



# Compensation Plan

MARCH 31, 2021

# Compensation Plan



## Compensation Eligibility Requirements

You must meet these two requirements to earn any compensation as an Independent Associate.

### 1. ACTIVE VS. INACTIVE

After your initial first year, you must maintain an Active position to be eligible to earn compensation. Maintain “Active” status by fulfilling one of the following requirements:

A. Subscribe to and pay for Kynect Pro

OR

B. Have 100 qualified Personal Customer Points (Kynect Pro can count as 20 Personal Customer Points)

OR

C. Have personally sponsored a new active Associate or enrolled an active customer within the last 120 days. Active customers are defined as being in “Active” or “Pending” status. Customers must be active during End of Month (EOM) qualification evaluations.

These requirements are monitored in line with current system evaluations on End of Month qualifications. The 120-day audit only occurs for Associates who aren't subscribed to Kynect Pro or who don't have 100 qualified Personal Customer Points. You must be Active and qualified within your specific position to earn compensation. If you fall into Inactive status, all pending compensation will be forfeited. To regain Active status, fulfill one of the three requirements above prior to the next EOM qualification date.

### 2. END OF MONTH QUALIFICATION REQUIREMENTS

Qualifications are met once each leadership position is obtained, then monthly based on qualified Personal Customer Point requirements for the qualification date. The qualification date is always the last day of each month.

#### Grace Period

You must remain qualified on a monthly basis to receive compensation. If you don't qualify at month's end, a 1-month “Grace Period” will apply. You'll receive compensation for that month as if you were qualified. If you don't get qualified during the grace period, you will move to non-qualified status at EOM Qualification. This Grace Period applies to all compensation.

## Turning Sales Into Income

As an Independent Associate, you can earn 3 forms of Bonus Income<sup>1</sup>: Personal Customer Bonuses, Team Customer Bonuses and Leadership Bonuses (all defined below). You can earn Personal Customer Bonuses by enrolling new customers in the services Kynect offers. As a Regional Director or above, you can earn Team Customer Bonuses by helping your personally-sponsored Associates enroll new customers. As a Managing Director or above, you can also earn Leadership Bonuses by helping your coded Associates enroll new customers.

Personal, Team, and Leadership Bonuses are triggered every Friday on pending or active customer service accounts and paid 1 week later on the following Friday. To be paid any of the 3 bonuses within your first 60 days as a new Associate, you must have the required pending or active, also known as “qualified,” Customer Points based on your current position on the qualification date, which is every Friday. Associates who are beyond their first 60 days will have their qualification status evaluated on the first of each month. All bonuses are subject to review and may be held.

As a new Associate, you can earn up to \$1,200 in Personal Customer Bonuses, Team Customer Bonuses and a Managing Director Rank Advancement Bonus by meeting certain requirements **within 120 days of your start date**:

### PERSONAL CUSTOMER BONUSES (PCB)

All PCB requirements<sup>2</sup> must be completed within 60 days of your start date. Your personal service account may count toward your PCB requirements, unless another Associate has used it toward this same bonus. You may substitute a Kynect Pro subscription for 20 in-household Personal Customer Points.

### TEAM CUSTOMER BONUSES (TCB)

As a Regional Director or above, you can earn a \$100 Team Customer Bonus when each of your personally-sponsored Associates enrolls a total of 40 qualified Personal Customer Points to trigger PCB 40 and promotes to Regional Director within 60 days of their start date.

### MANAGING DIRECTOR RANK ADVANCEMENT BONUS

Promote to Managing Director within 120 days of your start date to earn a Rank Advancement Bonus of \$500. See Rank Advancement section for details.

