

*THINK*+

# Energy Advisor Compensation Plan



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**As a Think+ Energy Advisor**, there are two types of compensation that you will be eligible to earn in the Compensation Plan including Personal Income and Team Income. When reviewing the Compensation Plan, be sure to refer to the Definitions section at the end of this document to help you understand the terms used. Generally, capitalized terms are defined in the Definitions section.

# 1. Personal Income

An Energy Advisor can earn a one-time Customer Acquisition Bonus for each personally enrolled new CAB Qualified Customer, one-time Leadership Promotion Bonuses and monthly Residual Commissions on all personally enrolled Residual Qualified Customers for as long as they remain Think Energy Customers.

## 1.1 Customer Acquisition Bonus

Customer Acquisition Bonuses are one-time bonuses for each Customer that you personally enroll. The Customer Acquisition Bonus is paid weekly in arrears on CAB Qualified Customers and subject to the CAB Payout Rules.

	Electricity - Band 1 - 7	Community Solar - Tier 1	Community Solar - Tier 2	Community Solar - Tier 3
Bonus	\$20	\$120	\$60	\$80

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

## 1.2 Leadership Promotion Bonuses

Leadership Promotion Bonuses are one-time bonuses as you advance through the Ranks of the Think+ Energy Advisor Compensation Plan. The Leadership Promotion Bonuses are paid monthly in arrears based on your Paid-As Rank.

Qualifications for each Rank in the Think+ Energy Advisor Compensation Plan are based Rank Qualified Customers subject to the Maximum Line Contribution Requirement, agreeing to the Independent Contractor Agreements and completing the Advisor Training Certification.

The Think+ Energy Advisor Compensation Plan offers the following Ranks and Leadership Promotion Bonuses:

	Personal Customers	Team Customers	Leadership Promotion Bonus	Accelerated Leadership Promotion Bonus
<b>Regional Energy Advisor (REA)</b>	5	20	<b>\$100</b>	<b>\$200,</b> if achieved within 30 days from your Join Date
<b>Senior Energy Advisor (SEA)</b>	6	200	<b>\$250</b>	<b>\$500,</b> if achieved within 90 days from your Join Date
<b>Director (DIR)</b>	8	500	<b>\$500</b>	<b>\$1,000,</b> if achieved within 120 days from your Join Date
<b>Regional Director (RD)</b>	10	1,500	<b>\$1,000</b>	N/A
<b>Senior Director (SD)</b>	12	5,000	<b>\$2,500</b>	N/A
<b>Partner (PT)</b>	16	10,000	<b>\$10,000</b>	N/A
<b>Regional Partner (RPT)</b>	20	25,000	<b>\$20,000</b>	N/A
<b>Senior Partner (SPT)</b>	24	50,000	<b>\$50,000</b>	N/A

- Please allow sufficient time for your Customers to become Rank Qualified to maximize your chances in earning the Accelerated Leadership Promotion Bonus(es).

## Maximum Line Contribution Requirement

When calculating Team Customers as qualification for Ranks, a maximum of 40% of your Team Customer qualification can come from one line in your Team. Personal Customers also count as a line on your Team Customer qualifications and your Personal Customers are not subject to the 40% rule. Personal Customer totals count as 100% towards Ranks.

## 1.3 Residual Commissions

Residual Commissions are monthly commissions payable on all your Personal Customers for as long as they remain Think Energy Customers. Residual commissions are based on the Customer's Electricity Band and paid monthly in arrears on Residual Qualified Customers. Community Solar Customers are not eligible for Residual Commissions.

### Residential & Small Commercial Bands

	Electricity Band 1 3,600 – 20,000 kWh/year	Electricity Band 2 20,001 – 40,000 kWh/year	Electricity Band 3 40,001-100,000 kWh/year
Bonus	\$1.00	\$2.00	\$3.00

### Commercial Bands

	Electricity Band 4 100,001 – 250,000 kWh/year	Electricity Band 5 250,001 – 500,000 kWh/year	Electricity Band 6 500,001 – 1,000,000 kWh/year	Electricity Band 7 1,000,001+ kWh/year
Bonus	\$9.00	\$18.00	\$36.00	\$72.00

- Residential, Small Commercial and Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Residual Commission amount specified in the tables above.

## 2. Team Income

As Energy Advisors earn promotions in the Think+ Energy Advisor Compensation plan, they become eligible to earn bonuses and residual commissions on Customers enrolled by Energy Advisors on their Team. There are five (5) types of Team Income: Level Commissions, 2-Level Mentor Pay, Rank Infinity Pay, Coded Infinity Pay and Partner Pool Pay as described below.

### 2.1 Level Commissions

Level Commissions rewards you on up to 10 Levels of your Team. Level Commissions consists of monthly residual commissions payable on Residual Qualified Customers for as long as they remain Think Energy Customers.

To earn Level Commissions, you must be at the Paid-As Rank of Regional Energy Advisor or higher. This will allow you to receive commissions from Level 1 up to Level 10 depending on your Paid-As Rank in the Think+ Energy Advisor Compensation Plan. The higher the Paid-As Rank you achieve, the more Levels of Customers on which you can earn commissions.

	Regional Energy Advisor	Senior Energy Advisor	Director	Regional Director	Senior Director	Partner	Regional Partner	Senior Partner
Level 1								
Level 2								
Level 3	+							
Level 4		+						
Level 5			+					
Level 6				+				
Level 7					+			
Level 8						+		
Level 9							+	
Level 10								+

Level Commissions are based on the Customer's Electricity Band and paid monthly in arrears on Residual Qualified Customers to the eligible upline Energy Advisors at the Paid-As Rank of Regional Energy Advisor or higher. Community Solar Customers do not qualify for Level Commissions.

