

COMPENSATION PLAN

Exclusively for
México



LEARN IT

IT WILL MOTIVATE YOU

TEACH IT

IT WILL MOTIVATE YOUR TEAM



Compensation Plan
exclusively for México



Before you start, remember

The compensation presented here can only be obtained when the products and services have been sold. The IBO must also qualify completely for the position in order to obtain benefits based on sales.

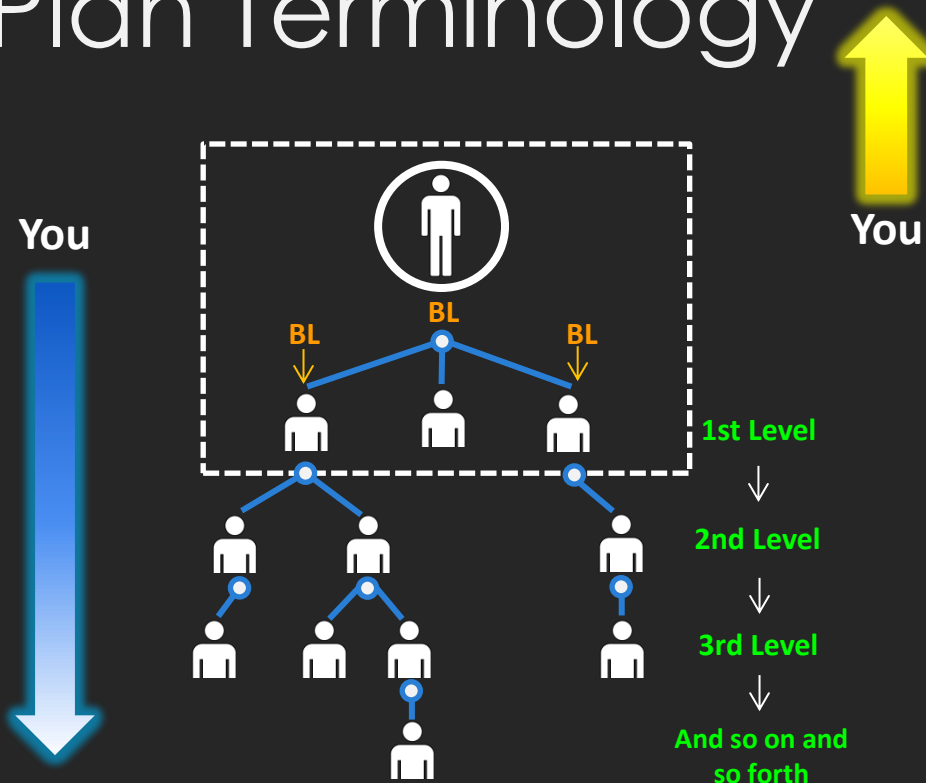
ACN Positions



Exclusive features of the
ACN Mexico Compensation
Plan

Compensation Plan Terminology

- **BL – BUSINESS LINE (leg)**
 - The line of IBOs in your team
- **LEVEL**
 - Hierarchical position of IBOs in your downline
- **STRUCTURE** - - - - -
 - Formation or business line structures required to reach and maintain your position
- **DOWNLINE**
 - All the IBOs who are part of your team that were sponsored by you or any other member of your team
- **UPLINE**
 - All IBOs above you in the same business line (BL)



