



COMPENSATION PLAN OVERVIEW

The Flash Opportunity has been designed to help you build a successful business of your own

Effective: February 1st, 2021

Flash Brand Leaders can earn money in two ways:



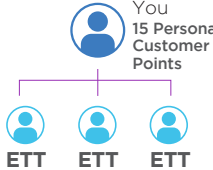


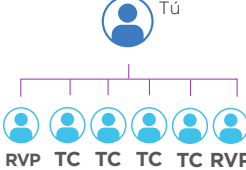
1. Monthly residual commissions based on their personal and downline customers' usage of our services
2. Weekly and Monthly Bonuses based on **customer acquisition**

Important! Compensation is earned **ONLY** when using customers are acquired.



POSITIONS AND QUALIFICATIONS

Everyone starts out as Brand Leader (BL) and as you reach personal goals, you'll advance and change positions.

QBL Qualified Brand Leader	ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
 <p>You need to have a minimum of 8 points and 4 preferred customers</p> <p>Any ported Flash Mobile customer is considered a Preferred Customer</p>	 <p>To be an ETT you must have a structure of 2 QBLs in separate legs at any level</p>	 <p>To be an ETL you must have a structure of 3 ETTs in separate legs at any level</p>	 <p>Up to 200 points per leg count towards qualification</p>	 <p>Up to 1,000 points per leg count towards qualification</p>	 <p>1 TC or above in 6 separate legs, including at least 2 RVP legs</p> <p>17,000 or more total Customer Points (personal and downline)</p> <p>Up to 8,000 points per leg count towards qualification</p>
ETT's AND ETL's MUST MAINTAIN MINIMUM PERSONAL CUSTOMER POINTS AND THE QBL QUALIFICATION TO REMAIN QUALIFIED AT THAT POSITION			TCs, RVPs AND SVPs MUST MAINTAIN A MINIMUM OF 15 PERSONAL POINTS TO RECEIVE EARNED POSITION COMPENSATION		

Earnings are based solely upon the successful usage of the service by customers and their payment for those services. Flash Brand Leaders will incur expenses in operating their business, such as the enrollment and renewal fees, and other operating expenses. As with any business, individuals may not earn income and may lose money. While success is not guaranteed, it depends primarily on the individual's commitment, persistence and effort. **Flash Brand Leaders shall not make any income representations or success guarantees to any prospective Flash Brand Leaders. Monthly Residual Commissions**

MONTHLY RESIDUAL COMMISSIONS

Over time, you should build your business so that the majority of your compensation will come from the residual income of your customers' monthly billings. Personal Commissions **Customer acquisition and retention are the fuel for your business**, creating long-term lasting income and by teaching other people how to do the same thing, you will build residual income for yourself.

PERSONAL COMMISSIONS

As you acquire personal customers, you qualify to earn between 3% and 15% of their monthly billing. This percentage is based on the total number of Personal Customer Points that you have

Your Personal Points	Percentage of monthly billing you can earn
1 - 29	3%
30 - 39	5%
40 - 49	7%
50 - 99	10%
100 - 199	12%
200 or more	15%

GROUP COMMISSIONS

Below you will find the information about the commission program to be earned for the acquisition of customers in **your organization**, plus the Personal Customer Points required:

Your Personal Points	Level	Percentage of monthly billing you can earn	
20 - 29	1	4%	
	2	4%	
30 - 39	3	4%	
	4	4%	
40 or more	5	4%	
Open Line RVP		2%	Open Line RVP commissions are paid on customer billings below your 5 th level down to the 5 th level of the first RVP (or SVP) in your downline
1 st Generation RVP		1 1/2%	1 st Generation RVP commissions are paid on customer billings from the 6 th level of the first downline RVP (or SVP) through the 5 th level of the second downline RVP (or SVP)
2 nd Generation RVP		1%	2 nd Generation RVP commissions are paid on customer billings from the 6 th level of the second downline RVP (or SVP) through the 5 th level of the third downline RVP (or SVP)
Open Line SVP		2%	Open Line SVP commissions are paid on customer billings below your 5 th level down to the 5 th level of the first SVP in your downline
1 st Generation SVP		1%	1 st Generation SVP commissions are paid on customer billings from the 6 th level of the first downline SVP through the 5 th level of the second downline SVP

All Mobile consumption generated from Sunday to Sunday before 11:59 pm, Peru time, (Plans, Bundles, on demand/standard rate) will be reflected the next business day after 2 pm. All customers submitted for your commission qualifications must be received and processed by FLASH by 2 pm (ET) on the first Friday of the month in which Brand Leaders receive their payment. Commissions will be published on the first business day in the United States of America (USA) following the third Friday of each month. Commissions are paid the third month after the end of the month of the customer's billing.

