



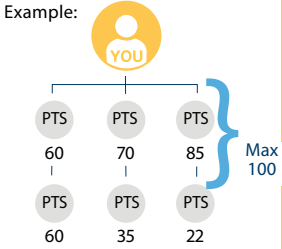
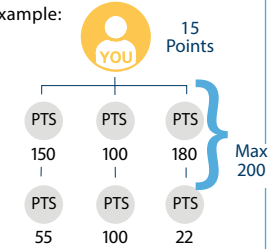
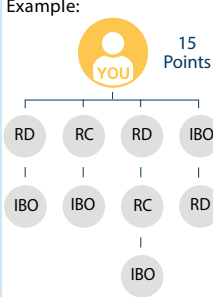
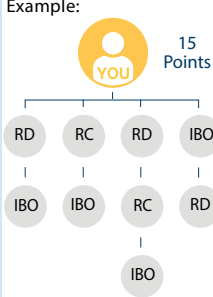
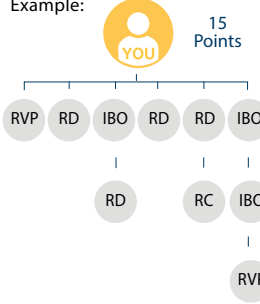
COMPENSATION PLAN OVERVIEW

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.

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									
<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>  <table border="1"> <tr> <td>POINTS</td> <td>7</td> </tr> <tr> <td>SERVICE</td> <td>3</td> </tr> </table>	POINTS	7	SERVICE	3	<p>EXECUTIVE TEAM LEADER</p> <p>To become an ETL you must have a minimum of 30 total customer points with a minimum of 15 downline customer points</p> <p>Example:</p>  <p>Minimum 15 points</p> <p>Personal and Downline</p> <p>30 Total Customer Points</p>	<p>REGIONAL COORDINATOR</p> <p>300 total customer points with a maximum of 100 customer points per leg</p> <p>Example:</p>  <p>Max 100</p> <p>Personal and Downline</p> <p>300 Total Customer Points</p>	<p>REGIONAL DIRECTOR</p> <p>600 total customer points (max: 200 per leg)</p> <p>Example:</p>  <p>15 Points</p> <p>Max 200</p> <p>Personal and Downline</p> <p>600 Total Customer Points</p>	<p>REGIONAL VICE PRESIDENT</p> <p>3,000 total customer points (max: 750 per leg)</p> <p>Example:</p>  <p>15 Points</p> <p>Personal and Downline</p> <p>3,000 Total Customer Points</p> <p>3,000 total customer points (max: 750 per leg)</p>	<p>REGIONAL VICE PRESIDENT</p> <p>RVP GOLD</p> <p>3,000 total customer points (max: 750 per leg)</p> <p>Example:</p>  <p>15 Points</p> <p>Personal and Downline</p> <p>3,000 Total Customer Points</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>15 Points</p> <p>£350,000 monthly downline billing (max per leg = £150,000)</p>			
POINTS	7													
SERVICE	3													
<p>BECOME A CQ WITH:</p> <table border="1"> <tr> <td>POINTS</td> <td>5</td> </tr> <tr> <td>SERVICE</td> <td>2</td> </tr> </table> <p>*Applicable for IBO's with a start date from January 1st 2021</p>	POINTS	5	SERVICE	2	<p>THIS MONTH'S PROMO*!!</p>	<p>RD MUST MAINTAIN</p> <p>YOU</p> <p>15 Personal Points &</p> <table border="1"> <tr> <td>SERVICE</td> <td>5</td> </tr> </table> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	SERVICE	5	<p>RVP MUST MAINTAIN</p> <p>YOU</p> <p>15 Personal Points &</p> <table border="1"> <tr> <td>SERVICE</td> <td>5</td> </tr> </table> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	SERVICE	5	<p>SVP MUST MAINTAIN</p> <p>YOU</p> <p>15 Personal Points &</p> <table border="1"> <tr> <td>SERVICE</td> <td>5</td> </tr> </table> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	SERVICE	5
POINTS	5													
SERVICE	2													
SERVICE	5													
SERVICE	5													
SERVICE	5													

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.

