



---

## Crossline Recruiting & Sponsorship Changes

---

Cross-line Recruiting can be considered one of the biggest sins in network marketing. It occurs when an IBO sponsors or attempts to sponsor any person who is already an active member within another ACN marketing organization. ACN IBOs may not solicit an individual or entity that has been previously sponsored by another IBO or that is considering joining ACN and being sponsored by another IBO. As an example, potential IBOs sent to an Opportunity Presentation by another active IBO cannot be recruited. This policy is in effect from the date of their IBO Agreement and for a period of one year after their Agreement has expired or terminated.

As an ACN IBO, you may not engage in activities that may cause losses to other ACN IBOs, which includes encouraging someone to change their sponsor or join your organization. In fact, to safeguard the hard work of our IBOs and protect the integrity of the Compensation Plan and marketing organization downline, ACN prohibits any change in sponsorship. Unfortunately, problems with attitude, non-support, personality conflicts or social preferences are not valid reasons to change sponsors. If there is a legal reason requiring a change in sponsorship, ACN will review the situation on a case-by-case basis and reserves the right to approve or deny any sponsorship change requests. Keep in mind an IBO may only have one sponsor and there are no exceptions to this rule.

The only way for an IBO to change sponsors is by voluntarily resigning his or her agreement and remaining inactive for no less than one full calendar year from the date of resignation or no less than one full calendar year after an IBO fails to renew or cancels their IBO Agreement. All resignations must be provided to ACN in writing. Important to understand, should an IBO wish to cancel their IBO Agreement and remain inactive for one full calendar year, and then reapply under a new sponsor, the former IBO's marketing organization will remain in the original line of sponsorship and the IBO will start back as a new IBO with no downline. If a second account is created in violation of the policy, the second account will be closed and the IBO, along with any created marketing organization, will be moved back to the original sponsor.

Sponsor hopping is strictly prohibited. It is the responsibility of the IBO to ensure the sponsor information submitted on the IBO Agreement is accurate and complete. ACN does reserve the right to change sponsorship if it is found that unethical or misleading practices were used in the recruitment of any individual or entity.

As the world's largest direct seller of telecommunications, energy and other essential services, our marketing integrity is fundamental to the ACN reputation. Doing your part as an ACN IBO is essential to ACN's overall success.

If you have any questions about this or any of our policies,  
please contact the Business Ethics Department at [businessethics@acninc.com](mailto:businessethics@acninc.com).

**We are here to help you.**