



**Compensation Plan**  
**February 2026**

**Welcome to the Smart Connect Compensation Plan**

At Smart Connect, we are redefining how people earn in the modern economy. Our mission is to empower everyday individuals to build income by simply connecting people to valuable services, innovative products, and technology-driven solutions.

This compensation plan is designed to reward both **results** and **effort**. In addition to generous commissions on personal referrals, team growth, and recurring revenue, we’ve introduced a unique earning opportunity: you can earn even when you submit **prequalified leads** into our system—before a sale is ever made (see Monthly Promotions for details).

Whether you’re just getting started or scaling a referral organization, Smart Connect gives you the opportunity to get paid for taking action, building relationships, and helping others make smart connections.

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# Smart Connect Team Building

When you join the Smart Connect business, you unlock your very own Smart Connector digital business—complete with personalized referral links, a powerful Cloud Office, and your Success Dashboard to track activity and growth. You'll receive step-by-step training, proven tools, and ready-to-use marketing resources so you can start taking action right away. From day one, you can qualify to earn commissions and bonuses, while leveraging a fully mobile-friendly system that allows you to build from anywhere. Your Smart Connect Business is only \$99.99 to get started, plus \$9.99 per month beginning in your second month—with the flexibility to cancel the monthly subscription at any time.

When you personally enroll a new Smart Connector, you can qualify to earn enrollment bonuses and additional incentives tied directly to helping others launch their Smart Connect business.

## Smart Connect Mentor Bonuses

As a Qualified Smart Connector (QSC), you're eligible to earn a Mentor Bonus every time you personally enroll a new Smart Connector who becomes qualified within their first 30 days.

There is no cap on the number of people you can enroll or the number of Mentor Bonuses you can earn—making this one of the most powerful incentives for proactive enrollment and team building.

As you advance in leadership rank, Mentor Bonuses become even more rewarding. Starting at Executive Smart Connector (ESC) and above, your Mentor Bonus is combined with a Leadership Bonus, increasing your overall earning potential.

- Mentor Bonuses are paid weekly.
- The Leadership Bonus portion tied to your rank is paid monthly.

To remain eligible, you must maintain Qualified Smart Connector (QSC) status and ensure your personally enrolled Smart Connectors reach QSC within 30 days of their enrollment.

The chart that follows outlines the total combined Mentor + Leadership Bonus you can earn at each leadership level.

<b>Rank</b>	<b>Mentor Bonus</b>
Qualified Smart Connector (QSC)	\$30
Executive Smart Connector (ESC)	\$35
Senior Smart Connector (SSC)	\$45
Regional Smart Connector (RSC)	\$60
National Smart Connector (NSC)	\$70
Global Smart Connector (GSC)	\$75
Platinum Smart Connector (PSC)	\$80

## **Smart Connect Leadership Bonuses**

Leadership Bonuses are designed to reward you for mentoring and growing a successful organization. Once you promote to Executive Smart Connector (ESC) or higher, you become eligible to earn Leadership Bonuses on any Smart Connector—whether personally enrolled or not—who becomes qualified within your organization.

These bonuses are based on your current leadership rank and the depth of your organization. As you progress through the six Leadership Ranks, your bonus potential increases significantly. Leadership Bonuses are paid out monthly and can extend through infinite levels, provided you meet the necessary qualification and structural requirements.

<b>Rank</b>	<b>Leadership Bonus</b>
Executive Smart Connector (ESC)	\$5
Senior Smart Connector (SSC)	\$10 (\$15)
Regional Smart Connector (RSC)	\$15 (\$30)
National Smart Connector (NSC)	\$10 (\$40)
Global Smart Connector (GSC)	\$5 (\$45)
Platinum Smart Connector (PSC)	\$5 (\$50)

# Leadership Rank Advancement

The Smart Connect Leadership Rank structure is designed to reward consistent growth, mentorship, and meaningful contribution to the network. As Smart Connectors progress through each rank, they unlock greater earning potential, enhanced recognition, and deeper influence within the organization. Advancement is based not only on personal activity but also on the ability to develop and empower other leaders.

Each rank milestone builds upon the previous, encouraging collaboration and leadership development across multiple legs. From submitting qualified leads and enrolling new partners to helping others rise through the ranks, our leadership pathway is both achievable and scalable. This structure ensures that those who actively grow their teams and cultivate success in others are rewarded at every level of their journey.

## Qualified Smart Connector (QSC)

To qualify as a **QSC**, a Smart Connector must personally submit 2 new qualified leads (IntellaFuel/Smart Connect Payments/Smart Connect Ai Solutions) **or** 2 pending illuno customers **or** 2 Good Energy Co. customers **or** any combination to equal a minimum of 2.

