

COMPENSATION PLAN OVERVIEW

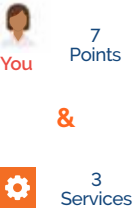
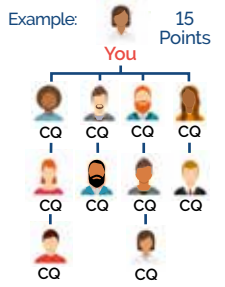
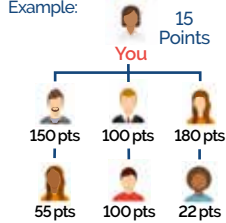
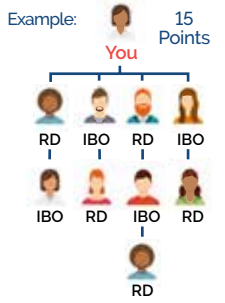
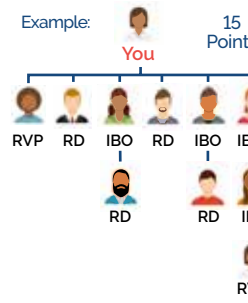



UNITED KINGDOM
Effective 1st July, 2019
UK - CP - 009

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>CUSTOMER QUALIFIED IBO</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>EXECUTIVE TEAM LEADER</p> <p>15 personal points, 5 services & 10 CQs in a minimum of 3 separate legs</p> <p>Example:</p>  <p>OR</p> <p>60 Personal Points</p>	<p>REGIONAL DIRECTOR</p> <p>600 group points (max 200 per leg)</p> <p>Example:</p> 	<p>REGIONAL VICE PRESIDENT</p> <p>4 RD legs at any level with 3000 group points (max: 1000 per leg)</p> <p>Example:</p>  <p>3000 customer group points (max: 1000 per leg)</p>	<p>RVP GOLD</p> <p>£175,000 monthly downline billing (max per leg = £60,000)</p>	<p>RVP PLATINUM</p> <p>£250,000 monthly downline billing (max per leg = £100,000)</p>	<p>SENIOR VICE PRESIDENT</p> <p>2 RVP legs & 4 RD legs with £350,000 (max £150,000 per leg)</p> <p>Example:</p>  <p>£350,000 monthly downline billing (max per leg = £150,000)</p>
		<p>RD MUST MAINTAIN</p>  <p>15 Personal Points & 5 Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p>RVP MUST MAINTAIN</p>  <p>15 Personal Points & 5 Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>			<p>SVP MUST MAINTAIN</p>  <p>15 Personal Points & 5 Services</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</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 37 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 37 days of their start date.

Overriding Customer Acquisition Bonuses — All Earned Positions

	ETL Executive Team Leader	RD Regional Director	RVP Regional Vice President	SVP Senior Vice President
Personally Sponsored	£ 60	£ 220	£ 260	£ 280
Open Line	£ 60	£ 160	£ 40	£ 20
1st Generation	-	£ 40	£ 15	£ 15

You can earn a CAB if you sponsor a new IBO and they acquire 7 personal customer points and 3 services during their first 37 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)

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	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 st Generation	1 st Generation RVP**	1%
RVP 2 nd Generation	2 nd Generation RVP***	½%
SVP Open	Open Line SVP****	2%
SVP 1 st Generation	1 st 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.

**1st 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).

***2nd 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.

*****1st 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 1st 2019.

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SERVICES LISTING

ALL PRICES ARE IN POUNDS STERLING (£)

ACN® SERVICES	CP*	Commissionable Billing
JOI MOBILE¹		
JOI S ported	1	
JOI M ported	2	
JOI L ported	2	
JOI XL ported	2	
JOI XXL ported	2	
JOI TABLET¹		
JOI Tablet 2GB	1	The total invoice amount (excluding taxes) is 100% commissionable
JOI Tablet 5GB		

The CV amount is 100% commissionable.

Services are 100% commissionable.

Please note that non ported numbers are commission only.

¹Roaming and International usage is non commissionable.

Only services that carry points will count towards qualification.

PARTNERSHIP SERVICES	CV**	CP*	Duration
ACN® HOME SECURITY IN PARTNERSHIP WITH VERISURE			
Home Security	25	4	Up to 36 months
ACN® RESIDENTIAL ENERGY IN PARTNERSHIP WITH SHELL ENERGY			
Dual Fuel: Long and medium term	30	2	Up to 60 months
Dual Fuel: Electricity & Gas: Short term	20	2	
Single Fuel: Electricity only	10	1	

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.

*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.

PARTNERSHIP SERVICES	CV**	CP*	Duration
ACN® BROADBAND, TV AND PHONE IN PARTNERSHIP WITH VIRGIN MEDIA			
Big Bundle- M100	15	1	Up to 24 months
Big Bundle- M200	22	2	
Big Bundle- M350			
Bigger Bundle- M100	30	3	
Bigger Bundle- M200			
Bigger Sports Bundle-M100			
Bigger Sports Bundle-M200			
Bigger Movies Bundle-M100			
Bigger Movies Bundle-M200			
Bigger Sports & Movies Bundle- M200	40	3	
Bigger Bundle- M350			
Bigger Sports Bundle- M350			
Bigger Movies Bundle- M350			
Bigger Sports & Movies Bundle- M350	15	1	
Ultimate Oomph- M500			
Broadband &Phone- M100			
Broadband &Phone- M200	18	2	
Broadband &Phone- M350			

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PARTNERSHIP SERVICES	CV**	CP*	Duration
ACN® MOBILE PHONE IN PARTNERSHIP WITH EE			
PAY MONTHLY SIM ONLY PLANS - 12 months			
Plan Data Allowance			
< 20 GB	0	0	Up to 24 months
20 GB	10		
25 GB	25	2	
50 GB	30		

NB* non ported customers are commission only.

5G SMART SIM ONLY PLANS are not compensated.

Upgrade or Contract Renewals are not compensated.

PAY MONTHLY DATA PLANS *			
Device type: 4G EE WiFi Mini/4G EE Wifi/Netgear Nighthawk (M2)			
Plan Data Allowance			
< 15 GB	0	0	Up to 24 months
15 GB to < 30 GB	15		
30 GB +	25	1	
Device type: 4G EE Router			
Plan Data Allowance			
< 10 GB	0	0	Up to 18 months
10 GB +	25	1	

NB* 30 Days plans are not compensated.

Upgrade or Contract Renewals are not compensated.