



Make More. Travel More. Save More.

SURGE365 BUSINESS ASSOCIATE COMPENSATION PLAN

Congratulations on your decision to become a Surge Business Associate (SBA). 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.

Getting Started

As an enrolled SBA, you will 1) be selling Surge 365 Memberships to individuals. Members benefit from exclusive wholesale travel pricing on products such as hotels, resorts, cruises, cars, activities and so much more! 2) You will be building a team of SBAs to help you leverage the efforts of others while also helping them achieve financial freedom.

You will receive an online Back Office with all of the tools, reports, and communications you need to manage a successful at-home business.

Surge Business Associate Level (SBA)

As a newly enrolled SBA, you will earn \$30 on personal Surge 365 Membership sales.

Team Builder Level

To qualify at the Team Builder level, you and your team of SBAs must make a total of seven (7) Surge 365 Membership sales, three (3) of which must be your personal sales. There is no time limit to qualify for this level.

Team Builder Level – 60-Day Fast Start

You can become a Team Builder when you personally make three (3) Surge 365 Membership sales in your first sixty (60) days as a Surge Business Associate!

IMPORTANT NOTE: The three (3) personal sales qualify you to Override (QTO). Being QTO is a requirement for earning commissions at all compensation levels, bonuses and the 100% match. (See Qualified to Override –QTO below).

As long as you remain QTO, Team Builders earn \$20 for every Membership sale made within your Team Builder Group. This includes all of your personal sales, as well as any sales made by the SBAs in your group who have not yet become Team Builders. For example, when you personally sell a Membership, you earn \$30, plus \$20 for being a Team Builder, for a total of \$50! When one of your SBAs sells a Membership, you earn \$20.

Team Builder Bonuses

Additionally, there are Team Builder Bonuses available as you continue to grow and build your team. Every seven (7) Membership sales made by you and/or members of your Team Builder Group who have not yet reached the Team Builder level will generate a \$1,000 bonus.

Regional Team Builder Level

The next level of leadership is the Regional Team Group. You achieve the position of Regional Team Builder by reaching thirty (30) active Membership sales sold by you and/or members of your Team Builder Group. You then start your Regional Team Builder Group by personally enrolling one more Surge Business Associate.



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As long as you remain QTO, the earnings at this level increase significantly. As a Regional Team Leader you will earn \$70 on each personal Surge 365 Membership sale and a \$40 override on Membership sales made within your Regional Team Group by SBAs who have not yet reached the Team Builder level. You will also earn \$20 on Membership sales made within your Regional Team Group by any SBA who is, or reports to, a qualified Team Builder.

Regional Team Builder Bonuses

The Bonus for seven (7) Membership sales increases up to \$100, depending on the Regional Team Builder Group where the sales are made. PLUS, there is up to \$2,000 paid to you as the Regional Team Builder when a Team Builder within your Regional Team Group qualifies for the \$10,000 bonus.

\$10,000 Bonus

Each time you grow your Team Builder Group by 100 active Membership sales, you will earn a \$10,000 bonus. To fully qualify for this bonus, you must have 100 active Membership sales in your Team Builder Group at the end of any given month. This month is considered your "Qualifying Month." You must maintain the 100 active sales throughout the following month, which is 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 Membership sales in their Team Builder Group in March and is qualified for the bonus. They must maintain 100 active Membership sales through April in order to receive the \$10,000 bonus on May 11th.

National Team Builder Level

As with the Team and Regional Builder levels, as long as you remain QTO, you are qualified to receive additional compensation. National Team Builders earn \$80 on each personal Membership sale and a \$50 override on sales made within their National Team Builder Group by SBAs who have not yet reached the Team Builder level.

When an SBA starts their Team Builder Group you still earn \$30 on Surge365 Membership sales made within their Team Builder Group by an SBA who is, or reports to, a qualified Team Builder. And, you will earn \$10 on all sales made by them and their SBAs after they start their Regional Team. The Bonus for seven (7) sales increases up to another \$100 and there is an extra \$2,000 paid to the National Team Builder when anyone in their Regional Leader Team qualifies for the \$10,000 Bonus.

