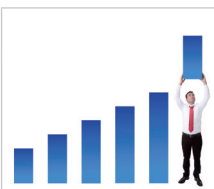


ACN'S COMPENSATION PLAN OVERVIEW



SHORT-TERM AND ONGOING BONUS EARNINGS

Give your monthly earnings an immediate boost by qualifying for bonuses and enjoying financial rewards.



GROWTH EARNINGS

Earn commissions and bonuses on your personal production as well as on your downline's customer acquisition efforts.



POSSIBILITY TO ACHIEVE FINANCIAL INDEPENDENCE

ACN's plan also provides overriding monthly residuals from 1% to 20% on your personal customers' bills plus an additional ¼% to 10% on your Representatives' customers' monthly bills.

POSITIONS AND QUALIFICATIONS

ACN offers Representatives one starting position and six earned positions. All ACN Representatives **MUST** acquire and maintain customers in order to qualify for their positions.

BECOME A QUALIFIED TEAM TRAINER (QTT)

To become a Qualified Team Trainer (QTT), you must acquire and maintain at least 6 Customer Points AND acquire at least 3 "Preferred Customers" – see Page 3 for details. Only one customer per service type and household or Wellness account will count towards TT qualification.

STARTING POSITION

Team Trainer TT

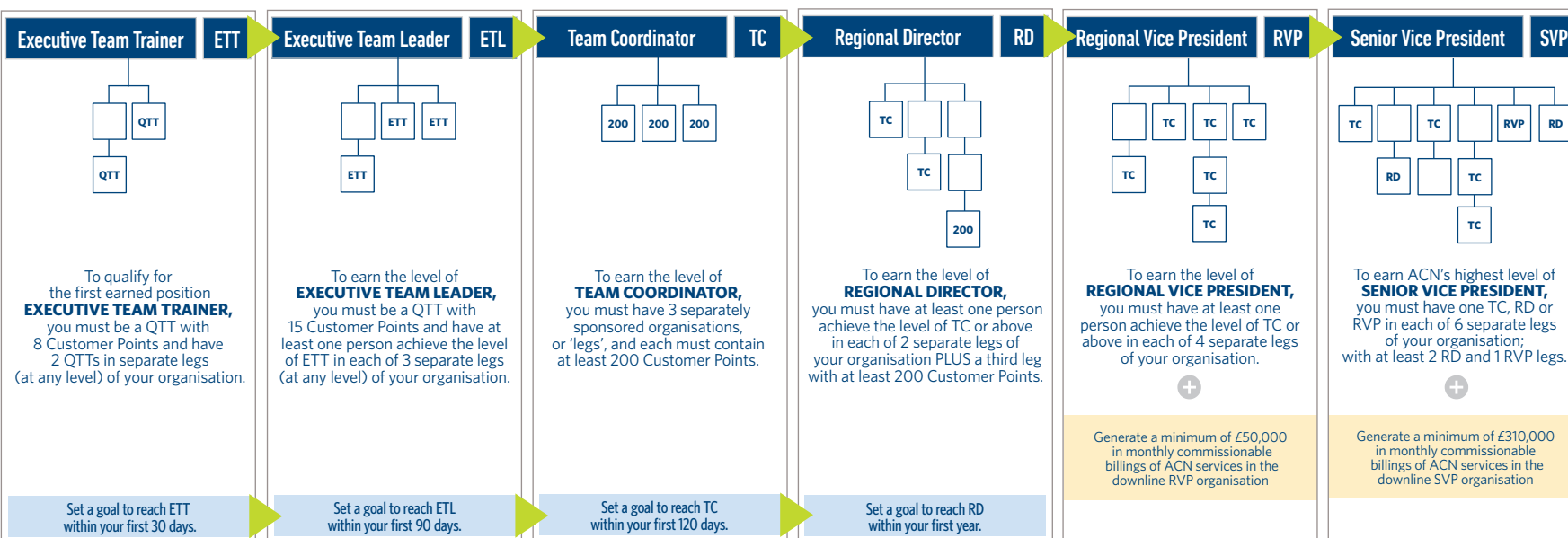


Starter fee
£ 325 (+ VAT)
after the 7-day
free trial period

EARNED POSITIONS

Executive Team Trainer	ETT
Executive Team Leader	ETL
Team Coordinator	TC
Regional Director	RD
Regional Vice President	RVP
Senior Vice President	SVP

QUALIFICATIONS FOR EARNED POSITIONS



The **ACN Opportunity** has been designed to help you build a business that can produce immediate income as well as long-term residual income. One of ACN's greatest strengths is the Compensation Plan. As a new Representative, you should set yourself a goal to learn the Compensation Plan in detail - the better you understand it, the better you will understand how to work it to your advantage.