CUSTOMER ACQUISITION BONUSES (CABs)

Customer Acquisition Bonuses are paid when your newly sponsored Brand Leaders become qualified within 30 days of their start date.

CABs are paid based on your position reached as of the start date of the new sponsored Brand Leader who qualified in their first 30 days. For Brand Leader qualification (QBL), customers must have their 8 points and 4 preferred customers in their first 30 days.

ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
Open Line S/45	Open Line S/75 1 st Generation S/40	Open Line S/200 1 st Generation S/90 2 nd Generation S/50	Open Line S/90 1 st Generation S/60	Open Line S/45 1 st Generation S/30

- **Open Line CABs** are bonuses you earn when Brand Leaders in your organization, who are not under a Brand Leader that has reached the same earned position (or higher) that you have reached, acquire customers to become qualified within 30 days of their start date.
- **Generational CABs** are bonuses you earn when Brand Leaders in your organization, who are under a Brand Leader that has reached the same earned position (or higher) that you have reached, acquire customers to become qualified within 30 days of their start date.

Customer Acquisition Bonuses (CABs) will be paid within 10 days after the new Brand Leader acquires their qualifying customers. If the new Brand Leader qualifies within their first 14 days, then the upline CABs will be paid the following week (after the 14-day period).

Important: Compensation is earned only when customers are acquired. Flash reserves the right to retract the payment of any bonus or commission if it is found that a customer used to qualify for a bonus or a certain commission level was not a valid billing customer or if we determined that the service is not being used and it was acquired only for qualification purposes. CABs are paid based on your position reached on the start date of the new sponsored Brand Leader that qualified in their first 30 days. However, if by the time the sponsored Brand Leader makes the payment for their registration, you have changed your position, this new position will be taken to generate the CAB payment.

CUSTOMER ACQUISITION BONUS SCHEDULE

	ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
Open Line	S/45	S/120	S/320	S/410	S/455
Under ETT		S/75	S/275	S/365	S/410
Under ETL		S/40	S/240	S/330	S/375
Under 2 nd ETL			S/200	S/290	S/335
Under TC			S/90	S/180	S/225
Under 2 nd TC			S/50	S/140	S/185
Under 3 rd TC				S/90	S/135
Under Under RVP				S/60	S/105
Under 2 nd RVP					S/45
Under SVP					S/30

POINTS SYSTEM AND COMMISSIONABLE REVENUE

Commissions will be paid on all **Preferred Customers (Flash Mobile Ported Customers)** based on the Monthly Residual revenue table in the “Monthly Residual Commissions” section. Qualifications for personal customer commissions of up to **15%** and commissions up to **fifth level** are based solely on customer acquisition and the point system derived from it below:

Service	Usage/Plan	Points	Monthly commissionable income	Duration of the points and commissions	Observation
Flash Mobile	S/ 15	1	100%	Customer's life	<p>Each Brand Leader will earn 1 point for every S/ 15 of Mobile Volume for all of their personal customers' ported SIM Cards.</p> <p>Mobile Volume is calculated as the total Plan purchases, Bundle purchases and pay-as-you-go usage in the last 30 days of ported customers.</p>

Commissionable revenue for mobile service equals the sum of Plan purchases, Bundle purchases and Pay-as-you-go usage, less taxes and an allowance for bad debt for Flash Mobile usage. Non-ported SIM Cards won't be used for calculated Mobile Volume and therefore no points are earned based on these sales. Lines that were Flash and port-out to another carrier, and then ported back to Flash will not generate points for the first 90 days. These lines will count for commission from the moment they are ported back.

Commissions are paid on the customers' purchase/usage of services according to the commission schedule on “Monthly Residual Commissions” section.

Important: The Flash business opportunity allows you to have customers from any other of the countries where ACN or Flash have a presence. To know the services, points and commissionable income of services in other countries, please review the Compensation Plan documentation of each country where said service is presented.

Flash awards points and pays bonuses for the acquisition of customers that are regularly using the service. Any customer SIM Card without the appropriate level of customer usage cannot be used to qualify for an Earned Position, CABs or Customer Bonuses. If it is found that the customers used to qualify for a bonus or position do not meet the quality standards, then bonuses will be retracted and the promotion to any positions will be reversed.