



North American
Power®

COMPENSATION PLAN

OUR MISSION

We believe in **POWER FOR CHANGE.**

As one of the fastest-growing energy suppliers in the country, we've made it our mission to create sustainable income opportunities that contribute to our nation's energy independence, pursue progressive energy choices that positively impact our environment, and give back to organizations that are changing the world.

We are committed to helping Americans save, give, share and earn as we create a movement that powers change.





Table of Contents

- 1 MISSION STATEMENT
- 2 CONTENTS
- 3 EXECUTIVE BIOGRAPHIES
- 5 THE PLAN
- 6 REPRESENTATIVE CLASSIFICATIONS
- 7 STATUS TYPES FOR ENERGY CUSTOMERS
- 8 CUSTOMER / REPRESENTATIVE POSITIONS
 - 8 ACCEPTED / REFERRING CUSTOMER
 - 10 DIRECTOR / AREA DIRECTOR
 - 12 REGIONAL DIRECTOR
 - 14 NATIONAL DIRECTOR
- 16 NORTH AMERICAN POWER AWARDS
- 17 PERPETUAL FUNDRAISING NETWORK
- 19 RENEWABLE INCENTIVE



Kerry Breitbart

Co-founder/Chief Executive Officer

Mr. Breitbart has nearly 30 years of experience in commodity and energy trading, including building emerging businesses into robust, international operations. Prior to North American Power, he spent 20 years at the United Companies where he started as an employee brokering crude oil and worked his way up to President and CEO. He built United from four divisions to thirteen, and the notional value of the energy products the company brokered was in excess of \$750 billion per year. United was the first broker of energy derivatives and did not have a competitor anywhere in the world for 2 years. When sold in 2005, the company was still the #1 broker of crude derivatives globally.



Carey Turnbull,

Co-founder/Chairman

Mr. Turnbull has 30 years of experience in the energy market and has an extensive background in the management of energy commodity price risk. Prior to North American Power, he was Senior Partner and Managing Director of energy brokerage firm Amerex, which he co-founded in 1983. While at Amerex Mr. Turnbull developed the company's regulated futures business on the International Petroleum Exchange in London, and founded its petroleum brokerage business in Asia. He was also involved with Amerex's development of natural gas and electricity derivative instruments, and the adoption of the online trading booth.



Bill Kinneary

President and Chief Compliance Officer

Mr. Kinneary was named President of North American Power in March of 2011. He brings with him 38 years of experience in the energy industry, where he held numerous positions, ranging from utility general manager to top-level executive positions in retail marketing and electric generation companies. He has held the top executive offices in KeySpan Energy Services, KeySpan Energy Supply and Total Gas & Electric (TG&E). Among his many career accomplishments Mr. Kinneary designed and implemented the first utility energy hedging strategy in New York state, developed power pricing tactics that resulted in profits from the largest New York City power plant, and took TG&E from the brink of punitive regulatory/legal action and financial collapse to full compliance and profitability. Mr. Kinneary has served as a member of the National Energy Marketers Association's Executive Committee since 1999 including two terms as Chairman and has been proudly serving as Chairman Emeritus since 2005.

Executive Biographies



Taff Tschamler

**Vice President of
Business Development
and Regulatory Affairs**

Mr. Tschamler, a 16-year energy industry veteran, joined North American Power in March of 2011. In addition to business development, Tschamler will be involved in pricing and supply management, marketing, and compliance. Tschamler comes to North American Power from KEMA, where he served as Director of North American Retail Energy. While at KEMA, he ran the retail energy advisory service, retail benchmarking service, and was lead author of First to Market, an analysis of the emerging smart energy business. Mr. Tschamler received his Masters in Public Policy from the College of William and Mary in Virginia.

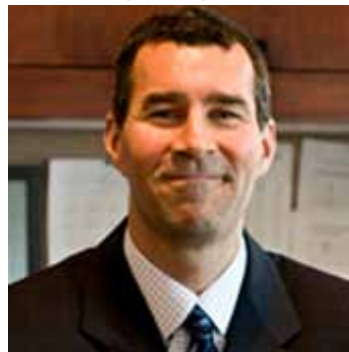


Greg Breitbart

Chief Marketing Officer

Mr. Breitbart left a career in international luxury real estate to join North American Power at its inception when the company

had only three employees. Using his background in marketing, he worked to create the North American Power brand, sales channels, consumer promise and core values. Through Greg's efforts, North American Power has become one of the fastest growing energy companies in the Northeast. Greg places social entrepreneurship at the center of North American Power's marketing strategy and consistently looks for ways to utilize marketing to help drive growth while also driving change.