100 Personal Volume is required to maintain Qualification after 90 days

## Executive Smart Connector (ESC)

A **QSC** can advance to **ESC** by:

- Personally enrolling 2 new Smart Connectors, each of whom achieves **QSC** status.
- A minimum of 200 Personal Volume is required to maintain qualification after 90 days

## Senior Smart Connector (SSC)

After reaching **ESC**, the next level is **SSC**. To qualify, an ESC must:

- Have a minimum of 400 PV
- Build a minimum of three (3) legs with at least 500 Team Volume per leg

### Regional Smart Connector (RSC)

To achieve **RSC**, an **SSC** must:

- Develop/maintain a minimum of 400 PV
- Develop **3 Senior Smart Connectors** across a **minimum of 3 separate legs**
- Minimum 5,000 Team Volume in 3 separate legs

### National Smart Connector (NSC)

To achieve **NSC**, an **RSC** must:

- Develop/maintain a minimum of 400 PV
- Develop **4 new Regional Smart Connectors** across a **minimum of 3 separate legs**
- Minimum 15,000 Team Volume in 3 separate legs

### Global Smart Connector (GSC)

To achieve **GSC**, an **NSC** must:

- Develop/maintain a minimum of 400 PV
- Develop **4 new National Smart Connectors** across a **minimum of 3 separate legs**
- Minimum 50,000 Team Volume in 3 separate legs

### Platinum Smart Connector (PSC)

To achieve **PSC**, a **GSC** must:

- Develop/maintain a minimum of 400 PV
- Develop **4 new Global Smart Connectors** across a **minimum of 3 separate legs**
- Minimum of 100,000 Team Volume in 3 separate legs

## **Volume (Definition)**

**Volume** represents the total **dollar-for-dollar net revenue** generated from all products and services across the Smart Connect ecosystem, **excluding shipping, taxes, and government-mandated fees.**

Volume is calculated based on the **actual net amount received** by the company after these exclusions and is used consistently for:

- Compensation calculations
- Rank qualification
- Bonuses & incentives
- Performance tracking

This standardized approach ensures that **every service, every product, and every marketplace partner contributes equally and transparently** toward earnings and advancement.

# Good Energy Co. Compensation Overview

## Good Energy Co. Effort Bonuses

(Paid to Smart Connector Advantage Members)

Our Pay-For-Effort system pays you directly on your sample sales. Every time you move a Smart Coffee, Good Mood, or Smart Caps sample, you earn real income for the effort you put in. No waiting for full product sales, no wondering if the customer will order later—your effort itself creates earnings. And when you're opted into the Smart Connector Advantage monthly program, you unlock full access to these Paid-For-Effort rewards, giving you a simple, fair, and immediate way to monetize activity and momentum.

Each Sample order will payout **25%** of net of taxes & shipping.

All subsequent orders placed by that customer will payout through Personal Customer Commission guidelines.

## Good Energy Co. Customer Acquisition Bonuses

Each new product customer personally enrolled will payout **25%** of their first order net of taxes and shipping.

After the customer's first order, the commission will be based on the Smart Connector's Star Ranking outlined in the Personal Customer Commission Section.

## Good Energy Co. Personal Customer Commission

A Smart Connector has the opportunity to earn Personal Customer Commissions through a percentage paid from their customers' orders. Smart Connectors will need to achieve and maintain QSC and above to qualify and be paid all commissions and bonuses. Personal Customer Commissions are paid to Qualified Smart Connectors starting with the customer's second order and beyond. The commission for the first order from each new customer is paid through the Customer Acquisition Bonus.

Personal Customer Commissions are paid monthly.

A QSC's personal customer commission is calculated each calendar month based on the Good Energy Personal Volume generated in that same calendar month.

**Good Energy Co. Star Ranking Requirements**

QSC	1 Star	2 Stars	3 Stars	4 Stars	5 Stars
0 - 249PV	250 - 399PV	400 - 499PV	500 - 999PV	1000 - 1499PV	1500+ PV
5%	10%	15%	20%	25%	30%

Smart Connectors are not required to make a purchase to qualify for commissions. If a SC does purchase product, that volume will be applied towards qualifications.

Smart Connectors can use up to 100 in product volume from a personal purchase, and a maximum of 100 for each individual personal customer. This rule is to protect our SC's from qualifying through simply buying more product. We will help you build a great customer base that will reward you through our unique compensation plan.

