

Detailed Compensation Plan

Section One: Representative Enrollment Options

Manager Package: FREE (no rep fee), just activate the MyWirelessRep.com web system for \$49 per month, full corporate support, FREE back office tracking software included.

Optional NTD Upgrade: \$350 one-time fee. Qualifies a Manager as a certified National Training Director (NTD). NTDs receive FREE admission to all NTD School events (\$100 value each) as well as additional bonus enhancements specific to NTDs.

Section Two: Bonus Income

1. Fast Start Bonuses: Managers or above earn a one time Fast Start of \$20 when they personally enroll a Manager who activates 2 customer points. Manager/NTDs earn an additional \$45 Fast Start Bonus when their personally sponsored Managers upgrade to NTD.

2. Customer Acquisition Bonuses (CABs): Weekly coded bonuses of \$5 to \$45 for every Manager you enroll who activates 2 customer points. And \$5 to \$25 every time a Manager enters your organization and activates 2 customer points. Bonuses are paid to unlimited depth in your respective code (see example below)...



Customer Acquisition Bonus (CAB)

	Manager	SM +\$5	RM +\$5	VP +\$5	SVP +\$5	PD +\$5
Personally Sponsored Rep	\$20*	\$25*	\$30*	\$35*	\$40*	\$45*
Manager Sponsored Rep		\$5	\$10	\$15	\$20	\$25
SM Sponsored Rep			\$5	\$10	\$15	\$20
RM Sponsored Rep				\$5	\$10	\$15
VP Sponsored Rep					\$5	\$10
SVP Sponsored Rep						\$5
*This includes the \$20 Fast Start AND the CAB						

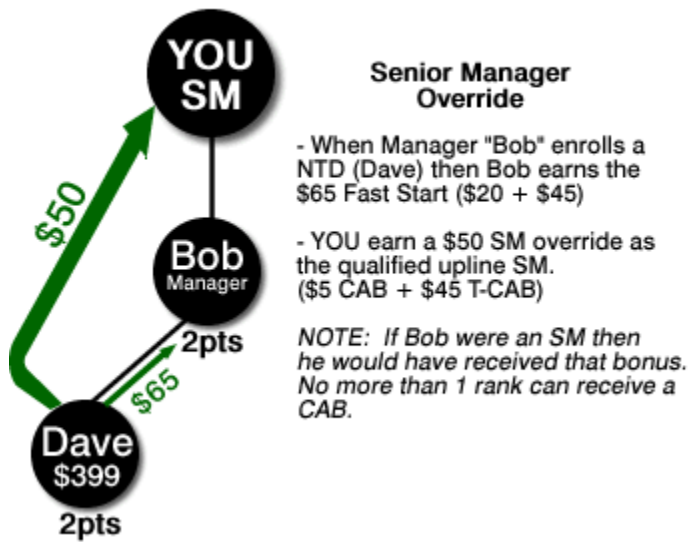
3. Trainer Customer Acquisition Bonuses (T-CABs): Weekly coded bonuses of \$45 to \$250 for every Manager you enroll that upgrades to NTD (National Training Director) and maintains their 2 active customer points. And \$45 to \$205 every time a Manager upgrades to NTD in your organization. Bonuses are paid to unlimited depth in your respective code (see example below)...

Trainer Customer Acquisition Bonus (T-CAB)

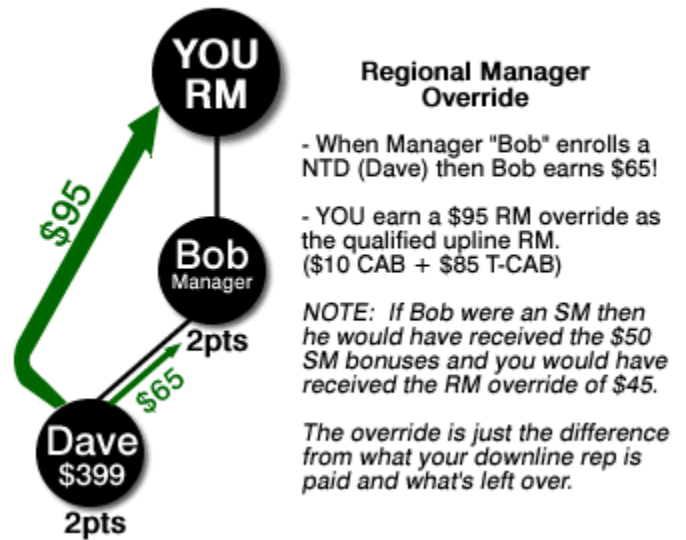
	Manager	SM +\$45	RM +\$40	VP +\$40	SVP +\$40	PD +\$40
Personally Sponsored Rep	\$45	\$90*	\$130*	\$170*	\$210*	\$250*
Manager Sponsored Rep	\$0	\$45	\$85	\$125	\$165	\$205
SM Sponsored Rep			\$40	\$80	\$120	\$160
RM Sponsored Rep				\$40	\$80	\$120
VP Sponsored Rep					\$40	\$80
SVP Sponsored Rep						\$40