## Residential & Small Commercial Bands

	Minimum Rank Needed for Level Commission	Electricity Band 1	Electricity Band 2	Electricity Band 3
Level 1	Regional Energy Advisor	\$0.20	\$0.40	\$0.80
Level 2	Regional Energy Advisor	\$0.20	\$0.40	\$0.80
Level 3	Regional Energy Advisor	\$0.20	\$0.40	\$0.80
Level 4	Senior Energy Advisor	\$0.20	\$0.40	\$0.80
Level 5	Director	\$0.50	\$1.00	\$2.00
Level 6	Regional Director	\$0.50	\$1.00	\$2.00
Level 7	Senior Director	\$0.75	\$1.50	\$3.00
Level 8	Partner	\$1.00	\$1.50	\$3.00
Level 9	Regional Partner	\$1.00	\$2.00	\$4.00
Level 10	Senior Partner	\$1.50	\$2.00	\$6.00



## Commercial Bands

	Minimum Rank Needed for Level Commission	Electricity Band 4	Electricity Band 5	Electricity Band 6	Electricity Band 7
Level 1	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 2	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 3	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 4	Senior Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 5	Director	\$4.50	\$9.00	\$18.00	\$36.00
Level 6	Regional Director	\$4.50	\$9.00	\$18.00	\$36.00
Level 7	Senior Director	\$6.75	\$13.50	\$27.00	\$54.00
Level 8	Partner	\$6.75	\$13.50	\$27.00	\$54.00
Level 9	Regional Partner	\$9.00	\$18.00	\$36.00	\$72.00
Level 10	Senior Partner	\$13.50	\$27.00	\$54.00	\$108.00

- Residential, Small Commercial and Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Level Commission amount specified in the tables above.

## 2.2 2-Level Mentor Pay

2-Level Mentor Pay rewards you with a one-time Customer Acquisition Bonus for each Customer enrolled on your first two Levels. The 2-Level Mentor Bonuses are paid weekly in arrears on CAB Qualified Customers and subject to the CAB Payout Rules.

	Electricity – Band 1 – 7	Community Solar – Tier 1		Community Solar – Tier 2		Community Solar – Tier 3	
		Pending	Active	Pending	Active	Pending	Active
Level 1	\$10.00	\$30.00	\$30.00	\$15.00	\$15.00	\$20.00	\$20.00
Level 2	\$5.00	\$15.00	\$15.00	\$7.50	\$7.50	\$10.00	\$10.00

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. [Refer to Section 3.5 \(the CAB Payout Rules\) for details.](#)

## 2.3 Rank Infinity Pay

Rank Infinity Pay rewards you to infinite Levels of your Team down to the first Energy Advisor of equal or greater Rank. Rank Infinity Pay consists of a one-time [Rank Infinity Bonus](#) for new CAB Qualified

Customers and a Rank Infinity Commission of monthly residual commissions payable on Residual Qualified Customers for as long as they remain Think Energy Customers.

To earn Rank Infinity Pay, you must be at the Paid-As Rank of Senior Energy Advisor or higher.

## Examples:

### Example 1

You are a Senior Energy Advisor, and you have a line on your Team where the next Senior Energy Advisor or higher is on Level 20. In this example, you would earn the Rank Infinity Pay on all 20 Levels of Customers down to the next Senior Energy Advisor.

### Example 1

You are a Senior Energy Advisor, and you have a line on your Team where there are no other Senior Energy Advisors or higher. In this example, you would earn the Rank Infinity Pay on all Levels of Customers in that line.

Rank Infinity Pay is even more powerful as you progress in Paid-As Rank as it is cumulative. This means that if you are a Senior Partner and you sponsor a new Energy Advisor who enrolls a Customer then you would earn the Senior Energy Advisor, Director, Regional Director, Senior Director, Partner, Regional Partner, and Senior Partner Rank Infinity Pay on that Customer.

## 2.3.1 Rank Infinity Bonus

Rank Infinity Bonuses are one-time bonuses paid to the eligible upline Energy Advisors at the Paid-As Rank of Senior Energy Advisor or higher. The Rank Infinity Bonuses are based on the product type and paid weekly in arrears on CAB Qualified Customers and subject to the CAB Payout Rules.

	Electricity – Band 1 – 7	Community Solar – Tier 1		Community Solar – Tier 2		Community Solar – Tier 3	
		Pending	Active	Pending	Active	Pending	Active
SEA	\$1.00	\$3.00	\$3.00	\$1.50	\$1.50	\$1.50	\$1.50
DIR	\$0.75	\$2.25	\$2.25	\$1.13	\$1.13	\$1.13	\$1.13
RD	\$0.75	\$2.25	\$2.25	\$1.13	\$1.13	\$1.13	\$1.13
SD	\$0.75	\$2.25	\$2.25	\$1.13	\$1.13	\$1.13	\$1.13
PT	\$0.50	\$1.50	\$1.50	\$0.75	\$0.75	\$0.75	\$0.75
RPT	\$0.50	\$1.50	\$1.50	\$0.75	\$0.75	\$0.75	\$0.75
SPT	\$0.50	\$1.50	\$1.50	\$0.75	\$0.75	\$0.75	\$0.75

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. [Refer to Section 3.5 \(the CAB Payout Rules\) for details.](#)

## 2.3.2 Rank Infinity Commissions

Rank Infinity Commissions are monthly residual commissions paid to the eligible upline Energy Advisors at the Paid-As Rank of Senior Energy Advisor or higher. The Rank Infinity Commissions are based on the Electricity Band of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers do not qualify for Rank Infinity Commissions.

## Residential & Small Commercial Bands

	Electricity Band 1	Electricity Band 2	Electricity Band 3
Senior Energy Advisor	\$0.05	\$0.10	\$0.20
Director	\$0.05	\$0.10	\$0.20
Regional Director	\$0.05	\$0.10	\$0.20
Senior Director	\$0.05	\$0.10	\$0.20
Partner	\$0.05	\$0.10	\$0.20
Regional Partner	\$0.05	\$0.10	\$0.20
Senior Partner	\$0.05	\$0.10	\$0.20

## Commercial Bands

	Electricity Band 4	Electricity Band 5	Electricity Band 6	Electricity Band 7
Senior Energy Advisor	\$0.45	\$0.90	\$1.80	\$3.60
Director	\$0.45	\$0.90	\$1.80	\$3.60
Regional Director	\$0.45	\$0.90	\$1.80	\$3.60
Senior Director	\$0.45	\$0.90	\$1.80	\$3.60
Partner	\$0.45	\$0.90	\$1.80	\$3.60
Regional Partner	\$0.45	\$0.90	\$1.80	\$3.60
Senior Partner	\$0.45	\$0.90	\$1.80	\$3.60

- Residential, Small Commercial and Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Rank Infinity Commission amount specified in the tables above.

## 2.4 Coded Infinity Pay

Coded Infinity Pay rewards you to infinite Levels of your Team on your Coded Energy Advisors for as long as they remain an Active Think+ Energy Advisor regardless of what Rank the Coded Energy Advisor achieves in the future. Coded Infinity Pay consists of a one-time Coded Infinity Bonus for new CAB Qualified Customers and a Coded Infinity Commission of monthly residual commissions payable on Residual Qualified Customers for as long as they remain Think Energy Customers.

