

30 YEARS

ACN<sup>®</sup>

# IT-EN COMPENSATION PLAN

Effective from 1st May 2023


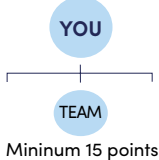
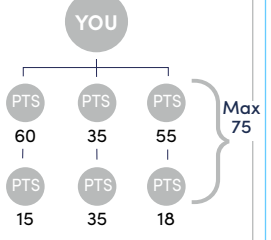
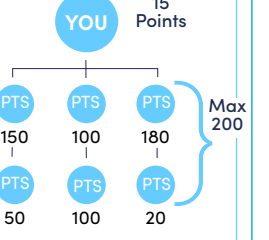

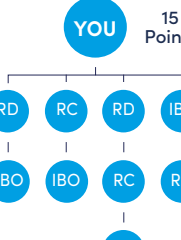


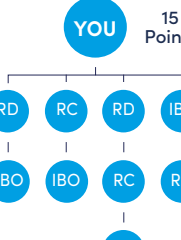

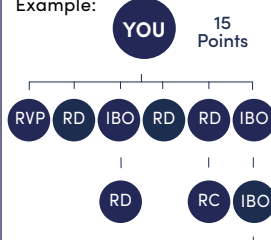

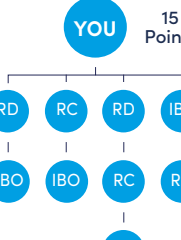

# COMPENSATION PLAN

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

CQ	ETL	RC	RD	RVP	SVP						
<b>CUSTOMER QUALIFIED IBO</b>  To become a Customer Qualified IBO you must have a minimum of 7 personal points with a minimum of 3 services  Example:   POINTS <b>7</b> SERVICE <b>3</b>	<b>EXECUTIVE TEAM LEADER</b>  To become an ETL you must have a minimum of 30 total customer points with a minimum of 15 downline customer points  Example:   Personal and Downline <b>30</b> Total Customer Points  Minimum 15 points	<b>REGIONAL COORDINATOR</b>  200 total customer points with a maximum of 75 customer points per leg  Example:   Personal and Downline <b>200</b> Total Customer Points  Max 75	<b>REGIONAL DIRECTOR</b>  600 total customer points (max: 200 per leg)  Example:   Personal and Downline <b>600</b> Total Customer Points  Max 200	<table border="1"> <thead> <tr> <th>REGIONAL VICE PRESIDENT</th> <th>RVP GOLD</th> <th>RVP PLATINUM</th> </tr> </thead> <tbody> <tr> <td> <b>REGIONAL VICE PRESIDENT</b>                               3,000 total customer points (max: 750 per leg)                               Example:                                 Personal and Downline  <b>3,000</b> Total Customer Points                               3,000 total customer points (max: 750 per leg)                         </td> <td> <b>RVP GOLD</b>                               3,000 total customer points (max: 750 per leg)                               Example:                                 Personal and Downline  <b>3,000</b> Total Customer Points                               €175,000 monthly downline billing (max per leg = €60,000)                         </td> <td> <b>RVP PLATINUM</b>                               3,000 total customer points (max: 750 per leg)                               Example:                                 Personal and Downline  <b>3,000</b> Total Customer Points                               €250,000 monthly downline billing (max per leg = €100,000)                         </td> </tr> </tbody> </table>	REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM	<b>REGIONAL VICE PRESIDENT</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  3,000 total customer points (max: 750 per leg)	<b>RVP GOLD</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  €175,000 monthly downline billing (max per leg = €60,000)	<b>RVP PLATINUM</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  €250,000 monthly downline billing (max per leg = €100,000)	<b>SENIOR VICE PRESIDENT</b>  2 RVP legs & 4 RD legs with €400,000 (max €175,000 per leg)  Example:   Personal and Downline <b>400,000</b> monthly downline billing (max per leg = €175,000)
REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM									
<b>REGIONAL VICE PRESIDENT</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  3,000 total customer points (max: 750 per leg)	<b>RVP GOLD</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  €175,000 monthly downline billing (max per leg = €60,000)	<b>RVP PLATINUM</b>  3,000 total customer points (max: 750 per leg)  Example:   Personal and Downline <b>3,000</b> Total Customer Points  €250,000 monthly downline billing (max per leg = €100,000)									
			<b>RD MUST MAINTAIN</b> YOU 15 Personal Points & SERVICE <b>5</b> TO RECEIVE EARNED POSITION COMPENSATION	<b>RVP MUST MAINTAIN</b> YOU 15 Personal Points & SERVICE <b>5</b> TO RECEIVE EARNED POSITION COMPENSATION	<b>SVP MUST MAINTAIN</b> YOU 15 Personal Points & SERVICE <b>5</b> TO RECEIVE EARNED POSITION COMPENSATION						

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.