***This includes the \$45 Fast Start AND the Leadership Bonus**

Example of SENIOR MANAGER Override



Example of REGIONAL MANAGER Override



4. NTD Pool: For each representative in the ENTIRE company that upgrades to NTD and activates a wireless customer \$100 is placed into 2 different pools. \$50 goes into Pool 1 for Managers, Senior Managers, and Regional Managers to share in. And another \$50 goes into Pool 2 for VP's and above to share in. Any NTD that has an active wireless customer and enrolls 2 personally sponsored NTDs will gain 1 share in their respective NTD pool. 1 share will be earned for every 2 personally sponsored NTDs. For example, if you personally enroll 4 NTDs in a given month you will have qualified for 2 shares. If you enrolled 8 NTDs you qualify for 4 shares. There is no limit to the number of shares that can be earned. To qualify all you need to be is an NTD and have 1 active wireless customer (can either be you or an outside customer).

Example:

If 1,000 reps upgrade to NTD then \$50,000 is placed into Pool 1 and another \$50,000 is placed into Pool 2. If there are only 100 shares in a pool then each share is worth \$500! If you have 4 shares you would earn an ADDITIONAL \$2,000 bonus. This bonus is being generated from the production of OTHER leaders in the company! You could be earning bonuses on the production of your upline, cross line, etc!

5. Customer Bounty Bonuses: One-time bonuses paid on select Lightyear and partner services. Some of these ALSO pay a monthly residual commission (Broadband and TV do not).

	Manager	SM +\$10	RM +\$15	VP +\$15	SVP +\$15	PD +\$15
VOIP	\$10	\$13	\$16	\$19	\$22	\$25
Calling Card	\$10	\$13	\$16	\$19	\$22	\$25
Broadband	\$10	\$12	\$14	\$16	\$18	\$20
Cable TV	\$10	\$12	\$14	\$16	\$18	\$20
Satellite TV	\$10	\$20	\$30	\$40	\$50	\$60

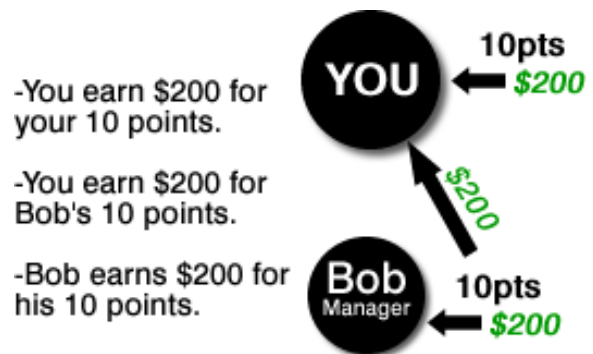
These bonuses work just like the CABs. For example, if you are an SM and you have a Manager in your SM code that sells a Satellite TV product the Manager will earn the \$10 bonus because they sold it and you will earn a \$10 override bonus.

6. 10% Matching Bonuses: Paid on your 1st 3 personally sponsored reps when they earn \$500 or more in total monthly income. You must be a qualified Senior Manager to qualify to earn this bonus. This matching bonus is only paid on your first 3 personally sponsored reps. For example, if your first 3 reps earned a total of \$500 each for the month (\$1,500 total) you would earn a 10% match of \$150.

7. "Get 10 in 30" Bonus: Activate 10 Retail Preferred Customer Points in your first 30 days and earn a \$200 bonus for you and your sponsor! At least 7 of these points must come from outside your home and the commission is paid 60 days out assuming the points are still active. Note: These "7 points outside your home" are NOT related to the customer point requirements for bonuses and residuals. You are not required to gather a certain number of outside customers for those qualifications. It's only this special OPTIONAL bonus that requires the 7 outside points.