To earn Coded Infinity Pay, you must be at the Paid-As Rank of Director or higher.

Each Energy Advisor will have up to 12 upline Energy Advisors Coded to them as there are two Coded positions for the Director, Regional Director, Senior Director, Partner, Regional Partner, and Senior Partner Ranks. On the day a new Energy Advisor joins Think+ Energy Advisor, up to 12 coded positions will be assigned to the qualifying upline and these Coded positions will never change.

With Coded Infinity Pay you will not take a pay cut once someone in your Team starts earning Coded Infinity Pay because they were either already Coded to you or you now receive 2<sup>nd</sup> Generation Coded Infinity Pay, which is the same commission amount as 1<sup>st</sup> Generation Coded Infinity Pay, on their new Coded Team that they would receive 1<sup>st</sup> Generation Coded Infinity Pay on.

Similar to Rank Infinity Pay, Coded Infinity Pay increases as you progress in Paid-As Rank as it is cumulative. This means that if you are a Senior Partner and you sponsor a new Energy Advisor you will earn, Director, Regional Director, Senior Director, Partner, Regional Partner and Senior Partner Coded Infinity Pay on that new Team you started while at the Senior Partner Rank.

## Examples:

### Example 1

You are a Paid-As Director, and you sponsor a new Energy Advisor. In this example, you would earn the Director 1<sup>st</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor Coded as your Director 1<sup>st</sup> Generation would earn Director 2<sup>nd</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor(s) Coded as your Regional Director 1<sup>st</sup>/2<sup>nd</sup> Generation, Senior Director 1<sup>st</sup>/2<sup>nd</sup> Generation, Partner 1<sup>st</sup>/2<sup>nd</sup> Generation, Regional Partner 1<sup>st</sup>/2<sup>nd</sup> Generation and Senior Partner 1<sup>st</sup>/2<sup>nd</sup> Generation would earn the Regional Director 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Senior Director 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Regional Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay and Senior Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever.

### Example 2

You are a Paid-As Director, and an Energy Advisor in your Director 1<sup>st</sup> Generation Team becomes a Paid-As Director and sponsors an Energy Advisor. In this example, you would earn the Director 2<sup>nd</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor(s) Coded as your Regional Director 1<sup>st</sup>/2<sup>nd</sup> Generation, Senior Director 1<sup>st</sup>/2<sup>nd</sup> Generation, Partner 1<sup>st</sup>/2<sup>nd</sup> Generation, Regional Partner 1<sup>st</sup>/2<sup>nd</sup> Generation and Senior Partner 1<sup>st</sup>/2<sup>nd</sup> Generation would earn the Regional Director 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Senior Director 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay, Regional Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay and Senior Partner 1<sup>st</sup>/2<sup>nd</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever.

### Example 3

You are a Paid-As Director and an Energy Advisor in your Director 1<sup>st</sup> Generation You are a Paid-As Partner, and you personally sponsor a new Energy Advisor. In this example, you would earn Director 1<sup>st</sup> Generation Coded Infinity Pay, Regional Director 1<sup>st</sup> Generation Coded Infinity Pay, Senior Director 1<sup>st</sup> Generation Coded Infinity Pay and Partner 1<sup>st</sup> Generation Coded Infinity Pay on the new Energy Advisor

and their Team forever. The upline Energy Advisor(s) Coded as your Director 1<sup>st</sup> Generation Coded, Regional Director 1<sup>st</sup> Generation, Senior Director 1<sup>st</sup> Generation and Partner 1<sup>st</sup> Generation would earn the Director 2<sup>nd</sup> Generation Coded Infinity Pay, Regional Director 2<sup>nd</sup> Generation Coded Infinity Pay, Senior Director 2<sup>nd</sup> Generation Coded Infinity Pay and Partner 2<sup>nd</sup> Generation Coded Infinity Pay. The upline Energy Advisor(s) Coded as your Regional Partner 1<sup>st</sup> Generation and Senior Partner 1<sup>st</sup> Generation would earn the Regional Partner 1<sup>st</sup> Generation Coded Infinity Pay and Senior Partner 1<sup>st</sup> Generation Coded Infinity Pay. The upline Energy Advisor(s) Coded as your Regional Partner 2<sup>nd</sup> Generation and Senior Partner 2<sup>nd</sup> Generation would earn the Regional Partner 2<sup>nd</sup> Generation Coded Infinity Pay and Senior Partner 2<sup>nd</sup> Generation Coded Infinity Pay on the new Energy Advisor and their Team forever.

## 2.4.1 Coded Infinity Bonus

Coded Infinity Bonuses are one-time bonuses paid to the eligible upline 1st and 2nd Generation Coded Energy Advisors at the Rank of Paid-As Director or higher. The Coded Infinity Bonuses are based on the product type and paid weekly in arrears on CAB Qualified Customers and subject to the CAB Payout Rules.

	Electricity Band 1 – 7 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Community Solar – Tier 1 1 <sup>st</sup> & 2 <sup>nd</sup> Generation		Community Solar – Tier 2 1 <sup>st</sup> & 2 <sup>nd</sup> Generation		Community Solar – Tier 3 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	
		Pending	Active	Pending	Active	Pending	Active
DIR	\$1.50	\$4.50	\$4.50	\$2.25	\$2.25	\$2.25	\$2.25
RD	\$1.50	\$4.50	\$4.50	\$2.25	\$2.25	\$2.25	\$2.25
SD	\$1.50	\$4.50	\$4.50	\$2.25	\$2.25	\$2.25	\$2.25
PT	\$1.00	\$3.00	\$3.00	\$1.50	\$1.50	\$1.50	\$1.50
RPT	\$1.00	\$3.00	\$3.00	\$1.50	\$1.50	\$1.50	\$1.50
SPT	\$1.00	\$3.00	\$3.00	\$1.50	\$1.50	\$1.50	\$1.50

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

## 2.4.2 Coded Infinity Commissions

Coded Infinity Commissions are monthly residual commissions paid to the eligible upline 1st and 2nd Generation Coded Energy Advisors at the Rank of Paid-As Director or higher. The Coded Infinity Commissions are based on the Electricity Band of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers do not qualify for Coded Infinity Commissions.