1. See Bonus Income chart (Figure 1) for details.  
2. See Customer Point Values (Figure 2) for details.

## Bonus Income

LEVEL	BONUS TYPE	QUALIFICATION REQUIREMENTS	AMOUNT
YOU	Personal Customer Bonus 40	Enroll a total of 40 qualified Personal Customer Points in your first 60 days. (5 points outside household)	\$100
YOU	Personal Customer Bonus 70	Enroll a total of 70 qualified Personal Customer Points in your first 60 days. (20 points outside household)	\$100
YOU	Personal Customer Bonus 100	Enroll a total of 100 qualified Personal Customer Points in your first 60 days. (40 points outside household)	\$200
YOU	Managing Director Rank Advancement Bonus	Meet the requirements to promote to Managing Director within your first 120 days.	\$500
1	Team Customer Bonus 40	Your personally sponsored Associates enroll a total of 40 qualified Personal Customer Points each to promote to Regional Director within their first 60 days.	\$100

Figure 1

## Customer Point Values

Personal Customer Points are earned when you enroll customers in the services Kynect offers. Point values vary per service and apply toward Bonus Income qualifications, Rank Advancement qualifications and End of Month qualifications.

SERVICE	CUSTOMER POINT VALUE
Texas Residential Electric (Single Family)	15
Texas Residential Electric (Multi-tenant)	10
Georgia Residential Gas (Single Family)	10
Georgia Residential Gas (Multi-tenant)	7
NE/MW Residential Electric (Single Family)	13
NE/MW Residential Electric (Multi-tenant)	7
NE Residential Gas (Single Family)	5
NE Residential Gas (Multi-tenant)	5
Stream for Business	10-40 (varies) <sup>1</sup>
Brinks Home Security™ (Core)	7
Brinks Home Security (Home Plus)	15
Brinks Home Security (Premier)	17
Truvvi (annual)	10
Truvvi (monthly)	3
Truvvi (free)	1 <sup>2</sup>
Wireless Services (porting existing number)	10
Wireless Services (new number)	5

Figure 2

## Leadership Bonuses

You can earn Leadership Bonuses by meeting sales requirements and reaching any of the 4 leadership positions: Managing Director, Senior Director, Executive Director and National Director. At each leadership position, as long as you're qualified at your leadership position, you can earn Leadership Bonuses based on the sales of your coded leadership organization. Leadership Bonuses are paid as new Associates enter your coded leadership organization on any level and enroll 40 qualified Personal Customer Points to promote to Regional Director within 60 days of their start date.

## Leadership Bonus Amounts

You can earn these coded leadership bonuses when an Associate who is coded to you within your organization triggers their PCB 40. These Associates are considered coded Team Associates. All Associates in your downline, however, are "Team Associates."

MANAGING DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	NATIONAL DIRECTOR
\$100	\$100	\$50	\$50
↓	↓	↓	↓
TO UNLIMITED LEVELS			

## Rank Advancement Requirements

Your Kynect Pro subscription can count as 20 Personal Customer Points toward rank advancements. Personal Customer Point requirements are cumulative throughout the rank advancement process. Kynect Pro does not count towards Team Customer Point requirements.

### DIRECTOR

- Enroll as an Independent Associate for \$199.

### REGIONAL DIRECTOR (RD)

- Have personally enrolled a total of 40 qualified Personal Customer Points, 5 of which must come from outside your household.

### MANAGING DIRECTOR (MD)

- Be a Regional Director.
- Personally sponsor 3 new Directors.
- Have personally enrolled a total of 100 qualified Personal Customer Points, 40 of which must come from outside your household.
- Have a total of 8 Team Associates (this includes your 3 personally-sponsored Directors).
- Have a total of 160 qualified Team Customer Points.

1. Customer point values for Stream for Business accounts could change month-to-month based on a rolling 12 months of Historical Usage Data (HUD) for the premise. See Stream for Business section for details.  
 2. Customer will carry a 1 point value and display as pre-verified status until they spend \$25 within the Truvvi app at which time the "1" point will move to pending status.

## SENIOR DIRECTOR (SD)

- Be a Managing Director.
- Personally sponsor a minimum of 3 (new or additional) Directors.
- Have personally enrolled a total of 150 qualified Personal Customer Points, 70 of which must come from outside your household.
- Have a total of 16 Team Associates in your coded Managing Director organization.
- Develop 2 Managing Directors in any level of your coded Managing Director organization. At least 1 must be active.
- Have a total of 400 qualified coded Team Customer Points.