NO COMPENSATION IS EARNED AT ACN UNLESS CUSTOMERS ARE ACQUIRED.

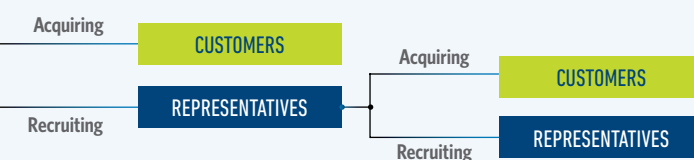
Success as an ACN Independent Representative is not guaranteed, but directly influenced by an individual's specific efforts. No one is guaranteed income as an ACN Independent Representative and not all ACN Independent Representatives make a profit.



ACN'S COMPENSATION PLAN OVERVIEW

CUSTOMER ACQUISITION BONUSES (CABs)

When building your ACN business, you are acquiring customers and if you choose, recruiting Representatives who will also acquire customers in order to build your residual income.



You can earn a CAB if you sponsor a new TT and they become qualified during their first 30 days. You are compensated for the assistance you provide to new TTs during this period.

PERSONAL MONTHLY COMMISSIONS

Once you become a TT, for ACN services, you earn between 1% and 10% of your personal customers' monthly bills – and earn it month after month, year after year for as long as they continue to use ACN's services.* How much you earn is based on the total amount of commissionable revenue of your personal customers. You will earn a percentage of your personal customers' billing volume based on Personal Customer Points.

For Wellness products you earn 20% of the billing volume.

* Monthly commissions are paid as long as the customer continues to use all services except Mobile and Wellness. Please refer to page 3 for more details.

PERSONAL COMMISSIONS		WELLNESS 20% ON ALL YOUR OWN CUSTOMERS STARTING WITH THE FIRST CUSTOMER
SERVICES CUSTOMER POINTS	COMMISSION	
1 – 29	= 1%	
30 – 39*	= 3%	
40 – 49*	= 5%	
50+*	= 10%	

* When an Independent Representative accumulates 30 Customer Points or more, the upline will receive half of the commissions on that Independent Representative's personal customers.

TWO TYPES OF CABs

OPEN LINE CABs

Bonuses you earn when Representatives in your organisation (who have not reached your earned position) help their newly sponsored TTs become qualified within their first 30 days.

GENERATIONAL CABs

Bonuses that you earn when Representatives in your organisation (who have reached the same earned position as you) help their newly sponsored TTs become qualified within their first 30 days. The amount you receive depends on your earned position and the earned position held by the Representatives between you and the new QTT.

CUSTOMER ACQUISITION BONUS SCHEDULE

CABs	EARNED POSITION(S)		
	TC	RVP	SVP
Open Line	£40	£20	£15
1st Generation	£15	£12	£8

Bonuses are not paid if customer qualifications are not met. CABs are paid based on the position you hold on the new TT's start date.

No compensation is earned at ACN unless customers are acquired. Success as an ACN Independent Representative is not guaranteed, but directly influenced by an individual's specific efforts. No one is guaranteed income as an ACN Independent Representative and not all ACN Independent Representatives make a profit.

MONTHLY RESIDUAL EARNINGS COMMISSIONS (OVER-RIDING COMMISSIONS)

You can also earn commissions on the customers of ALL of the Representatives in your organisation. On the Representatives you personally sponsor – the first 'level' or 'generation' below you:

- For ACN services, ACN pays you ¼% of the total monthly billings of all of the customers they acquire
- For Wellness products, ACN pays you 3% of the billing volume

The percentage earned at other levels varies. Please see the table below entitled 'Monthly Commission Structure' for more information.

SEVENTH LEVEL QUALIFICATIONS

You can qualify to receive over-riding commissions on and throughout your seventh level by acquiring and maintaining 40 Customer Points or 20 Customer Points and four directly sponsored QTTs. Once you meet and maintain the minimum requirement, you are fully qualified through seven levels of the ACN Compensation Plan!

