



# 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 for helping 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 Quick Start 4 (\$100) when you personally enroll your first 4 accepted pending or active Energy Accounts within 30 days of your Start Date. You may be one of the four Energy Accounts, and you may substitute your Ignite Homesite for two Energy Accounts, but you must enroll at least one outside customer.

You can earn Quick Start 10 (\$100) when you personally enroll a total of 10 accepted pending or active Energy Accounts within 60 days of your Start Date.

### Business Builder Bonuses

You can earn Business Builder 4 (\$100) on each personally sponsored Independent Associate you help become a Qualified Director and enroll his or her first 4 accepted pending or active Energy Accounts within 30 days of his or her Start Date. To receive Business Builder 4 you must be a QD. If your personally sponsored IA triggers Business Builder 4 before you become a QD, you can still earn Business Builder 4 if you subsequently become a QD within 30 days of his or her Start Date.

## Immediate Income

Organization Level	Name	Bonus Qualification	Bonus	Bonus Eligibility
You	Quick Start 4	Enroll 4 personal Energy Accounts in first 30 days <sup>1</sup>	\$100	
	Quick Start 10	Enroll 10 personal Energy Accounts in first 60 days	\$100	
1	Business Builder 4	Help your personally sponsored IA enroll 4 Energy Accounts in first 30 days	\$100	Qualified Director <sup>2</sup>

<sup>1</sup> Energy Accounts must be accepted pending or active accounts by Ignite. You may substitute your Ignite Homesite for two Energy Accounts.

<sup>2</sup> You can earn Business Builder 4 after your personally sponsored IA earns Quick Start 4 if it is within 30 days of his or her Start Date.

## 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 payment is received by Ignite. 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 Accounts 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 Accounts 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	<b>\$0.50</b>	<b>\$0.50</b>	Qualified Director <sup>1</sup>	MD and 10 Energy Accounts	SD and 15 Energy Accounts	ED and 20 Energy Accounts	Upline Leadership Position		
1	<b>\$0.25</b>	<b>\$0.25</b>					MD \$0.25	SD \$0.50	ED \$0.75
2	<b>\$0.50</b>	<b>\$0.50</b>					↓	↓	↓
3	<b>\$0.75</b>	<b>\$0.75</b>					↓	↓	↓
4	<b>\$1.00</b>	<b>\$1.00</b>					↓	↓	↓
5	<b>\$3.00</b>	<b>\$2.00</b>	↓	↓	↓				

<sup>1</sup> Energy Accounts must be accepted pending or active accounts by Ignite. You may substitute your Ignite Homesite for two Energy Accounts.

## 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 Accounts 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 Accounts 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 Accounts 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
<b>\$75</b> 10 Energy Accounts	<b>+\$100</b> 15 Energy Accounts	<b>+\$50</b> 20 Energy Accounts

## ENERGY ACCOUNT POINTS

Each residential Energy Account is worth one point toward meeting your personal goals, including promotions to leadership positions and eligibility for all parts of the Ignite Compensation Plan. You may substitute your Ignite Homesite for two Energy Accounts for the purpose of promotion qualifications and triggering Quick Start and Business Builder Bonuses.

## 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 Accounts 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 Accounts 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 Accounts
- You may substitute your Ignite Homesite for two Energy Accounts

### 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 Accounts
- 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 Accounts
- 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 Energy Accounts
- Have five (5) SDs in levels 1-5 of your coded SD organization