# COMPENSATION PLAN

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## CUSTOMER ACQUISITION BONUSES

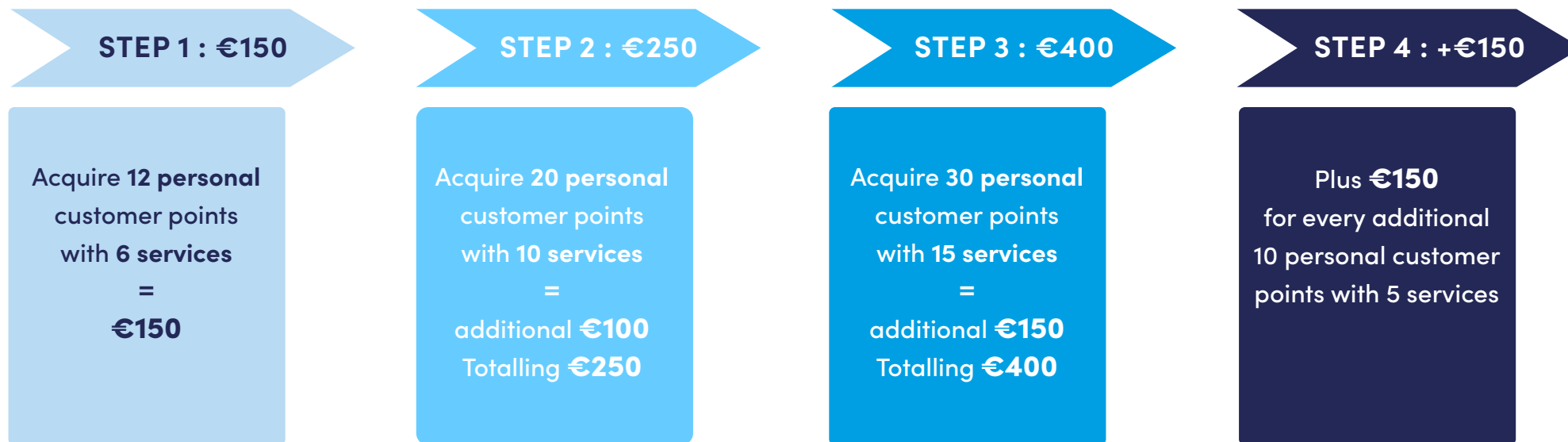
Overriding Customer Acquisition Bonuses — All Earned Positions

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

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## PERSONAL CUSTOMER BONUSES NEW & EXISTING IBOs



- ▶ **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.

# COMPENSATION PLAN

## PERSONAL CUSTOMER BONUSES

### EXISTING IBOs

### BUILD & EARN BONUS



- ▶ \*\* Sponsor 2 new IBOs in the same calendar month, that each acquire at least 10 personal points in their first 30 days to earn €150.
- ▶ An existing IBO is any IBO outside of their first 30 days.

- ▶ Customers with Zero points do not count towards this bonus.
- ▶ Customers from any European country that ACN operates in will count for this Bonus.
- ▶ Both existing IBOs and new IBOs must be Customer Qualified.

- ▶ Build & Earn Bonus can be earned more than once.
- ▶ Existing IBOs can qualify for both the Build & Earn Bonus and Personal Customer Bonuses.

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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 1st 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.

