



# Compensation Plan

# Surge365 Compensation Plan

Congratulations on your decision to become a Surge365 Business Associate in our Junior Executive Program! Our goal is to provide you and the world with H.O.P.E.

Helping Others Pursue Empowerment!

Our roots run deep in the world of travel. Our Founders started a travel company in 2001 that is still thriving today. And while travel is the product and service that you provide as a Junior Executive (SBA) our goal is to empower you to be the best version of you that you were created to be. What our Founders have learned in their decades of industry experience is that regardless of the product or service you are providing you must improve your leadership skills to succeed. As Dr. John Maxwell says, "Everything rises and falls on leadership". And the beautiful thing about it, you can take these skills that you will learn as a Junior Executive (SBA) and use them on your job, in your community, in your church, in your home and in taking your Surge365 Business to the heights you dream of. Our compensation plan is unequalled in the industry. It is our goal to help you achieve success and make the dream of financial freedom a reality. Let's get started!

## Getting Started

As a Junior Executive (SBA), you will be building a team using the mPowerME System to earn commissions by selling our Executive Packages.

## Junior Executive Program (SBA)

Initial Fee: \$79 + tax where applicable | \$19.95 Monthly Subscription Fee + tax where applicable  
Surge365 has the most lucrative compensation plan in the Industry with multiple income streams that include: Unlimited \$500 Training Bonuses | \$10,000 Training Bonus in first 100 days | Unlimited \$1,000 & \$10,000 Team Builder Bonuses | Overrides & Residuals on Team Builder Group sales PLUS 6 Team Builder Generations | \$25,000 Fast Start Bonus | Regional and National Builder Overrides and Residuals | Industry's Premier Rewards and Recognition Program for Directors | Overrides and Residuals paid on 3 Director Generations | 10% Travel Builder Bonus paid on all Travel Bookings (6% paid to the National Builder and 4% paid to the Marketing Director).

Surge365 wants to empower you to succeed! To help you pursue your dreams with this new business we offer all Junior Executives (SBAs) full access to the mPowerME System including the initial Training and mPowerME Playbook! You will receive an online Back Office with all of the tools, reports, and communications you need to successfully manage your exciting anywhere-based business! Plus, you will receive Touch365, the state-of-the-art Surge365 Mobile App so you can work your business on the go. You will also receive Hurdlr, the ultimate expense tracking system that will help you maximize your business tax deductions! And you are never on your own. Experienced trainers will help you every step of the way and you will be virtually trained by the Founders themselves. We believe you are in business for yourself, but never by yourself. Welcome to the opportunity of a lifetime!

## Training Bonus Program

Junior Executives (SBA) with Surge365 can earn a \$10,000 Training Bonus in their first 100 days AND unlimited \$500 Training Bonuses by pointing their team members to the mPowerME Training and Acknowledgements!

**\$500 Training Bonus:** Paid for every 7 personally sponsored Junior Executives (SBA) who complete the mPowerME Training and Acknowledgements. **\*\*BONUS\*\*** New Junior Executives (SBA) can earn 2 Training Bonus credits for completing both segments and acknowledgements of the mPowerME365 Training within their first 30 days of joining as a Junior Executive.

Ready to earn that \$10,000 Training Bonus in your first 100 days? The \$10,000 Training Bonus is paid when 100 new Team Builder Junior Executives (SBA) complete the mPowerME Training and Acknowledgements during your first 100 days as a Junior Executive (SBA) in Surge365!

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As a Junior Executive (SBA) you have access to share the following products:

## **TIP Executive Package (Travel Income Executive Package - Includes Vortex, Travel Agency, S365 Reward Trip)**

*Initial Fee: \$299 License Fee + tax where applicable | \$99.95 Monthly Subscription Fee + tax where applicable*

Includes the industry first S365 Reward Trip where after 12 consecutive months Executive Owners will receive a Vacation Reward that includes up to 7 nights accommodations. There are thousands of resorts around the world to choose from located in the US, Canada, the Caribbean, Mexico, Europe and more. The TIP Executive Package includes your personal online Vortex travel booking site, where you can earn Cash Rewards for travel booked by your Vortex customers 24/7/365! Share your free Vortex travel site with your family, friends, co-workers, and acquaintances and help them save money. Vortex customers who book travel save money 85%-90% of the time! You will also receive host travel agency access, where you'll have everything you need to make money in the world's largest industry! TIP Executives are able to follow the career path of a Travel Agent with access to this full service Travel Agency. The Travel Agency program is available only to residents located in the US and Canada\*.

