

MEXICO

COMPENSATION PLAN OVERVIEW

Effective October 1st, 2018



Mobile Service

Home Security

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

Flash Services Brand Leaders can earn money in two ways:

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

Compensation is earned only when customers are acquired

Access your Brand Leader Back Office for details on monthly promotional bonuses – designed to get new Brand Leaders off to a fast start.



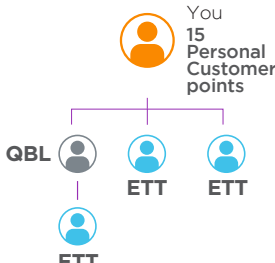

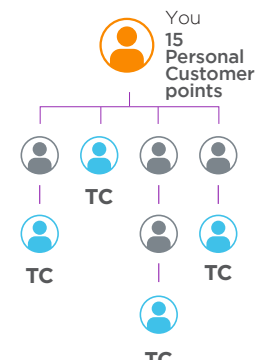
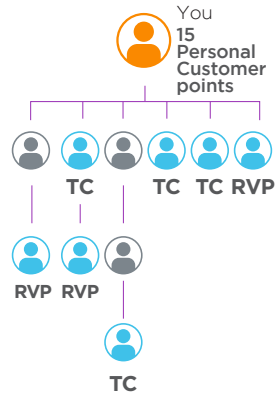


POSITIONS & QUALIFICATIONS

STARTING POSITION: WHEN YOU JOIN YOU START AS A BRAND LEADER (BL)

EARNED POSITIONS

Starting October 1st, all Flash Mobile customers must be **ported numbers** to count towards qualifications. The non ported active customers with a start date prior to October 1st will continue to count towards qualifications.

QBL Qualified Brand Leader	ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
 <p>To become a Qualified Brand Leader (QBL) you must have a minimum of</p> <div style="border: 2px solid purple; border-radius: 50%; width: 60px; height: 60px; display: flex; align-items: center; justify-content: center; margin: 10px auto;"> <div style="text-align: center;"> <p>8 Customer Points with 4 or more Preferred Customers</p> </div> </div> <p>Preferred customers: any Ported Flash Mobile customers with points and any active ADT customers</p>	 <p>To become an ETT you must have 10 personal customer points and a structure of 3 QBLs in separate legs at any level.</p>	 <p>To become an ETL you must have 15 Personal Customer Points and have a structure of 3 ETTs in separate legs at any level.</p>	 <p>600 or more total Customer Points, up to 200 points per leg count towards qualification.</p>	 <p>1 TC in 4 separate legs at any level</p> <p>Must have at least 3,000 Monthly Total Points (Maximum 1,000 points per leg)</p>	 <p>Must have 1 TC or above in 6 separate legs, including at least 3 RVP legs</p> <p>Must have at least 20,000 Monthly Total Points (Maximum 7,000 points per leg)</p>
<p>ETTs AND ABOVE MUST MAINTAIN MINIMUM PERSONAL CUSTOMER POINTS TO RECEIVE EARNED POSITION COMPENSATION</p>					

Only preferred customer points count to generate personal points.

Earnings as a Brand Leader are based solely upon the successful sale of products and services to customers and their usage of those products and services. Individuals will incur expenses in operating their Flash Services business, such as the sign-up fee and renewal fee, as well as other possible operating expenses. As with any business, earnings and success at Brand Leader are not guaranteed but depend primarily on the individual's commitment, persistence and effort. Individuals may not earn income and may lose money as a Brand Leader. **Flash Services Brand Leaders shall not make any income representations or success guarantees to any prospective Flash Services Brand Leaders.**

MONTHLY RESIDUAL COMMISSIONS

Over time, the majority of your compensation will come from the residual income of your customers' monthly billings. Customer acquisition is 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 1% and 10% of their monthly bills. This percentage is based on your total number of Personal Customer Points.