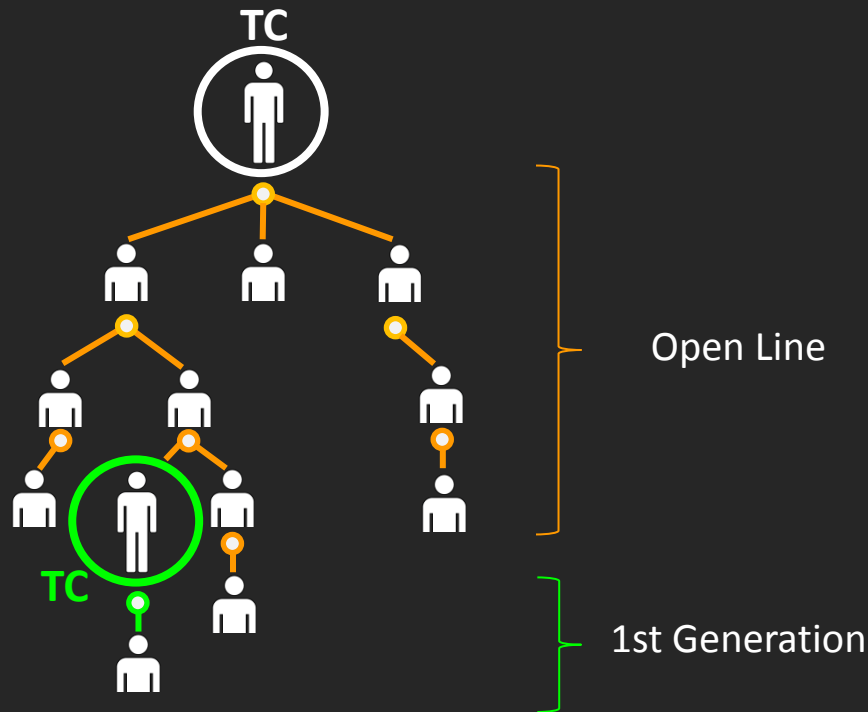
Compensation Plan Terminology

○ OPEN LINE

- All production generated in your downline team until another IBO reaches the same or a higher position as you.

○ GENERATION

- The production in your team downline, starting with the person in the same or a higher position than you.



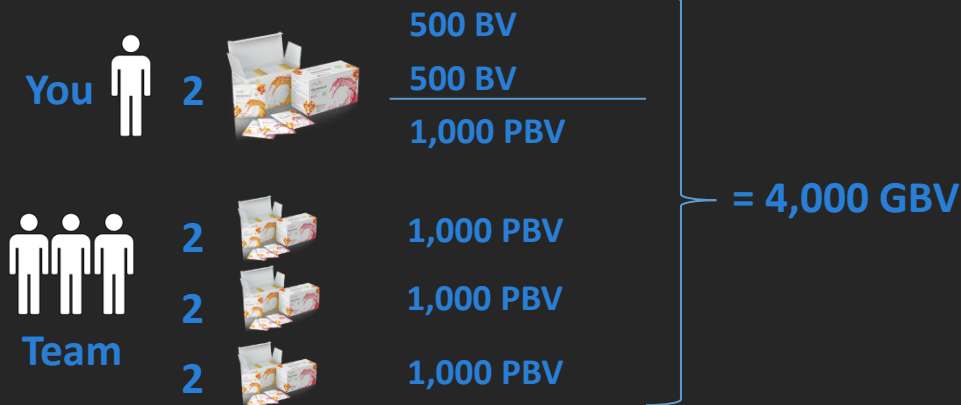
Compensation Plan Terminology

- **BV – BUSINESS VALUE**
 - The value of a product or bundle used for qualification purposes.
- **CV – COMMISSIONABLE VALUE**
 - Value of a product or bundle used to calculate bonuses and commissions.
- **PBV – PERSONAL BUSINESS VOLUME**
 - The sum of the BV (Business Value) for all products purchased directly by you or your clients
- **GBV – GROUP BUSINESS VOLUME**
 - The sum of the BV (Business Value) of all IBOs who are part of your team and who were sponsored by you or some other member of your team.
 - For TL and above position qualifications: No more than 50% of the Group Business Volume (GBV) requirement amount can be from a single leg.

EXAMPLE:

Product Momentum at an IBO PRICE

Business Value (BV) = 500



Position Details



IN ORDER TO OBTAIN
AND MAINTAIN YOUR
POSITION YOU NEED TO
MEET:

PBV
PERSONAL BUSINESS
VOLUME

GBV
GROUP BUSINESS
VOLUME

STRUCTURE
BUSINESS LINE AND LEADER

Team Trainer



Start your business as a TT by paying the cost of starting your own business with ACN's support:

MX \$771 includes tax

Get **20%** discount off the public pricing and get immediate earnings

You will also be able to acquire **1** of our Product Bundles as a one-time offer for a special price.