John Costino

**Vice President of Sales
and Training**

Mr. Costino joined North American Power in 2011. During the past 17 years, he has trained more than 750,000 individuals to run home-based businesses as a national sales trainer for multiple companies, including American Communications Network (ACN), The Free Network (TFN), and Escape International. Mr. Costino's contagious enthusiasm and hands on approach has translated to more than 600 live seminars in front of audiences of thousands, and he has personally developed distribution networks totaling more than 250,000 representatives throughout his career, generating more than \$7.5 million in monthly revenue from the deregulation of the telecommunications industry. In his role at North American Power, Mr. Costino consistently works to educate

our team of independent sales representatives on the opportunities that exist within the burgeoning energy industry and help them achieve success.



Bradley J. Tayles

Vice President of Operations

Mr. Tayles joined North American Power as Vice President of Operations in March 2011. He is well-known in the industry, having over two decades of network marketing experience under his belt. His personable demeanor, coupled with his unique ability to attract some of the top leaders in the industry has afforded him an admirable reputation. Prior to joining North American Power, Mr. Tayles was Vice President of Operations at Escape International and Aisle 19. In the past, he held that position at American Communications Network (ACN) and has also been President of The Free Network (TFN).

THE PLAN

The North American Power Compensation Plan is designed to bring fantastic earning potential to individuals interested in building a marketing network. By becoming a customer, you are eligible to also become a representative, thus giving you the opportunity to save on your monthly electric bill while earning money for referring other customers. Now you may ask, "what does this all mean for me?" You can now save and earn money simply by referring your family and friends to North American Power at no cost to you.

Our message is simple yet powerful, Save, Give, Share, Earn. [Join the movement.](#)



Representative Classifications

Representative:

To become an independent representative of North American Power you will need to enroll one Accepted Customer, complete and sign the North American Power Independent Representative Agreement, take and pass the Independent Representative on-line training program and provide all of the required compensation plan payment information. A Representative can earn income through referring other customers to switch their electricity supply to North American Power.

Perpetual Fundraising Network:

Our North American Power fundraising opportunity is a way to help raise funds for community organizations without anyone ever having to reach into their pockets. Your organization offers the opportunity to save, give, and earn to your employees, supporters, and other organizations. There are two options for compensation for fundraising and those will be further explained in your back office. Please refer to the “Docs” for “NAPower.org”. You will find a detailed explanation of our Fundraising Network motives along with compensation.

TYPES OF PAYMENT:

North American Power compensates our Representatives through ARC Bonuses and Residual Commissions. Your payment will depend on your position within the company. Those positions will be explained in the next section. ARC Bonuses or Advance Residual Commissions are paid on a weekly basis on Residential, Small Commercial and American Wind Certificate customers. These payments are made on a two-week lag and paid out each Friday. Our pay periods run from Monday through Sunday and you will be paid 2 Friday's after.

Residual Commissions are paid out on a monthly basis. These commissions will start being paid 4 months after the acquisition date for Residential and Small Commercial customers and after 1 billing cycle for Large Commercial, Commercial & Industrial and American Wind customers. For example, if you acquire a Residential or Small Commercial customer in January, you will be paid in May for April's usage. For Large Commercial, Commercial & Industrial customers you will be paid in the second or third month depending on the customer's billing cycle. For American Wind customers you will be paid in the month after the second American Wind purchase.

Status Types for Energy Customers

From the moment a customer signs up online to switch to North American Power to the time they are accepted by the utility and begin service, a customer can go through several statuses, all of which are reflected on your My Organization report within your Back Office. Understanding these and taking corrective steps in the event there is a problem with an account is the key to ensuring that you receive credit for every customer you enroll for service. The following are the statuses that you may encounter:

Accepted

Customers with this status have successfully completed a Third Party Verification call and have had the switch accepted by their utility company. Keep in mind that, depending on the customer's meter read date, it may be 1-2 billing cycles before they begin service with North American Power.