## **TOP Executive Package (Travel Owner Executive Package - Includes Vortex, Travel Agency, Membership, Vacation Vault, S365 Reward Trip)**

*Initial Fee: \$499 License Fee + tax where applicable | \$99.95 Monthly Subscription Fee + tax where applicable*

Includes the industry first S365 Reward Trip where after 12 consecutive months TOP Executives will receive a Vacation Reward that includes up to 7 nights accommodations. There are thousands of resorts around the world to choose from located in the US, Canada, the Caribbean, Mexico, Europe and more. The TOP Executive Package includes your personal online Vortex travel booking site, where you can earn Cash Rewards and Reward Credits for travel booked by your Vortex customers 24/7/365! Share your free Vortex travel site with your family, friends, co-workers, and acquaintances and help them save money. Vortex customers who book travel save money 85%-90% of the time! Plus TOP Executives receive exclusive access to a Members-only insider pricing platform offering exclusive weekly specials and a 150% price difference guarantee. As a TOP Executive with Surge365 you also get the Vacation Vault™ - where trips taken by you and your customers earn Reward Credits added to your Vacation Vault. Redeem your Reward Credits for free vacations! You will also receive host travel agency access, where you'll have everything you need to make money in the world's largest industry! TOP Executives are able to follow the career path of a Travel Agent with access to this full service Travel Agency. The Travel Agency program is available only to residents located in the US and Canada\*.

\*TIP & TOP Executives located in Canada will have access to Sunrise Travel Services! They are a Canadian Travel Agency with travel agents all over the country from Ontario to British Columbia. Sunrise Travel has been helping home-based travel agents turn their passion into income and helping travelers get to their dream destinations since 1980.

## **Surge365 Junior Executive**

As a newly enrolled SBA in our Junior Executive Program at Surge365, you will earn the following Direct Sale commissions when you personally sell an Executive Package:

TIP Executive Package (TIP) - \$15 | TOP Executive Package (TOP) - \$30

## **Personal Sales Made Prior To Team Builder Level**

Every personal TIP sale made before you become a Team Builder generates a deposit of \$71.42 into your Bonus Bank and every personal TOP sale made before you become a Team Builder generates a deposit of \$142.84 into your Bonus Bank. These deposits are added to your Team Builder Bonus Bank deposits and are paid weekly in \$1,000 increments.

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## Support Team Assignment

All Junior Executives (SBA) are provided with a group of upline mentors who are ready to help you get started and grow your business using the mPowerME system. These are company leaders who are incentivized to teach and train. They are mentors who have been where you are and are ready to get you educated and connected in Surge365! A new Junior Executive (SBA) is assigned an upline Support Team immediately upon signing up as a Junior Executive (SBA).

## Team Builder Level

Get prepared for a significant increase in earnings with your promotion to Team Builder! You will qualify at the Team Builder level once you and your team have enrolled five (5) trained Junior Executives (SBA) with two (2) being personally sponsored and have accumulated a total of five (5) TIP or TOP package sales with two (2) being personally sponsored by you. There is no time limit to qualify at this level. TIP and TOP package sales, regardless of type, count as one (1) towards the five (5) needed for Team Builder promotion.

**IMPORTANT NOTE:** Being QTO is a requirement for earning Team Builder Commissions and Bonuses (see Qualified to Override section). As long as you remain QTO, Team Builders earn \$20 for every TOP sale made within their Team Builder Group and \$10 for every TIP sale made within their Team Builder Group. This includes all of your personal sales, as well as any sales made by the Junior Executives (SBAs) in your group who have not yet become Team Builders. If you are a Team Builder and you make a personal TOP sale, your total commissions on the sale would be \$50 (\$30 Direct Sale commission and \$20 Team Builder commission). If you are a Team Builder and you make a personal TIP sale, your total commissions on the sale would be \$25 (\$15 Direct Sale commission and \$10 Team Builder commission).

## Team Builder Bonuses

Additionally, there are Team Builder Bonuses available as you continue to grow and build your Team Builder Group. Every TOP sale made by you and/or Junior Executives (SBA) in your Team Builder Group who have not yet reached the Team Builder level will generate a deposit of \$142.84 into your Bonus Bank.

