

# COMPENSATION PLAN OVERVIEW

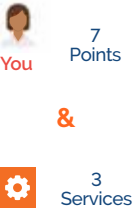
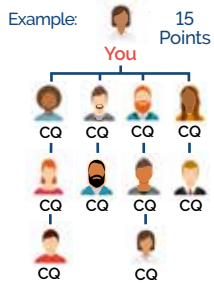
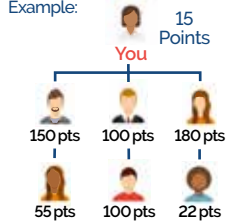
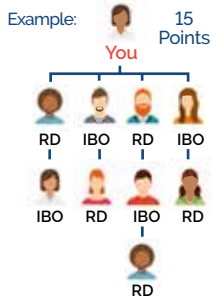
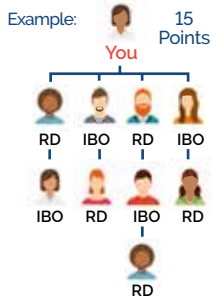
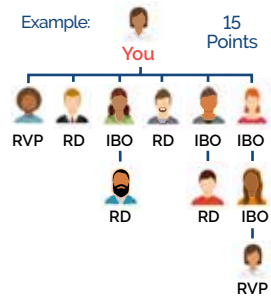
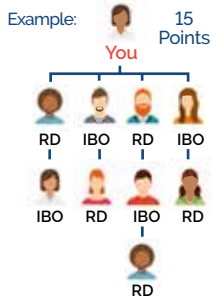



PORTUGAL  
Effective 1<sup>st</sup> July, 2019  
PT - EN - CP - 004

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

CQ	ETL	RD	RVP	SVP						
<p><b>CUSTOMER QUALIFIED IBO</b></p> <p>To become a Customer Qualified IBO you must have a minimum of <b>7</b> personal points with a minimum of <b>3</b> services</p> <p>Example:</p> 	<p><b>EXECUTIVE TEAM LEADER</b></p> <p><b>15</b> personal points, <b>5</b> services &amp; <b>10</b> CQs in a minimum of 3 separate legs</p> <p>Example:</p>  <p><b>OR</b></p> <p><b>60</b> Personal Points</p>	<p><b>REGIONAL DIRECTOR</b></p> <p><b>600</b> group points (max 200 per leg)</p> <p>Example:</p> 	<table border="1"> <thead> <tr> <th data-bbox="1055 558 1310 614">REGIONAL VICE PRESIDENT</th> <th data-bbox="1310 558 1556 614">RVP GOLD</th> <th data-bbox="1556 558 1812 614">RVP PLATINUM</th> </tr> </thead> <tbody> <tr> <td data-bbox="1055 614 1310 1157"> <p><b>4</b> RD legs at any level with <b>3000</b> group points (max: 1000 per leg)</p> <p>Example:</p>  <p><b>3000</b> customer group points (max: 1000 per leg)</p> </td> <td data-bbox="1310 614 1556 1157"> <p><b>175 000 €</b> monthly downline billing (max per leg = 60,000 €)</p> </td> <td data-bbox="1556 614 1812 1157"> <p><b>250 000 €</b> monthly downline billing (max per leg = 100,000 €)</p> </td> </tr> </tbody> </table>	REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM	<p><b>4</b> RD legs at any level with <b>3000</b> group points (max: 1000 per leg)</p> <p>Example:</p>  <p><b>3000</b> customer group points (max: 1000 per leg)</p>	<p><b>175 000 €</b> monthly downline billing (max per leg = 60,000 €)</p>	<p><b>250 000 €</b> monthly downline billing (max per leg = 100,000 €)</p>	<p><b>SENIOR VICE PRESIDENT</b></p> <p><b>2</b> RVP legs &amp; <b>4</b> RD legs with 400 000 € (max 175 000 € per leg)</p> <p>Example:</p>  <p><b>400 000 €</b> monthly downline billing (max per leg = 175 000 €)</p>
REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM								
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		<p><b>RD MUST MAINTAIN</b></p>  <p><b>15</b> Personal Points &amp; <b>5</b> Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p><b>RVP MUST MAINTAIN</b></p>  <p><b>15</b> Personal Points &amp; <b>5</b> Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p><b>SVP MUST MAINTAIN</b></p>  <p><b>15</b> Personal Points &amp; <b>5</b> Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>						

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 OVERVIEW

## TWO TYPES OF CABs

### OPEN LINE CABs

Open Line CABs are bonuses you earn when IBOs in your organisation—who are not under an IBO that has reached the same earned position (or higher) that you have reached—acquire customers to become qualified within 30 days of their start date.