## Residential & Small Commercial Bands

	Electricity Band 1 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Electricity Band 2 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Electricity Band 3 1 <sup>st</sup> & 2 <sup>nd</sup> Generation
Director	\$0.05	\$0.10	\$0.20
Regional Director	\$0.10	\$0.20	\$0.40
Senior Director	\$0.10	\$0.20	\$0.40
Partner	\$0.10	\$0.20	\$0.40
Regional Partner	\$0.10	\$0.20	\$0.40
Senior Partner	\$0.10	\$0.20	\$0.40

## Commercial Bands

	Electricity Band 4 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Electricity Band 5 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Electricity Band 6 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Electricity Band 7 1 <sup>st</sup> & 2 <sup>nd</sup> Generation
Director	\$0.45	\$0.90	\$1.80	\$3.60
Regional Director	\$0.90	\$1.80	\$3.60	\$7.20
Senior Director	\$0.90	\$1.80	\$3.60	\$7.20
Partner	\$0.90	\$1.80	\$3.60	\$7.20
Regional Partner	\$0.90	\$1.80	\$3.60	\$7.20
Senior Partner	\$0.90	\$1.80	\$3.60	\$7.20

- Residential, Small Commercial and Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Coded Infinity Commission amount specified in the tables above.

## 2.5 Partner Pool Pay

The Partner Pool Pay rewards you for every Customer enrolled by a Think+ Energy Advisor, regardless of whether they are part of your Team or not – creating an alignment amongst our top leaders to help every Energy Advisor be successful. The Partner Pool Pay is funded each month by a one-time Partner Pool Bonus for new CAB Qualified Customers (Electricity & Community Solar) and a Partner Pool Commission of monthly residual commissions (Electricity) on Residual Qualified Customers for as long as they remain active Think Energy Customers.

## 2.5.1 Partner Pool Bonus

Partner Pool Bonuses are one-time bonuses paid into the Partner Pool based on the product type and paid on CAB Qualified Customers and subject to the CAB Payout Rules.

	Electricity – Band 1 – 7	Community Solar – Tier 1	Community Solar – Tier 2	Community Solar – Tier 3
Partner Pool	\$1.00	\$6.00	\$3.00	\$3.00

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

## 2.5.2 Partner Pool Commissions

Partner Pool Commissions are monthly residual commissions paid into the Partner Pool based on the Electricity Band of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers do not qualify for Partner Pool Commissions.

### Residential & Small Commercial Bands

	Electricity Band 1	Electricity Band 2	Electricity Band 3
Partner Pool	\$0.10	\$0.20	\$0.40

### Commercial Bands

	Electricity Band 4	Electricity Band 5	Electricity Band 6	Electricity Band 7
Partner Pool	\$0.90	\$1.80	\$3.60	\$7.20

- Residential, Small Commercial and Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Partner Pool Commission amount specified in the tables above.

To earn Partner Pool Pay, you must be at the Paid-As Rank of Partner or higher. The higher your Paid-As Rank, the more Shares you will receive each month and the more Partner Pool Pay you will receive.

	Shares
Partner	1
Regional Partner	2
Senior Partner	5

Each month the aggregate amount of commissions funded into the Partner Pool will be divided by the number of Shares to determine the Share Value. Each Partner will receive the Share Value multiplied by the number of Partner Shares they have earned.

$$\text{Partner Share Value} = \frac{\text{Sum [Partner Pool Bonus, Partner Pool Commissions]}}{\text{Total Number of Shares}}$$

The Partner Bonus Pool is paid monthly in arrears on the Monthly payment date.



## 3. Definitions

### 3.1 Enrollment Fee and Annual Renewal Fee

To participate in the Think+ Energy Advisor Marketing program, Energy Advisors will be required to pay an Enrollment Fee of \$129 on the Join Date and a Renewal Fee of \$99 on each subsequent anniversary of the Join Date. Except for payment processing fees (\$0.99 per bonus or commission payment), the Enrollment Fee and subsequent Renewal Fees will cover all costs associated with administering the Think+ Energy Advisor Marketing program including, but not limited to, technology and business support.

### 3.2 Bonus Recuperation

The Company reserves the right, at its discretion, to recuperate and offset Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses paid on any Customer who reaches Canceled status within ninety (90) days of reaching Active status or who reaches Canceled status prior to reaching Active status against any future commission payments owed to the Energy Advisor.

### 3.3 Electricity Bands

The Compensation Plan has seven (7) Electricity Bands which are used to compensate Energy Advisors based on the amount of electricity each Customer uses.

#### Residential & Small Commercial Bands:

- Electricity Band 0 = < 3,600 kWh/year (Compensation is not paid on Band 0 Customers)
- Electricity Band 1 = 3,601 – 20,000 kWh/year
- Electricity Band 2 = 20,001 – 40,000 kWh/year
- Electricity Band 3 = 40,001 - 100,000 kWh/year

#### Commercial Bands:

- Electricity Band 4 = 100,001 – 250,000 kWh/year
- Electricity Band 5 = 250,001 – 500,000 kWh/year
- Electricity Band 6 = 500,001 – 1,000,000 kWh/year
- Electricity Band 7 = 1,000,000 + kWh/year

Each Customer will be assigned an Electricity Band based on the Customer's historical electricity usage data provided by the utility. Think Energy will use the Electricity Band assigned at the time of enrollment for the initial 12 months and will reset the Electricity Band every 12 months to reflect the Customer's actual electricity usage in the prior 12-month period. The payment for each individual Customer will not change during the initial 12-month period or any subsequent 12-month periods where the Electricity Band was reset to reflect actual Customer electricity usage. For the avoidance of doubt, a customer in Electricity Band 0 will not generate commissions and will not count towards your Personal Customer or Team Customer counts.

## 3.4 Community Solar Tiers

There are four (4) Community Solar Tiers to compensate Energy Advisors based on the state where the Customer resides and their electricity usage.

- Community Solar Tier 0: Customers in any state with electricity usage between 1,500 – 3,600 kWh/year
  - Non-LMI Customers do not pay commissions
  - Customers who qualify as LMI will pay CABs at a reduced rate. Refer to CAB Payout Rules for more information.
  - Tier 0 Customers count as Personal Customers & Team Customers.
- Community Solar Tier 1: Customers in Maine with electricity usage of 3,601+ kWh/year
- Community Solar Tier 2: Customers in Illinois, New York, Oregon, and Virginia with electricity usage of 3,601+ kWh/year
- Community Solar Tier 3: Customers in the states of Delaware, Colorado, Maryland, Massachusetts, Minnesota, New Jersey, New Mexico, Rhode Island, & Washington DC with electricity usage of 3,601+ kWh/year

Each Customer will be assigned a Community Solar Tier based on the Customer's location and historical electricity usage data provided by the utility. The Company reserves the right, in its sole discretion, to move states between Community Solar Tiers, which would result in changing the Compensation Plan payouts for existing and future customers. For the avoidance of doubt, a Community Solar Customer with annual electricity usage of less than 1,500 kWh/year will not count as Personal Customers & Team Customers and will not result in any compensation paid.

