

The background of the entire page is a blue-tinted photograph of several people running through shallow water. They have their arms raised in the air, and water is splashing around them, creating a sense of movement and joy. The image is used as a backdrop for the text and logo.

OUR VISION
BUILD WEALTH.
TRAVEL THE WORLD.
MAKE A DIFFERENCE.
TOGETHER!



COMPENSATION PLAN

Surge365 Compensation Plan

\$100K 200 Day Challenge

Registering as a Junior Executive (SBA) automatically qualifies you for this challenge to earn over \$100,000 in your first 200-days with Surge365. And the best part, you can offer this same challenge to everyone you know. So here's a question to ponder, who do you know that could not use an extra \$100,000 in the next 200 days?

Chances are you said nobody, which means everybody you know needs to hear about this. Here's the best part. The more people who hear about this through you, the greater the odds you qualify yourself. So how does it work? Qualify to start your Team Builder Group which many have done in less than a week by working closely with their Support Team Leaders.

Work with every Junior Executive (SBA) in your Team Builder Group to help them qualify for Team Builder. They get a \$500 Bonus and you get at least 5 Travel Technology Package (TTP) sales and 5 more people to work with. Do the same thing with those 5, help them qualify for their Team Builder promotion.

And then work with those 25 to help them do the same thing, get to Team Builder. This all started with one person and has grown to more than 100. We're not saying this is easy, but it is very simple. Here's the math.

- 100 TTP sales in your Team Builder Group @ \$50 each	\$5,000
- \$1,000 Bonuses for every 7 Team Builder TTP sales	\$14,000
- Bonus for having 100 active TTP from your Team Builder Group (TBG)	\$10,000 *
- Bonus for 20 Team Builder Promotions in TBG in first 100-days	<u>\$25,000 *</u>
- Total earnings for 20 TB Promotions and 100 Active Team Builder TTP sales in first 100-days	\$54,000

You also qualify for the Fast Start Promotion to Level 1 Director which includes the following benefits.

- Director Jacket
- \$500 Monthly Bonus every month you have 125 people paying \$99.95 monthly fee
- Additional \$20 to \$60 on all TTP sales in your Team Builder Group
- Additional \$2 - \$6 monthly residual on your Team Builder Group
- Get another chance to earn \$54,000 or more in the next 100-Days

And it should be easier to do it the second time because you are starting with at least 100 SBAs in your Team Builder Group instead of just one. Doing it again brings your total income to at least \$108,000 in your first 200-Days, which qualifies you for the \$100,000 Wealth Builder Ring.

What's the first step? Schedule your Orientation with your Support Team Leader right now. If you have a significant other, it is crucial for success to align your schedules and attend the orientation together. Your Support Team Leader will show you exactly what you need to do to qualify for Team Builder this week.

Congratulations on your decision to become a Surge365 Business Associate in our Junior Executive Program! Our company vision is to

Build Wealth - Travel the World - Make a Difference - Together

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."

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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), the team you build will generate commissions, overrides, bonuses and monthly residuals by selling the Travel Technology Package (TTP).

As a Travel Technology Package Owner (TTP) you are able to plan journeys for travel clients and provide exclusive discounts to customers. Additional benefits include compensation, wholesale travel opportunities, and rewards for personal travel.

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. 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).

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're 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!

Junior Executive Program (SBA)

Initial Fee: \$19.95 + tax where applicable | \$19.95 Monthly Subscription Fee + tax where applicable

Surge365 has the most lucrative compensation plan in the Industry with multiple ways to earn compensation on personal and team Travel Technology Package (TTP) sales that include: Unlimited \$1,000 & \$10,000 Team Builder Bonuses | Overrides & Residuals on Team Builder Group sales PLUS 6 Team Builder Generations | \$100K 200-Day Challenge | Regional Builder Overrides and Residuals | National Builder 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).

As a special incentive, the \$19.95 initial fee is applied to Travel Technology Package (TTP) upgrades completed within the initial 10 days, ensuring you maximize your benefits from the outset.