Every TIP sale made by you and/or Junior Executives (SBA) in your Team Builder Group who have not yet reached the Team Builder level will generate a deposit of \$71.42 into your Bonus Bank. Bonus Bank deposits are included with weekly compensation once the balance reaches \$1,000.

## Regional Team Builder Level

The next level of leadership is the Regional Team Builder. <sup>1</sup> You can achieve this next level of leadership with 50 new \$79 SBA recruits in your total team <sup>2</sup> and 20 Team Builder Package Sales made after your Team Builder promotion. <sup>3</sup> Once both are completed you will achieve the position of Regional Team Builder and will start building your Regional Team Builder Group with your next personally enrolled Junior Executive (SBA). As long as you remain QTO, the earnings at this level rise significantly. Regional Team Builders earn an additional \$20 on personal and team TOP sales made in their Regional Team Builder group (additional \$10 on Travel Income Package sales). You will also earn \$20 on TOP sales made by Junior Executives (SBA) who report to a Team Builder within your Regional Team Group (\$10 on TIP sales).

## Regional Team Builder Bonuses

The \$1,000 Bonus increases up to \$100 and the \$10,000 Bonus increases up to \$2,000! The \$1K and \$10K Bonus overrides at the Regional Builder level are paid according to the Regional Builder of the sales making up the Bonus.

<sup>1</sup> - SBA recruits and package sales made on or after 10.29.21 will count towards promotion.

<sup>2</sup> - New SBAs must complete initial training to count & Max 50% per leg.

<sup>3</sup> - Package sales, regardless of type, count as 1 towards the 20 total needed.

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## **\$10,000 Bonus**

Every time your Team Builder Group grows by 100 active sales, you will earn a \$10,000 bonus. An active sale is any active Executive in your Team Builder Group. To qualify for this bonus you must have 100 active sales in your Team Builder Group at the end of any given month. This month is considered your "Qualifying Month." You must have 100 active sales on the last day of any following month, your "Maintain Month." Your bonus will then be paid on the 11th day of the next month, your "Award Month." Example: A Team Builder achieves 100 active sales in their Team Builder Group on March 31st and is qualified for the bonus. They must have 100 active sales on April 30th at 11:59 PM CT in order to receive the \$10,000 bonus on May 11th. Team members enrolled prior to the 100th active sale will be removed from your count so that new team members enrolled after the 100th active sale will count as credit toward your next \$10,000 Bonus.

## **National Team Builder Level**

The next level of leadership is the National Team Builder.<sup>1</sup> You can achieve the position of National Team Builder with 75 new \$79 SBA recruits in your total team<sup>2</sup> and 30 Team Builder Package Sales made after your Regional Builder promotion.<sup>3</sup> As with the Team Builder and Regional Builder levels, as long as you remain QTO, you are qualified to receive additional compensation. National Team Builders earn an additional \$20 on personal and team TOP sales and \$10 on personal and team TIP sales made in their National Team Builder group. You will also earn \$20 on TOP sales and \$10 on TIP sales made by Junior Executives (SBA) who report to a Team Builder within your National Team Group. The \$1,000 Bonus increases another \$100 (up to \$1,200 total) and the override on the \$10,000 Bonus goes up another \$2,000 (up to \$4,000 total)! The \$1K and \$10K Bonus overrides at the National Builder level are paid according to the National Builder of the sales making up the \$10,000 Bonus.

## **Travel Builder Bonus (6% paid to the National Builder and 4% paid to the Marketing Director)**

The Travel Builder Bonus adds even more income opportunity for those SBAs who successfully achieve their National Team Builder level promotion! The Travel Builder Bonus is based on travel commissions earned by active members in your team. The first upline National Team Builder earns 6% of the total travel commissions paid to everyone in their National Team Group who joined on or after July 1, 2020! Directors earn 4% of the total travel commissions received by everyone in their Director Region who joined on or after July 1, 2020! That's everyone! Not just the ones who enrolled after your promotion. That's an additional bonus opportunity of up to 10% of the total commissions earned by agents in your team!

## **Qualified to Override (QTO)**

Junior Executives (SBAs) are considered QTO once they have two (2) personally sold points in any calendar month. A Junior Executives (SBA) own TIP or TOP Executive Package can count toward QTO qualification. You maintain QTO status by having one (1) active personally sponsored Executive Package or by your own active Executive Package. You must be QTO to earn Team Builder Commissions and Bonuses.

