



U.S. Compensation Plan Overview

STARTING POSITION		EARNED POSITIONS				
Team Trainer (TT) \$499	Executive Team Trainer (ETT)	Executive Team Leader (ETL)	Team Coordinator (TC)	Regional Vice President (RVP)	Senior Vice President (SVP)	
5 Points <i>Including at least 2 Preferred Customers</i>	A qualified TT + 1 qualified TT in 2 separate legs (at any level)	10 Points + 1 ETT in 3 separate legs (at any level)	200 Points in 3 separate legs	3 Star RVP 1 TC in 3 separate legs (at any level)	4 Star RVP 1 TC in 4 separate legs (at any level)	6 TCs or RVPs in 6 separate legs with at least 3 RVP legs (at any level)
QUALIFICATIONS *Preferred Customers must be either different services or the same service from different households						
				Minimum Monthly Downline Billings: \$50,000	Minimum Monthly Downline Billings: \$75,000	Minimum Monthly Downline Billings: \$500,000

Monthly billings are reported two to three months in arrears.

Customer Acquisition Bonus Schedule		
TC	4 Star RVP	SVP
Open Line = \$80 1st generation = \$25	Open Line = \$40 1st generation = \$20	Open Line = \$30 1st generation = \$15

CABs (Customer Acquisition Bonuses) are earned when TCs and above assist a newly sponsored TT in getting qualified within their first 30 days. There are no CABs for 3 Star RVPs. CABs will be paid 14 days following the new TT's start date once they qualify. A representative's start date is determined by either the date of payment of their TT application fee or the date their first customer is entered into ACN's system, whichever occurs first. In order to receive CABs, TCs and above must maintain the minimum number of personal customers to be qualified as a Team Trainer. Please see the bonus document on MyACN for promotional adjustments to the Compensation Plan.

ACN Point System	
Preferred Customers - 2 Points Each	Other
Bundled Local and Long Distance Customer	Long Distance = 1 Point
Digital Phone Service with Video Phone* (Includes Primary Account for Family Plans)	Digital Phone Service with ATA = 1 Point
Wireless - new accounts (individual or air card) (includes Primary Line for Family Plans)	DSL = 1 Point
Satellite TV	New Dial-Up Internet - commission only /Existing Dial-Up customers = 1 Point
* Limit of 2 Digital Phone Service Accounts with an ATA from the same credit card, name, or household towards qualifications. Any additional accounts will not count towards qualifications but commissions will be paid on these accounts. * Any Digital Phone Service customer that cancels in 90 days and any ACN Wireless or Satellite TV customer that cancels in 30 days may be immediately purged regardless of the reason for cancelling and may result in automatic reversal of all bonuses, CABs and T-CABs. Please see the bonus document on MyACN for promotional adjustments to the Compensation Plan.	Digital Phone Service Family Plan = 1 Point per line (limit 4 lines per primary account)
	Wireless Extensions = 1 Point
	Wireless Family Plan (2-3 lines) = 1 additional Point
	Wireless Family Plan (4-5 lines) = 2 additional Points
	Wireless Add-A-Line (1-2 lines) = 1 Point
	Wireless Add-A-Line (3-4 lines) = 2 Points
ACN Your Business Assistant = 1 Point	

COMMISSIONS BY SERVICE

Levels	Communication Services	QUALIFICATIONS FOR EACH COMMISSION LEVEL
		Customer Points
Personal*	1-10 %	1
1	1/4 %	10
2	1/4 %	10
3	1/4 %	20
4	1/2 %	20
5	3 %	40
6	5 %	40
7	8%	40
Open Line 3 Star RVP***	1 %	A 3 Star RVP earns commissions on all customers below 7th level to an unlimited number of levels to the next 3 Star RVP's 7th level.
Open Line 4 Star RVP 1st Generation 4 Star RVP 2nd Generation 4 Star RVP	1 1/2 % 1 % 1/2 %	A 4 Star RVP earns commissions on all customers below 7th level to an unlimited number of levels to the next 4 Star RVP's 7th level.
Open Line SVP 1st Generation SVP	2 % 1 %	A SVP earns commissions on all customers below 7th level to an unlimited number of levels to the next SVP's 7th level.

* See Personal Commissions schedule below.

** DSL Internet Service is 50% commissionable. Dial-Up Internet Service is 100% commissionable.

*** 3 Star RVP commissions are not paid to 4 Star RVP or SVP positions.

Note: ACN reserves the right to adjust the commission schedule for individual accounts such as business and affinity programs where required.

Note: 3 Star RVPs, 4 Star RVPs and SVPs must maintain minimum Team Trainer qualifications to qualify for commissions.

PERSONAL COMMISSIONS	
Billing Volume	Communication Services*
\$0 to \$1,999	1 %
\$2,000 to \$2,999	2 %
\$3,000 to \$3,999	3 %
\$4,000 to \$4,999	4 %
\$5,000 to \$5,999	5 %
\$6,000 to \$6,999	6 %
\$7,000 to \$7,999	7 %
\$8,000 to \$8,999	8 %
\$9,000 to \$9,999	9 %
\$10,000 +	10 %

*Upline commissions are half the standard commissions if the personal customer volume exceeds \$3,000

Subject to ACN terms & conditions and policies & procedures of the Independent Representative Agreement.

WIRELESS COMMISSION BILLING PER MONTH (paid over 24 month contract)
One Line or Air Card - \$40
2 Line Family Plan - \$60
3 Line Family Plan - \$70
4 Line Family Plan - \$80
5 Line Family Plan - \$90
Single Line Extensions - \$20
2 Line Family Extensions - \$30
2-5 Line Family Extensions - \$35
Add-A-Line - \$10 per line

SATELLITE TV COMMISSION BILLING PER MONTH (paid over 18 or 24 month contract)
\$60

Commissions are calculated based on fully commissionable, actual monthly billings, excluding wireless and Satellite TV. Commissionable Revenue for wireless and satellite TV customers is a fixed amount based on the plan.



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