Travel Technology Package (TTP)

Our comprehensive Travel Technology Package is your key to a seamless and rewarding travel experience. Unlock a world of possibilities with:

- Consumer-Facing Booking Engine: Effortlessly plan your journeys with our intuitive booking engine designed for the modern traveler.
- Vortex Customer Site (Password Protected Discount Site): Your customers can save money on travel through your Vortex. You earn 100% of what they save and Reward Credits in your Member Portal for your own personal travel.
- Member Portal: Dive into wholesale travel opportunities and save more on your adventures through our Member Portal.

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Travel Technology Package (TTP) Continued

But that's not all!

Your Travel Technology Package comes loaded with extra value:

- Travel Advisor Package Access: Enjoy the perks of our Travel Advisor Package (Valued at \$149 Initial Fee / \$49.95 Monthly Fee) without the extra cost.
- Jr. Executive Initial Fee Waived: Save \$19.95 with the waiver of the Junior Executive (SBA) Initial Fee.
- Anniversary Reward Trip: Celebrate your first-year milestone with up to 7-nights accommodations at resorts around the world (Valued at over \$1,000. Must be active for 12 consecutive months to qualify. Complete details are located on the homepage of your Back Office).

As an added bonus, purchasing the Travel Technology Package (TTP) qualifies you to earn 100% of the Surge365 Compensation Plan, ensuring you never miss out on overrides you are eligible to earn from your team.

Elevate your travel experience and rewards with our Travel Technology Package – the ultimate companion for your journey.

Personal Sale Compensation

As a newly enrolled SBA in our Junior Executive Program at Surge365, you will earn a \$50 Direct Sale commission on every personally sold Travel Technology Package (TTP).

25% Matching Bonus

You will earn a 25% match on the commissions, overrides and residuals generated by your personally sponsored Junior Executives (SBA)! You must be QTO to earn the 25% Matching Bonus (see Qualified to Override section). With the exception of all bonuses and the match itself, the 25% Matching Bonus is paid on everything in the comp plan.

3 and FREE*

As a Member with Surge365 you can enjoy a waived monthly fee by simply having three (3) active personally sponsored Travel Technology Package Owners. When three (3) TTP Owners cover their monthly subscription fee your next month's fee is automatically waived! Reactivations also count toward your 3 & Free qualification as long as their original purchase date is on or after November 1, 2020!

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) Travel Technology Package (TTP) sales with two (2) being personally enrolled by you. There is no time limit to qualify at this level. You begin building your Team Builder Group with your first personal enrollment following your promotion.

As long as you remain QTO, Team Builders earn \$50 for every Travel Technology Package (TTP) 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 Travel Technology Package (TTP) sale, your total commissions on the sale would be \$100 (\$50 Direct Sale commission and \$50 Team Builder commission).

IMPORTANT NOTE: Being QTO is a requirement for earning Team Builder Commissions and Bonuses (see Qualified to Override section).

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\$500 Team Builder Promotion Bonus

Junior Executives (SBA) who reach Team Builder are eligible for a \$500 bonus! The \$500 bonus is generated when sales and recruits meeting the Team Builder promotion requirements are no more than two levels down.

Team Builder Bonuses

As a Team Builder you will unlock additional income opportunities! Every seven (7) Travel Technology Package sales in your Team Builder Group will unlock a \$1,000 Bonus!

\$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 Travel Technology Package (TTP) sale 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, designated as your "Qualifying Month." You must then maintain a minimum of 100 active sales on the last day of the following month, your "Maintain Month." Brace yourself, because your \$10,000 Bonus will 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 after the 100th qualifying sale will be credited towards your next \$10,000 Bonus.

Regional Team Builder Level

The next level of leadership is the Regional Team Builder. Your path for promotion to Regional Builder will foster success for your team members while ensuring mutual growth and prosperity. You will achieve Regional Team Builder status by mentoring and developing three (3) individuals from your Team Builder Group to achieve the Team Builder status themselves¹. Once you are promoted to Regional Builder you begin building your Regional Team Builder Group with your next personal enrollment. As long as you remain QTO, the earnings at this level rise significantly! Regional Team Builders earn an additional \$20 on personal and team Travel Technology Package (TTP) sales made in their Regional Team Builder Group. You will also earn \$20 on Travel Technology Package (TTP) sales made by Junior Executives (SBA) who report to a Team Builder within your Regional Team Group.

