



THE COMPENSATION PLAN

Turning Energy Into Income™

QUICK START INCOME

Ignite pays Quick Start Bonuses when you enroll personal Energy Accounts*, and it pays Business Builder Bonuses when you help your personally sponsored Independent Associates enroll Energy Accounts. Quick Start and Business Builder Bonuses are triggered every Friday on accepted pending or active (qualified) Energy Accounts and paid one week later on the Mail Date. See Immediate Income chart for details.

Quick Start Bonuses

You can become a Qualified Director (QD) and earn a Quick Start 4 bonus of \$100 when you personally enroll accepted pending or active Energy Accounts that total 4 energy points* within 30 days of your Start Date. Your own Energy Account may count as one energy point (except for natural gas accounts in the Northeast – see below). Additionally, your Ignite eSuite subscription may count for two energy points. You will, however, still need to enroll at least one outside customer to achieve the necessary four energy points to trigger Quick Start 4.

Business Builder Bonuses

You can earn a Business Builder 4 bonus of \$100 for each personally sponsored IA you help enroll accepted pending or active Energy Accounts that total 4 energy points* within 30 days of his or her Start Date.

* See Energy Point Value Chart for details.

Immediate Income

Organization Level	Name	Bonus Qualification	Bonus	Bonus Eligibility
You	Quick Start 4	Personally enroll 4 Energy Points in the first 30 days ¹	\$100	
	Quick Start 10	Enroll 10 personal Energy Points in the first 60 days ¹	\$100	
1	Business Builder 4	Help your personally-sponsored IA enroll 4 Energy Points in the first 30 days ¹	\$100	Qualified Director ²

¹ Energy Accounts must be accepted pending or active accounts by Ignite. You may substitute your Ignite eSuite subscription for two Energy Accounts.

² You must be a Qualified Director to receive Business Builder 4.

RESIDUAL INCOME

You can build a Monthly Energy Income (MEI) by enrolling customers and maintaining their Energy Accounts, as well as from the Energy Accounts of the customers enrolled by the Independent Associates in your leadership organization up to unlimited levels.

MEI is paid on the 15th of the month following the month the energy customer's payment is received by Stream Energy. You must meet both one-time and monthly qualification requirements to receive MEI. MEI qualifications are met one time by leadership position obtained and monthly by personal pending or active Energy Points on the Qualification Date. The Qualification Date is the last day of each month.

If you do not have the required number of accepted pending or active Energy Points for your leadership position on the Qualification Date, then you will not receive MEI the next month. However, if you were promoted on pre-verified customers and have never reached qualified status for your position before the Qualification Date, your MEI will be held until you are qualified, for a maximum of 120 days. See Grace Period for details.

Standard MEI

You can earn Standard MEI on your personal active Energy Accounts, as well as from the active Energy Accounts of the customers enrolled by the Independent Associates in your organization to 5 levels, *based on your leadership position (MD, SD and ED)*. Your Standard MEI is based on the organization level. You must be a Qualified Director to be eligible to earn MEI on your personal and first level. You must obtain a leadership position (MD, SD and ED) to be eligible to earn MEI through 5 levels. See the Residual Income chart for details.

Unlimited MEI

You can earn Unlimited MEI on the active Energy Accounts of the customers enrolled by the Independent Associates in your leadership organization (MD, SD and ED) to unlimited levels. Your Unlimited MEI can range from \$0.25 up to \$1.50, based on your leadership position (MD, SD and ED). See the Residual Income chart for details.

Residual Income

Organization Level	MEI Texas	MEI Other	MEI Qualification			Unlimited MEI			
YOU	\$0.50	\$0.50	Qualified Director ¹	MD and 10 Energy Points	SD and 15 Energy Points	ED and 20 Energy Points	Upline Leadership Position		
1	\$0.25	\$0.25					MD \$0.25	SD \$0.50	ED \$0.75
2	\$0.50	\$0.50					↓	↓	↓
3	\$0.75	\$0.75					↓	↓	↓
4	\$1.00	\$1.00					↓	↓	↓
5	\$3.00	\$2.00					↓	↓	↓

¹ Energy Accounts must be accepted pending or active accounts by Ignite. You may substitute your Ignite eSuite subscription for two Energy Points.

