

January 1, 2012 – December 31, 2012

ASSOCIATE POSITION	% OF PAID ASSOCIATES	ANNUAL INCOME			AVERAGE DAYS TO ACHIEVE POSITION
		LOW	AVERAGE	HIGH	
Executive Director	0.18%	\$3,292.20	\$117,036.92	\$2,495,151.88	924
Senior Director	2.99%	\$10.00	\$7,158.20	\$123,744.00	481
Managing Director	12.16%	\$10.00	\$1,619.08	\$84,275.14	240
Qualified Director	84.66%	\$10.00	\$104.37	\$5,871.23	32

The income data shown above are for all Ignite Qualified Directors, Managing Directors, Senior Directors and Executive Directors who maintained their position qualifications, and who earned at least one commission or bonus payment during the calendar year 2012, which represents 85.24% of all associates who were Qualified Directors or qualified leaders. During the reporting period, the average income of those associates was \$676.70. The “Average Days to Achieve Position” represents any Ignite Qualified Director or qualified leader who held the corresponding position at any time during 2012 and the average time it took members in that position to achieve it from the time they initially enrolled with Ignite. (Please see the Ignite Compensation Plan for the prerequisites for becoming a Qualified Director and maintaining position qualifications after promotion to Managing Director, Senior Director or Executive Director).

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.

