



U.S. Compensation Plan Overview

QUALIFICATIONS	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)
8 Phone Points <i>Limit 4 Points per household</i>	12 Phone Points + 2 directly sponsored qualified TTs	20 Phone Points + 1 ETT in 2 separate legs (at any level)	200 Customer Points ¹ 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)
				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 = \$40	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 at least 8 Phone Points 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 a minimum of 8 Phone Points.

Customer Point System	
Long Distance Customer = 1 Phone Point	Wireless Customers: Individual Account = 2 Phone Points Family Plan 2-3 Lines = 3 Phone Points Family Plan 4-5 Lines = 4 Phone Points Extensions = 1 Phone Point Add-A-Line (1-2 Lines) = 1 Phone Point Add-A-Line (3-4 Lines) = 2 Phone Points
Bundled Local and Long Distance Customer = 2 Phone Points	
Digital Phone Service Customer = 2 Phone Points	
Dial-Up Internet and DSL Customer = 1 Point Each	

Phone Points= Telecom Services
Points= Miscellaneous Services

* Limit of 2 Digital Phone Service Accounts (4 points) 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. Accounts with Video Phones do not apply to this limitation.

¹Customer Points= Total Phone Points and Miscellaneous Services Points

* Any Digital Phone Service customer that cancels in 90 days and any ACN Wireless customer than 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. ACN also reserves the right to reverse any bonuses, CABs or T-CABs if an ACN Digital Phone Service customer cancels in 180 days.

* Please see ACN's bonus documentation on MyACN for Representatives for more information

Please see the bonus document on MyACN for promotional adjustments to the Compensation Plan.

COMMISSIONS BY SERVICE

Levels	Communication Services	QUALIFICATIONS FOR EACH COMMISSION LEVEL Effective November 1, 2007
		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	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.
1st Generation 4 Star RVP	1 %	
2nd Generation 4 Star RVP	1/2 %	
Open Line SVP	2 %	A SVP earns commissions on all customers below 7th level to an unlimited number of levels to the next SVP's 7th level.
1st Generation SVP	1 %	

* 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 a minimum of 8 Phone Points 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 - \$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

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



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