COMPENSATION PLAN OVERVIEW

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
	Executive Team Leader	Regional Coordinator	Regional Director	Regional Vice President
Personally Sponsored	£ 40	£ 80	£ 200	£ 270
Open Line	£ 40	£ 40	£ 120	£ 70
1 st Generation	-	£ 20	£ 60	£ 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.

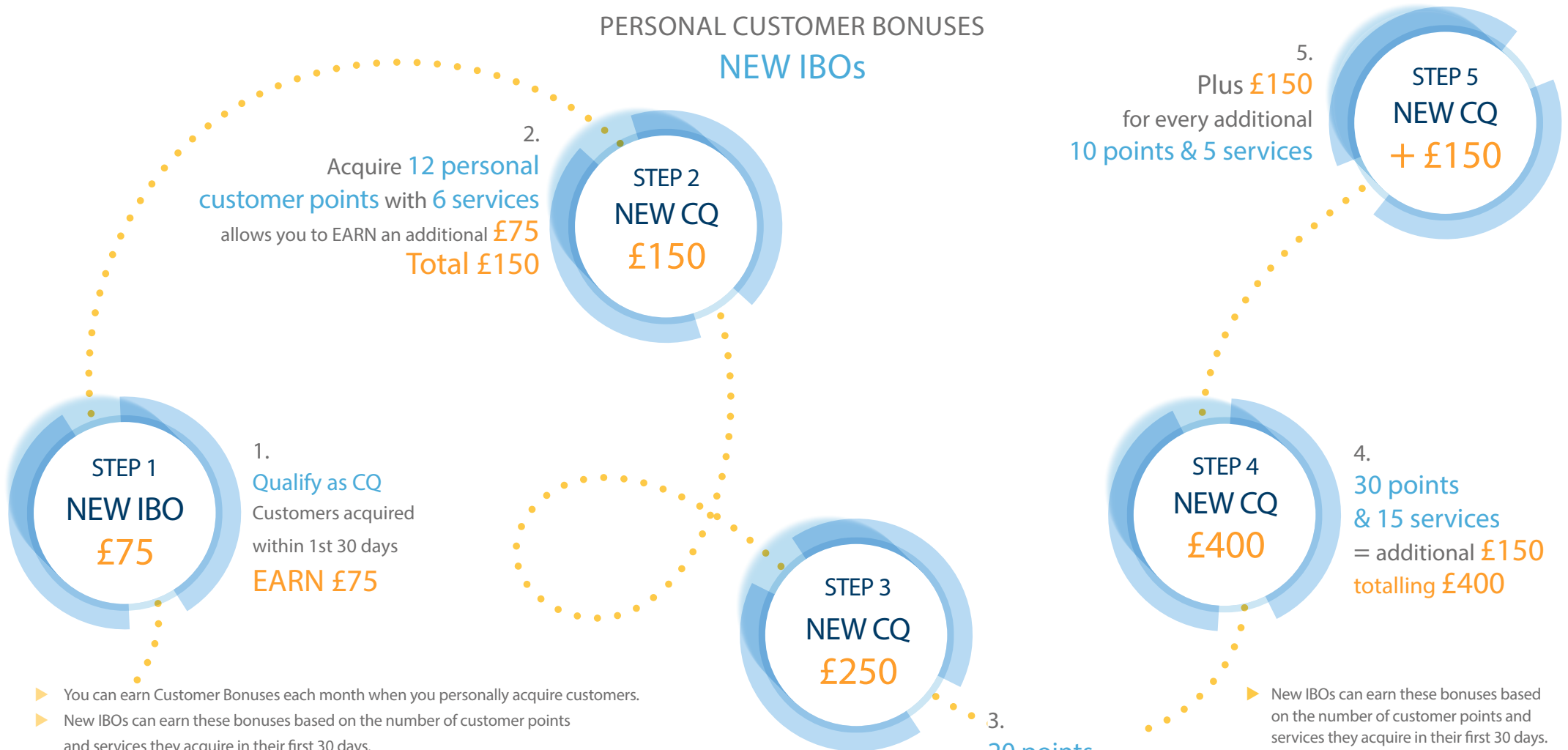
Team Coordinators in Latin America will be considered Regional Directors for the European compensation plan.