Quick Reference Chart for New Membership Sales for Each Level

| Sale Type | SBA | Team Builder | Regional Team Builder | National Team Builder |
|----------------------------------------------------------------|------|--------------|-----------------------|-----------------------|
| Personal Sale | \$30 | \$50 | \$70 | \$80 |
| Sales by your SBAs who are NOT Team Builders | | \$20 | \$40 | \$50 |
| Sales by your Team Builders who are NOT Regional Team Builders | | | \$20 | \$30 |
| Sales by your Regional Team Builders | | | | \$10 |



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Qualified to Override (QTO)

SBAs are considered QTO when they have personally sold at least three (3) Memberships. They remain QTO as long as any three (3) of their personally sold Membership sales are active. You must be QTO to earn Team Builder Commission, Bonuses and the 100% Match.

The 100% Match

As long as an SBA is QTO, they will earn a 100% match on the Team Builder commissions earned by all of their personally sponsored SBAs. For example, if one of your personally sponsored Team Builder SBAs earns \$20, you earn \$20! Additionally, the 100% match also applies to the \$2 Team Builder residual paid on the monthly hosting 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 SBAs starts their own Team Builder Group. Their Team Builder Group is considered 1st Generation to you. When a 1st Generation SBA starts their Team Builder Group, that Group is 2nd Generation to you. This continues for six (6) generations.

Commissions on Team Builder Generations for initial Membership sales are as follows:
Generation 1 through Generation 6 - a \$5 Commission is paid on each generation.

The Power of Residual Commissions

Residual commissions are paid monthly for each Surge 365 member who remains active by renewing their Membership each month. You have the opportunity to earn up to \$6 per active member with this powerful commission structure! The following chart shows your residual commission based on where the member is in your team. As your team grows and changes, your monthly residual commission will reflect those changes.

| Residual Commission Levels | |
|----------------------------------|-----|
| Team Builder/ Generations 1-6 | \$2 |
| Regional Team Builder | \$2 |
| National Team Builder | \$2 |

Example: You have achieved the National Team Builder level and have 500 Membership sales within your National Team Builder Group. You will earn \$2 for each active member or \$1,000. Some of those same 500 members will also be in your Regional Team Builder Group, others may be in your Team Builder Group, and some of those Team Builders may have started their own Team Builder groups which are Generation Levels for you. You will also receive a \$2 commission for each of them.

To continue the example, let's say 300 of those 500 are in your Team Builder Group or $300 \times \$2 = \600 . And let's say 45 of those 500 are Generation 1 or $45 \times \$2 = \90 , and 15 of those 500 are Generation 2 or $15 \times \$2 = \30 . Finally, let's say 125 of those 500 are in your Regional Team Builder Group or $125 \times \$2 = \250 . Your Residual Commissions check for the month would be \$1,970! This is in addition to your Sales Commissions, Bonuses and the 100% Match!



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Pay Cycle

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 a monthly Director paycheck (in addition to your regular weekly and monthly earnings), the opportunity for a company paid car, a Presidential Rolex, and the ultimate achievement award – the Million Dollar Bonus! Director monthly income starts when you reach 500 active Membership sales in your organization with no more than one-third coming from any one leg (a leg is a personally sponsored SBA and their team). Further details are provided as you approach these achievements.

| Director Position | Active SBAs | Max per One Leg | Monthly Bonus | Car Program | Bonuses/Extras |
|-----------------------|-------------|-----------------|---------------|----------------------------------------------|----------------------|
| Marketing Director | 500 | 167 | \$2,000 | \$30,000 car for use | Blazer/Sport Coat |
| Regional Director | 2,000 | 667 | \$4,000 | \$50,000 for use/ Own after 2 years | |
| National Director | 5,000 | 1,667 | \$8,000 | Continued use of car from Regional Level | Presidential Rolex |
| Executive Director | 10,000 | 3,334 | \$12,000 | Bentley | |
| Presidential Director | 25,000 | 8,333 | \$12,000 | Continued use of car from Executive Level | Million Dollar Bonus |

Additional Support

Not sure you completely understand? You can contact your Support Team by entering a Support Ticket from your Back Office. They are here to help you! So join the team, have fun, and get started earning additional income today!