Pending

Any customer with this status has yet to be accepted because they either have not yet completed a Third Party Verification call or the switch to North American Power has not yet been accepted by the utility company. To help Independent Representatives understand why a particular customer may be pending, there are two pending "sub-statuses" within your My Organization report that can offer an explanation: "Pending TPV" and "Pending Utility Acceptance".

Pending TPV: Customers with this sub-status have not yet completed a Third Party Verification call. If, after 22 days, this account has yet to be TPV verified, the account will be considered a bad sale and the account status will be displayed as "Rejected" with a sub-status of "Failed TPV" in your My Organization report. To complete a TPV call, customers can either call in using the phone number and confirmation code they were provided with when they signed up, or they can answer a call from our Third Party Verification company (which calls the phone number the customer provided during the sign-up process). Please note that duplicate accounts may also have this sub-status.

Pending Utility Acceptance: Customers that have successfully completed a Third Party Verification call and are awaiting acceptance from the utility company will have this sub-status. It typically takes 7-10 business days for a customer to be accepted by the utility company once they have completed the TPV call. If after 15 business days (from the time the TPV call was completed) a customer still has this sub-status, Independent Representatives should contact Representative Support, as there may be a problem with the account information that was provided.

Rejected

Customers with this status have failed to be verified and will need to be resubmitted in order to become customers with North American Power. Typically, customers are rejected because they have either failed the Third Party Verification call or were rejected by the utility. Customers who failed to complete the TPV will have a sub-status of "Failed TPV" in addition to their "Rejected" status.

Failed TPV: Customers can fail a TPV by either not answering all of the questions with affirmative responses on the call or by not completing the TPV call within 22 days of signing up online. Customers with this status will need to restart the sign-up process in order to begin service with North American Power.

Rejection Codes: Customers who have been rejected because their account information was not accepted by the utility will not have a sub-status, but instead will have a rejection code listed with the account. Independent Representatives who have had customers rejected by the utility company should contact Representative Support either by phone or email so that corrective action can be taken with the account.

Dropped

Customers who have a "Dropped" status are no longer customers with North American Power. Customers who have dropped have most likely either chosen another supplier, returned to their utility company for their supply, moved, or have been slammed. Oftentimes a customer is not aware that they have dropped, so Independent Representatives are strongly encouraged to contact the customer to ensure that they intended to drop and, if so, see if they would consider returning to North American Power. Note that if a customer moved and wants to remain with North American Power, the Independent Representative will need to have the customer re-enroll and provide the new account information.

American Wind Certificate Customer

From the moment a customer signs up for an American Wind Certificate purchase online these customers will show up in your back office as an active account for 30 days from date of purchase. If a customer returns their purchase within 30 days of purchase they will no longer show as active in your back office.

Business Builder Website

From the moment a customer signs up for the Business Builder Website purchase online these customers will show up in your back office as an active account for 30 days from date of purchase. If a customer returns their purchase within 30 days of purchase they will no longer show as active in your back office.

ACCEPTED CUSTOMER

Any individual that is actively purchasing electricity and/or RECs through North American Power or has enrolled an individual to do the same on their behalf. To participate in the North American Power compensation plan, you must be an Accepted Customer as well as meet all of the requirements as defined under Representative.

In the Accepted Customer position you can earn a \$5 ARC* bonus for each personally referred Residential and Small Commercial customer with Historical Kilowatt Usage between 250 and 5,000 and for every American Wind customer that you refer. In this position, you are not eligible to earn Residual Income on your personally referred customers.

REFERRING CUSTOMER

A Referring Representative is the first promotional position in the North American Power compensation plan. To reach the status of a Referring Customer, you must personally sponsor 5 Accepted Customers and meet the requirements of an Accepted Representative (as featured above). In order to maintain this position, you must always have 5 personally sponsored Accepted Customers.

In this position you will earn a \$7 ARC bonus for each personally referred Residential and Small Commercial customer with Historical Kilowatt Usage between 250 and 5,000 and every American Wind customer that you acquire. You are also eligible to earn Residual Commissions on these first 5 levels of your organization. For the purpose of this document, historical usage is defined as a given customers average monthly electrical consumption over the past twelve months, as reported by the utility. In the event that twelve full months of data are not available, historical usage will be based on the monthly average of all available usage.