Commercial Residual Income

Commercial accounts pay residual income the same as above, however, dollar amounts per level may vary with usage. Please refer to the Commercial Compensation Plan in your Power Center.

LEADERSHIP INCOME

You can earn Leadership Bonuses to unlimited levels by meeting certain promotion requirements and reaching any of three leadership positions. At each leadership position, you can begin to build a new leadership organization and may earn Leadership Bonuses on your new leadership organization.

Leadership Bonuses are paid when a new IA enters your leadership organization on any level under a personally sponsored Independent Associate after your promotion and enrolls two (2) accepted pending or active Energy Points within 30 days of his or her Start Date. IAs who entered your organization before you obtained a leadership position are in the leadership organization of your Upline who was in the leadership position before you.

You must have 10-20 accepted pending or active Energy Points based on your leadership position on the Qualification Date in order to receive Leadership Bonuses the next month. Leadership Bonuses are triggered every Friday on accepted pending or active (qualified) Energy Accounts and paid one week later on the Mail Date. The Qualification Date is the last day of each month.

If you do not have the required number of accepted pending or active Energy Points for your leadership position on the Qualification Date, then you will not receive Leadership Bonuses the next month. However, if you were promoted on pre-verified customers and have never reached qualified status for your position before the Qualification Date, your Leadership Bonuses will be held until you are qualified, for a maximum of 120 days. See Grace Period for details.

Leadership Income

Managing Director	Senior Director	Executive Director
\$75 10 Energy Points	+\$100 15 Energy Points	+\$50 20 Energy Points

Energy Account Point Values

TX Electric 1 pt	GA Gas 1 pt	NE Electric 1 pt	NE Gas .5 pt

Please refer to the Commercial Compensation Plan in your Power Center for commercial energy account point values.

LEVELING OUT

Leadership Income can be paid to an unlimited number of levels, but only to the IAs who are in the Director's leadership positions. Leveling Out is when a Director in someone's leadership organization promotes to the next leadership position and all future Leadership Income (Unlimited MEI and Leadership Bonuses) from the new leadership organization goes to the new leadership position. However, the IA's leadership organization prior to the promotion of a Director to the next leadership position will continue to be under his or her previous leadership position, and he or she will continue to receive that organization's Leadership Income.

GRACE PERIOD

You must qualify on a monthly basis to receive MEI and Leadership Bonuses. If you do not qualify, then a one-month Grace Period will apply the next month. During the Grace Period, you will receive the income for that month as if you were qualified. You have an automatic Grace Period for Leadership Bonuses during the month that you obtain a new leadership position.

The monthly Qualification Date is the last day of the month. You must have the required number of accepted pending or active Energy Points for your leadership position on the Qualification Date, or the Grace Period will apply the next month. If you used your Grace Period that month, then you cannot use it again in the subsequent month and you will not receive MEI and Leadership Bonuses that next month.

In other words, you are allowed only one consecutive Grace Period and must have the required number of accepted pending or active Energy Points on the next Qualification Date to again be eligible.

POSITION QUALIFICATIONS

Director

- Purchase the Ignite Services Program for \$329

Qualified Director (QD)

- Personally enroll four (4) accepted pre-verify, pending or active Energy Points
- You may substitute your Ignite eSuite subscription for two Energy Points

Trained Qualified Director (TQD)

- Achieve QD status
- Complete Power Plan Training Modules in Power Center

Managing Director (MD)

- Personally enroll ten (10) accepted pre-verify, pending or active Energy Points
- Personally sponsor three (3) Directors
- Have twelve (12) Directors in levels 1-5

Senior Director (SD)

- Achieve MD status
- Personally enroll fifteen (15) total accepted pre-verify, pending or active Energy Points
- Personally sponsor three (3) additional Directors
- Have two (2) MDs in levels 1-5 of your coded MD organization

Executive Director (ED)

- Achieve SD status
- Personally enroll twenty (20) total accepted pre-verify, pending or active points
- Have five (5) SDs in levels 1-5 of your coded SD organization