**Good Energy Co. Team Customer Commissions**

As you build your team, you can become eligible for Team Customer Commissions (TCC). This is paid once a month, for the volume period of the previous calendar month of a customers 2<sup>nd</sup>+ purchase. First purchase volume falls in the Customer Acquisition Bonuses. This plan rewards you in two key areas.

The first is by building an Open Line Customer Volume. An Open Line allows team leaders to earn a certain percentage of the total volume from team members, who have not reached the same rank as them or higher.

The second type of TCC is Leadership Development Generations. These apply to team members who are the same rank as the team leader or higher.

	ESC	SSC	RSC	NSC	GSC	P
Open Line	2%	2%	2%	2%	2%	2%
Generation 1	1%	1%	1%	1%	1%	
Generation 2		1%	1%	1%	1%	
Generation 3			1%			

As Smart Connectors achieve higher ranks, their Team Customer Commission accumulates as seen in the table below:

	ESC	SSC	RSC	NSC	GSC	PSC
Open Line	2%	4%	6%	8%	10%	12%
Generation 1	1%	2%	3%	4%	5%	
Generation 2		1%	2%	3%	4%	
Generation 3			1%			

# illuno Compensation Overview

## illuno Effort Bonuses

(Paid to Smart Connector Advantage Members)

Pay-For-Effort rewards you immediately for bringing new customers to the illuno platform. When you enroll a customer into Illuno and they successfully verify through ID.me, you get paid for that effort! You don't have to wait for billing, usage, or long-term service cycles; the act of enrolling and verifying a customer is the value, and we pay you for it. And when you're opted into the Smart Connector Advantage monthly program, you unlock full access to these Paid-For-Effort earnings, giving you a simple, direct, and fair way to turn action into income.

Effort Bonuses will payout **\$10** per successful verified Customer. Effort Bonuses are paid out every 3 Verified Customers (\$30)

## Illuno Margin Based Commission Structure

illuno's platform connects off-duty police officers with event centers, businesses, and others that seek highly trained and trusted off duty police officers across America. By referring police officers and those in need of skilled off duty police officers to illuno through Smart Connect you can earn commissions through personal referrals, levels and leadership rankings.

To ensure our Smart Connectors are rewarded in alignment with the profitability of each job, we have introduced a tiered commission structure based on the *Gross Margin* of the event. This approach maintains fairness, sustainability, and long-term scalability for all partners.

Each event will be assigned to one of three **Commission Zones** based on its Gross Margin. Smart Connector commissions will be calculated accordingly.

**Commission Zone 1:** Gross Margin up to \$15.00

This tier applies to events with a gross margin of \$15.00 or less. While these events carry lower profitability, Smart Connectors will still earn a base commission that reflects their contribution. This ensures that even smaller-margin jobs remain commissionable while protecting the long-term viability of our compensation model.

**Commission Zone 2:** Gross Margin \$15.01 to \$25.00

Events that fall within this margin range qualify for enhanced commission payouts. These mid-margin events strike a balance between customer affordability and profitability, allowing us to reward Smart Connectors at a higher rate than Zone 1.

**Commission Zone 3:** Gross Margin \$25.01 and up

This top tier includes events with the highest profitability. Zone 3 events qualify for premium commission rates, giving Smart Connectors the opportunity to earn more on higher-margin services. These events represent ideal targets for maximizing earnings.

**illuno Personal Commissions**

A Smart Connector has the opportunity to earn Personal Commissions through a set hourly rate paid from their referred off-duty police officers and/or referred businesses. RP's will need to achieve and maintain QRP and above to qualify and be paid all commissions.

**illuno Level Commissions**

A Smart Connector has the opportunity to earn Level Commissions through a set hourly rate paid from their team's referred off-duty police officers and/or referred businesses. Again RP's will need to achieve and maintain QRP and above to qualify and be paid all commissions.

	<b>Commission Zone 1</b>	<b>Commission Zone 2</b>	<b>Commission Zone 3</b>
<b>Personal</b>	<b>\$1.00</b>	<b>\$1.75</b>	<b>\$2.50</b>
<b>Level 1</b>	<b>\$0.40</b>	<b>\$0.50</b>	<b>\$0.50</b>
<b>Level 2</b>	<b>\$0.20</b>	<b>\$0.25</b>	<b>\$0.25</b>

## **illuno Leadership Team Commissions**

As you build your team, you can become eligible for Leadership Team Commissions. This is paid once a month, for the volume period of the previous month. This plan rewards you in two key areas.

The first is by building an Open Line Team. On Open Line Team allows team leaders to earn a commission of the total hours booked and worked through team members, who have not reached the same rank as them or higher.