MONTHLY COMMISSION STRUCTURE

LEVEL	PERSONAL COMMISSIONS		QUALIFICATIONS FOR EACH COMMISSION LEVEL
	SERVICES	WELLNESS	
Your Personal Customers	1% – 10%	20%	1 CUSTOMER POINT
1st Level Customers	¼%	3%	10 CUSTOMER POINTS
2nd Level Customers	¼%	3%	
3rd Level Customers	¼%	3%	
4th Level Customers	½%	4%	20 CUSTOMER POINTS
5th Level Customers	1%	6%	40 CUSTOMER POINTS OR 20 CUSTOMER POINTS and 4 Directly Sponsored QTTs
6th Level Customers	2%	8%	
7th Level Customers	7%	10%	
Open Line RVP	1 ½%	6%	RVP Earns commission on all customers below 7th level to an unlimited number of levels to the 7th level of the next RVP or higher
1st Generation RVP	1%	4%	
2nd Generation RVP	½%	2%	
Open Line SVP	½%	4%	SVP Earns commission on all customers below 7th level to an unlimited number of levels to the next SVP's 7th level
1st Generation SVP	¼%	2%	

ACN'S COMPENSATION PLAN OVERVIEW

CUSTOMER POINTS + COMMISSIONABLE REVENUE

UNITED KINGDOM
Effective 1 October, 2014

UK-CP-023

WELLNESS

★ = PREFERRED CUSTOMER FOR QUALIFICATIONS

PRODUCTS/SERVICES	CUSTOMER POINTS		BILLING VOLUME (BV)
	AUTO-SHIP	NON AUTO-SHIP	
BENEVITA WEIGHT MANAGEMENT SYSTEM (3 Products)	★2	★2	€100
BENEVITA CHOCOLATE CRUNCH BAR	★1	★1	€35
SHAKE-IT!	2	1	€75
GO!	1	1	€25
RECOVER!	1	1	€25

Customer Points will count for 60 days per order.

DIGITAL PHONE SERVICE

PRODUCTS/SERVICES	CUSTOMER POINTS	COMMISSIONABLE BILLING
PHONE ADAPTOR	★2	The total invoice amount (excluding taxes) is 100% commissionable*

FIXED LINE

PRODUCTS/SERVICES	CUSTOMER POINTS	COMMISSIONABLE BILLING
LINE RENTAL + CARRIER PRE-SELECTION (CPS)	★3	The invoice amount (excluding taxes) for CPS is 100% commissionable* and Line Rental is 50% commissionable*
CARRIER PRE-SELECTION (CPS)	★2	The total invoice amount (excluding taxes) is 100% commissionable*

* Non-geographical and premium rate calls are not commissionable.

Note: Only the CPS customer will show as a Preferred Customer in your Personal Customer List (PCL). For Digital Phone Service and Fixed Line Services, you receive Customer Points and Commissions on the total monthly billing as long as the customer remains with ACN.

BROADBAND, TV & PHONE PARTNERSHIP

PRODUCTS/SERVICES	CUSTOMER POINTS	COMMISSIONABLE BILLING	DURATION OF POINTS AND COMMISSIONS
		This fixed invoice amount is 50% commissionable	
Bundle of - BROADBAND & TV & PHONE	★2	£75	24 months
Bundle of - BROADBAND & PHONE		£50	
Bundle of - BROADBAND only	1	£25	

JOi TELECOM

★ = PREFERRED CUSTOMER FOR QUALIFICATIONS

PRODUCTS/SERVICES	CUSTOMER POINTS	COMMISSIONABLE BILLING
JOi MOBILE	★2	The total invoice amount (excluding taxes) is 100% commissionable*

ENERGY PARTNERSHIP - FIRST UTILITY

PRODUCTS/SERVICES	CUSTOMER POINTS	COMMISSIONABLE BILLING	DURATION OF POINTS AND COMMISSIONS
RESIDENTIAL		This fixed invoice amount is 50% commissionable	5 Years
DUAL FUEL - ELECTRICITY & GAS	★2	£40	
SINGLE FUEL - ELECTRICITY ONLY	★1	£20	

Commissions are based on a fixed average monthly revenue per service type paid for the life of the customer for a maximum period of 5 years.

ENERGY PARTNERSHIP - LSI

PRODUCTS/SERVICES (CATEGORIZED BY USAGE)	CUSTOMER POINTS	COMMISSIONABLE BILLING	DURATION OF POINTS AND COMMISSIONS	
BUSINESS		This fixed invoice amount is 50% commissionable	5 Years	
GAS	0	5,000 - 14,999		£10
		15,000 - 29,999		£20
		30,000 - 49,999		£40
		50,000 - 99,999		£60
		100,000 +		£75
ELECTRICITY	★1	5,000 - 14,999		£10
		15,000 - 29,999		£20
		30,000 - 49,999		£40
		55,000 - 99,999		£60
		100,000 +	£75	

LSI SME is available in Great Britain Only. Commissions are based on a fixed average monthly revenue per service type paid for the life of the customer for a maximum period of 5 years.

ACN European Services Ltd.