You will be eligible to receive a \$2 Referring Customer override if you are the first upline Referring Customer when a new Accepted Customer is referred in your network. All Accepted Customers must be within 250-5,000 Historical Kilowatt Usage to qualify or be an American Wind customer.

Note: American Wind Certificate residual is paid at 500-1499 KWH Level below



CUSTOMER/REPRESENTATIVE POSITIONS

Residential and American Wind Residual					
KWH	0 – 249 kWh	250 – 1,750 kWh / American Wind	1,751 – 3,499 kWh	3,500 – 4,999 kWh	> 5,000 kWh
LEVEL 1	\$0.10	\$0.25	\$0.50	\$1.00	\$1.00
LEVEL 2	\$0.10	\$0.25	\$0.50	\$1.00	\$1.00
LEVEL 3	\$0.10	\$0.25	\$0.50	\$1.00	\$1.00
LEVEL 4	\$0.10	\$0.25	\$0.50	\$1.00	\$1.00
LEVEL 5	\$0.10	\$0.25	\$0.50	\$1.00	\$1.00
LEVEL 6*	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00

Commercial						
KWH	5,000 – 9,999 kWh	10,000 – 14,999 kWh	15,000 – 19,999 kWh	20,000 – 24,999 kWh	25,000 – 50,000 kWh	> 50,000 kWh
LEVEL 1	\$15.00	\$25.00	\$35.00	\$45.00	\$60.00	\$120.00
LEVEL 2	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 3	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 4	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 5	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 6*	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00

DIRECTOR

The second promoted position in North American Power is Director. As a Director, you are an Accepted Customer (see above description) and you have at least 5 active personally referred Accepted Customers. Also, 5 of your legs will each have at least 25 active Accepted Customers, within each of those 5 legs for a minimum total of 125 Accepted Customers.

When you become a Director, you will receive a \$9 ARC bonus for all personally referred Accepted Customers with Historical Kilowatt Usage between 250-5,000 or for each American Wind customer that you refer. This \$9 ARC bonus consists of a \$5 ARC at the Accepted Customer, plus a \$2 override if you are the first upline R.C. via the sponsor tree, plus a \$2 override if you are the first upline Director via the sponsor tree.

You will be eligible to receive a \$2 Director override* if you are the first upline Director when a new Accepted Customer is referred into your network. You are also eligible to receive the \$2 Referring Customer override* if you are the first Referring Customer. or higher rank when a new Accepted Customer is referred in your network. All Accepted Customers must be within 250-5,000 Historical Kilowatt Usage to qualify or be an American Wind customer.

After you have reached these requirements, you will be able to begin earning on your sixth level. This particular level is weighted heavier than levels 1 through 5. Please see the above graphic for a detailed explanation on the Residual payments.

When you become an Area Director you will earn an ARC bonus of \$14 on all personally referred Accepted Customers and American Wind customers that you acquire. Each customer must be between 250-5,000 of Historical Kilowatt Usage or be an American Wind customer. This ARC bonus consists of \$7 with a \$2 override for reaching Director and another \$5 for now reaching Area Director.

You are now eligible for 2 overrides given your Area Director title. If you are the first upline Director and Area Director of a new Accepted Customer in your network, you will be eligible for a \$7 override, \$2 for being a Director and \$5 for being an Area Director. If you are the first upline Area Director, but not the first upline Director, you will be eligible for a \$5 override. Each Accepted Customer must be between 250-5,000 of Historical Kilowatt Usage or an American Wind customer.

Note: American Wind residuals are paid at the 500-1499 KWH level below

AREA DIRECTOR

The third promoted position at North American Power is Area Director. In order to become an Area Director, you must be an Accepted Customer (see above) and you must have acquired 10 active personally referred Accepted Customers. In addition, you must have 5 legs that have each grown to at least 100 active Accepted Customers, in each leg, for a minimum total of 500 Accepted Customers.