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.

COMPENSATION PLAN OVERVIEW

UNITED KINGDOM
Effective 12th December, 2022
UK - CP - 010

PERSONAL CUSTOMER BONUSES NEW IBOs

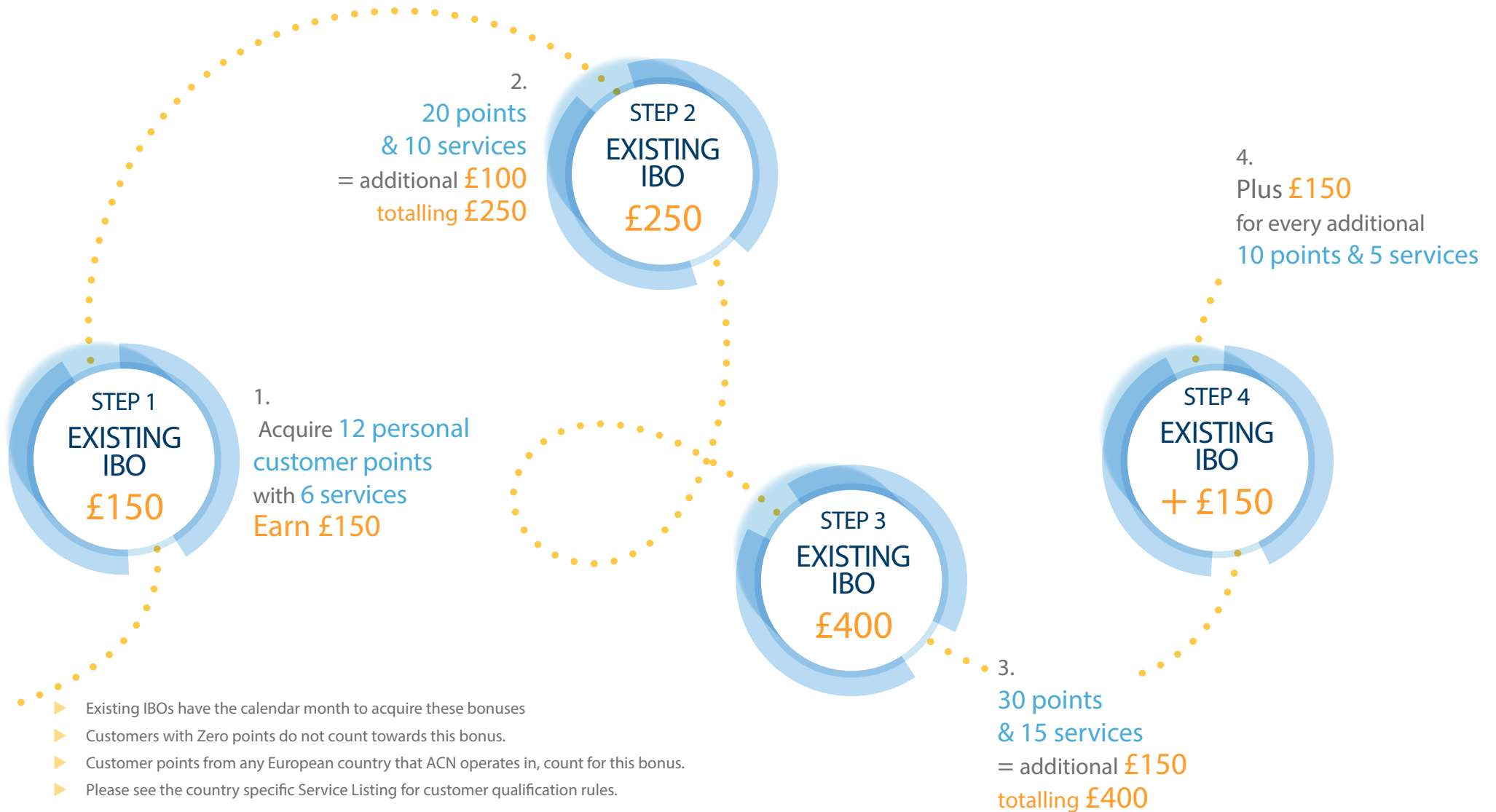


- ▶ You can earn Customer Bonuses each month when you personally acquire customers.
- ▶ New IBOs can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ Customers with Zero points do not count towards this bonus
- ▶ Customer points from any European country that ACN operates in, count for this bonus.
- ▶ Please see the country specific Service Listing for customer qualification rules.
- ▶ All points acquired within the promotional period will count for these bonuses.
- ▶ Payout of the bonuses will occur the week following the achieved qualification.

- ▶ New IBOs can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ Customers with Zero points do not count towards this bonus
- ▶ Customer points from any European country that ACN operates in, count for this bonus.
- ▶ Please see the country specific Service Listing for customer qualification rules.

COMPENSATION PLAN OVERVIEW

PERSONAL CUSTOMER BONUSES EXISTING IBOs



COMPENSATION PLAN OVERVIEW

UNITED KINGDOM
Effective 12th December, 2022
UK - CP - 010

PERSONAL CUSTOMER BONUSES EXISTING IBOs

NEW!!!

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.
- ▶ This bonus is effective from 1st December 20022.
- ▶ An existing IBO is any IBO outside of their first 30 days.

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

- ▶ Please see the country specific Service Listing for customer qualification rules.
- ▶ Build & Earn Bonus can be earned more than once.
- ▶ Existing IBOs can qualify for both the Build & Earn Bonus and Personal Customer Bonuses.

COMPENSATION PLAN OVERVIEW

UNITED KINGDOM
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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 ¹	Services	Truvvi Lifestyle / IDSeal Guardian 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 st Generation	1 st Generation RVP**	1%	2%
RVP 2 nd Generation	2 nd Generation RVP***	½%	1%
SVP Open Line	Open Line SVP****	2%	3%
SVP 1 st Generation	1 st 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%