## EXECUTIVE DIRECTOR (ED)

- Be a Senior Director.
- Have personally enrolled a total of 200 qualified Personal Customer Points, 120 of which must come from outside your household.
- Develop 5 Senior Directors in any level of your coded SD organization. At least 1 must be active.
- Have 6,500 qualified coded Team Customer Points.\*

## NATIONAL DIRECTOR (ND)

- Be an Executive Director.
- Have personally enrolled a total of 200 qualified Personal Customer Points, 120 of which must come from outside your household.
- Have 25,000 qualified coded Team Customer Points.\*
- Have met any 1 of these 4 requirements:
  - Develop 5 Executive Directors in your coded organization or personally sponsored with at least 1 in your Executive Director code.
  - Develop 3 Executive Directors in your Executive Director code.
  - Develop 15 Executive Directors anywhere in your downline, with at least 4 in your coded organization.\*\*
  - Develop 1 National Director in your Executive Director code.\*\*

## Rank Advancement Bonuses

By meeting the qualifications above, you'll receive the following one-time bonuses as you promote to each leadership position.

MANAGING DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	NATIONAL DIRECTOR
<b>\$500</b> <small>(if requirements are met within 120 days)</small>	<b>\$1,000</b>	<b>\$5,000</b>	<b>\$10,000</b>

## Growth Bonuses

"Growth Bonuses" can be earned once you reach the Senior Director leadership position and above. As you build each of these coded leadership organizations, you can earn bonuses and recognition stars when you develop other coded leaders.

Senior Directors can earn Growth Bonuses for the first 4 coded Senior Directors they develop in their Senior Director organization. Executive Directors can earn Growth Bonuses for the first 4 coded Senior Directors and the first 2 coded Executive Directors they develop in their Executive Director organization. National Directors can earn Growth Bonuses for the first 4 coded Senior Directors, the first 2 coded Executive Directors and the first 2 coded National Directors they develop in their National Director organization. Finally, as a Senior Director, you can be recognized up to as high as 4 stars, and up to as high as 2 stars for both Executive Director and National Director.

## SENIOR DIRECTOR

<b>1<sup>ST</sup></b> SD CODED SD IN SD CODE <b>\$1,000</b> ★	<b>3<sup>RD</sup></b> SD CODED SD IN SD CODE <b>\$1,000</b> ★★★
<b>2<sup>ND</sup></b> SD CODED SD IN SD CODE <b>\$1,000</b> ★★	<b>4<sup>TH</sup></b> SD CODED SD IN SD CODE <b>\$1,000</b> ★★★★★

## EXECUTIVE DIRECTOR

<b>1<sup>ST</sup></b> SD CODED SD IN ED CODE <b>\$1,000</b>	<b>1<sup>ST</sup></b> ED CODED ED IN ED CODE <b>\$5,000</b> ★
<b>2<sup>ND</sup></b> SD CODED SD IN ED CODE <b>\$1,000</b>	<b>2<sup>ND</sup></b> ED CODED ED IN ED CODE <b>\$5,000</b> ★★
<b>3<sup>RD</sup></b> SD CODED SD IN ED CODE <b>\$1,000</b>	
<b>4<sup>TH</sup></b> SD CODED SD IN ED CODE <b>\$1,000</b>	

## NATIONAL DIRECTOR

<b>1<sup>ST</sup></b> SD CODED SD IN ND CODE <b>\$1,000</b>	<b>1<sup>ST</sup></b> ED CODED ED IN ND CODE <b>\$5,000</b>
<b>2<sup>ND</sup></b> SD CODED SD IN ND CODE <b>\$1,000</b>	<b>2<sup>ND</sup></b> ED CODED ED IN ND CODE <b>\$5,000</b>
<b>3<sup>RD</sup></b> SD CODED SD IN ND CODE <b>\$1,000</b>	<b>1<sup>ST</sup></b> ND CODED ND IN ND CODE <b>\$10,000</b> ★
<b>4<sup>TH</sup></b> SD CODED SD IN ND CODE <b>\$1,000</b>	<b>2<sup>ND</sup></b> ND CODED ND IN ND CODE <b>\$10,000</b> ★★

\*Each downline Associate may only contribute a maximum of 33% coded Team Customer Points toward the rank required amount.