CUSTOMER/REPRESENTATIVE POSITIONS

Residential and American Wind Residual					
KWH	0 – 249 kWh	250–1,750 kWh / American Wind	1,751 – 3,499 kWh	3,500 – 4,999 kWh	> 5,000 kWh
LEVEL 1	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00
LEVEL 2	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00
LEVEL 3	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00
LEVEL 4	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00
LEVEL 5	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00
LEVEL 6	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00
LEVEL 7 TO INFINITY	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00
Infinity Coding					
LEVEL 1 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00
LEVEL 2 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00

Commercial						
	5,000 – 9,999 kWh	10,000 – 14,999 kWh	15,000 – 19,999 kWh	20,000 – 24,999 kWh	25,000 – 50,000 kWh	> 50,000 kWh
LEVEL 1	\$15.50	\$26.00	\$36.50	\$47.00	\$62.50	\$125.00
LEVEL 2	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00
LEVEL 3	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00
LEVEL 4	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00
LEVEL 5	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00
LEVEL 6	\$1.50	\$3.00	\$4.50	\$6.00	\$7.50	\$15.00
LEVEL 7 TO INFINITY	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
Infinity Coding						
LEVEL 1 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 2 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00

REGIONAL DIRECTOR

Regional Director is the fourth promotional position in the North American Power compensation plan. In order to become a Regional Director you must be an Accepted Customer (see above). Additionally, you must have a minimum of 10 personally referred Accepted Customers. In addition, you must have at least 5 separate legs that each contain at least 1 Area Director.

When you are a Regional Director you will receive a \$17 ARC on all personally referred Accepted Energy Customers and American Wind customers. Each Accepted energy Customer will need to have 250 - 5,000 Historical Kilowatt Usage. This bonus consists of \$5 enroller ARC bonus, \$2 Referring Customer override, \$2 Director override, \$5 Area Director override, and a \$3 Regional Director override.

You are now eligible for 3 ARC overrides given your new Regional Director title. If a new Accepted energy Customer or American Wind customer is referred into your organization in which you are the first upline via the sponsor genealogy you are eligible to earn Referring Customer \$2, Director \$2, AD1 \$5 override bonus totaling \$9 dollars. If you are the coded Regional Director, you are eligible to earn a \$3 ARC override. Each customer must be between 250 - 5,000 of Historical Kilowatt Usage or be an American Wind customer.

There are two very specific events that must occur in order to qualify for Regional Director Infinity Coded pay. First, you will continue to receive the six (6) level unilevel residual income that was created as an Area Director. This Residual Commission will not ever change, the income will either grow or shrink based upon the number of customers that fall within those six levels. The actual commission paid on those customers will never change. When event #1 occurs: you fulfill the requirements for promotion to Regional Director. You will receive the rank promotion, no change to your earning will occur, just a title is bestowed upon you. You must experience event #2: personally enroll a new Accepted Customer with any of the available options. Once both events have occurred, you are now eligible to earn a higher commission on all new business developed within your newly coded Regional Director Group.

Note: American Wind residuals are paid at the 250-1499 Kwh level below



CUSTOMER/REPRESENTATIVE POSITIONS

Residential and American Wind Residual						
KWH	0 – 249 kWh	250–1,750 kWh / American Wind	1,751 – 3,499 kWh	3,500 – 4,999 kWh	> 5,000 kWh	
LEVEL 1	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
LEVEL 2	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
LEVEL 3	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
LEVEL 4	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
LEVEL 5	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
LEVEL 6	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 7 TO INFINITY	\$0.20	\$0.50	\$1.00	\$1.50	\$2.00	
Infinity Coding						
LEVEL 1 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00	
LEVEL 2 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00	
Commercial						
KWH	5,000 – 9,999 kWh	10,000 – 14,999 kWh	15,000 – 19,999 kWh	20,000 – 24,999 kWh	25,000 – 50,000 kWh	> 50,000 kWh
LEVEL 1	\$16.00	\$27.00	\$38.00	\$49.00	\$65.00	\$130.00
LEVEL 2	\$1.50	\$3.00	\$4.50	\$4.00	\$7.50	\$15.00
LEVEL 3	\$1.50	\$3.00	\$4.50	\$4.00	\$7.50	\$15.00
LEVEL 4	\$1.50	\$3.00	\$4.50	\$4.00	\$7.50	\$15.00
LEVEL 5	\$1.50	\$3.00	\$4.50	\$4.00	\$7.50	\$15.00
LEVEL 6	\$2.00	\$4.00	\$6.00	\$6.00	\$10.00	\$20.00
LEVEL 7 TO INFINITY	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$10.00
Infinity Coding						
LEVEL 1 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 2 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00

NATIONAL DIRECTOR

National Director is the fifth promotional position in the North American Power compensation plan. In order to become a National Director you must be an Accepted Customer (see above). Additionally, you must have referred a minimum of 10 personally referred Accepted Customers. In addition, you must have at least 5 legs that each contains at least 1 Regional Director.