The second type is Leadership Development Generations. These apply to team members who are the same rank as the team leader or higher.

## **Team Customer Commission Zone 1**

	ERP	SRP	RRP	NRP	GRP	PRP
Unlimited Levels	\$0.10	\$0.15	\$0.20	\$0.10	\$0.10	\$0.15
Generation 1		\$0.10	\$0.15	\$0.05	\$0.05	\$0.05
Generation 2			\$0.10			\$0.05
Generation 3			\$0.05			

## Team Customer Commission Zone 2

	ERP	SRP	RRP	NRP	GRP	PRP
Unlimited Levels	\$0.05	\$0.10	\$0.20	\$0.15	\$0.15	\$0.20
Generation 1		\$0.05	\$0.15	\$0.05	\$0.10	\$0.10
Generation 2			\$0.10			\$0.05
Generation 3			\$0.05			

## Team Customer Commission Zone 3

	ERP	SRP	RRP	NRP	GRP	PRP
Unlimited Levels	\$0.10	\$0.20	\$0.30	\$0.20	\$0.30	\$0.30
Generation 1		\$0.10	\$0.20	\$0.10	\$0.20	\$0.20
Generation 2			\$0.10			\$0.15
Generation 3			\$0.05			

# IntellaFuel Compensation Overview

IntellaFuel is a cutting-edge automated marketing and lead generation platform that empowers businesses to capture, engage, and convert customers faster and more effectively than ever before. Through smart tools like real-time CRM insights, targeted advertising, retargeting, and digital brand awareness campaigns, IntellaFuel gives companies a competitive edge in today's digital-first landscape.

As a Smart Connector, you have the opportunity to earn significant commissions by introducing businesses to IntellaFuel's powerful suite of services.

Our compensation structure is percentage-based, and your commissions are tied directly to the terms outlined in the signed contractual agreement between IntellaFuel and the customer. This ensures your earnings always reflect the true value and scope of the services provided.

## ***Unlimited Earning Potential***

There is no limit to how many businesses you can refer or how much you can earn. Whether you're introducing a small local shop or a national brand, every approved referral adds to your ongoing income stream.

## ***Commission Timing***

- One-Time Setup Commissions are paid weekly after the customer's onboarding and setup are complete, based on the percentage defined in their contract.
- Residual Monthly Commissions begin after the customer's first billing cycle and are paid monthly, calculated as the contracted percentage of the customer's active plan.

## IntellaFuel Effort Bonuses

(Paid to Smart Connector Advantage Members)

When you bring a qualified business lead to IntellaFuel and that customer is scheduled into the calendar—and a full presentation is performed by an IntellaFuel specialist—you get paid for that effort. You don't have to wait for marketing contracts to be signed or long onboarding processes to complete; simply creating a real, qualified presentation opportunity has value, and we pay you for it. And when you're opted into the Smart Connector Advantage monthly program, you unlock full access to these IntellaFuel Pay-For-Effort earnings, giving you a direct, simple, and fair way to monetize outreach and lead generation.

Effort Bonuses payout **\$25** per Qualified Referral.

Effort Bonuses are paid out every 3 Qualified Referral (\$75)

## IntellaFuel New Customer Bonuses

A Smart Connector has the opportunity to earn New Customer Bonuses through the referral of businesses. SC's will need to achieve and maintain QSC and above to qualify and be paid all commissions. Each new customer personally enrolled will payout 10% of their first month of billing paid by the customer. This also pays 4% of the first month of billing paid by the customer to Level 1 AND 4% of the first month of the billing paid by the customer to Level 2.

After the first month, and starting the second month of billing paid, the commission will be paid through the Personal Customer Commissions.

<b>Personal</b>	<b>10%</b>
<b>Level 1</b>	<b>4%</b>
<b>Level 2</b>	<b>2.5%</b>

## **IntellaFuel Personal Customer Commissions**

A Smart Connector has the opportunity to earn Personal Customer Commissions through a percentage paid from their customers' monthly billing once it is paid. Smart Connectors will need to achieve and maintain QSC and above to qualify and be paid all commissions and bonuses. Personal Customer Commissions are paid to Qualified Smart Connectors starting with the customer's second month of billing paid. The commission for the first order from each new customer is paid through the New Customer Bonus.

Personal Customer Commissions are paid monthly.

A QSC's personal customer commission is calculated each calendar month based on the IntellaFuel Personal Customer Volume generated in that same calendar month.

