



Compensation Plan

No matter how your business model is laid out, there are most likely current customers of yours who are looking to upgrade their Bandwidth or seamlessly tie their offices together. Whatever the issue is, you can now offer it to your customers and get paid well with one of eTech's compensation plans.

Agent Plan Benefits

- **Choice of Compensation Plans**
- **Simple and easy to understand**
- **No sales commitments**
- **Sales contests and performance awards**

Background

Titan Datacom, Inc., a Texas Corporation, formed in 1995 would like to announce it's partnership with eTech Network Solutions, a company specializing in bandwidth applications.

This new partnership will bring about the following benefits such as: online ordering, comparable pricing and much more. A few examples of the services eTech will provide are as follows:

- T-1's Voice/Data
- PRI's
- Frame Relays
- Dedicated Internet & Point to Point T-1
- Fractional, Burstable and full DS3's
- Point to Point DS3
- Fractional, Burstable & Full OC3, OC12, OC48 etc.
- Dedicated internet over Ethernet & Point to Point Metro Ethernet in select markets
- Fixed Wireless in select markets
- MPLS & Managed VPN Solution—Build to Order

We are confident that you will enjoy working with our knowledgeable and friendly staff and that you will be fully satisfied with the support and service that you will receive regarding information, order entry, and support on the end-user side.



Two plans to choose from

Plan A— Upfront Plan



Agent receives 100% of the MRC (monthly recurring charge) upfront for all carriers including AT&T, payable on the 2nd full month of billing. Example: If the customer's bill is for \$500.00 a month not to include installation charges, taxes or fees, the agent will get a check for \$500.00 during the 2nd month of billing. This is a one time upfront commission.

** Applicable for all circuits except the "Special Circuits" listed below*

Eligible for annual performance bonuses and contests.

Plan B — Master Plan



Agent will receive 60% of the monthly commission each month for the term of the contract for all carriers except for AT&T (see below) which will be payable on the 2nd full month of billing.

**Applicable for all circuits except the "Special Circuits" listed below*

Eligible for annual performance bonuses and contests.

AT&T Payout

Agent will receive 5% of the MRC, times the term of the contract (12,24 or 36 months) not to include installation charges, taxes or fees. The agent will be paid upfront in one lump sum w/no residual. This will be payable during the 2nd full month of billing.

Example: Customer's MRC is \$500.00, the term of contract is 36 months. Use the formula below.

$\$500.00 \times 5\% = \$25.00 \times 36 = \$900.00$. In this instance, the agent would receive a check for \$900 upfront.

Special Circuits

MPLS, DS Circuits, OC Circuits, Gigaman and other extra large circuits are hereby known as "Special Circuits". These circuits will be paid as a residual only, 5% of the MRC, times the term of the contract (12,24,36 months) not to include installation charges, taxes or fees.

Example: Customer purchases a DS3 Circuit for \$4500.00 per month (prices vary), the term of contract is 36 months. Use the formula below.

$\$4500.00 \times 5\% = \225.00 In this instance, the Agent will receive a check for \$225.00, once a month, for 36 months. After 36 months the agent would have made \$8100.00 for this one sale.

Plan B 1 - T1 per month @ \$500.00

Month	1	2	3	4	5	6
Commissions	\$50.00	\$100.00	\$150.00	\$200.00	\$250.00	\$300.00
Total Payout to date	\$50.00	\$150.00	\$300.00	\$500.00	\$750.00	\$1,050.00
Month	12	18	24	30	36	
Commissions	\$600.00	\$900.00	\$1,200.00	\$ 1,500.00	\$ 1,800.00	
Total Payout to date	\$3,900.00	\$8,550.00	\$15,000.00	\$ 23,250.00	\$ 33,300.00	

As you can see, a look at the long term can be very beneficial to everyone involved. The above examples are based on the lesser expensive product line (The T1). It does not include DS3's, MPLS's or the OC product line which are out there as well.



Performance Bonuses & Contests

Annually, eTech will hand out bonuses to all agents who meet the requirements. For each agent who after 1 calendar year, reaches the total MRC (monthly recurring charge) goal of \$12,000 will receive a check for \$2000.00 or for the agents who reach the MRC of \$18,000, they will receive a check for \$3000.00. Basically, for each \$6000.00 above the initial \$12,000, agents will receive \$1000.00. There is no cap to this program.

Contests:

Every once in a while, eTech will have various contests, we will be giving away anything between flat screen TV's, vacations and eventually even a new vehicle. All agents will receive notice before the contests will begin.

eTech is a brand new company created by Owners and Managers, as well as an IT director and a sales & marketing director. These people have worked in the Telecom Industry for many years and have been involved with AT&T for years. First and foremost, eTech was created to give the customers a choice of providers for data/voice applications. In most markets, customers will have a choice of at least 3 providers to choose from. Our interactive website will allow us to pass on leads to Agents in our network for other comparable customer solutions, such as: IT, VOIP, Implementation, phone systems, voice/data cabling, web services & more.

A Few of our Carriers

- ◆ XO Communications
- ◆ AT & T
- ◆ Covad
- ◆ Logix Communications
- ◆ Verizon
- ◆ PAETEC
- ◆ Coming Soon: Level 3, Qwest