When you are a National Director you will receive a \$19 ARC on all personally referred Accepted Customers and American Wind customers. Each Accepted Customer will need to have 250-5,000 Historical Kilowatt Usage. This bonus consists of \$7 ARC bonus, \$2 Director override, \$5 Area Director override, a \$3 Regional Director override, and finally a \$2 National Director override.

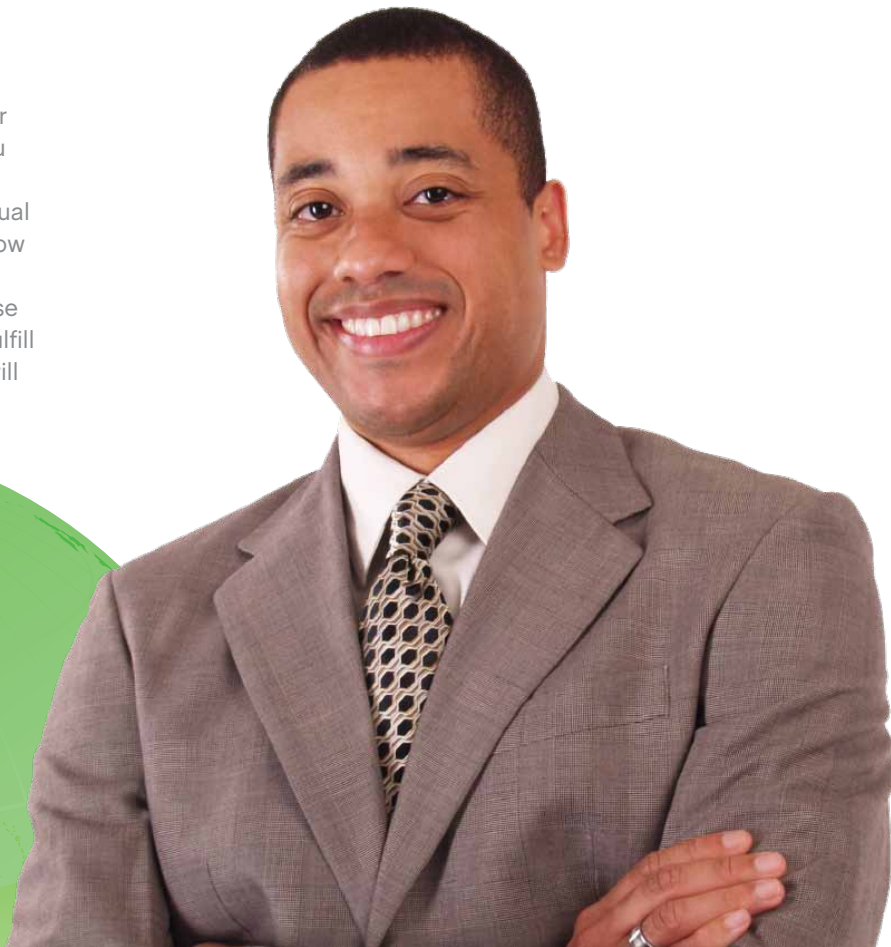
You are now eligible for 4 ARC overrides given your new National Director title. If a new Accepted Customer or American Wind customer is referred into your organization in which you are the first coded National Director and Regional Director, and first upline Area Director, and Director, you are eligible to earn \$12 in override bonuses. If you are the first coded National Director and Regional Director but not the Area Director or Director, you are eligible to earn a \$5 ARC override. Each customer must be between 250-5,000 of Historical Kilowatt Usage or an American Wind customer.

There are two very specific events that must occur in order to qualify for National Director Infinity Coded pay. First, you will continue to receive the six (6) level unilevel residual income that was created as a Regional Director. This residual commission will not ever change, the income will either grow or shrink based upon the number of customers that fall within those six levels. The actual commission paid on those customers will never change. When event #1 occurs: you fulfill the requirements for promotion to National Director. You will

receive the rank promotion, no change to your earning will occur, just a title is bestowed upon you. You must experience event #2: personally enroll a new Accepted Customer with any of the available options. Once both events have occurred, you are now eligible to earn a higher commission on all new business developed within your newly coded National Director Group.