1 -19 Personal Customer Points =	1%
20-29 Personal Customer Points =	3%
30-39 Personal Customer Points =	5%
40+ Personal Customer Points =	10%

OVERRIDING RESIDUAL COMMISSIONS

Schedule of commissions earned from customer acquisition in your organization and Personal Customer Points required:

Levels	Mobile Service	QUALIFICATIONS FOR EACH COMMISSION LEVEL	
		Personal Customer Points	
Personal	1-10 %	See box above	
1	¼ %	10	
2	¼ %	20	
3	¼ %	30	
4	½ %	40	
5	2 %	40 points	
6	3 %	Open Line TC commissions are paid on customer billings below your 7 th level down to the 7 th level of the first TC or above in your downline.	
7	6 %	Open Line RVP commissions are paid on customer billings below your 7 th level down to the 7 th level of the first RVP (or SVP) in your downline.	
Open Line TC	1 ½ %	1 st Generation RVP commissions are paid on customer billings from the 8 th level of the first downline RVP (or SVP) through the 7 th level of the second downline RVP (or SVP).	
Open Line RVP	1 ½ %	2 nd Generation RVP commissions are paid on customer billings from the 8 th level of the second downline RVP (or SVP) through the 7 th level of the third downline RVP (or SVP).	
1 st Generation RVP	1 %	Open Line SVP commissions are paid on customer billings below your 7 th level down to the 7 th level of the first SVP in your downline.	
2 nd Generation RVP	½ %	1 st Generation SVP commissions are paid on customer billings from the 8 th level of the first downline SVP through the 7 th level of the second downline SVP.	
Open Line SVP	1 ½ %		
1 st Generation SVP	1 %		

Complete customers must be received by 2:00 pm CT on the first Friday of the month in order for Brand Leaders to qualify for commissions. Commissions are released on the first business day following the third Friday of each month. Commissions are paid the third month after the close of the month the customer is billed.

WEEKLY CUSTOMER ACQUISITION BONUSES

Customer Acquisition Bonuses - CABs*

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

To count for QBL qualifications, all new ADT customers must be active and Flash Mobile customers must be active and ported in less than 30 days from the start of the Brand Leader.

CUSTOMER ACQUISITION BONUSES ALL EARNED POSITIONS

ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
Open Line \$300	Open Line \$500 1 st Generation \$300	Open Line \$1,500 1 st Generation \$600 2 nd Generation \$300	Open Line \$600 1 st Generation \$400	Open Line \$300 1 st Generation \$200

CUSTOMER ACQUISITION BONUS PROGRAM

	ETT Executive Team Trainer	ETL Executive Team Leader	TC Team Coordinator	RVP Regional Vice President	SVP Senior Vice President
Open Line	\$300	\$800	\$2,300	\$2,900	\$3,200
Under ETT		\$500	\$2,000	\$2,600	\$2,900
Under ETL		\$300	\$1,800	\$2,400	\$2,700
Under 2nd ETL			\$1,500	\$2,100	\$2,400
Under TC			\$600	\$1,200	\$1,500
Under 2nd TC			\$300	\$900	\$1,200
Under 3rd TC				\$600	\$900
Under RVP				\$400	\$700
Under 2nd RVP					\$300
Under SVP					\$200

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 Services 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.

FLASH SERVICES POINT SYSTEM AND COMMISSIONABLE REVENUE

Commissions will be paid on all preferred customers based on the monthly residual commissions table on page 3. Qualifications for personal customer commissions of up to 10% and commissions up to seventh level are based solely on customer acquisition and the point system derived from it below.

POINT CALCULATION: ONLY SIM CARDS WITH PORTED NUMBERS AND USE CAN BE CONSIDERED FOR POINTS

Non ported SIMs are commission only. Will not generate points for qualification

Flash Services	Monthly usage**	Customer points	Monthly commissionable income	Duration of the points and commissions	Preferred customer
Flash Mobile	\$100 - \$199	1	100%	Customer's life	Customer ported with points
	\$200 - \$399	2			
	\$400+	3			
ADT*	Basic Bundle (Sobreponer Kit)	3	100%	24 months	All ADT customers with points
	IP Bundle	4			
	Dual Bundle	4			
	Smart Security Bundle	4			

***The ADT customers acquired prior to October will be regulated according to the previous Compensation Plan.**

****For Flash Mobile monthly usage:** points are also awarded based on the total of any active plan plus any active bundle plus pay-as-you-go consumption during the last 30 days. The points for purchase of a plan will count during its validity.

Preferred customers: any Ported Flash Mobile customers with points and any active ADT customers.

Commissionable revenue equals total plan billings plus top up consumption (including bundles) in calendar month less taxes, surcharges and an allowance for bad debt.

Note: points are calculated based on top up consumption and not when the money is deposited to the account.

Flash Services awards points and pays bonuses for the acquisition of customers that are regularly using the service. Any customer SIM 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.