

# COMPENSATION PLAN OVERVIEW

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.

## POSITIONS & QUALIFICATIONS

ACN offers IBOs two starting positions and six earned positions. Team Trainers (TT) and above can qualify for earned positions by acquiring customers. Please refer to the overview below for more details.

## BECOME A QUALIFIED TEAM TRAINER (QTT)

To become a Qualified Team Trainer (QTT) you must acquire and maintain at least 6 Personal Customer Points.

## HOW YOU CAN EARN MONEY

- 1 RETAIL SALES
- 2 BONUSES
- 3 COMMISSIONS

## HOW TO ADVANCE TO EARNED POSITIONS

**QTT** QUALIFIED TEAM TRAINER

You

To become a Qualified Team Trainer you must have a minimum of **6** Personal Points.

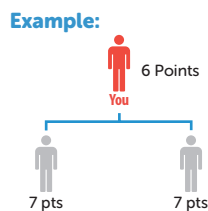
Success as an ACN Independent Business Owner is not guaranteed, but directly influenced by an individual's efforts. No one is guaranteed income as an IBO and not all IBOs make a profit.

**ETT** EXECUTIVE TEAM TRAINER

You have a minimum of **6** Personal Points.

**20** Total Points in your Team (Personal and Downline)

Minimum of **20** Team Points, up to **10** points per leg count towards qualification.

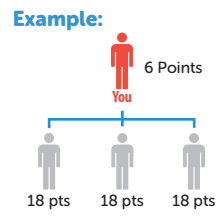


**ETL** EXECUTIVE TEAM LEADER

You have a minimum of **6** Personal Points.

**60** Total Points in your Team (Personal and Downline)

Minimum of **60** Team Points, up to **25** points per leg count towards qualification.

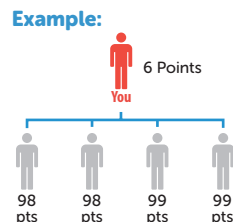


**TC** TEAM COORDINATOR

You have a minimum of **6** Personal Points.

**400** Total Points in your Team (Personal and Downline)

Minimum of **400** Team Points, up to **150** points per leg count towards qualification.



**RD** REGIONAL DIRECTOR

You 6 Points

At least **2** TCs and **1** ETL in 3 separate legs at any level

Effective 1/11/16

**RVP** REGIONAL VICE PRESIDENT

You 6 Points

At least **4** TCs in 4 separate legs at any level

**Minimum Monthly Downline Billings: €60,000**  
(limit: €25,000 per leg)

Effective 1/11/16

**SVP** SENIOR VICE PRESIDENT

You 6 Points

At least **2** RVPs, **1** RD and **3** TCs in 6 separate legs at any level

**Minimum Monthly Downline Billings: €300,000**  
(limit: €100,000 per leg)

Effective 1/11/16

QTT'S AND ABOVE MUST MAINTAIN 6 PERSONAL POINTS TO RECEIVE EARNED POSITION COMPENSATION

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## TWO TYPES OF CABs

### OPEN LINE CABs

Bonuses you earn when IBOs in your organisation (who have not reached your earned position) help their newly sponsored TTs become qualified within their first 30 days.

### GENERATIONAL CABs

Bonuses that you earn when IBOs in your organisation (who have reached the same earned position as you) help their newly sponsored TTs become qualified within their first 30 days. The amount you receive depends on your earned position and the earned position held by the IBOs between you and the new QTT.

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## Customer Acquisition Bonuses - All Earned Positions

	ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RD Regional Director	RVP Regional Vice President	SVP Senior Vice President
Personally Sponsored	€ 40	€ 100	€ 260	€ 300	€ 340	€ 360
Open Line	€ 40	€ 60	€ 160	€ 40	€ 40	€ 20
1 <sup>st</sup> Generation	-	-	€ 40	-	€ 15	€ 15
2 <sup>nd</sup> Generation	-	-	-	-	€ 10	-

You can earn a CAB if you sponsor a new TT and they acquire 6 Customer Points during their first 30 days. CABs are paid based on the position you hold on the new TT's start date.

*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)

Team Trainers upwards can earn commissions on customer purchases of Products and Services acquired in their downline. A Commissionable Value (CV) is assigned to each Product and Service. See the Product & Service Listing document for details. Commissions are calculated as a percentage of the CV. Commissions for products are paid in the following month while commissions for services are paid up to three months in arrears. The percentage earned varies depending on the level. Please see the table below for more information.

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Levels	Qualifications	Consumables	Services
Personal	All positions*	20%*	1-10%**
1	20 personal pts / ETT	3%	1/4%
2	20 personal pts / ETT	3%	1/4%
3	20 personal pts / ETT	3%	1/4%
4	30 personal pts / ETL	4%	1/2%
5	30 personal pts / ETL	6%	1%
6	40 personal pts / TC	8%	2%
7	40 personal pts / TC	10%	7%
Open Line TC	TC or above	2%	1/2%
Open Line RD	RD or above	4%	1%
1st Generation RD	RD or above	2%	-
Open Line RVP	RVP or above	5%	1 1/2%
1st Generation RVP	RVP or above	3%	1%
2nd Generation RVP	RVP or above	2%	1/2%
Open Line SVP	SVP	4%	1%
1st Generation SVP	SVP	2%	1/2%

### \*\*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.

1-19	Personal Points	=	1%
20-29	Personal Points	=	3%
30-39	Personal Points	=	5%
40+	Personal Points	=	10%

\* Retail orders only.

**Important note: customers acquired in other countries are based on that country's compensation plan. Monthly billings are reported two to three months in arrears.**