



MEXICO COMPENSATION PLAN OVERVIEW

Effective October, 2016



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The Flash Mobile Opportunity has been designed to help you build a successful business of your own. Flash Mobile Brand Leaders can earn money in two ways:



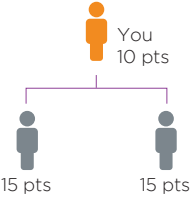

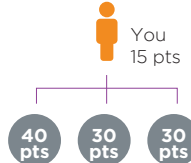


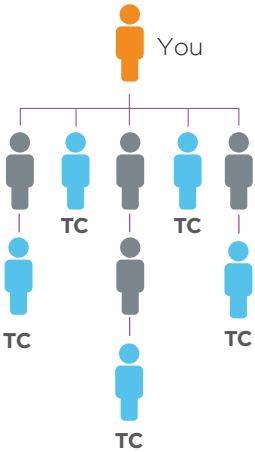
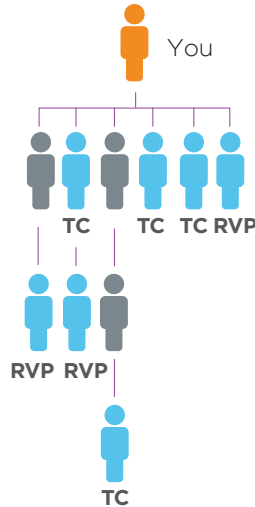
- Monthly residual commissions based on their personal and downline customers' usage of Flash Mobile.
- Weekly and Monthly Bonuses based on customer acquisition.

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: Everyone starts as a Brand Leader (BL).

EARNED 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>To become a Qualified Brand Leader you must have a minimum of 8 Customer Points.</p>	 <p>You 10 Customer Points.</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;"> <p style="margin: 0;">30 Total Customer Points in Your Team <small>(Personal and Downline)</small></p> </div> <p>Minimum 30 total Customer Points, up to 15 points per leg count towards qualification.</p> <p>Example:</p> 	 <p>You 15 Customer Points.</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;"> <p style="margin: 0;">100 Total Customer Points in Your Team <small>(Personal and Downline)</small></p> </div> <p>Minimum 100 total Customer Points, up to 40 points per leg count towards qualification.</p> <p>Example:</p> 	 <p>You 15 Customer Points.</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;"> <p style="margin: 0;">800 Total Customer Points in Your Team <small>(Personal and Downline)</small></p> </div> <p>Minimum 800 total Customer Points, up to 200 points per leg count towards qualification.</p> <p>Example:</p> 	 <p>1 TC in 5 separate legs at any level</p> <p>Minimum Monthly Downline Billings: \$1,500,000 <small>(Limit \$600,000 per leg)</small></p> <p style="text-align: right;"><i>Effective 3/31/17</i></p>	 <p>Must have 1 TC or above in 6 separate legs, including at least 3 RVP legs</p> <p>Minimum Monthly Downline Billings: \$6,000,000 <small>(Limit \$2,000,000 per leg)</small></p> <p style="text-align: right;"><i>Effective 3/31/17</i></p>
TCS AND ABOVE MUST MAINTAIN 15 CUSTOMER POINTS TO RECEIVE EARNED POSITION COMPENSATION					

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 Mobile business, such as the sign-up fee and renewal fee, as well as other possible operating expenses. As with any business, earnings and success as a 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.



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

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 Team Trainers become qualified within 30 days of their start date. In order to count for qualifications, all new customers must show a "complete" status on the Brand Leader's Personal Customer List. A customer will show a "complete" status when all the necessary information has been received and processed by Flash Mobile.

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 2 nd Generation \$200	Open Line + \$300 1 st Generation \$200

Customer Acquisition Bonus Schedule

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

*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).

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.

Remember: Compensation is earned **only** when customers are acquired. Flash Mobile 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.



MEXICO CUSTOMER POINT SYSTEM & COMMISSIONABLE REVENUE

The only way to earn income at Flash Mobile is through the acquisition of customers; therefore all Brand Leaders must acquire customers in order to meet qualifications and advance through Flash Mobile's earned positions. Flash Mobile utilizes a Customer Point system for each of its products and services. Services provide long-term residual income.

Service	Monthly Usage	Customer Points
Flash Mobile	\$100 - \$199	1
	\$200 - \$399	2
	\$400+	3

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

The **points** for a plan purchase or renewal start at the time that the plan becomes active and count for one month. Points are also awarded based on the total of any active plan plus month-to-date top up consumption.

Examples:

- **Customer A** chooses a \$290 plan which will count as 2 points for as long as the customer is active on the plan.
- **Customer B** chooses a \$145 plan and also has total top up consumption of \$70 for the month-to-date which totals \$215. The plan will count as 1 point and then would increase to 2 points once the total of the plan plus top up consumption exceeds \$200.

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