



THE COMPENSATION PLAN

S I M P L E . S M A R T . S T A R I O N .

IMMEDIATE INCOME

Starion pays you Customer Acquisition Bonus's (CAB's) for accepted Residential (RS) and Small Commercial (SC) customers that you personally enroll. This is an incentive-based commission that is a great way for you to earn immediate income. CAB bonuses are paid weekly in the week following the accepted date of the acquired customers.

Customer Acquisition Bonus (CAB)

You can earn a CAB bonus for each customer that you personally acquire for Starion. CAB bonuses are a one-time payment for accepted customers that meet certain qualifications shown in the corresponding chart. There is no limit as to the number of accepted customers that you can earn CAB bonuses on.

Residual Income

You can build long-term monthly residual income by acquiring and maintaining your active customer base. You will earn commissions each month calculated on the amount of electricity used by your personally acquired customers as well as from the customers acquired by the Independent Representatives (IR's) in your recruiter organization up to unlimited depth.

Usage commission is paid on the 15th of the month following the month payment is received by Starion. Usage commission is paid commencing with the first or fourth billing cycle as determined by the customer type. See chart for details.

IEC & QEC Income Opportunity

Organization Level	Name	Qualification	Bonus	Residual Income*	Residual Income**	Billing Cycle
You	RS CAB	Acquire an accepted residential customer whose usage is \geq 500 kWh monthly	\$15	2 Mils	2.5 Mils	4th
	SC CAB	Acquire an accepted small commercial customer whose usage is \geq 500-4,999 kWh monthly	\$15	2 Mils	2.5 Mils	4th
	SC CAB	Acquire an accepted small commercial customer whose usage is \geq 5000-9,999 kWh monthly	\$40	2 Mils	2.5 Mils	4th
	SC CAB	Acquire an accepted small commercial customer whose usage is \geq 10,000 kWh monthly	N/A	2 Mils	2.5 Mils	1st

**To earn residual income you must have 5 accepted customers or 7,500 kWh billing monthly*

*** Must have 500,00 kWh current monthly billing to qualify*

Eligibility

To be eligible to receive usage commissions from your personal customers and or your recruiter organization you must meet one-time and monthly qualifications. Qualifications are met one time by leadership position obtained and monthly by personal Active Acquired customers or kWh Volume on the Qualification Date. The Qualification Date is the last calendar day of the month prior to the month in which you are to be paid commissions. See Eligibility Grace for details.

CUSTOMER ACQUISITION LEADERSHIP INCOME

A unique aspect of the Starion compensation program is a concept called Customer Acquisition Bonus Overrides. This bonus is paid to IR's in leadership positions such as Sales Manager (SLM), Managing Director (MAN) and Senior Managing Director (SMD). The Override pays both a weekly (CAB) and monthly (Usage Residual) income from personally recruited IR's and those lines of recruitment after you have achieved a leadership position and is paid up to unlimited depth. An IR recruited prior to you obtaining a leadership position is affiliated with the preceding reps in leadership positions. All new IR's resulting from IR's personally recruited after you have achieved a leadership position is attributed to you. Meeting certain promotion requirements and reaching any of the three leadership positions pays leadership income.

Unlimited Depth CAB Overrides

You can earn a one-time CAB Override of \$1, \$2, \$3 or \$5, paid when an IR in your leadership organization acquires an Accepted Customer that meets the required kWh usage (see chart for details). CAB overrides are paid weekly in the week following the accepted date of the customer.

Unlimited Depth Leadership Income

Organization Level	Name	Qualification*	Sales Manager	Managing Director		Senior Managing Director
You	RS CAB	≥ 500 kWh	\$15	+\$5		+\$3
	SC CAB	500 - 4,999 kWh	\$15	+\$5		+\$3
	SC CAB	5000 - 9,999 kWh	\$40	+\$10		+\$5
	SC CAB	≥10,000 kWh	N/A	N/A		N/A
			Sales Manager**	MAN/SLM	Managing Director	Senior Managing Director
1 ↓	RS CAB	≥ 500 kWh	\$1	\$3/\$2	+\$5	+\$3
	SC CAB	500 - 4,999 kWh	\$1	\$3/\$2	+\$5	+\$3
	SC CAB	5,000 - 9,999 kWh	\$1	\$6/\$4	+\$10	+\$5
	SC CAB	≥10,000 kWh	N/A	N/A	N/A	N/A
Residuals			1/4 mil	1/4 mil • 1/4 mil	+1/2 mil	+1/2 mil

*Usage qualification is calculated on customers historical monthly average

**Paid to IR only while active at the Sales Manager rank

Unlimited Depth Residual Override

You can earn a monthly residual income override on the Active acquired customers acquired by the IR's in your leadership organization (SLM, MAN, and SMD), up to unlimited depth. Your Residual Income Override can range from ¼ mil to 1 mil based on your leadership position (SLM, MAN and SMD). See chart for details.

Eligibility

To be eligible to receive Customer Acquisition Leadership Bonuses and Residual Income Overrides as a Sale Manager, you must maintain twenty (20) active customers, thirty (30) active customers as a Managing Director and forty (40) active customers as a Senior Managing Director, as of the last day of the calendar month prior to the month in which you are paid.

Leveling Out

The Customer Acquisition Leadership Bonus and Residual Income Override can be paid on an unlimited number of levels but only to one person. This means, for example, that when individuals in an IR's Managing Director organization (regardless of level) personally achieve Managing Director status, all future IR's recruited by the newly promoted Managing Director are placed in this new MAN organization. Of course, as described above, all previously recruited remain in the original leadership organization. This process repeats when another person in the organization attains Managing Director status. This is known as "leveling out" of an organization. When an IR achieves Senior Managing Director status, the Managing Director organization remains intact and the Customer Acquisition Bonus and Residual Overrides continue as described in the chart entitled Leadership Income. The only exception to Leadership Income overrides is at the position of Sales Manager. The Sales Manager override is only paid while the IR is actively at the rank of Sales Manager. This means that from the date a Sales Manager is promoted to Managing Director going forward, the IR will no longer receive the Sales Manager overrides on newly acquired customers.

Eligibility Grace

If you do not maintain eligibility for Customer Acquisition Leadership Bonuses and or Residual Income Overrides levels for which you are qualified, a one-month grace period will apply. This grace month allows you to receive commissions and bonuses that you originally qualified for in the month immediately preceding the loss of eligibility.

If your customer count shortage is made up by the addition of new customers during the grace month, you will receive your next commissions regardless of whether you lose additional customers during the grace period. This is called guaranteed grace.

PROMOTION QUALIFICATIONS

Independent Energy Consultant (IEC)

Paid \$149 Independent Representative fee, passed background check, trained in Starion certified training program and has been issued an ID number.

Qualified Energy Consultant (QEC)

Acquire and maintain five (5) accepted customers

Sales Manager (SLM)

Acquire and maintain twenty (20) accepted customers

Managing Director (MAN)

Acquire and maintain thirty (30) accepted customers, AND
Five (5) qualified QEC's within 1st level, AND
Ten (10) qualified QEC's with first 2 levels, AND
500,000 group historical kWh billing monthly*

Senior Managing Director (SMD)

Acquire and maintain forty (40) accepted customers, AND
Three 1st level qualified MAN's in MAN coded organization, OR
Five (5) legs, each containing qualified MAN in MAN coded organization, within first 5 levels

**No more than 200,000 kWh can come from any 1 leg or personal customers*