Registered Office Address: 7 Albemarle Street, London W1S 4HQ, United Kingdom

Companies House: 3650246, VAT Reg.No: GB 726 3625 33

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No compensation is earned at ACN unless customers are acquired. Success as an ACN Independent Representative is not guaranteed, but directly influenced by an individual's specific efforts. No one is guaranteed income as an ACN Independent Representative and not all ACN Independent Representatives make a profit. Important note: customers acquired in other countries are based on that country's compensation plan. Monthly billings are reported two to three months in arrears. 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.

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ACN'S COMPENSATION PLAN OVERVIEW

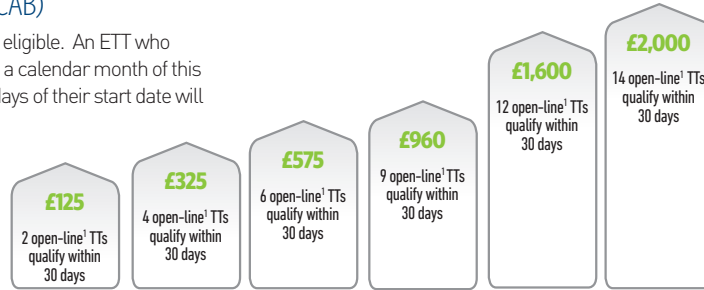
UNITED KINGDOM TEAM CUSTOMER ACQUISITION BONUSES (TCABs)

UNITED KINGDOM
Effective 1 October, 2014

UK-CP-023

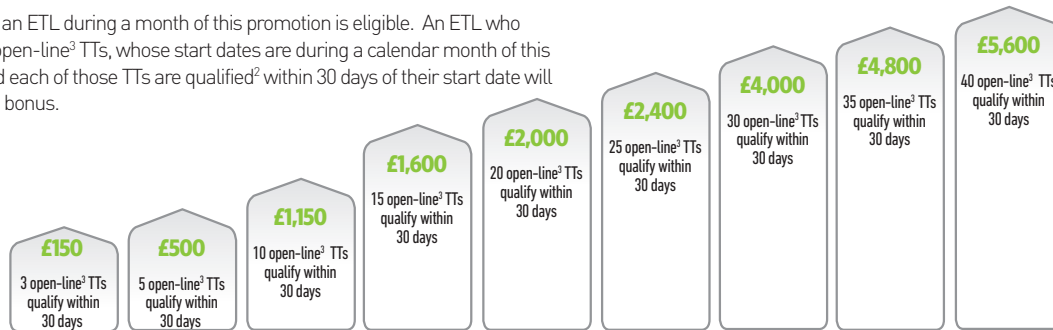
EXECUTIVE TEAM TRAINER BONUS (ETT TCAB)

Anyone who is an ETT during a month of this promotion is eligible. An ETT who has at least 2 open-line¹ TTs, whose start dates are during a calendar month of this promotion, and each of those TTs are qualified² within 30 days of their start date will receive a £125 bonus.



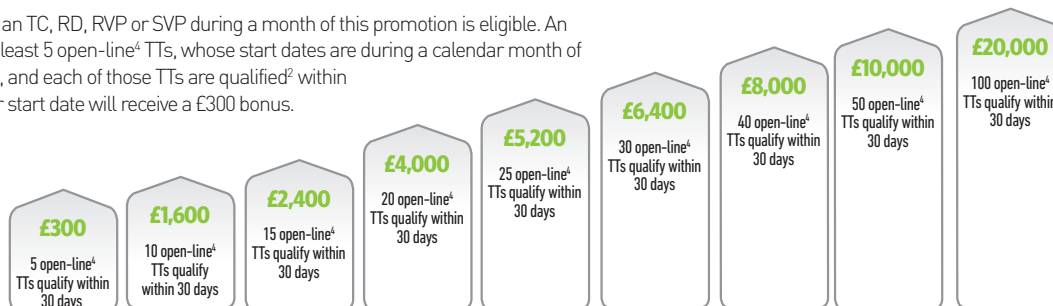
EXECUTIVE TEAM LEADER BONUS (ETL TCAB)

Anyone who is an ETL during a month of this promotion is eligible. An ETL who has at least 3 open-line³ TTs, whose start dates are during a calendar month of this promotion, and each of those TTs are qualified² within 30 days of their start date will receive a £150 bonus.



TEAM COORDINATOR BONUS (TC TCAB)*

Anyone who is an TC, RD, RVP or SVP during a month of this promotion is eligible. An TC who has at least 5 open-line⁴ TTs, whose start dates are during a calendar month of this promotion, and each of those TTs are qualified² within 30 days of their start date will receive a £300 bonus.



