

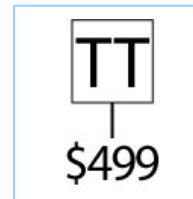
The ACN Opportunity is designed to help you build a business that produces immediate as well as long-term income. Understanding ACN's Compensation Plan is important to your success, as it is one of ACN's greatest strengths. The Compensation Plan is best understood using this document in conjunction with ACN's Compensation Plan Overview.

Positions and Qualifications

Representatives Start at the Team Trainer (TT) position.

There are five earned positions:

- Executive Team Trainer (ETT)
- Executive Team Leader (ETL)
- Team Coordinator (TC)
- Regional Vice President (RVP)
- Senior Vice President (SVP)



ACN's Compensation Plan offers a simple but powerful incentive for you to work your way into the earned positions – the higher you go, the more income you can earn.

Customer Point System

ACN utilizes a Point System in regards to representative qualifications:

Preferred Customers – 2 Points Each

Bundled Local and Long Distance Customer
 Digital Phone Service with Video Phone. **IRIS 3000™ Videophone Customers count as 3 Points each 60 days after the enter date**

Wireless¹ – New accounts (individual or air card)

Satellite TV¹ – DIRECTV and DISH

Home Security Customer¹

Other

Long Distance = 1 Point

Digital Phone Service with ATA = 1 Point

DSL = 1 Point

New Dial-Up Internet – commission only / Existing Dial-Up customers = 1 Point

Digital Phone Service Family Plan = 1 Point per line (limit 4 lines per primary account)

Wireless Extensions¹ = 1 Point

Wireless Family Plan¹ (2-3 lines) = 1 additional Point

Wireless Family Plan¹ (4-5 lines) = 2 additional Points

Wireless Add-A-Line^{1*} (1-2 lines) = 1 Point

Wireless Add-A-Line^{1*} (3-4 lines) = 2 Points

T-Mobile Wireless FlexPay¹ = 1 Point

Satellite TV¹ – DISH Network Family Plan Customer = 1 Point

ACN Your Business Assistant = 1 Point

¹ These customers will only count toward qualifications for the term of their contract agreement.

*When a non-ACN Wireless customer on a family plan adds an ACN Wireless line of service to their existing family plan.

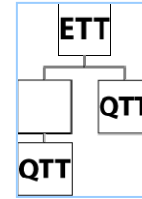
Team Trainer (TT) Qualifications

All ACN representatives MUST acquire customers in order to qualify for their positions. To qualify for their position, Team Trainers must acquire and maintain at least 5 Points, including at least 2 Preferred Customers from the list above. Preferred Customers must be either different services or the same service from different households.

Qualifications of Earned Positions

Executive Team Trainer –

To qualify as an ETT, you must be a qualified TT with at least 1 qualified TT in 2 separate legs (at any level).



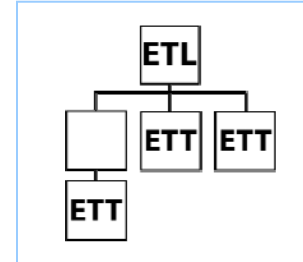
Set a goal to reach ETT within your first 30 days.

Executive Team Leader –

- You must have a minimum of 15 Points AND
- 1 Executive Team Trainer in 3 separate legs (at any level)

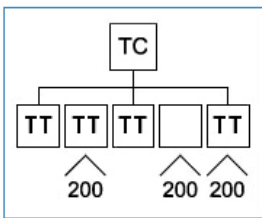
Qualified ETLs must maintain minimum TT qualifications.

Set a goal to reach ETL within your first 90 days



Team Coordinator –

You must have three separately sponsored organizations, or “legs,” and each must contain at least 200 Points.



For example, if you sponsored one person directly and they acquired 200 Points all by themselves, that leg would count toward Team Coordinator qualifications. If you sponsored another person and they recruited nine people within their organization and each of those 10 people acquired 20 Points, that also equals 200 Points.

