

## January 1, 2011 – December 31, 2011

ASSOCIATE POSITION	% OF PAID ASSOCIATES	ANNUAL INCOME		MONTHS IN IGNITE		
		LOW	HIGH	LOW	AVERAGE	HIGH
Executive Director	0.13%	\$7,815.25	\$2,622,008.75	12	12.00	12
Senior Director	2.39%	\$11.50	\$226,067.25	2	11.86	12
Managing Director	10.60%	\$10.00	\$84,219.25	1	11.24	12
Director	86.88%	\$10.00	\$5,991.25	1	8.97	12

The income statistics shown above are for all Ignite Qualified Directors who earned at least one commission or bonus payment during the calendar year 2011, which represents 89.49% of all associates who are Qualified Directors (Please see the Ignite Compensation Plan for the prerequisites for becoming a Qualified Director). During the reporting period, the average income of those associates was \$692.58.

THE EARNINGS OF THE IGNITE ASSOCIATES IN THIS CHART ARE NOT NECESSARILY REPRESENTATIVE OF THE INCOME, IF ANY, THAT AN IGNITE ASSOCIATE CAN OR WILL EARN THROUGH HIS OR HER PARTICIPATION IN THE IGNITE COMPENSATION PLAN. THESE FIGURES SHOULD NOT BE CONSIDERED AS GUARANTEES OR PROJECTIONS OF YOUR ACTUAL EARNINGS OR PROFITS. COMPENSATION WITH IGNITE RESULTS ONLY FROM THE ENROLLMENT OF ENERGY CUSTOMERS (NO COMPENSATION IS PAID FOR RECRUITING INDEPENDENT ASSOCIATES), WHICH REQUIRES HARD WORK, DILIGENCE, AND LEADERSHIP. YOUR SUCCESS WILL DEPEND ON HOW EFFECTIVELY YOU EXERCISE THESE QUALITIES.

Responsibility and honesty are core values at Ignite. We conduct business in a professional, ethical and legal manner and require our Independent Associates to follow suit with respect to customers, other Ignite Independent Associates and Ignite. When you choose Ignite, you can be sure that you are teaming up with an organization rooted in a firm foundation of entrepreneurship and integrity.