¹ 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 5th level down to the 5th level, of the first RVP (or SVP) in your downline.

**1st Generation RVP commissions are paid on customer billings from the 6th level of the first downline RVP (or SVP) through the 5th level of the second downline RVP (or SVP).

***2nd Generation RVP commissions are paid on customer billings from the 6th level of the second downline RVP (or SVP) through the 5th level of the third downline RVP (or SVP).

****Open Line SVP commissions are paid on customer billings below your 5th level down to the 5th level of the first SVP in your downline.

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

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

COMPENSATION PLAN OVERVIEW

UNITED KINGDOM
Effective 12th December, 2022
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SERVICES LISTING

ALL PRICES ARE IN POUNDS STERLING (£)

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

**Commissionable 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.

IDSEAL GUARDIAN	Duration	CV**	CP*
GUARDIAN - MTH - Monthly Subscription	Lifetime of customer	95% of the monthly amount***	1
GUARDIAN - QTR - Quarterly Subscription			3
GUARDIAN - ANN - Yearly Subscription			5

* 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.

*** Quarterly and annual subscriptions will be broken out into monthly amounts for commissioning purposes.

Customers must be installed to count towards customers bonuses.

VIRGIN MEDIA	Duration	CV**	CP*
TARIFF			
Broadband/Broadband &Phone/Big - M50 or M125 (with or without O2 SIM)	Up to 24 months	£10	1
Broadband/Broadband &Phone/Big - M250 or M350 (with or without O2 SIM)		£12	1
Broadband/Broadband &Phone/Big - M500 or 1GB (with or without O2 SIM)		£17	2
Bigger/Biggest/Ultimate (with or without O2 SIM)		£20	3

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.

** Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV.

VERISURE	Duration	CV**	CP**
Home Security	Up to 36 months	25	4

Services are 100% commissionable.

The CV amount is 100% commissionable.

Only services that carry points will count towards qualification.

All bonuses are subject to quality checks and validation of customers.