## 3.5 CAB Payout Rules

For payment of Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses or Partner Pool Bonuses, the following rules are applied:

- Electric Customers enrolled through the Free Energy Club program will not generate a Customer Acquisition Bonus.
- Community Solar CABs are split between two payments:
  - For Non-Free Energy Club Customers in Tier 1, Tier 2 & Tier 3
    - The 1<sup>st</sup> payment of 50% is paid when the CAB Qualified Customer moves to Pending status.
    - The 2<sup>nd</sup> payment of 50% is paid when the CAB Qualified Customer moves to Active status after being allocated to a solar project and pays their first bill in full (i.e., becomes Residually Qualified).
  - For documented LMI Customers in Tier 0 and not in the state of Maine
    - The payout is 50% of the CAB ("LMI CAB Amount")
    - The 1<sup>st</sup> payment of 50% of the LMI CAB Amount is paid when the CAB Qualified Customer moves to Pending status.
    - The 2<sup>nd</sup> payment of 50% of the LMI CAB Amount is paid when the CAB Qualified Customer moves to Active status after being allocated to a solar project and pays their first bill in full (i.e., becomes Residually Qualified).
  - For Free Energy Club Customers in Tier 1, Tier 2 & Tier 3
    - The payout is 25% of the CAB ("FEC CAB Amount")

- The 1<sup>st</sup> payment of 40% of the FEC CAB Amount is paid when the CAB Qualified Customer moves to Pending status.
- The 2<sup>nd</sup> payment of 60% of the FEC CAB Amount is paid when the CAB Qualified Customer moves to Active status after being allocated to a solar project and pays their first bill in full (i.e., becomes Residually Qualified).
- NOTE: The above-mentioned Community Solar payout percentages are only paid for the accounts enrolled after Friday, January 6<sup>th</sup>, 2024. Any variances for accounts enrolled before this date will be paid at the time the Customer moves to Active status after being allocated to a solar project and the customer pays their first bill in full (i.e., becomes Residually Qualified).

## 3.6 CAB Qualified Customer

For payment of Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses or Partner Pool Bonuses, the following requirements must be met for a Customer to be considered a CAB Qualified Customer:

- Electricity Customers must be in Pending status and assigned Band 1-7.
- Community solar Customers must be in Pending or Active status.
- Any Customer whose service address is in Connecticut is prohibited from being a CAB Qualified Customer unless the Customer was enrolled by an Energy Advisor who has completed the Connecticut market certification process.
- Any Customer who meets one or more of the following criteria are prohibited from being a CAB Qualified Customer:
  - Electricity Band 0
  - Customer was enrolled for electricity service through the Free Energy Club program; or
  - The service address is currently or previously received service from Think Energy within the previous 12 months or Think Community Solar in the prior 36 months.

## 3.7 Rank Qualified Customer

For determining Paid-As Rank, Rank and payment of the Leadership Promotion Bonuses, the following requirements must be met for a Customer to be considered a Rank Qualified Customer:

- For electricity Customers, the Customer must be in Pending or Active status and in Electricity Band 1-7.
- For community solar Customers, the Customer must be Pending or Active status.
  - If Think Energy is not the Servicing Agent (refer to the definition of Servicing Agent for more details) for the Customer account, points associated with such Customers will count towards Rank qualification for 5 years (60 Months) from the date the Customer achieved Active status.
  - If Think Energy is the Servicing Agent for the Customer account, points associated with such Customers will count towards Rank qualification for as long as the Customer remains on Think Community Solar's service.

## 3.8 Residually Qualified Customer

For payment of Residual Commissions, Level Commissions, Rank Infinity Commissions, Coded Infinity Commissions or Partner Pool Commissions, the following requirements must be met for a Customer to be considered a Residual Qualified Customer:

- For electricity Customers, the Customer must:
  - be in Active status;
  - be in Electricity Band 1-7;
  - have paid their most recent electricity bill in full and on-time;
  - be in good standing with Think Energy under the customer Terms & Conditions; and
  - is not a net-metered customer (except if a Customer is on the Think Energy net-metering electricity product in Texas);
  - is not enrolled on the Think Basic plan.
- For community solar Customers, residuals are no longer paid. However, the remaining portion of the Customer Acquisition Bonus(es) are paid when the Customer is moved to Active status after being allocated to a solar project and becomes Residually Qualified (see Customer Statuses - Community Solar above).
- Any Customer whose service address is in Connecticut is prohibited from being a Residual Qualified Customer unless the Customer was enrolled by an Energy Advisor who has completed the Connecticut market certification process.
- Electric Customers who choose to enroll in the Think Basic Plan will not qualify for residuals. Upon renewal, if the Customer changes their plan away from Think Basic, they at that time can qualify for residuals, as long as they meet all other requirements.

## 3.9 Coded

Coded refers to the 12 compensation positions (“Codes”) that are established on the Join Date for each new Energy Advisor. The Codes are based on the Paid-As Rank of the sponsoring Energy Advisor and the upline Energy Advisors that the sponsoring Energy Advisor is Coded to. Only those Energy Advisors at the Paid-As Rank of Director or above as of the Join Date of a new Energy Advisor are eligible to receive Codes. If an Energy Advisor is not eligible to receive one or more of the Codes, the Codes will be assigned as described in Example 1 below.

### Examples:

#### Example 1

You are a Paid-As Senior Energy Advisor (not a Coded Rank) and you sponsor a new Energy Advisor. In this example, the system will assign the Director, Regional Director, Senior Director, Partner, Regional Partner and Senior Partner 1<sup>st</sup> and 2<sup>nd</sup> Generation Code to the Energy Advisor(s) that are Coded to you as the Director, Regional Director, Senior Director, Partner, Regional Partner and Senior Partner 1<sup>st</sup> and 2<sup>nd</sup> Generation Code on the new Energy Advisor. **THE UP TO 12 CODED POSITIONS ASSIGNED ON THE JOIN DATE WILL NEVER CHANGE ON THE NEW ENERGY ADVISOR.**

#### Example 2

You are a Paid-As Senior Director and you sponsor a new Energy Advisor. In this example, the system will assign the Director, Regional Director, and Senior Director 1<sup>st</sup> Generation Code to you and will assign the Director, Regional Director and Senior Director 2<sup>nd</sup> Generation Code to the Energy Advisor(s) that are Coded to you as the Director, Regional Director, and Senior Director 1<sup>st</sup> Generation Code on the new Energy Advisor. The system will assign the Partner, Regional Partner and Senior Partner 1<sup>st</sup> and 2<sup>nd</sup> Generation Code to the Energy Advisor(s) that are Coded to you as the Partner, Regional Partner and Senior Partner 1<sup>st</sup> and 2<sup>nd</sup> Generation Code on the

new Energy Advisor. **THE UP TO 12 CODED POSITIONS ASSIGNED ON THE JOIN DATE WILL NEVER CHANGE ON THE NEW ENERGY ADVISOR.**

## 3.10 Customer

An individual or business who is purchasing services from Think Energy, Think Community Solar, an affiliate or a third-party partner.

