

# COMPENSATION PLAN OVERVIEW

IRELAND  
Effective 1<sup>st</sup> February, 2021  
IRL - CP - 011

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 personal points</b> with a minimum of <b>3 services</b></p> <p>Example:</p> <p>POINTS <b>7</b></p> <p>SERVICE <b>3</b></p>	<p><b>EXECUTIVE TEAM LEADER</b></p> <p>To become an ETL you must have a minimum of <b>30 personal/group points</b> with a minimum <b>7 personal points</b> with <b>3 services</b></p> <p>Example:</p> <p>Personal and Downline <b>30</b> Total Customer Points</p>	<p><b>REGIONAL DIRECTOR</b></p> <p><b>600 group points</b> (max: 200 per leg)</p> <p>Example:</p> <p>RD MUST MAINTAIN</p> <p><b>YOU</b> 15 Personal Points</p> <p>&amp;</p> <p>SERVICE <b>5</b></p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p><b>REGIONAL VICE PRESIDENT</b></p> <p><b>3,000 total customer points</b> (max: 750 per leg)</p> <p>Example:</p> <p>Personal and Downline <b>3,000</b> Total Customer Points</p> <p>RVP MUST MAINTAIN</p> <p><b>YOU</b> 15 Personal Points</p> <p>&amp;</p> <p>SERVICE <b>5</b></p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p><b>SENIOR VICE PRESIDENT</b></p> <p><b>2 RVP legs &amp; 4 RD legs</b> with 400,000 € (max 175,000 € per leg)</p> <p>Example:</p> <p>RVP MUST MAINTAIN</p> <p><b>YOU</b> 15 Personal Points</p> <p>&amp;</p> <p>SERVICE <b>5</b></p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	
		<p><b>RD</b></p> <p><b>3,000 total customer points</b> (max: 750 per leg)</p>	<p><b>RVP GOLD</b></p> <p><b>175,000 € monthly</b> downline billing (max per leg = 60,000 €)</p>	<p><b>RVP PLATINUM</b></p> <p><b>250,000 € monthly</b> downline billing (max per leg = 100,000 €)</p>	<p><b>SVP</b></p> <p><b>400,000 € monthly</b> downline billing (max per leg = 175,000 €)</p>

Only services that carry points 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.

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## 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	RD	RVP
	Executive Team Leader	Regional Director	Regional Vice President
Personally Sponsored	€ 40	€ 170	€ 240
Open Line	€ 40	€ 130	€ 70
1 <sup>st</sup> Generation	-	€ 70	€ 40

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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## PERSONAL CUSTOMER BONUSES



- ▶ You can earn Customer Bonuses each month when you personally acquire customers.
- ▶ **New IBOs** can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ **Existing IBOs** (who have passed their first 30 days) can earn these bonuses based upon the number of customer points acquired in calendar month.
- ▶ *Customer points from any EU country that ACN operates in, count for this bonus.*
- ▶ *Please see the country specific Service Listing for customer qualification rules.*

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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. Please see the table below for more information.

Levels	Qualifications	Services
Personal	All positions	3-15%
1	20 personal points	3%
2	20 personal points	3%
3	30 personal points	3%
4	30 personal points	3%
5	50 personal points	3%
RVP Open Line	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 Line	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 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%

RD 5 level commission qualification: RDs must now maintain 50 personal points per January 1st 2021 to be paid through level 5.

\*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 March 2015.

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**NEW**

**IBO**

**IBO FAST START BONUS  
ETL IN 30 DAYS**

**MUST BE CQ QUALIFIED**

An IBO must have a start date  
**within the calendar month**  
to make them eligible for this bonus.

**EARN** **€250**

- ▶ Any IBO from any EU country with a start date within the calendar month can try for the bonuses.
- ▶ This is a ONE-TIME bonus that can be acquired within a newly started IBO qualification period
- ▶ This Bonus is in addition to the Customers bonus promotions