Product Bundles

Exclusive offer to help kick off your business*

***Due to the additional discount provided, these may be acquired as a one-time offer only.**



Essential

- ❖ Price of **MX \$2,650 before taxes**
- ❖ **Special discount** between **25% and 28%** off the retail price of the products
- ❖ **3 options** to choose from:
 - ❖ **Personal Care - \$3,074 includes taxes**
 - ❖ **Nutrition & Wellness- \$2,904 includes taxes**
 - ❖ **Combo** (personal care and nutrition & wellness bundle) - **\$2,906 includes taxes**



Business Builder

- ❖ Price of **MX \$5,300 before taxes**
- ❖ **Special discount** between **34% and 37%** off the retail price of the products
- ❖ **3 options** to choose from:
 - ❖ **Personal Care - \$6,148 includes taxes**
 - ❖ **Nutrition & Wellness - \$5,800 includes taxes**
 - ❖ **Combo** (personal care and nutrition & wellness bundle) - **\$6,001 includes taxes**

Both bundles count towards personal business volume (PBV) and Group Business Volume (GBV).

Executive Team Trainer



Reach this position with:

PBV (Personal Business Volume) = **MX \$1,000**

GBV (Group Business Volume) = **MX \$5,250**

Reach this position **automatically** by signing up with any of our **Business Builder Product Bundles** for:

MX \$5,300 before taxes

Team Leader

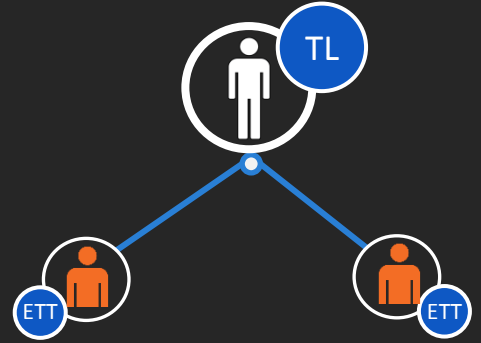


Reach this position with:

PBV (Personal Business Volume) = MX \$1,300

GBV (Group Business Volume) = MX \$13,250

Structure = 1 ETT in 2 separate lines



Executive Team Leader

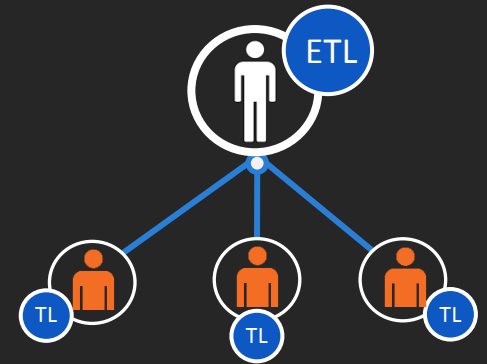


Reach this position with:

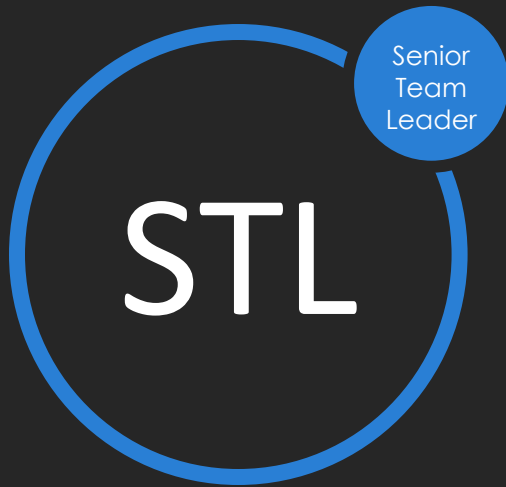
PBV (Personal Business Volume) = **MX \$2,000**

GBV (Group Business Volume) = **MX \$40,000**

Structure = **1 TL** in **3** separate lines



Senior Team Leader

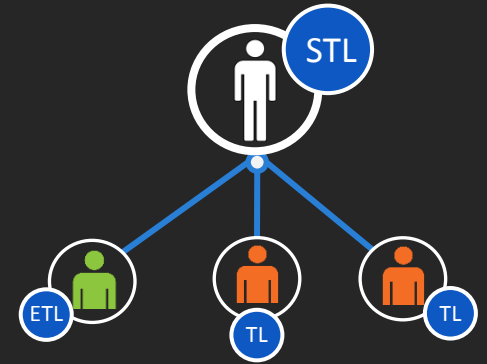


Reach this position with:

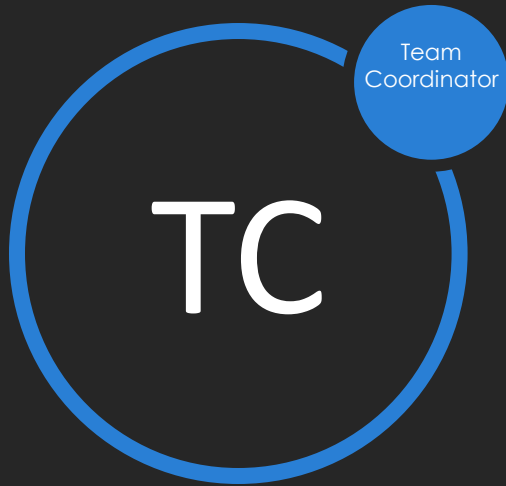
PVB (Personal Business Volume) = **MX \$2,000**

GBV (Group Business Volume) = **MX \$80,000**

Structure = **1 TL** or above in **3** separate lines including at least **1 ETL** line



Team Coordinator

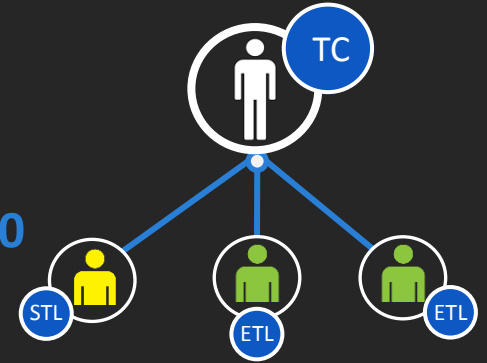


Reach this position with:

PBV (Personal Business Volume) = MX \$2,600

GBV (Group Business Volume) = MX \$260,000

Structure = 1 ETL or above in **3** separate lines
Including at least **1 STL** line



Regional Director

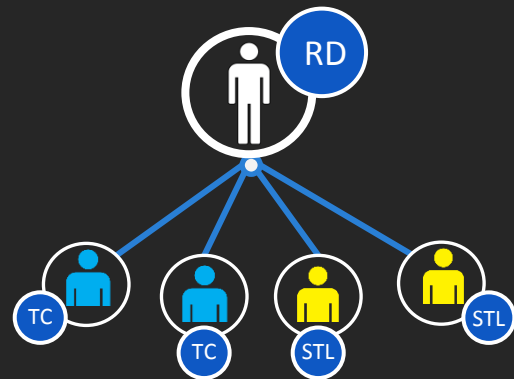


Reach this position with:

PBV (Personal Business Volume) = **MX \$2,600**

GBV (Group Business Volume) = **MX \$1,000,000**

Structure = **1 STL** or above, in **4** separate lines,
Including at least **2 TC** lines



Regional Vice President

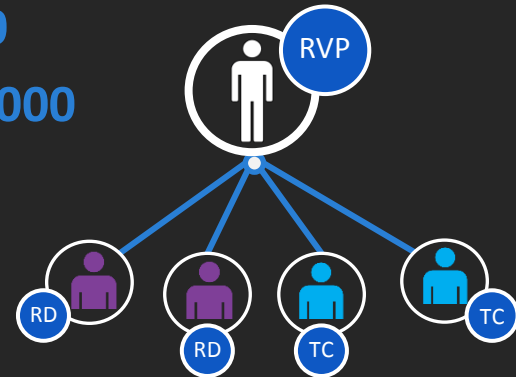


Reach this position with:

PBV (Personal Business Volume) = **MX \$3,300**

GBV (Group Business Volume) = **MX \$2,600,000**

Structure = **1 TC** or above in **4** separate lines,
including at least **2 RD** lines