## 3.11 Customer Status

The Customer Status will be used to determine compensation in the Think+ Compensation Plan. A Customer will be assigned a status based on the status of their relationship as a Customer with Think Energy or Think Community Solar.

### Electricity

- **Pre-Verify:** The Customer is enrolled with Think Energy and waiting to be accepted by the local utility company.
- **Pending:** The Customer has been accepted by the local utility and is waiting to be switched to Think Energy electricity service. Depending on the utility company, it may take up to 90 days for a Customer to become Active.
- **Active:** The Customer is receiving electricity service from Think Energy.
- **Canceled:** The Customer is no longer enrolled or is no longer receiving electricity service from Think Energy.
- **Fail Pre-Verify:** The Customer did not pass the verification process.

### Community Solar

- **Pre-Verify:** The Customer is enrolled with Think Community Solar and has not completed the verification process.
- **Pending:** The Customer has completed the verification process, which includes signing the Customer Agreement, and is waiting to be matched with a community solar project. Depending on the availability of community solar projects in an area and seasonality, it may take up to 12 months or more for a Customer to become Active. There is no guarantee that Customers will be matched with a community solar program.
- **Active:** The Customer has been assigned to a community solar project by Think Community Solar. For further clarity of the Active status, a community solar Customer may be:
  - **Residually Qualified:** the Customer has been assigned to a solar project and paid their first invoice in full.
  - **Not Residually Qualified:** the Customer has been assigned to a solar project and has not paid their first invoice in full.
- **Canceled:** The Customer is no longer enrolled in a community solar project through Think Community Solar.
- **Fail Pre-Verify:** The Customer did not pass the verification process.

## 3.12 Energy Advisor

An individual or business who has completed the Think+ Energy Advisor enrollment and agreed to all legal agreements including, but not limited to, the Think+ Energy Advisor Terms & Policies. Energy Advisors are independent contractors and will not be able to enroll Customers until they have completed any required training. Due to regulatory requirements in various states, Energy Advisors will be required to successfully pass a criminal background check to sell in Connecticut, Delaware, Illinois, and Maryland. Think+ may periodically require Energy Advisors to re-certify or take additional training to ensure compliance with Public Utility Commission regulations which are subject to change.

## 3.13 Energy Advisor Statuses

An Energy Advisor will always be assigned a single status. Statuses include, but are not limited to, the following:

- **Active:** The Energy Advisor has agreed to the Independent Contractor Agreement, the Terms & Policies, completed all required training and has paid the Annual Subscription Fee.
- **In Grace:** The Energy Advisor was previously active but has failed to meet the Think+ Energy Advisor requirements for any reason (e.g. new required training, failed to pay the Annual Subscription Fee, etc.). An Energy Advisor may remain in this status for at most 60 days. While in this status, the Energy Advisor retains access to the back-office but will not be able to enroll Customers, nor downline Energy Advisors, and any compensation earned during the period will be held until the reason for being In Grace has been resolved.
- **Canceled:** If an Energy Advisor does not meet the Think+ Energy Advisor requirements for any reason after the 60-day In Grace period, the Energy Advisor status will be changed to Canceled. Once an Energy Advisor has switched to Canceled status, the Think+ Energy Advisor account will be closed. Once the Think+ Energy Advisor account is closed, the Energy Advisor will no longer receive compensation as an Energy Advisor, including any that may have been held during the time of being "In Grace". As well, an Energy Advisor, at any time may surrender their position, which will then be updated to Canceled status.
- **Suspended:** Energy Advisors who are under investigation for violating Think+ Energy Advisor Terms & Policies are placed in this status. While in this status, the Energy Advisor will not be able to enroll Customers and any compensation earned will be held.
- **Terminated:** Energy Advisors are typically placed in this status for violating Think+ Energy Advisor Terms & Policies. Once an Energy Advisor has been Terminated, the Energy Advisor can never participate again in the Think+ Energy Advisor program.
- **Coded Rank Grace Period:** If an Energy Advisor at the Director or higher Rank does not meet the Think+ Energy Advisor Paid-As Rank requirements for their highest Rank, the Energy Advisor will continue to receive Code on new Energy Advisors on their Team at their highest Rank for a period of time to allow them to meet the Think+ Energy Advisor requirements to requalify for their highest Rank. The Coded Rank Grace Period is 30 days for Director, 60 days for Regional Director, 90 days for Senior Director, 120 days for Partner, 150 days for Regional Partner and 180 days for Senior Partner. For the avoidance of doubt, the Coded Rank Grace Period applies only to receiving Code on new Energy Advisors on their Team and the Energy Advisor will be compensated under the Think+ Energy Advisor Compensation Plan at their Paid-As Rank.

## 3.14 Free Energy Club

Think Energy offers Customers the opportunity to become members of the Free Energy Club. As a member of the Free Energy Club, Customers will be able to refer new Customers to Think Energy or Think



Community Solar in exchange for rebates. For complete details on the Free Energy Club program, refer to the Think Energy website [www.thinkenergy.com](http://www.thinkenergy.com).

### **3.15 Join Date**

The date on which the Energy Advisor completes enrollment which includes agreeing to the Think+ Terms & Policies.

### **3.16 Level**

Level refers to the layers of Energy Advisors on your Team. For example, if Energy Advisor A refers Energy Advisor B and Energy Advisor B refers Energy Advisor C, Energy Advisor B will be on Energy Advisors A's Level 1 and Energy Advisor C will be on Energy Advisors A's Level 2. Energy Advisor C will be on Energy Advisor B's Level 1. For the avoidance of doubt, Customers enrolled by Energy Advisor B will be on Level 1 of Energy Advisor A.