\*\*Qualifying Executive Directors or National Director must be in active or inactive status. Associates with canceled, suspended or terminated positions do not apply.

## Monthly Earned Income (MEI)

You can earn Standard and Leadership MEI (defined to the right) on customer accounts enrolled by Associates in your downline organization. After Kynect receives full payment for the applicable Service, MEI payments will be paid on the first Thursday between the 13th and 20th day of the following month. You must be active and meet both one-time and monthly qualification requirements (see chart below) to receive MEI.

## STANDARD MEI

You will earn standard MEI on sales to your personal active customer accounts with a half-point or greater value, as well as from the active service accounts of the customers enrolled by the Associates in your organization to 5 levels. To be eligible to earn MEI on your personal level, you must first reach 100 Personal Customer Points. You must obtain and maintain an RD, MD, SD, ED or ND leadership position to be eligible to earn MEI through 5 levels.

## LEADERSHIP MEI

In addition to Standard MEI, you are also eligible to earn "Leadership MEI" in your coded RD, MD, SD, ED and ND leadership organizations to unlimited levels.

## Monthly Earned Income

ORGANIZATION LEVEL	STANDARD MEI <sup>1</sup>	MEI QUALIFICATION				LEADERSHIP MEI				
<b>YOU</b>	\$0.50	Must have 100 Personal Customer Points or greater to earn personal MEI on all personal customers.				LEADERSHIP POSITION				
<b>1</b>	\$0.25	<b>RD</b> — <b>40</b> CUSTOMER POINTS (5 OUTSIDE HOUSEHOLD)	<b>MD</b> — <b>100</b> CUSTOMER POINTS (40 OUTSIDE HOUSEHOLD)	<b>SD</b> — <b>150</b> CUSTOMER POINTS (70 OUTSIDE HOUSEHOLD)	<b>ED/ND</b> — <b>200</b> CUSTOMER POINTS (120 OUTSIDE HOUSEHOLD)	<b>RD</b>	<b>MD</b>	<b>SD</b>	<b>ED</b>	<b>ND</b>
<b>2</b>	\$0.50					<b>\$0.10</b>	<b>\$0.15</b>	<b>\$0.50</b>	<b>\$0.75</b>	<b>\$0.50</b>
<b>3</b>	\$0.75					↓	↓	↓	↓	↓
<b>4</b>	\$1.00					↓	↓	↓	↓	↓
<b>5</b>	\$2.00					↓	↓	↓	↓	↓

## MEI Multiplier Point Value

These point values are given to each customer to determine MEI payments and EnergyPLUS income. To learn more about EnergyPLUS visit [wekynect.com/programs](http://wekynect.com/programs) for details.

SERVICE	MEI MULTIPLIER POINT VALUE
Texas Residential Electric (Single Family)	1
Texas Residential Electric (Multi-tenant)	1
Georgia Residential Gas (Single Family)	1
Georgia Residential Gas (Multi-tenant)	1
NE/MW Residential Electric (Single Family)	1
NE/MW Residential Electric (Multi-tenant)	1
NE Residential Gas (Single Family)	0.5
NE Residential Gas (Multi-tenant)	0.5
Stream for Business (Electric)	1
Stream for Business (Gas)	1

SERVICE	MEI MULTIPLIER POINT VALUE
Brinks Home Security (Core)	0.5
Brinks Home Security (Home Plus)	1
Brinks Home Security (Premier)	1
Truvvi (annual)	1 <sup>3</sup>
Truvvi (monthly)	1 <sup>3</sup>
Truvvi (free)	0
Wireless Services (porting existing number)	1
Wireless Services (new number)	1

(c) MEI commissions are triggered on electricity customers who bill 250 kWh or more per month.

