<sup>th</sup> level of the third downline RVP (or SVP).

\*\*\*\*Open Line SVP commissions are paid on customer billings below your 5<sup>th</sup> level down to the 5<sup>th</sup> level of the first SVP in your downline.

\*\*\*\*\*1<sup>st</sup> Generation SVP commissions are paid on customer billings from the 6<sup>th</sup> level of the first downline SVP through the 5<sup>th</sup> level of the second downline SVP.

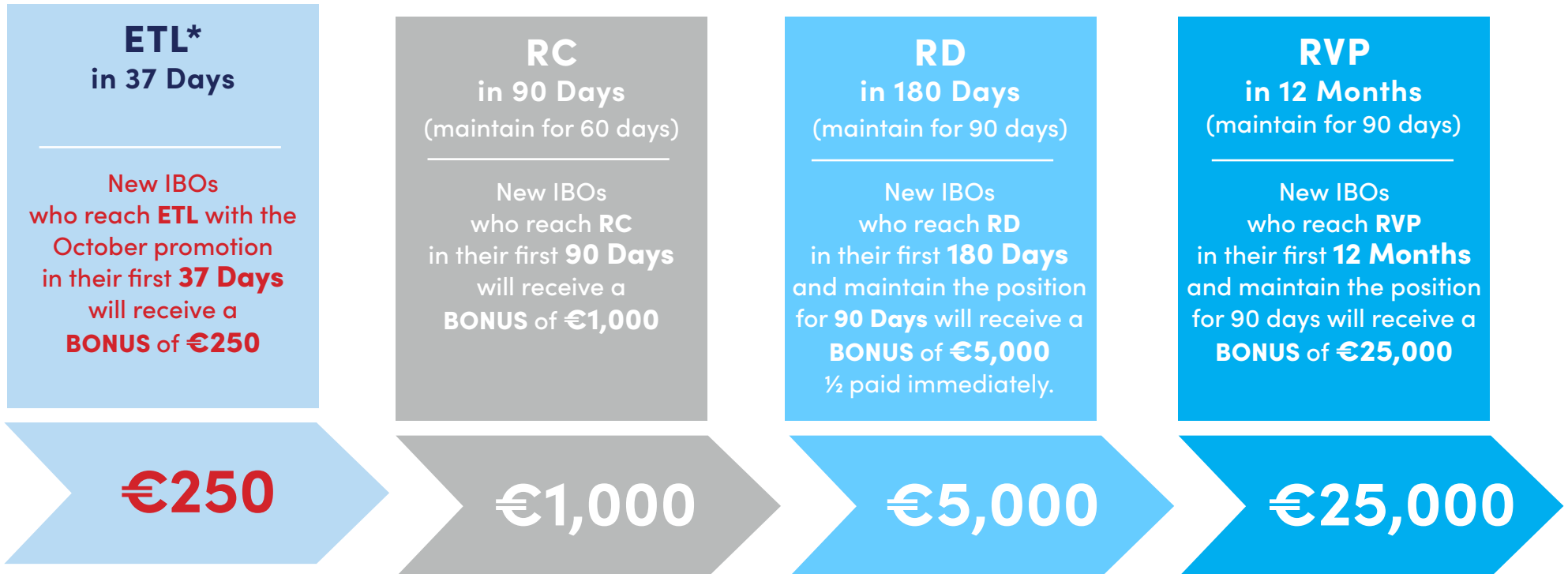
Important note: commission percentages are based on customers acquired on or after 1<sup>st</sup> June 2015.

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## NEW FAST START BONUSES

### EXTENDED!



\*IBOs who started before the 1st of October and are eligible for the ETL Fast Start Bonus must meet the standard ETL requirements\*\* to receive the €400 ETL bonus.

\*\*Have a minimum of 30 total customer points with a minimum of 15 downline customer points.

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## SERVICES LISTING

ALL PRICES ARE IN EUROS (€)

FREE	Duration	CV**	CP*	Monthly promotional points
Freebox Pop	Up to 36 months	€ 20	2	3

Freebox Pop is all available for both residential and business.

For orders to count towards compensation, they must be processed through the correct ACN platform.

TRUVVI LIFESTYLE	Duration	CV**	CP*
GOLD			
TRUVVI - MTH - Monthly Subscription	Lifetime of customer	80% of the monthly amount****	1
TRUVVI - QTR - Quarterly Subscription			3
TRUVVI - YRLY - Yearly Subscription			5
PLATINUM / PLATINUM PLUS			
TRUVVI - MTH - Monthly Subscription	Lifetime of customer	80% of the monthly amount****	2
TRUVVI - QTR - Quarterly Subscription			4
TRUVVI - YRLY - Yearly Subscription			7
UK BONUS PACK			
TRUVVI - MTH / QTR / YRLY - Monthly / Quarterly / Yearly	Lifetime of customer	80% of the monthly amount****	0

\*Customer Points (CP): A value assigned to each ACN® Service for qualification purposes under the Compensation Plan.

\*\*Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV.

\*\*\*Quarterly and annual subscriptions will be broken out into monthly amounts for commissioning purposes.

\*\*\*\*UK Bonus Pack may only be purchased in combination with a MTH (monthly), QTR (quarterly) or YRLY (yearly) plan.

Customers must be active to count towards customers bonuses.

For orders to count towards compensation, they must be processed through the correct ACN platform.



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## EXTENDED!

*free*

### FREE RETAIL BONUS PROMOTION

Earn €30 for **one order**,  
€100 for **two orders**, and €50 for each additional order.

- Orders must be placed within the calendar Month
- Orders that are revoked, cancelled or rejected will not count towards this promotion
- Only orders with installed status will count towards this bonus
- Customers counting for this promotion may also count for other bonuses, where applicable
- Both new and existing IBOs may try for this bonus
- For example, earn €200 for 4 customers.
- This bonus will be paid at the end of the following month.
- Carries no upline bonus

**ACN**<sup>®</sup>