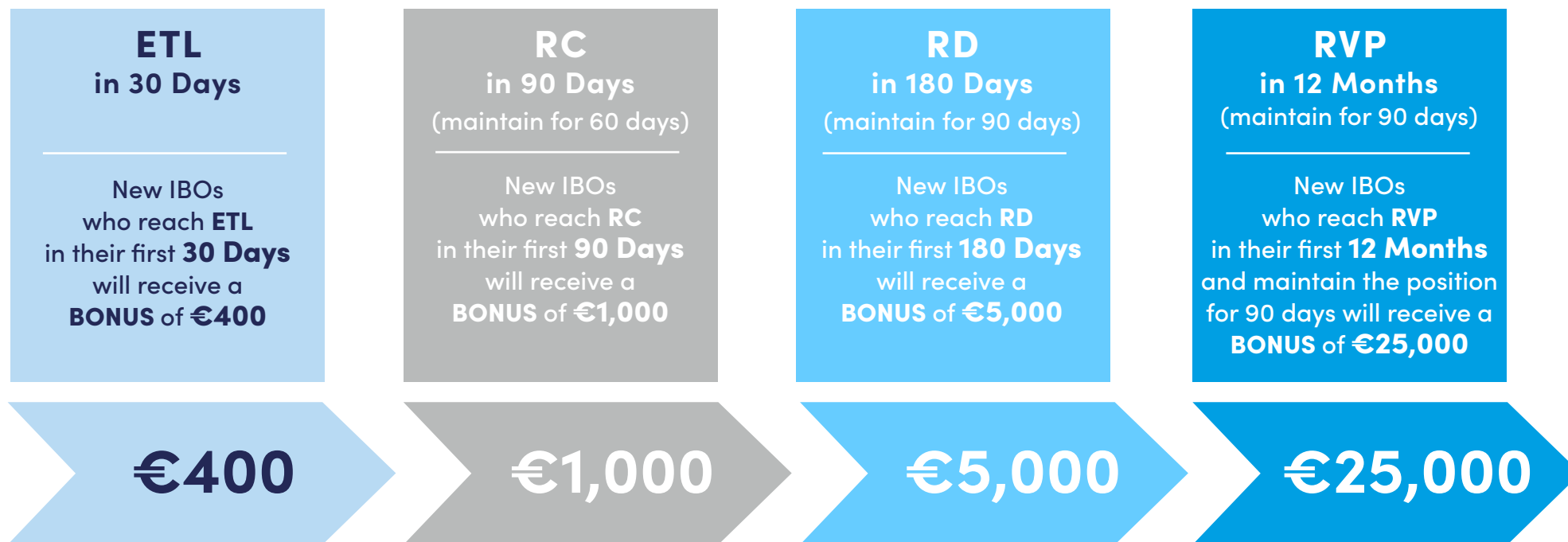
\*\*\*\*\*1<sup>st</sup> Generation SVP commissions are paid on customer billings from the 6<sup>th</sup> level of the first downline SVP through the 5<sup>th</sup> level of the second downline SVP.

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

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## NEW FAST START BONUSES





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## SERVICES LISTING

ALL PRICES ARE IN EUROS (€)

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

\*\*Commisionable 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.

VERISURE	DURATION	CV**	CP*
Security for Residential and Business customers	Up to 36 months	30	4

CV counts for the term of the contract or until the customer cancels. The CV counts for up to 36 months or until cancelled by the customer.

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## SERVICES LISTING

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ENGIE	DURATION	CV**	GIRO CUSTOMERS CP*	SDD CUSTOMERS CP*
Residential Energy (Gas)	Up to 36 months	15	1	2
Residential Energy (Electricity)				
Business Energy (Electricity) - Up to 5 kW		20	1	2
Business Energy (Electricity) - From 5.1 kW up to 10 kW				
Business Energy (Electricity) - 10.1 kW up to 15 kW		25	2	4
Business Energy (Gas) - up to 500 smc				
Business Energy (Gas) - From 501 smc up to 5.000 smc		30	1	2
Business Energy (Gas) - From 5.001 smc up to 30.000 smc				

The CV amount is 100% commissionable. Condominiums are not included nor compensated.

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.

Only services that carry points will count towards qualification.

FASTWEB	DURATION	CV**	CP*
Residential Broadband & Phone	Up to 36 months	20	2
Residential Broadband, Phone & Mobile		25	
Business On Net Broadband Only		25	2
Business On Net Broadband & Mobile		35	3
Business Broadband & Phone		30	3
Business Broadband, Phone & Mobile		40	

\*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.

CV counts for the term of the contract or until the customer cancels.

The CV counts for up to 36 months or until cancelled by the customer.

Customers must be installed to count towards customer bonuses.

**ACN**

**UNSTOPPABLE**