## **3 and FREE**

As a Member with Surge365 you are able to have your monthly fee waived by having 3 active personally sponsored members (paying \$99 monthly fee) who purchased on or after November 1, 2020. When three personal members make their monthly subscription fee your next month's fee is waived! Reactivations can also count toward your 3 & Free qualification as long as their original purchase date is on or after November 1, 2020! \*

## **The 100% Match**

As long as a Junior Executives (SBA) QTO, they will earn a 100% match on the Team Builder Commissions earned by all of their personally sponsored Junior Executive's (SBA's). For example, if one of your personally sponsored Team Builder Junior Executives (SBAs) earns \$20, you earn \$20!

<sup>1</sup> - SBA recruits and package sales made on or after 10.29.21 will count towards promotion.

<sup>2</sup> - New SBAs must complete initial training to count & Max 50% per leg.

<sup>3</sup> - Package sales, regardless of type, count as 1 towards the 30 total needed.

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## Quick Reference Charts For New Sales For Each Builder Level

### Travel Income Executive Package

Sale Type	SBA	Team Builder	Regional Team Builder	National Team Builder	Marketing Director
Personal Sale	\$15	\$25	\$35	\$45	\$55
Sales by your Team Builder SBAs who are NOT TB	-	\$10	\$20	\$30	\$40
Sales by your Team Builder's who are NOT Regional Team Builders	-	-	\$10	\$20	\$30
Sales made by Regional Builder's	-	-	-	\$10	\$20
Sales made by National Builder's	-	-	-	-	\$10

### Travel Owner Executive Package

Sale Type	SBA	Team Builder	Regional Team Builder	National Team Builder	Marketing Director
Personal Sale	\$30	\$50	\$70	\$90	\$110
Sales by your Team Builder SBAs who are NOT TB	-	\$20	\$40	\$60	\$80
Sales by your Team Builder's who are NOT Regional Team Builders	-	-	\$20	\$40	\$60
Sales made by Regional Builder's	-	-	-	\$20	\$40
Sales made by National Builder's	-	-	-	-	\$20

### The 100% Match Continuesd

Additionally, the 100% Match also applies to the \$2.00 Team Builder residual paid on the monthly subscription fee. (Please note: There will not be a match paid on any Bonuses, the 100% Match, or others where noted.)

### Team Builder Generations and Commissions

A Team Builder Generation will start when one of your Team Builder Junior Executives (SBA) starts their own Team Builder Group. Their Team Builder Group is considered 1st Generation to you. When a 1st Generation Junior Executive (SBA) starts their Team Builder Group, that Group is 2nd Generation to you. This continues for six (6) Generations. Initial fee commissions on Team Builder Generation 1 through Generation 6 is:

TIP Executive Package - \$5.00 | TOP Executive Package - \$10.00

### The Power of Residual Commissions

Residual commissions are paid on active Executive subscriptions each month. The following chart shows the residual commission based on where the subscription was sold in your team. As your team grows and changes, your monthly residual commission will reflect those changes.

### Residual Commission Levels

#### Travel Income Executive Package & Travel Owner Executive Package

Team Builder - \$2.00 | 6 Team Builder Generations - \$2.00

Regional Builder - \$2.00 | National Builder - \$2.00

### Commission Cycles

The weekly commission cycle runs Friday through Thursday with commissions being paid the following Friday. Monthly commissions (residuals) are paid on the 11th of each month for the prior month's activity. \$10,000 Bonuses are paid on the monthly residual check following the "Maintain" month (see \$10,000 Bonus section above for full details).

### Go Full-Time with our Director Program

Our Director program offers many executive perks, including monthly Director bonuses\*\*, a company paid for car, a Presidential Rolex, exotic cars, and the ultimate achievement award - the \$1,200,000 yearly

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## Go Full-Time with our Director Program Continued

bonus! Director qualification starts when you satisfy both qualification requirements outlined below in the Level 1 Marketing Director section and sign the Director agreement. Further details are provided as you approach these achievements.