Senior Vice President

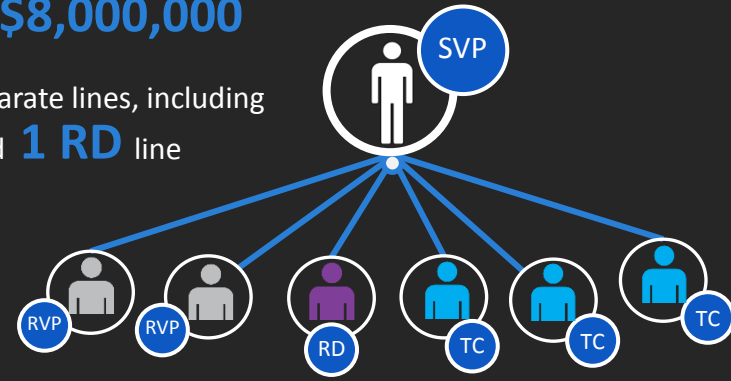


Reach this position with:

PBV (Personal Business Volume) = **MX \$4,000**

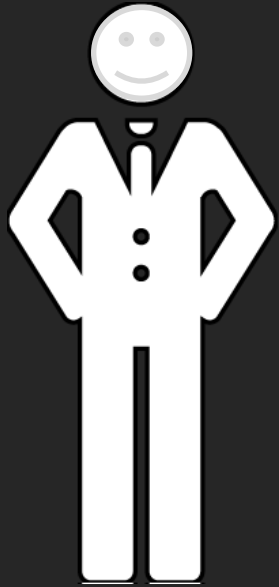
GBV (Group Business Volume) = **MX \$8,000,000**

Structure = **1 TC** or above in **6** separate lines, including at least **2 RVP** lines and **1 RD** line



Exclusive Benefits for IBOs

As an IBO you can earn money in 3 different ways:



Direct Client Sales

Earn immediate Retail Profits from sales of our *Aluminé and aNuMe* Product Portfolio



Bonuses

Weekly and Monthly Bonuses based on customer sales and acquisition.



Commissions

By product monthly sales

Direct Client Sales

Earn immediate profits from product sales

ALUMINÉ®



Get **20%** off of the retail price and get immediate profits

Calculate **earnings** from the difference between retail and IBO pricing

EXAMPLE:

Get **10 clients** who purchase **MX \$1,000** in products each and earn **MX \$200** per customer, with the possibility of earning up to:



MORE CLIENTS = MORE MONEY

Bonus Acquisition

Get bonuses for you and your team's efforts



1-3 Product Bundle Bonuses

- Directly Sponsored
- Openline
- Generational

4 Mobile Customer Bonuses

5 Customer Order Bonuses

6 Fast Start Bonuses

Directly Sponsored Product Bundle Bonuses

Paid through the direct sponsorship of a new IBO who purchases a Product Bundle.

	Direct Sponsor	Team Leader (TL)	Executive Team Leader (ETL)	Senior Team Leader (STL)	Team Coordinator (TC)	Regional Director (RD)	Regional Vice President (RVP)	Senior Vice President (SVP)
Open Line	30%	5% (35%)	5% (40%)	5% (45%)	10% (55%)	5% (60%)	5% (65%)	5% (70%)
Business Bundle	MX \$1,185	MX \$1,382	MX \$1,580	MX \$1,777	MX \$2,172	MX \$2,370	MX \$2,567	MX \$2,765

Example 1:

Calculated as a % of Commissionable Value (CV) of the Product Bundles

- Essential Product Bundle= **1,975 CV**
- Business Builder Product Bundle= **3,950 CV**

An **STL** who directly sponsors someone that buys an **Business Builder Bundle** earns a **45% bonus** or **MX \$1,777**

Example 2:

If a **TC** directly sponsors a new member who signs up with the **Business Builder Bundle**, he or she will get a Bonus for **MX \$2,172**

If a **SVP** directly sponsors a new member that signs up with the **Business Builder Bundle**, he/she will get a Bonus for **MX \$2,765**

Openline Product Bundle Bonuses

Paid through the direct sponsorship of a new IBO who purchases a Product Bundle.