### 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

	<b>ETL</b> Executive Team Leader	<b>RD</b> Regional Director	<b>RVP</b> Regional Vice President	<b>SVP</b> Senior Vice President
<b>Personally Sponsored</b>	<b>30 €</b>	<b>110 €</b>	<b>130 €</b>	<b>140 €</b>
<b>Open Line</b>	<b>30 €</b>	<b>80 €</b>	<b>20 €</b>	<b>10 €</b>
<b>1<sup>st</sup> Generation</b>	<b>-</b>	<b>20 €</b>	<b>7.50 €</b>	<b>7.50 €</b>

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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## MONTHLY RESIDUAL EARNINGS COMMISSIONS (OVERRIDING COMMISSIONS)

Independent Business Owners and upwards 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. Please see the table below for more information.

Levels	Qualifications	Services
Personal	All positions	1-10%
	From April 2019	
1	10 personal points	¼%
2	10 personal points	¼%
3	25 personal points	¼%
4	25 personal points	½%
5	50 personal points	3%
6	50 personal points	5%
7	60 personal points	8%
RVP Open	RVP or above*	1½%
	RVP Gold*	2½%
	RVP Platinum*	3%
RVP 1 <sup>st</sup> Generation	1 <sup>st</sup> Generation RVP**	1%
RVP 2 <sup>nd</sup> Generation	2 <sup>nd</sup> Generation RVP***	½%
SVP Open	Open Line SVP****	2%
SVP 1 <sup>st</sup> Generation	1 <sup>st</sup> Generation SVP*****	1%

## Personal Commissions

As you acquire personal customers you qualify to earn between 1% and 10% of their monthly bills. This percentage is based on your total number of personal customer points.

April		
1-29	personal points	= 1%
30-39	personal points	= 3%
40-59	personal points	= 5%
60+	personal points	= 10%

\*Open Line RVP Platinum, RVP Gold and RVP commissions are paid on customer billings below your 7th level down to the 7th level of the first RVP (or SVP) in your downline.

\*\*1<sup>st</sup> Generation RVP commissions are paid on customer billings from the 8th level of the first downline RVP (or SVP) through the 7th level of the second downline RVP (or SVP).

\*\*\*2<sup>nd</sup> Generation RVP commissions are paid on customer billings from the 8th level of the second downline RVP (or SVP) through the 7th level of the third downline RVP (or SVP).

\*\*\*\*Open Line SVP commissions are paid on customer billings below your 7th level down to the 7th level of the first SVP in your downline.

\*\*\*\*\*1<sup>st</sup> Generation SVP commissions are paid on customer billings from the 8th level of the first downline SVP through the 7th level of the second downline SVP.

Important note: commission percentages are based on customers acquired on or after January 1<sup>st</sup> 2019.

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## SERVICES LISTING

ALL PRICES ARE IN EUROS (€)

PARTNERSHIP SERVICES	CV**	CP*	Duration
<b>ACN® BROADBAND, TV AND PHONE PARTNERSHIP WITH MEO</b>			
2 Play Product	20	1	Up to 24 months
3 Play Product	30	2	
4 Play with one mobile	35	3	
4 Play with two mobiles	40	3	
TV only	10	0	
Internet only	10	0	
Fixed line only	10	0	
Mobile only	5	0	
<b>ACN® HOME SECURITY IN PARTNERSHIP WITH SECURITAS DIRECT</b>			
Home Security	20	4	Up to 60 months

The CV amount is 100% commissionable.

Any additional services that you or your customer order – which are not mentioned in this Compensation Plan – will not be compensated for.

Orders made directly with agencies will not be compensated. For orders to count towards compensation, they must be processed through the correct ACN platform.

PARTNERSHIP SERVICES	Yearly consumption in KWH	CV**	CP*	Retail Bonus	Duration
<b>ACN® ENERGY PARTNERSHIP WITH ALDRO ENERGIA</b>					
<b>Electricity BTN</b>	0 - < 5 000	0	0	0	Up to 60 months
	5 000 - < 10 000	10	1	0	
	10 000 - < 15 000	10	1	0	
	15 000 - < 20 000	15	2	0	
	20 000 - < 50 000	30	2	0	
	50 000 - < 100 000	30	3	0	
	100 000 - < 250 000	60	3	75	
	250 000 - < 350 000	80	3	100	
	350 000 - < 450 000	80	3	100	
	≥ 450 000	80	3	100	
<b>Electricity BTE/MT</b>	0 - < 5 000	0	1	0	Up to 60 months
	5 000 - < 10 000	25	2	0	
	10 000 - < 15 000	25	2	0	
	15 000 - < 20 000	30	3	0	
	20 000 - < 50 000	30	3	0	
	50 000 - < 100 000	45	3	0	
	100 000 - < 250 000	50	3	50	
	250 000 - < 350 000	80	3	100	
	350 000 - < 450 000	125	3	200	
	≥ 450 000	200	3	200	

Services are 100% commissionable.

\* 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.