(d) MEI commissions are triggered at 1.5x Standard MEI on Georgia customers who bill at 200 therms or more per month.

(e) MEI commissions are triggered at 1.5x Standard MEI on Texas and Northeast residential electricity customers who bill at 3,000 kWh or more per month.

(f) MEI commissions are triggered at 2x Standard MEI on Northeast residential gas customers who bill at 250 therms or more per month.

2. All Northeast residential gas customers Standard MEI multiplier will equate to 0.5 points and apply toward the MEI payout.

3. Paid Truvvi membership referrals will carry a 0.5 MEI multiplier.

1. Effective 1/14/18, Standard MEI amounts apply to 1 point (full MEI value) or .5 point (half MEI value) services for all markets.

The following conditions apply to customers enrolling after January 1, 2015:

(a) MEI commissions are triggered on Georgia residential gas customers who bill at 10 therms or more per month.

(b) MEI commissions are triggered on Northeast residential gas customers who bill at 25 therms per month.

# Stream for Business Monthly Earned Income

Point values for Stream for Business accounts could change month-to-month based on a rolling 12 months of Historical Usage Data (HUD) for the premise. This affects point value for EOM qualifications and MEI payout.

LEVEL	TEXAS ELECTRICITY				NORTHEAST ELECTRICITY				NATURAL GAS			
	TIER A 12,001 - 60,000 kWh 10 POINTS	TIER B 60,001 - 150,000 kWh 20 POINTS	TIER C 150,001 - 300,000 kWh 30 POINTS	TIER D 300,001 + kWh 40 POINTS	TIER A 12,001 - 60,000 kWh 10 POINT	TIER B 60,001 - 150,000 kWh 20 POINTS	TIER C 150,001 - 300,000 kWh 30 POINTS	TIER D 300,001 + kWh 40 POINTS	TIER A 300-1,499 Therms 10 POINT	TIER B 1,500-4,999 Therms 20 POINTS	TIER C 5,000-9,999 Therms 30 POINTS	TIER D 10,000 + Therms 40 POINTS
<b>YOU</b>	\$0.50	\$10.00	\$15.00	\$20.00	\$0.50	\$10.00	\$15.00	\$20.00	\$0.50	\$10.00	\$15.00	\$20.00
<b>1</b>	\$0.25	\$0.50	\$0.75	\$1.00	\$0.25	\$0.50	\$0.75	\$1.00	\$0.25	\$0.50	\$0.75	\$1.00
<b>2</b>	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00
<b>3</b>	\$0.75	\$1.50	\$2.25	\$3.00	\$0.75	\$1.50	\$2.25	\$3.00	\$0.75	\$1.50	\$2.25	\$3.00
<b>4</b>	\$1.00	\$2.00	\$3.00	\$4.00	\$1.00	\$2.00	\$3.00	\$4.00	\$1.00	\$2.00	\$3.00	\$4.00
<b>5</b>	\$2.00	\$4.00	\$6.00	\$8.00	\$2.00	\$4.00	\$6.00	\$8.00	\$2.00	\$4.00	\$6.00	\$8.00
CODED LEADERSHIP MEI												
<b>RD</b>	\$0.10	\$0.20	\$0.30	\$0.40	\$0.10	\$0.20	\$0.30	\$0.40	\$0.10	\$0.20	\$0.30	\$0.40
<b>MD</b>	\$0.15	\$0.30	\$0.45	\$0.60	\$0.15	\$0.30	\$0.45	\$0.60	\$0.15	\$0.30	\$0.45	\$0.60
<b>SD</b>	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00
<b>ED</b>	\$0.75	\$1.50	\$2.25	\$3.00	\$0.75	\$1.50	\$2.25	\$3.00	\$0.75	\$1.50	\$2.25	\$3.00
<b>ND</b>	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00	\$0.50	\$1.00	\$1.50	\$2.00

Accounts that fall below Tier A will receive 10 points but will not pay MEI.