### **3.17 Low and Moderate Income (LMI)**

Various states offer Low and Moderate Income families the ability to enroll in community solar programs. These accounts must present proper documentation to be designated as LMI customer.

### **3.18 Maximum Line Contribution Requirement**

When calculating Team Customers as qualification for Ranks, a maximum of 40% of your Team Customer qualification can come from one line in your Team. For example, for the Regional Director position, a maximum of 1,000 Customers (40% of 2,500 Customers required) can be counted from any individual line in your Team.

Personal Customers also count as a separate line towards rank qualifications and are not subject to the 40% Maximum contribution rule. Personal Customer totals are counted at 100% for rank qualifications. For example, for the Director Position (500 Team Customers), if you have one line with 300 Team Customers only 200 can be counted because of the 40% maximum line rule, however if you had another line with 50 customers and 250 Personal Customers ( $200 + 50 + 250$  PC's = 500) you would rank up to Director. Another example would be if you had 500 Personal Customers you would rank up to Director, just on your own Personal Customer total, without any additional lines or legs.

### **3.19 Monthly Compensation Period Cutoff**

The cutoff time for earning compensation plan incentives that are paid monthly is 11:59pm CT on the last day of the calendar month. Monthly compensation plan incentives will be paid on the Monthly Payment Date.

### **3.20 Monthly Payment Date**

The third Friday after the Monthly Compensation Period Cutoff.

### **3.21 No Purchase Required**

Energy Advisors are not required to be a Think Energy or Think Community Solar Customer to participate in the Think+ Energy Advisor Compensation Plan.

## 3.22 Paid-As Rank

A Paid-As Rank is your title in the Think+ Energy Advisor Compensation Plan that you achieved at the Monthly Compensation Plan Cutoff. The Paid-As Rank is used for compensating Energy Advisors each month under the Think+ Energy Advisor Compensation Plan. The Paid-As Rank will be subject to the Grace Period.

Your Paid-As Rank is based on Rank Qualified Customers. Refer to the Think+ Energy Advisor Career Path for details on Rank advancement requirements. Please allow sufficient time for your Customers to become Rank Qualified Customers to maximize your chances for achieving the Accelerated Leadership Promotion Bonus which have a limited time period to earn.

## 3.23 Personal Customers

Personal Customers are the Customers that you personally enroll, or your Customers refer as a Referring Customer through the Free Energy Club program. Customers becoming Referring Customers can duplicate to infinite Levels and all the Customers referred by Referring Customers will be Personal Customers for the Energy Advisor who enrolled the initial Customer (assuming none of the Referring Customers become an Energy Advisor). The following Customers are excluded from your Personal Customer count: (i) a Customer in Electricity Band 0; and (ii) a Customer whose service address is in Connecticut unless the Customer was enrolled by an Energy Advisor who has completed the Connecticut market certification process.

### Examples:

#### Example 1

You enrolled 5 Customers, and you educate them about the Free Energy Club program where they can get a cash rebate equal to 10% of their Think Energy electricity charges by referring 3 customers to Think Energy. Each of your 5 personally enrolled Customers joins the Free Energy Club and refers 3 new Customers as a Referring Customer. In this example, your Personal Customer total would be 20 (5 personally enrolled Customers + 15 Customers from your 5 personally enrolled Customers who became Referring Customers).

#### Example 2

You enrolled 3 Customers, and you educate them about the Free Energy Club program where they can get a cash rebate equal to 10% of their Think Energy electricity charges by referring 3 customers to Think Energy. Each of your 3 personally enrolled Customers joins the Free Energy Club and refers 3 new Customers as a Referring Customer. Each of the Customers referred by your Referring Customers joins the Free Energy Club and refers 3 new Customers as a Referring Customer. In this example, your Personal Customer total would be 39 (3 personally enrolled Customers + 9 Customers from your 3 personally enrolled Customers who became Referring Customers + 27 Customers from your 9 Referring Customers' Customer who referred 3 Customers as a Referring Customer).



## **3.24 Qualification Value**

Qualification Value refers to the value of a customer, as related to Personal and Team Customer counts. Generally, the qualification value of a customer is 1; however, under special circumstances and promotions, a customer may have a different qualification value as displayed within your Personal Customer Report.

## **3.25 Rank**

A Rank is your highest title that you have achieved in the Think+ Energy Advisor Compensation Plan at a Monthly Compensation Plan Cutoff. The Rank is used for recognition purposes only and not for compensating Energy Advisors each month under the Think+ Energy Advisor Compensation Plan.

## **3.26 Referring Customer**

A Customer who refers a Customer to Think Energy or Think Community Solar through the Free Energy Club program. For the avoidance of doubt, an Energy Advisor who is also a Customer may be a Referring Customer if they enroll Customers through the Free Energy Club program. A Commercial Electric Customer may not be a Referring Customer within the Free Energy Club program.

## **3.27 Services**

Think Energy offers electricity products and Think Community Solar offers community solar products.

## **3.28 Servicing Agent**

For community solar customers, the Servicing Agent will be responsible for, among other functions, billing, collections, and customer management. If Think Community Solar is not the Servicing Agent for the Customer account, points associated with such Customers will count towards Rank qualification for 5 years (60 Months) from the date that the Customer achieved Active status. If Think Community Solar is the Servicing Agent for a community solar Customer, the points associated with such Customers will count towards Rank qualification for as long as the Customer remains on the Think Community Solar service.

## **3.29 Team**

Energy Advisors enrolled in your downline marketing organization.

## **3.30 Team Customers**

Team Customers include your Personal Customers, as well as the customers personally enrolled by Energy Advisors on your team. Additionally, Customers enrolled through the Free Energy Club program, by Referring Customers on your team, are also counted as Team Customers. Electricity Band 0 Customers are excluded from your Team Customer.

## **3.31 Think Energy**

Think Energy, LLC ("Think Energy") is a licensed electricity provider operating in 12 states and the District of Columbia.

### **3.32 Think Community Solar**

Energywell Community Solar, LLC d/b/a Think Community Solar ("Think Community Solar") connects residential and small commercial customers to local community solar farms managed by Think Community Solar, an affiliate or a third-party company.

### **3.33 Weekly Compensation Period Cutoff**

The cutoff time for earning compensation plan incentives that are paid on a weekly basis is 11:59pm CT on Friday. Weekly compensation plan incentives will be paid on the Weekly Payment Date.

### **3.34 Weekly Payment Date**

The Friday after the Weekly Compensation Period Cutoff.