COMPENSATION PLAN OVERVIEW

UNITED KINGDOM
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SERVICES LISTING

ALL PRICES ARE IN POUNDS STERLING (£)

CLOVER	CP*	CV**	Duration
Customer Category	Per month turnover		
LEAD	New lead customer received	0	Commission will be based upon the fees earned by the vendor and per device for the length of the contract at 100%
Switcher - with device	less than 800 p/month	0	
	between 800<>3000 p/m	1	
	between 3001<>6000 p/m	2	
	greater than 6000 p/m	3	
New to Cards or Switcher - no device	any amount	0	
New to Cards - with device - first 3 Months	less than 800 p/month	0	
New to Cards - with device	between 800<>3000 p/m average after 3 months	1	
	between 3001<>6000 p/m average after 3 months	2	
	greater than 6000 p/m average after 3 months	3	

* 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. Customers must be installed to count towards customers bonuses.

All customers will be considered Lead prior to offer been made with customer.

Customers with no devices will be commission only.

New to cards = no previous provider, will be commission only for 3 months until usage can be determined.

Switcher = customer who are switching from current provider.

Customers under 800gbp turnover per month (excluding VAT) will not be accepted.

Compensation can be adjusted up or down initially after the 3rd commission file received, and then every quarter based upon the average of actual processing amounts reported in commission file.

COMPENSATION EXAMPLES FOR



LOW

Assume:

Merchant Monthly Card Turnover = £10,000

Monthly Payment Processing Fees = £76
£26 commissionable

Terminal lease price per month = £17
£4.90 commissionable

Total commissionable value

£30.90

per month

MEDIUM

Assume:

Merchant Monthly Card Turnover = £30,000

Monthly Payment Processing Fees = £228
£78 commissionable

Terminal lease price per month = £19
£6.70 commissionable

Total commissionable value

£84.70

per month

HIGH

Assume:

Merchant Monthly Card Turnover = £50,000

Monthly Payment Processing Fees = £380
£130 commissionable

Terminal lease price per month = £21
£8 commissionable

Total commissionable value

£138

per month

Disclaimer - These values are based on hypothetical examples. Values may vary dependent on the industry type or sector.

All bonuses are subject to quality checks and validation of customers.

MONTHLY PROMOTIONS



VERISURE UK RETAIL BONUS PROMOTION

Earn £150 for every 2 new customers and £75 extra for every additional customer, who have a Verisure alarm installed.


- Orders must be placed within the calendar Month
- Orders must be Installed
- Orders that are revoked, cancelled or rejected will not count towards this promotion
- Only orders with installed status will count towards this bonus
- Customers counting for this promotion may also count for other bonuses, where applicable
- Both new and existing IBOs may try for this bonus
- For example, earn £225 for 3 customers
- Carries no upline bonus

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IBO FAST START BONUS

ETL



IBO

IBO FAST START BONUS ETL IN 30 DAYS

MUST BE CQ QUALIFIED

Reach the position of ETL within your first 30 days
with a minimum of 15 points
from your organisation.

EARN

£300

- ▶ An IBO must have a start date within the calendar month to make them eligible for this bonus
- ▶ All IBOs from any European country with a start date within the calendar month can try for this bonus
- ▶ 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

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IBO FAST START BONUS

Regional Coordinator



IBO FAST START BONUS RC IN 90 DAYS

Minimum of
300 total Customer Points
in your team with a maximum of
100 Customer Points
per leg to earn:

EARN

£2,000

- ▶ An IBO may qualify for this bonus in their first 90 days and must maintain the qualification for 60 days.
- ▶ An IBO must have a start date within the calendar month to make them eligible for this bonus.
- ▶ All IBOs from any European 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.

Regional Director



IBO FAST START BONUS RD IN 180 DAYS

Earn the position of
RD within your first 180 days
and receive a bonus of:

£7,000

- ▶ All IBOs from any European country with a start date within the calendar month can try for this bonus
- ▶ IBO must reach the position of Regional Director within 180 days of the start date
- ▶ RD position must be maintained for period of 90 consecutive days
- ▶ This is a ONE-TIME ONLY bonus