	Direct Sponsor	Team Leader (TL)	Executive Team Leader (ETL)	Senior Team Leader (STL)	Team Coordinator (TC)	Regional Director (RD)	Regional Vice President (RVP)	Senior Vice President (SVP)
Open Line	30%	5% (35%)	5% (40%)	5% (45%)	10% (55%)	5% (60%)	5% (65%)	5% (70%)
Business Bundle	MX \$1,185	MX \$1,391	MX \$1,590	MX \$1,789	MX \$2,172	MX \$2,370	MX \$2,567	MX \$2,765

Calculated as a % of Commissionable Value (CV) of the Product Bundles:

- Essential Product Bundle= **1,975 CV**
- Business Builder Product Bundle= **3,950 CV**

Example 3:

When an individual signs up with the **Business Builder Bundle** under a **STL**, then a **SVP** may collect open line bonuses for **TC** for **25%** or its equivalent of **MX \$987.50**

Generational Product Bundle Bonuses

Paid out to TC's and higher positions when an IBO in your team starts out under an IBO in your position or a higher position.

	Team Coordinator (TC)	Regional Director (RD)	Regional Vice President (RVP)	Senior Vice President (SVP)
1 st Generation	5%	4%	4%	5%
2 nd Generation			2%	

This bonus is calculated based on the Commissionable Value (CV) percentage for the Product Bundle:

- Essential Product Bundle = **1,975 CV**
- Business Builder Bundle = **3,950 CV**

EXAMPLE:

A **TC** may collect **5%** or its equivalent of **\$197.50** for each new person that signs up with the **Business Builder Bundle** under a **TC** or someone in a higher position in their downline

Mobile Customer Bonuses

Mobile Bonuses are paid when a new customer acquires service



The more clients acquire a mobile service, the bigger the benefits for you

- The BV / CV vary based on the plan and contract term.
- The BV counts toward the month in which the service was activated.
- A bonus paid to IBO that acquires the customer.
- Bonuses paid to upline ETL through SVP based on the CV

Mobile Customer Bonus

Example 1

- ❖ A TC personally acquires a new customer on a Movistar plan.
 - ❖ The CV for that plan is \$1,100
- ❖ The TC will earn:
 - Personal bonus – 30%
 - TL Open Line – 5%
 - ETL Open Line – 5%
 - STL Open Line – 5%
 - TC Open Line – 10%

TOTAL - 55% or \$605

Example 2

- ❖ A RD has an ETL who acquires a new customer on a Movistar plan.
 - ❖ The CV for that plan is \$1,100
- ❖ The RD will earn:
 - STL Open Line – 5%
 - TC Open Line – 10%
 - RD Open Line – 5%

TOTAL - 20% or \$220

	BONUS %
Personal	30%
TL Open Line	5%
ETL Open Line	5%
STL Open Line	5%
TC Open Line	10%
TC 1st Generation	5%
RD Open Line	5%
RD 1st Generation	4%
RVP Open Line	5%
RVP 1st Generation	4%
RVP 2nd Generation	2%
SVP Open Line	5%
SVP 1st Generation	5%

Customer Order Bonus

This can be obtained when a client makes purchases directly in your "Personal Online Store" or over the phone



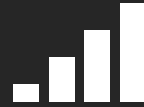
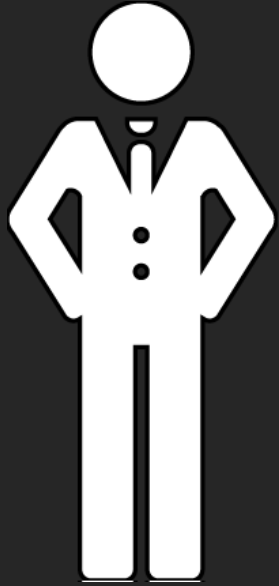
Get a bonus when your clients make purchases from your customized website known as your "Personal Online Store" or over the phone providing your IBO number.

These bonuses are paid out weekly, approximately two weeks after the purchase was placed.

The bonuses vary by product and are listed in the compensation plan section of your back office.

Fast Start Bonuses

Variable monthly bonuses exclusively for new IBOs



EXAMPLE:

Any IBO who earns the TL position within his first 30 days, may receive a Fast Start Bonus on top of all other compensation

Commissions

The bigger your team and the more monthly customer sales generated by you and your team, the bigger the opportunity to earn commissions.