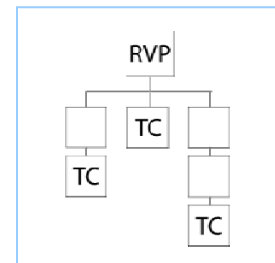
Set a goal to achieve this position within your first 120 days.

Regional Vice President –

ACN has two levels of RVP Compensation: a 3 Star RVP and a 4 Star RVP

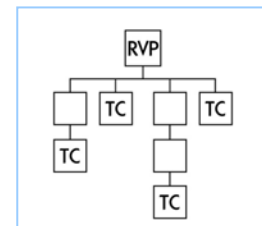
3 Star RVP

- You must have at least one person achieve the position of Team Coordinator anywhere in each of three separate legs of your organization AND
- Have a minimum of \$50,000 in monthly billings of ACN's services in your total downline organization*



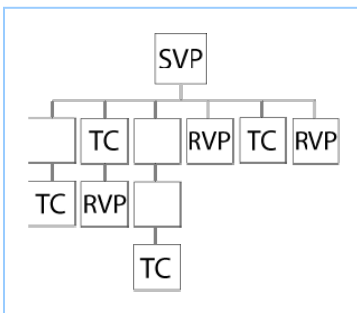
4 Star RVP

- You must have at least one person achieve the position of Team Coordinator anywhere in each of four separate legs of your organization AND
- Have a minimum of \$75,000 in monthly billings of ACN's services in your total downline organization*



* Monthly billings are reported two to three months in arrears.

Set a goal to achieve this position within one year.



Senior Vice President –

- You must have six Team Coordinators, RVPs or SVPs in each of six separate legs, with at least three of these six legs containing an RVP AND
- Have a minimum of \$500,000 in monthly billings of ACN's services in your total downline organization*

* Monthly billings are reported two to three months in arrears.

ACN's Compensation

ACN representatives can earn money in two ways:

1. Monthly **commissions** based on their customers' usage of our services
2. Weekly **Customer Acquisition Bonuses** (CABs)

Over time, the majority of your compensation will come from the residual income created from all of the customers' monthly billings on all of the levels of your organization.

The bottom line in building your ACN business is that you're acquiring customers and sponsoring "customer-getters" in order to build a residual income for yourself.

Monthly Commissions

As you begin to acquire personal customers, you can qualify to earn between 1% and 10% of their monthly bills for as long as they continue to use ACN's services. How much you earn is based on the total amount of monthly commissionable revenue of all of your personal customers combined. **Whenever you reach a new billing level, ACN pays you the increase on your entire personal customer base.** As your business grows and your total monthly billing volume increases, you earn more. When all of your customers combined total \$10,000 or more in monthly commission billing, you can earn 10%.

Commission billing may vary based on product type. Refer to the Compensation Plan overview for complete details. Excludes taxes and surcharges.

WIRELESS COMMISSION BILLING PER MONTH (Paid over contract term*)
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
T-Mobile Wireless FlexPay - \$20

Commission billing for wireless, satellite TV and home security customers is a fixed amount based on plan.

Representatives will receive a percentage of these amounts each month depending on where they fall in the compensation plan.

For example, if you have 100 representatives on your 7th level, and each has 4 single line wireless customers, you would receive \$1,280 in monthly commissions off those customers.

DIRECTV COMMISSION BILLING PER MONTH (Paid over contract term*)
\$60

DISH NETWORK COMMISSION BILLING PER MONTH (Paid over contract term*)
\$50
Dish Family Plan \$19.99

HOME SECURITY COMMISSION BILLING PER MONTH (Paid over contract term*)
\$40

For Example:

100 reps x 4 single line wireless customers x \$40 commissionable revenue x 8% = \$1,280

Override Commissions

You can also earn **over-riding commissions** on the customers of ALL of the representatives in your organization. On the representatives you personally sponsor – the first "level" or "generation" below you – ACN pays you 1/4% of the total monthly billings of all of the communication services customers they acquire. You can also earn 1/4% over-riding residual income on level two...up to 1/2% on level three...up to 1% on level four...up to 5% on level 5...up to 7% on level six...and up to 10% on level seven by meeting the qualifications

detailed in ACN's Compensation Plan. See the Commissions by Service table on the Compensation Plan Overview for more details.