Here are the preferred customer points:

1. MyWirelessRep.com = 2 points
2. Extraordinaire Magazine = 2 points
3. Wireless Cell Phone Plan (single line) = 1 point
4. Wireless Cell Phone Plan (family plan) = 2 points
5. Wireless Data Plan = 1 point
6. Home Phone (local or VOIP) = 1 point per line
7. Lightyear Conferencing (Lightmail) = 1 point



8. Customer Activation Bonus: Earn a \$25 one-time bonus when you personally enroll a representative that activates a wireless customer. You will also earn a \$25 one-time bonus for every customer you personally activate after your first customer. This bonus is paid out on both pre-paid AND post-pay wireless customers. Post-pay customer bonus is paid 90 days from activation. Pre-paid is paid 30 days from activation. There is no limit to the number of customers you can personally enroll.

Section Three: Residual Income



1. Personal Commissions: Earn 1% to 10%* on your personal customer revenue when you reach the required billing targets. You will always earn 1% on your personal customers when you are an active Manager or above and have 10 active PCPs (Personal Customer Points). Note: A Personal Customer is someone who orders a service directly from YOU - not someone in your organization. Your downline reps and their customer points DO NOT count as yours. As your volume increases your commission increases according to the following scale:

Personal Customer Billing	Monthly Commission %
\$0 to \$1,249	1%
\$1,250 to \$2,499	4%
\$2,500 to \$3,749	6%
\$3,750 to \$4,999	8%
\$5,000+	10%

*Note: Due to low profit margin, the \$99 unlimited wireless plan pays half the residual commission

The following services pay monthly residual commissions: Wireless, data plans, VOIP, Local, Long Distance, Dial-up Internet, Business Services, Home Security, Calling Card, Voice Conferencing (Lightmail)

2. Override Residual Commissions: Earn 1% to 4% monthly override commissions through 8 dynamically compressed levels. Your bonus income production in your business determines your commission. At Lightyear, the most productive people earn the biggest commissions. Here are the qualifications:

Generation	% Commission
Personal	1% to 10%
Level 1	1% to 4%
Level 2	1% to 4%
Level 3	1% to 4%
Level 4	1% to 4%
Level 5	1% to 4%
Level 6	1% to 4%
Level 7	1% to 4%
Level 8	1% to 4%
	

Examples:

A team with 5,000 reps with 5 wireless customers spending \$70 per month = \$70,000 a month at 4%
 A team with 5,000 reps with 5 wireless customers spending \$70 per month = \$52,500 a month at 3%
 A team with 5,000 reps with 5 wireless customers spending \$70 per month = \$35,000 a month at 2%
 A team with 5,000 reps with 5 wireless customers spending \$70 per month = \$17,500 a month at 1%

Here's how you qualify for the different % payout:

1% - 10 active personal customer points (PCPs)

2% - SM or above with 15 active PCPs and \$500 in total CAB earnings for the month

3% - SM or above with 20 active PCPs and \$1,250 in total CAB earnings for the month

4% - SM or above with 20 active PCPs and \$2,500 in total CAB earnings for the month

Dynamic Compression leads to MANY more levels than just 8 being paid out!

It would take 8 representatives all on top of each other to be fully qualified to get paid on all 8 levels to just pay out on 8 levels. This has yet to happen in all of Lightyear!

**Note: The \$99 unlimited wireless plan pays half the residual commission.*

3. MyWirelessRep.com Residual Override: Earn \$3 to \$18 residually through your entire organization. Residual commission is based on a coded payout - just like the CAB payout program:

	Manager	SM +\$3	RM +\$4	VP +\$4	SVP +\$4	PD +\$3
Manager Sponsored Store	\$0	\$3	\$7	\$11	\$15	\$18
SM Sponsored Store		\$1	\$4	\$8	\$12	\$15
RM Sponsored Store			\$1	\$4	\$8	\$11
VP Sponsored Store				\$2	\$4	\$7
SVP Sponsored Store					\$2	\$3
Note: The numbers in RED are the 1st Generational Overrides you receive. These residuals are paid to UNLIMITED depth in your code!						

Example A:

A VP has 10 Managers that he/she is fully "coded" to. That VP is then earning \$110 per month in residuals from those 10 wireless stores (\$11 VP commission x 10 Managers fully coded to that VP).

Example B:

A VP has an SM that has 10 Managers in their SM code. The SM is making \$30 a month residually (\$3 SM commission x 10 wireless stores) and the VP gets the override of \$80 per month (\$8 VP override x 10 wireless stores).