As a National Director you will be eligible to receive payments on our Global Revenue Sharing Bonus Pool. The pool consists of a \$.25 bonus on all customers acquired April 17th or later. This will allow all of the existing and new leaders to have a vested interest in the entire company's success, not just their own downline. If you are the only National Director you will be eligible to receive the whole pool, however if there are multiple National Directors it will be split. For example, if your organization consists of 15,000 customers and another National Director's organization consists of 25,000 customers, you will be eligible for 37.5% of the Bonus Pool. For further information, please refer to the chart on the next page.

Note: American Wind residuals are paid at the 250-1,750 KWH level below



CUSTOMER/REPRESENTATIVE POSITIONS

Residential and American Wind Residual						
KWH	0 – 250 kWh	250 – 1,750 kWh / American Wind	1,751 – 3,499 kWh	3,500 – 4,999 kWh	> 5,000 kWh	
LEVEL 1	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 2	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 3	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 4	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 5	\$0.40	\$1.00	\$2.00	\$3.00	\$4.00	
LEVEL 6	\$0.50	\$1.25	\$3.50	\$3.75	\$5.00	
LEVEL 7 TO INFINITY	\$0.30	\$0.75	\$1.50	\$2.25	\$3.00	
Infinity Coding						
LEVEL 1 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00	
LEVEL 2 CODING	\$0.10	\$0.25	\$0.50	\$0.75	\$1.00	
Commercial						
KWH	5,000 – 9,999 kWh	10,000 – 14,000 kWh	15,000 – 19,999 kWh	20,000 – 24,999 kWh	25,000 – 50,000 kWh	> 50,000 kWh
LEVEL 1	\$16.50	\$28.00	\$39.50	\$51.00	\$67.50	\$135.00
LEVEL 2	\$2.00	\$4.00	\$6.00	\$6.00	\$10.00	\$20.00
LEVEL 3	\$2.00	\$4.00	\$6.00	\$6.00	\$10.00	\$20.00
LEVEL 4	\$2.00	\$4.00	\$6.00	\$6.00	\$10.00	\$20.00
LEVEL 5	\$2.00	\$4.00	\$6.00	\$6.00	\$10.00	\$20.00
LEVEL 6	\$2.50	\$5.00	\$7.50	\$8.00	\$12.50	\$25.00
LEVEL 7 TO INFINITY	\$1.50	\$3.00	\$4.50	\$6.00	\$7.50	\$15.00
Infinity Coding						
LEVEL 1 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00
LEVEL 2 CODING	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$5.00

FAST-START BONUSES

FAST-START BONUSES ACTIVE PRIOR TO NOVEMBER 15, 2011

Personally refer 10 accepted electricity customers within thirty days of becoming a customer and you will earn a \$300 bonus. You will earn an additional \$300 for each group of 10 accepted electricity customers that you personally enroll within this period.

Increase your Fast-Start Bonus earnings by helping the customers you enrolled within this period to personally enroll customers themselves. You will earn a \$100 bonus for each of these customers that refers 5 accepted electricity customers within their first thirty days.

Please Note:

- Pending electricity customers that are acquired within the above time specifications will count towards the bonus as long as they are eventually "Accepted" by the local utility. Bonus payments will be generated once the required customers are "Accepted."
- If you enrolled between October 16 and November 14, the above Fast-Start Bonus will apply. Once that initial 30 day period is over, the below Fast Start Bonus will go into effect. These two promotional offers are separate, and customers referred in one bonus period will not count towards other Fast Start Bonuses.

NEW FAST-START BONUSES ACTIVE SINCE NOVEMBER 15, 2011

We've made some exciting enhancements to our Fast-Start Bonuses, which will make it even easier for representatives to qualify.

ELECTRICITY FAST-START BONUSES:

Earn these exciting bonuses on the accepted electricity customers you refer within your first 30 days. These bonuses will be paid out once the required amount of customers become Accepted.