¹ An open-line organisation for Executive Team Trainers includes all Team Trainers below them down to the next Executive Team Trainer, Executive Team Leader, Team Coordinator, Regional Director, Regional Vice President or Senior Vice President.

² TTs count toward this promotion when they qualify in their first 30 days. Please note that only one account per household and a maximum of two Customer Points per account count towards TT qualifications.

³ An open-line organisation for Executive Team Leader includes all ETLs and TTs below them down to the next ETL, TC, RD, RVP or SVP.

⁴ An open-line organisation for Team Coordinators includes all ETLs, ETLs and TTs below them down to the next TC, RD, RVP or SVP.

⁵ An open-line organisation for Regional Director includes all TCs, ETLs, ETLs and TTs below them down to the next RD, RVP or SVP.

⁶ An open-line organisation for Regional Vice Presidents includes all RDs, TCs, ETLs, ETLs and TTs below them down to the next RVP or SVP.

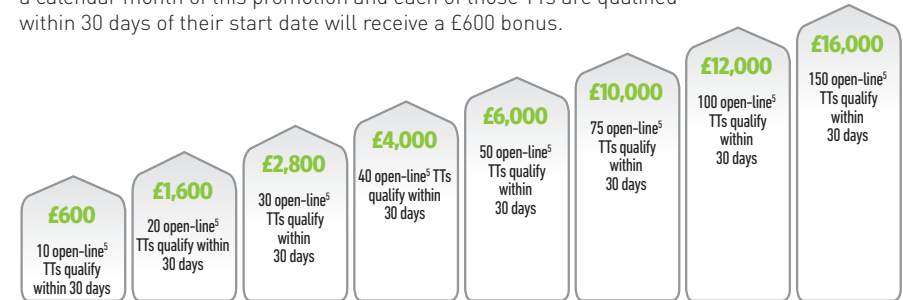
To be counted for the bonus program, new TTs can be from any country ACN has operations in except Korea. For purposes of determining the monthly bonus, newly qualified TTs will count

toward the month that the completed Representative Agreement and payment are received. All paperwork (including Representative Agreements and payment) must be received by ACN before 14.00 CET on the last business day of the month. TCABs will be paid 14 days following the new Team Trainer's start date, once they qualify. Bonus payment will be calculated and paid weekly, and reconciled after the close of the applicable calendar month.

*TC, RD, RVP TCAB payment will be calculated on the basis of the bonus amount applicable to the country/continent of residence of the qualified Team Trainer.

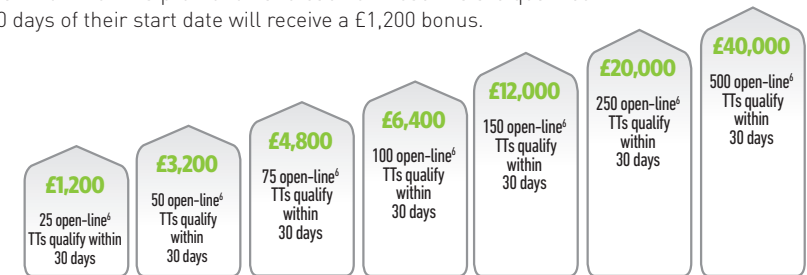
REGIONAL DIRECTOR BONUS (RD TCAB)*

Anyone who is an RD during a month of this promotion is eligible. An RD who has at least 10 open-line⁵ TTs, whose start dates are during a calendar month of this promotion and each of those TTs are qualified² within 30 days of their start date will receive a £600 bonus.



REGIONAL VICE PRESIDENT BONUS (RVP TCAB)*

Anyone who is an RVP or SVP during a month of this promotion is eligible. An RVP who has at least 25 open-line⁶ TTs, whose start dates are during a calendar month of this promotion and each of those TTs are qualified² within 30 days of their start date will receive a £1,200 bonus.



RVPs will earn the higher of the RVP TCABs or RD TCABs each month. This applies to RVPs in the United Kingdom only and will include all Qualified Team Trainers regardless as to which country. RVP TCABs will continue to be calculated weekly and any adjustment for RD TCABs will occur at least every two weeks.

For Example: An RVP with an RVP open line of 100 QTTs (£6,400 TCAB) and RD open line of 75 QTTs (£10,000 TCAB) would get paid on the RD open line of £10,000 as this is the higher TCABs amount.

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These promotions are subject to change without notice at ACN's discretion and for any reason. These bonus payments may be retracted if new TTs do not remain qualified for a period of 90 days.

THE BONUSES ARE FOR REPRESENTATIVES IN THE UNITED KINGDOM ONLY.