%

%

%

%

1

Level 1-6 Commissions

2

Open Line Commissions

3

Generational Commissions

Commissions for Levels 1-6

Commission paid based on Commissionable Value (CV) of the product



	Team Trainer	Executive Team Trainer	Team Leader	Executive Team Leader	Senior Team Leader	Team Coordinator	Regional Director	Regional Vice President	Senior Vice President
Level 1		5%	5%	5%	5%	5%	5%	5%	5%
Level 2		2%	5%	5%	5%	5%	5%	5%	5%
Level 3			2%	5%	5%	5%	5%	5%	5%
Level 4				3%	5%	5%	5%	5%	5%
Level 5				2%	3%	5%	5%	5%	5%
Level 6					2%	3%	5%	5%	5%

Open Line & Generational Commissions

OPEN LINE: Open Line Commissions are paid starting on the 1st level for as many levels until an IBO reaches your same position

GENERATIONAL: Generational Commissions are paid below an IBO who reaches your same position.



	Team Trainer	Executive Team Trainer	Team Leader	Executive Team Leader	Senior Team Leader	Team Coordinator	Regional Director	Regional Vice President	Senior Vice President
Open Line	Open Line starts at Level 1					2%	4%	4%	4%
1st Generation							2%	2%	2%
2nd Generation								2%	

Commissions Overview



	Team Trainer	Executive Team Trainer	Team Leader	Executive Team Leader	Senior Team Leader	Team Coordinator	Regional Director	Regional Vice President	Senior Vice President
Level 1		5%	5%	5%	5%	5%	5%	5%	5%
Level 2		2%	5%	5%	5%	5%	5%	5%	5%
Level 3			2%	5%	5%	5%	5%	5%	5%
Level 4				3%	5%	5%	5%	5%	5%
Level 5				2%	3%	5%	5%	5%	5%
Level 6					2%	3%	5%	5%	5%
Open Line	Open Line Starts at level 1					2%	4%	4%	4%
1st Generation							2%	2%	2%
2nd Generation								2%	

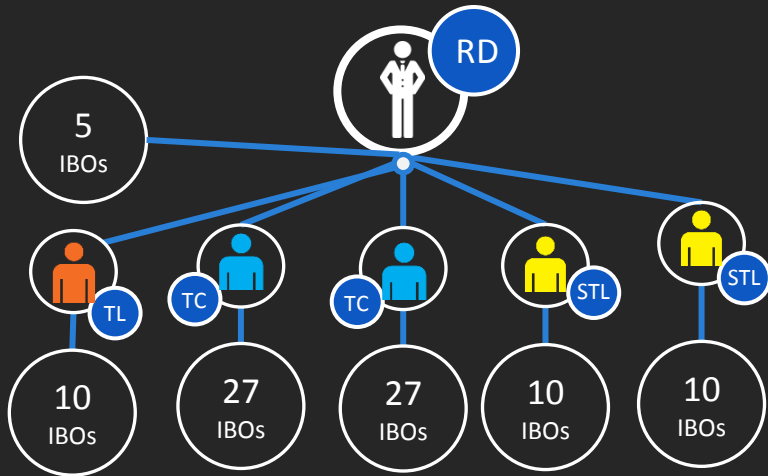
Compensation Plan Scenarios



The sky's the limit

Illustrative Example

Regional Director



Hypothetical example for purposes of explaining the Compensation Plan

BONUSES

5 directly sponsored IBOs	60%	= \$11,850
10 in ETL open line	25%	= \$9,875
20 in TC open line	15%	= \$11,850
54 in RD open line	5%	= \$10,665
54 in TC first generation	5%	= \$10,665
TOTAL		\$54,905*

* Bonuses paid for IBO's who join and purchase a \$3,950 Business Builder Bundle

COMMISSIONS

Levels 1 to 6	\$500,000 x 5%	= \$25,000
TC Open Line	\$600,000 x 2%	= \$12,000
RD Open Line	\$1,500,000 x 4%	= \$60,000
TOTAL		= \$97,000

Total RD Compensation for this month = \$151,905**

** Assumes RD has accumulated and maintains \$1,500,000 of downline purchases of product.

REMEMBER

ACN is a business in which success, personal and professional growth are in your own hands



Success as an ACN IBO is not guaranteed; rather it is influenced by an individual's specific effort. Compensation is only earned when products and services are sold.

IBO's can earn more or less based on generated sales.

Compensation Plan

Exclusively for *México*

For more information please visit ACN 's Back Office