National Team Builder Level

The next level of leadership is the National Team Builder. As a Regional Builder you've honed your leadership and mentoring skills. Leverage this experience to continue guiding and developing more Team Builders. By promoting five (5) Team Builders¹ while at the Regional Builder level, you will reach even greater heights and be promoted to the prestigious level of National Team Builder! You will start building your National Team Builder Group with your first personal enrollment following your promotion to National Builder. As long as you remain QTO, you unlock ongoing financial rewards and the potential for significant residual income! You earn \$2 per person in your National Team Builder Group every month! As your National Team Builder Group grows those residual earnings will multiply!

1 - SBAs enrolled on or after 10.29.21 and have completed the initial training count toward promotion level requirements.

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Quick Reference Charts For New Sales For Each Builder Level Travel Technology Package

Sale Type	SBA	Team Builder	Regional Team Builder	National Team Builder	Marketing Director
Personal Sale	\$50	\$100	\$120	-	\$140
Sales by your Team Builder SBAs who are NOT TB	-	\$50	\$70	-	\$90
Sales by your Team Builders who are NOT Regional Team Builders	-	-	\$20	-	\$40
Sales made by Regional Builders	-	-	-	-	-
Sales made by National Builders	-	-	-	-	\$20

Travel Builder Bonus*

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 Builder Group* and Directors earn 4% of the total travel commissions received by everyone in their Director Region*! 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 Executive's (SBAs) are considered QTO once they have enrolled one Travel Technology Package (TTP) in a calendar month. A Junior Executive's (SBA) own Travel Technology Package (TTP) will count toward QTO qualification. You maintain QTO status by having one (1) active personally sponsored Travel Technology Package (TTP) Owner or by your own active Package. You must be QTO to earn Team Builder Commissions and Bonuses.

Team Builder Generations and Commissions

Team Builders earn \$10 on new Travel Technology Package sales through six (6) Team Builder Generations! 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. The initial fee commissions on Travel Technology Package (TTP) sales on Team Builder Generation 1 through 6 are \$10 per sale:

The Power of Residual Commissions

Residual commissions are paid on active subscriptions every month. The residual commission rate paid is based on where the subscription was sold within your team. As your team grows and changes, your monthly residual commission will reflect those changes.

Residual Commission Levels for the Travel Technology Package (TTP)

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).

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Go Full-Time with our Director Program

In addition to monthly Director bonuses**, as you achieve higher Director levels, you may qualify for a company paid for car, a Presidential Rolex, exotic cars, and the ultimate achievement award - the \$1,200,000 yearly bonus! (see chart below). Director qualification starts when you satisfy the 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 is achieved when your total team size reaches 250 Active Members balanced across 3 legs with no more than 40% coming from one leg. As with all promotions, as long as you remain QTO you are qualified to receive even more compensation on Travel Technology Package (TTP) 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!

Qualified Level 1 Directors will also receive a \$1,000 Monthly Bonus with a \$2,000 Monthly Income guarantee.

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

Directors earn \$10 on new Travel Technology Package (TTP) sales and \$1 every month on active subscriptions through three (3) Director Generations! 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.

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Additional Support

Not sure you completely understand? You have access to a pool of expert perspective and advice with your upline Support Team. Your Home Office Team is also here to help you! You can contact us by entering a Support Ticket from your Back Office or by calling 618.655.2431 Monday through Friday from 8:00 AM - 4:30 PM CT. We are here to help you. So join the team, have fun, and get empowered today to achieve your dreams!

Travel Builder Bonus*: Earnings applied to package owner who enrolled on or after 7.1.20

\$10,000*: See \$10,000 Bonus Section

\$25,000*: The \$25,000 is paid in 5 monthly consecutive bonuses of \$5K each and begins the month following your qualification, your Qualifying Month. Upon closing the subsequent 5 months, your Award Months, with 80 active credits in your Team Builder Group the \$5K will be paid on the 11th of the following month. Should you fall below the requirement you will forfeit the 5K for that specific month but can requalify in subsequent months.

3 and FREE*: 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 Members who pay 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.