Earn \$50 for referring your first 3 accepted customers. There are additional bonuses for your upline:

- Additional \$5 rolled up the upline Referring Customer
- Additional \$5 rolled up the upline Director
- Additional \$5 rolled up the upline Area Director 1
- Additional \$5 rolled up the upline Area Director 2
- Additional \$5 to coded Regional Director
- Additional \$5 to coded National Director

Earn \$150 for referring 7 more customers. You can then earn \$200 for each additional group of 10 customers you refer within your first 30 days. This means you can earn \$400 for 20 customers or \$800 for 40 customers. There are additional bonuses for your upline:

- Additional \$20 rolled up the upline Referring Customer
- Additional \$20 rolled up the upline Director
- Additional \$20 rolled up the upline Area Director 1
- Additional \$20 rolled up the upline Area Director 2
- Additional \$20 to coded Regional Director
- Additional \$20 to coded National Director

AMERICAN WIND FAST-START BONUSES:

Earn these exciting bonuses on the American Wind customers you refer within your first 30 days.

Earn \$20 for referring 3 American Wind customers. There are additional bonuses for your upline:

- Additional \$1 rolled up to the upline R.C.
- Additional \$1 rolled up to the upline Director
- Additional \$1 rolled up to the upline Area Director 1
- Additional \$1 rolled up to the upline Area Director 2
- Additional \$1 to coded Regional Director
- Additional \$1 to coded National Director

Earn \$30 for referring 2 more American Wind customers within your first 30 days. You can then earn \$50 for each additional group of 5 customers you refer in your first 30 days.

- Additional \$2 rolled up to the upline R.C.
- Additional \$2 rolled up to the upline Director
- Additional \$2 rolled up to the upline Area Director 1
- Additional \$2 rolled up to the upline Area Director 2
- Additional \$2 to coded Regional Director
- Additional \$2 to coded National Director

AREA DIRECTOR



As congratulations for reaching the Area Director* title, you are eligible for your choice of 2 gifts to honor this achievement. You will be able to choose from an iPad or a flat screen TV. In order to be eligible for this bonus, you must maintain these qualifications for at least one calendar month. Meaning if you were promoted to Area Director on July 15th you must maintain your Area Director status throughout the entire month of August. You will receive your first payment on September 15th with the Residual cycle.

*For qualifications please see above description of Area Director.

REGIONAL DIRECTOR

\$1,000

MONTHLY CAR ALLOWANCE

As congratulation for reaching the Regional Director* title, you are eligible to receive a monthly car allowance of \$1,000. In order to be eligible for this bonus, you must maintain these qualifications for at least one calendar month. Meaning if you were promoted to Regional Director on July 15th you must maintain your Regional Director status throughout the entire month of August. You will receive your first payment on September 15th with the Residual cycle. If someone in your organization also qualifies for the Regional Director car allowance you must have an additional 2,500 customers outside (openline) of the new Regional Director car allowance recipient to continue receiving your car allowance.

*For qualifications please see above description of Regional Director.

NATIONAL DIRECTOR

\$3,000

MONTHLY CAR ALLOWANCE

As congratulations for reaching the National Director* title, you are eligible to receive a monthly car allowance of \$3,000, a men's or ladies Diamond Ring (\$2,000 value), and an all expense paid vacation with other National Directors and North American Power's Corporate team. In order to be eligible for this bonus, you must maintain these qualifications for at least one calendar month. Meaning if you were promoted to National Director on July 15th you must maintain your National Director status throughout the entire month of August. You will receive your first payment on September 15th with the Residual cycle. If someone in your organization also qualifies for the National Director car allowance you must have an additional 12,500 customers outside (openline) of the new National Director car allowance recipient to continue receiving your car allowance.

*For qualifications please see above description of National Director.

North American Power's RENEWABLE INCENTIVE

As a representative with North American Power, you have the ability to **double all of the above stated residual amounts** by simply referring customers to switch to North American Power's 100% Renewable Energy option or be an American Wind customer. The one requirement is that your personal qualifying customer is a 100% Renewable Energy or American Wind Customer. North American Power is doing their best to help the environment and so can you! It's a win-win situation; contribute to a healthier environment while earning more money. We hope that you will join us in our quest to help sustain the environment.

LIMITED TIME ONLY:

All 100% Renewable Electricity or American Wind customers will now earn double ARC's for all 100% Renewable Electricity customers referred in their organization from November 21, 2011 through December 31, 2011.

Customers enrolled since April 16, 2011 can upgrade their personal electricity account to 100% Renewable by following a link in the "Alerts" section of their back office homepage. Customers enrolled prior to April 16, 2011 can upgrade their personal electricity account by contacting Representative Support at Support@napower.com or 203.663.9799.