### Level 1 Marketing Director

Level 1 Marketing Director qualification <sup>1</sup> is achieved with 125 new \$79 SBA recruits in your total team <sup>2</sup> and 50 Team Builder Package Sales made after your National Builder promotion. <sup>3</sup> As with all promotions, as long as you remain QTO you are qualified to receive even more compensation on Executive Package sales. Plus, as a Level 1 Marketing Director you earn an additional \$2 Monthly Residual on all Active Executive Owners paying the \$99.95 Monthly Fee in your Director region!

On your way towards Level 2 Marketing Director, you will have the ability to earn additional bonuses and guaranteed income along the way!

#### Bonus Level #1

- 125 active members balanced across 2 legs (50% max per leg)
- \$500 Monthly Bonus
- \$1,000 Monthly Guaranteed Income

#### Bonus Level #2

- 250 active members balanced across 3 legs (40% max per leg)
- \$1,000 Monthly Bonus
- \$2,000 Monthly Guaranteed Income

### Levels 2 -8 Marketing Director

Now let's check out what you receive whenever you qualify as a Level 2-8 Marketing Director!

Director Position	Active Owners	Max Per One Leg	Bonus **	Bonuses / Extras
Level 2 Marketing Director	500	200	\$1,000 + \$2 monthly residual on Active Members in Director Region	Jeep Wrangler ****
Level 3 Marketing Director	2,000	667	\$1,000 + \$2 monthly residual on Active Members in Director Region	BMW 428i, Mercedes CLA 45 AMG, Jaguar XF / Own after 2 years
Level 4 Marketing Director	5,000	1,667	\$1,000 + \$2 monthly residual on Active Members in Director Region	Choice of Presidential Rolex or Dream Vacation
Level 5 Marketing Director	10,000	3,334	\$1,000 + \$2 monthly residual on Active Members in Director Region	Bentley 2 or 4 door, Ferrari Portofino, Lamborghini Huracan / Own after 2 years
Level 6 Marketing Director	25,000	8,334	\$1,000 + \$2 monthly residual on Active Members in Director Region	\$1 Million Bonus
Level 7 Marketing Director	50,000	16,667	\$1,000 + \$2 monthly residual on Active Members in Director Region	Vacation Home, Yacht, or Motor Coach
Level 8 Marketing Director	100,000	33,334	\$1,000 + \$2 monthly residual on Active Members in Director Region	\$100,000 Monthly Bonus Guaranteed for 10 years

### Director Generations and Commissions

A Director Generation will start when one of the Junior Executives (SBA) in your Director Region becomes a new Marketing Director. That new Marketing Director is considered 1st Generation to you. When a 1st Generation Director produces a new Marketing Director, that Marketing Director is 2nd Generation to you. This continues for three (3) Generations.

<sup>1</sup> - SBA recruits and package sales made on or after 10.29.21 will count towards promotion.

<sup>2</sup> - New SBAs must complete initial training to count & Max 50% per leg.

<sup>3</sup> - Package sales, regardless of type, count as 1 towards the 50 total needed.

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## Director Generations and Commissions Continued

Initial fee commissions on Director Generation 1 through Generation 3 is:  
TIP Executive Package - \$5.00 | TOP Executive Package - \$10.00

Monthly fee commissions on Director Generation 1 through Generation 3 regardless of package sold: \$1.00

\* Surge365 National Builders & Marketing Directors are challenged to meet an additional quarterly requirement to remain qualified for 3 & Free. National Builders and Directors qualify for 3 and Free by maintaining 3 active personally sponsored \$99 users AND making 1 or more personal membership sales during the previous calendar quarter OR Earning 1 or more 1K bonuses during the previous calendar quarter. The quarterly requirement applies to your 3 and Free status for the following quarter. Not achieving the quarterly requirement will block you from qualifying for 3 & Free until the next quarter.

\*\* Marketing Directors earn a \$2 Monthly Residual on all Active Executive Owners paying the \$99.95 Monthly Fee.

\*\*\* Active Sales are defined as a Member who is paying the monthly fee.

\*\*\*\*Car must be turned in to Surge365 in order to receive the car at Level 3 Marketing Director.

## Additional Support

Not sure you completely understand? You have access to a pool of expert perspective and advice with Ask S365 Leaders! Visit the S365 Academy page in your Back Office for this and other tools to get your business pointed in the right direction. Your Home Office Team is also here to help you! You can contact us by entering a Support Ticket from your Back Office. We are here to help you. So join the team, have fun, and get empowered today to achieve your dreams!