ACN does not set monthly quotas. All you have to do is maintain qualification and you'll continue to receive monthly commissions for the life of the customers, as long as you are an active Independent Representative.

Seventh Level Qualifications

ACN representatives can qualify to receive over-riding commissions on and throughout their seventh level by acquiring and maintaining 40 Personal Customer Points. Once you meet and maintain the minimum requirement, you're fully qualified through seven levels of the Compensation Plan.

Set a goal to acquire 50 Personal Customer Points as quickly as possible. Don't make the minimums your maximums and have just 40 Customer Points. You – and EVERY representative in your organization – should always be adding new customers. That's where the growth occurs.

Customer Acquisition Bonuses (CABs)

Customer Acquisition Bonuses are only paid when new representatives meet their minimum customer acquisition requirements. Only qualified Team Coordinators and higher are eligible to earn CABs.

CABs are released when your newly sponsored Team Trainer becomes qualified within 30 days of their start date. In order to count for qualifications, all new customers must show a "complete" status on the representative's Personal Customer List. A customer will show a "complete" status when all the necessary information has been received and processed by ACN.

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. CABs and bonuses will be paid 14 days following the new TT's start day once they qualify.

Remember, in order to qualify, a new Team Trainer must have 5 Points including at least 2 Preferred Customers

Bonuses are paid only when new representatives get qualified. If they don't meet their customer qualifications, you will not receive a bonus. CABs are paid based on the position the sponsoring representative holds on the new Team Trainer's start date or when payment is received.

Two types of Customer Acquisition Bonuses:

- **Open Line CABs** are bonuses you earn when representatives in your downline – who have not yet reached your earned position – help their newly sponsored representatives meet their customer qualifications.
- **Generational CABs** are bonuses that you earn when representatives in your organization – who have reached the same earned position as you – help their newly sponsored representatives meet their customer qualifications.

Customer Acquisition Bonus Schedule		
TC	4 Star RVP	SVP
Open Line = \$50 1st generation = \$20	Open Line = \$30 1st generation = \$15	Open Line = \$30 1st generation = \$15

No bonuses are earned for sponsoring new representatives. Bonuses are only earned when new representatives become qualified by acquiring the minimum number of personal customers necessary within 30 days.

Open Line CABs

When the representatives in your downline organization – who have not yet reached your earned position – recruit new Team Trainers of their own and those new Team Trainers acquire their customers and become qualified within 30 days, you're eligible to receive an Open Line Customer Acquisition Bonus.

Regardless of where the newly qualified Team Trainer falls in your organization – as long as there is no one between you and that new Team Trainer who has earned the same position as you – you receive all of the Open Line CABs.

For Example: If you are a **TC** and a TT anywhere in your downline organization, down to the next TC, directly sponsors a new TT of their own who acquires their qualifying customers within the required time, you earn the \$50 Open Line TC CAB.

Generational CABs

Generational Customer Acquisition Bonuses are paid when people in your organization start earning the same position as you. Every time a new Team Trainer becomes qualified within 30 days, ACN pays out a Customer Acquisition Bonus. How much of that CAB you could receive depends on your earned position and the earned position held by the other representatives between you and the newly qualified Team Trainer who acquired his or her qualifying customers.

For Example: If you are a TC, and you sponsor a new TT in your downline who also gets to the TC position, they will earn a \$50 CAB on the new TTs in their TC open line who become qualified – and you will earn a **\$20 Generational CAB**.