4. Extraordinaire Magazine Residual: Earn \$1 to \$5 residually on the Auto Ship (AS) of the Extraordinaire Magazine through your entire organization. Residual commission is based on a coded payout just like the CAB payout program.

	Manager	SM +\$1	RM +\$1	VP +\$1	SVP +\$1	PD +\$1
Manager Magazine AS	\$0	\$1	\$2	\$3	\$4	\$5
SM Magazine AS			\$1	\$2	\$3	\$4
RM Magazine AS				\$1	\$2	\$3
VP Magazine AS					\$1	\$2
SVP Magazine AS						\$1
Note: These residuals are paid to an UNLIMITED depth in your code!						

Example:

A VP has 10 Managers that he/she is fully "coded" to that each subscribe to one case of the magazines. That VP is then earning \$30 per month in residuals from those 10 Managers and their subscriptions (\$3 VP commission x 10 Managers fully coded to that VP).

5. Travel Booking Commissions: Earn up to 50% of what Travelocity pays Lightyear when you or someone in your organization travels. The downline commissions work just like the CAB payout – a coded system.

	Manager	SM +10%	RM +10%	VP +10%	SVP +10%	PD +10%
TRAVEL	50%	60%	70%	80%	90%	100%

Example:

If you're an SM and you book travel on your site that generates a \$100 commission to Lightyear then \$50 goes into the comp plan and you are paid your 60% (SM commission) off the \$50. So in this example your commission would be \$30.

Section Four: **Additional Perks**

1. Free Wireless Minutes: For every \$125 in weekly bonus income earnings (Fast Start and CAB) you'll earn a \$10 Wireless Credit, a physical card that Lightyear will send you in the mail that you can then redeem on your bill! You can also share these cards with customers, potential customers, or even as rewards to your organization!

Example: Earn \$1,250 in total bonus income and you will receive 10 cards with a \$10 credit to each. That's \$100 you can put towards your bill or that of one of your customers!

2. Revenue Sharing Pool: Vice Presidents and above who qualify based on their total CAB earnings in a given month will be able to participate in Lightyear's revenue sharing pool. 1% of the entire company's commissionable billed revenue will go into a pool each month and will be given out in shares. VPs must have 15 personal active customer points and PDs and SVPs must have 20.

\$1,875 = 1 share

\$3,120 = 2 shares

\$4,375 = 3 shares

3. Car Bonus: Qualify for a \$500 Car Payment with \$50,000 in total monthly team volume and \$1,000 in CAB earnings for 2 consecutive months. Qualify for the Mercedes or Porsche Car payment of \$1,500 a month with \$500,000 in total organizational revenue and earn \$1,000 in CAB earnings for 2 consecutive months.

Section Five: Promotion Requirements

1. Senior Manager (SM) Promotion Requirements: As a Manager, activate 2 personal customer points and help 2 new representatives open their Online Wireless Stores. You are now promoted to SM!

2. Regional Manager (RM) Promotion Requirements: Once you've promoted to Senior Manager you will begin to enroll NEW representatives into your SM "code." Your goal is to develop 2 more personally sponsored Managers in YOUR SM code and have a total team of 15 representatives anywhere (the total of 15 can come from your Manager code too). You also need a total of 5 active personal customer points. You are now promoted to RM!

3. Vice President (VP) Promotion Requirements: Once you've promoted to Regional Manager you will begin to enroll NEW representatives into your RM "code." Your goal is to develop 4 Regional Managers in YOUR RM code (not under another RM) and have a total team of 75 representatives anywhere (the total of 75 can come from your Manager, SM, and RM codes). You also need a total of 10 active personal customer points. You are now promoted to VP!

4. Senior Vice President (SVP) Promotion Requirements: Once you've promoted to Vice President you will begin to enroll NEW representatives into your VP "code." Your goal is to develop 3 Vice Presidents in YOUR VP code (not under another VP) and have a total team of 300 representatives anywhere (the total of 300 can come from your Manager, SM, RM, and VP codes). You also need to maintain your total of 10 active personal customer points. You are now promoted to SVP!

5. Presidential Director (PD) Promotion Requirements: Once you've promoted to Senior Vice President you will begin to enroll NEW representatives into your SVP "code." Your goal is to develop 2 Senior Vice Presidents in YOUR SVP code (not under another SVP), develop \$100,000 in total downline revenue, and earn \$10,000 a month in bonus income for 2 consecutive months. Now you're a PD!