



Canada Compensation Plan Overview

STARTING POSITION	EARNED POSITIONS						
	Team Trainer (TT) \$499 + tax	Executive Team Trainer (ETT)	Executive Team Leader (ETL)	Team Coordinator (TC)	Regional Vice President (RVP)	Senior Vice President (SVP)	
QUALIFICATIONS	5 Points <i>One account of the same service from the representative's household can be used to count toward TT qualifications.</i>	A qualified TT + 1 qualified TT in 2 separate legs (at any level)	15 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)
					Minimum Monthly Downline Billings: 3 Star RVP= \$50,000	Minimum Monthly Downline Billings: 4 Star RVP= \$75,000	Minimum Monthly Downline Billings: SVP= \$500,000

Monthly billings are reported two to three months in arrears.

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

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 the date of payment of their TT application fee. 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.

Customer Point System	
Preferred Customers = 2 Points Each	Other
<ul style="list-style-type: none"> Bundled Local and Long Distance Customer Digital Phone Service with Video Phone (includes primary account for Family Plans) IRIS 3000™ Video Phone Customers count as 3 Points each 60 days after the enter date. Wireless¹ - new accounts (individual or air card) (includes primary line for Family Plans) ADT Home Security¹ 	<ul style="list-style-type: none"> Long Distance = 1 Point Digital Phone Service with ATA* = 1 Point Digital Phone Service Family Plan = 1 Point per line (limit 4 lines per primary account) Wireless Family Plan¹ (2-3 lines) = 1 additional Point DSL = 1 Point New Dial-Up Internet = Commission Only Your Business Assistant = 1 Point (following 45 days of enrollment)

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

* 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, ACN Wireless or ADT Home Security Customer that cancels in 90 days will be immediately purged regardless of the reason for cancelling and will result in automatic reversal of all bonuses, CABs and T-CABs.

COMMISSIONS BY SERVICE

Levels	Communication Services	IRIS 3000™ Video Phone	QUALIFICATIONS FOR EACH COMMISSION LEVEL
			Customer Points
Personal*	1-10 %	1-10 %	1
1	1/4 %	1/4 %	10
2	1/4 %	1/4 %	10
3	1/4 %	1/2 %	20
4	1/2 %	1 %	20
5	3 %	5 %	40
6	5 %	7 %	40
7	8%	10 %	40
Open Line 3 Star RVP***	1 %	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 %	3 %	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 %	2 %	
2nd Generation 4 Star RVP	1/2 %	1 %	
Open Line SVP	2 %	3 %	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 %	2 %	

* See Personal Commissions schedule below.

** Local service is 50% commissionable. All other services are 100% commissionable.

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

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

PERSONAL COMMISSIONS	
Billing Volume	Commission*
\$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

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

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

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

*Unless a customer cancels prior to the end of the term.

**Local Service
is 50%
commissionable**

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

The average ACN Canada active Independent Representative in 2008 earned over \$500. Active Independent Representatives are those that earned money and acquired at least one new customer during the year. ACN Canada Independent Representatives are prohibited from making any claims of earnings other than the amounts provided above. Subject to ACN terms & conditions and policies & procedures of the Independent Representative Agreement.



NORTH AMERICA • EUROPE • ASIA PACIFIC

www.acncanada.ca