Personal Volume 0 – 4999

**5%**

Personal Volume 5000 +

**10%**

## **IntellaFuel Team Customer Commissions**

As you build your team, you can become eligible for Leadership Team Commissions. This is paid once a month, for the volume period of the previous month. Volume for Team Customer Commissions is calculated from customers second month of billing paid and beyond.

This plan rewards you in two key areas.

The first is by building an Open Line Team. An Open Line Team allows team leaders to earn a commission of the total hours booked and worked through team members, who have not reached the same rank as them or higher.

The second type is Leadership Development Generations. These apply to team members who are the same rank as the team leader or higher.

	ERP	SRP	RRP	NRP	GRP	PRP
Unlimited Levels	1/4%	1/2%	1%	1/2%	1/4%	1/4%
Generation 1		1/4%	1/4%	1/4%	1/4%	1/4%
Generation 2			1/4%	1/4%	1/4%	1/4%
Generation 3			1/4%			

As Smart Connectors achieve higher ranks, their Team Customer Commission accumulates as seen in the table below:

	ERP	SRP	RRP	NRP	GRP	PRP
Unlimited Levels	1/4%	3/4%	1 3/4%	2 1/4%	2 1/2%	2 3/4%
Generation 1		1/4%	1/2%	3/4%	1%	1 1/4%
Generation 2			1/4%	1/2%	3/4%	1%
Generation 3			1/4%			

# Smart Connect Payments

Smart Connect Payments commissions are paid from a portion of the actual revenue generated on each business account. Because every merchant account is different, payouts are based on the revenue produced by that specific deal. We reward the Smart Connector who finds the customer immediately with a Fast Start payout, then pay ongoing monthly residual income through a structured plan that supports both the field and leadership ranks.

Smart Connect Payments is designed to reward you for doing one thing:

Help a business submit a merchant processing statement so we can review it and create a savings proposal.

When a proposal is created, you get paid for your effort AND When a deal goes Active and the business becomes a customer, we pay commissions out of the revenue Smart Connect Payments earns from that business.

Commissions are paid from a portion of our own revenue per deal — meaning:

- We ONLY pay commissions when Smart Connect Payments earns revenue
- The compensation pool is created from each individual business agreement
- Commission amounts will vary slightly depending on the revenue and margin of that account

## Smart Connect Payments Effort Bonuses

(Paid to Smart Connector Advantage Members)

Effort Bonuses (Paid to Smart Connector Advantage Members) Pay-For-Effort rewards you immediately for submitting merchant statements through your personalized Smart Connect Processing website. When you submit a merchant statement and we successfully generate a proposal for that business, you get paid for that effort!

Effort Bonuses payout **\$25** per Qualified Merchant Statement Submission

Effort Bonuses are paid out every 3 Qualified Merchant Statements (\$75)

You will never have to wonder which step of the process your submission is. Your Cloud Office will keep you update. Here are the Smart Connect Payments statuses and their definitions.

### **Incomplete**

The uploaded file could not be processed because it was unreadable, corrupted, or not a valid business merchant statement. Action needed: Request a corrected statement from the business and resubmit.

### **Submitted**

The merchant statement was successfully received and is ready for review. No action needed at this time.

### **Pending**

The statement has been reviewed and a comparison and proposal have been created. We are currently waiting for the business to sign the agreement. Connector may follow up with the business if needed.

### **Active**

The agreement has been signed and the business is now an active Smart Connect Payments customer. Customer is LIVE.

### **Inactive**

A final agreement was not reached between Smart Connect Payments and the business. No further action required unless the business wishes to revisit later.

## **Smart Connect Payments Fast Start Bonus**

To reward you for bringing the customer to Smart Connect Payments...

You earn **30%** of the first month commissionable revenue.

This 30% is paid to the Smart Connector who submitted the merchant statement through their personalized Smart Connect Payments website.

This is a one-time Fast Start payout.

## **Smart Connect Payments Monthly Residual**

Starting month 2, commissions shift into the long-term monthly residual payout structure.

This is the ongoing payout as long as the customer stays active. The percentages are calculated from the commissionable revenue each month.

- 20% — Personal
- 10% — Level 1
- 5% — Level 2
- 5% — Level 3
- 5% — Level 4

## **Smart Connect Payments Monthly Leadership Commissions**

Starting month two, we reward leadership ranks for supporting growth. The percentages are calculated from the commissionable revenue each month.

- Executive Smart Connector — 10%
- Senior Smart Connector — 10%
- Regional Smart Connector — 15%
- National Smart Connector — 10%
- Global Smart Connector — 5%
- Platinum Smart Connector — 5%