## 4. CUSTOMER ACQUISITION BONUSES

### 4.1 Electric Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses

	Electricity – Band 1-7		
<b>Bonus</b>	\$20		
	<b>Rank Infinity Bonuses</b>	<b>Coded Infinity Bonuses Generation 1</b>	<b>Coded Infinity Bonuses Generation 2</b>
<b>Sr Energy Advisor</b>	\$1.00		
<b>Director</b>	\$0.75	\$1.50	\$1.50
<b>Regional Director</b>	\$0.75	\$1.50	\$1.50
<b>Senior Director</b>	\$0.75	\$1.50	\$1.50
<b>Partner</b>	\$0.50	\$1.00	\$1.00
<b>Regional Partner</b>	\$0.50	\$1.00	\$1.00
<b>Senion Partner</b>	\$0.50	\$1.00	\$1.00
	<b>2-Level Mentor Bonuses</b>		
<b>Level 1 Mentor Bonus</b>	\$10.00		
<b>Level-2 Mentor Bonus</b>	\$5.00		
	<b>Partner Pool Bonus</b>		
<b>Partner Pool</b>	\$1.00		

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

## 4.2 Community Solar Tier 1 (ME) Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses

	Community Solar – Tier 1		
Bonus	\$120.00		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
Sr Energy Advisor	\$6.00		
Director	\$4.50	\$9.00	\$9.00
Regional Director	\$4.50	\$9.00	\$9.00
Senior Director	\$4.50	\$9.00	\$9.00
Partner	\$3.00	\$6.00	\$6.00
Regional Partner	\$3.00	\$6.00	\$6.00
Senion Partner	\$3.00	\$6.00	\$6.00
	2-Level Mentor Bonuses		
Level 1 Mentor Bonus	\$60.00		
Level-2 Mentor Bonus	\$30.00		
	Partner Pool Bonus		
Partner Pool	\$6.00		

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

### 4.3 Community Solar Tier 2 (IL, NY, OR, & VA) Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses

	Community Solar – Tier 2		
<b>Bonus</b>	\$60.00		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
<b>Sr Energy Advisor</b>	\$3.00		
<b>Director</b>	\$2.25	\$4.50	\$4.50
<b>Regional Director</b>	\$2.25	\$4.50	\$4.50
<b>Senior Director</b>	\$2.25	\$4.50	\$4.50
<b>Partner</b>	\$1.50	\$3.00	\$3.00
<b>Regional Partner</b>	\$1.50	\$3.00	\$3.00
<b>Senion Partner</b>	\$1.50	\$3.00	\$3.00
	2-Level Mentor Bonuses		
<b>Level 1 Mentor Bonus</b>	\$30.00		
<b>Level-2 Mentor Bonus</b>	\$15.00		
	Partner Pool Bonus		
<b>Partner Pool</b>	\$3.00		

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

#### 4.4 Community Solar Tier 3 (CO, DC, DE, MA, MD, MN, NM, NJ, & RI) Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses

	Community Solar – Tier 3		
<b>Bonus</b>	\$80.00		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
<b>Sr Energy Advisor</b>	\$3.00		
<b>Director</b>	\$2.25	\$4.50	\$4.50
<b>Regional Director</b>	\$2.25	\$4.50	\$4.50
<b>Senior Director</b>	\$2.25	\$4.50	\$4.50
<b>Partner</b>	\$1.50	\$3.00	\$3.00
<b>Regional Partner</b>	\$1.50	\$3.00	\$3.00
<b>Senion Partner</b>	\$1.50	\$3.00	\$3.00
	2-Level Mentor Bonuses		
<b>Level 1 Mentor Bonus</b>	\$40.00		
<b>Level-2 Mentor Bonus</b>	\$20.00		
	Partner Pool Bonus		
<b>Partner Pool</b>	\$3.00		

- Customers enrolled through the Free Energy Club: (i) Electricity will not pay a CAB; (ii) Community Solar will pay 25% of CAB.
- Community Solar payments will be made in two installments. Refer to Section 3.5 (the CAB Payout Rules) for details.

# 5 RESIDUAL PAY

## 5.1 Electric Residual Commissions (L0) & Level Commissions (L1-10) – Residential & Small Commercial

	<b>Electric Residual Commissions &amp; Level Commissions – Residential &amp; Small Commercial</b>			
	<b>Minimum Rank Needed for Level Commissions</b>	<b>Electricity Band 1 3,600 – 20,000 kWh/year</b>	<b>Electricity Band 2 20,001 – 40,000 kWh/year</b>	<b>Electricity Band 3 40,001 – 100,000 kWh/year</b>
<b>Level 0</b>	<b>Not Applicable</b>	\$1.00	\$2.00	\$3.00
<b>Level 1</b>	<b>Regional Energy Advisor</b>	\$0.20	\$0.40	\$0.80
<b>Level 2</b>	<b>Regional Energy Advisor</b>	\$0.20	\$0.40	\$0.80
<b>Level 3</b>	<b>Regional Energy Advisor</b>	\$0.20	\$0.40	\$0.80
<b>Level 4</b>	<b>Senior Energy Advisor</b>	\$0.20	\$0.40	\$0.80
<b>Level 5</b>	<b>Director</b>	\$0.50	\$1.00	\$2.00
<b>Level 6</b>	<b>Regional Director</b>	\$0.50	\$1.00	\$2.00
<b>Level 7</b>	<b>Senior Director</b>	\$0.75	\$1.50	\$3.00
<b>Level 8</b>	<b>Partner</b>	\$1.00	\$1.50	\$3.00
<b>Level 9</b>	<b>Regional Partner</b>	\$1.00	\$2.00	\$4.00
<b>Level 10</b>	<b>Senior Partner</b>	\$1.50	\$4.00	\$6.00

- Residential & Small Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Residual Commissions (L0) Level Commissions (L1-10) amount specified in the table above.

## 5.2 Electric Rank Infinity Commissions – Residential & Small Commercial

Electric Rank Infinity Commissions – Residential & Small Commercial			
	Electricity Band 1 3,600 – 20,000 kWh/year	Electricity Band 2 20,001 – 40,000 kWh/year	Electricity Band 3 40,001 – 100,000 kWh/year
Senior Energy Advisor	\$0.05	\$0.10	\$0.20
Director	\$0.05	\$0.10	\$0.20
Regional Director	\$0.05	\$0.10	\$0.20
Senior Director	\$0.05	\$0.10	\$0.20
Partner	\$0.05	\$0.10	\$0.20
Regional Partner	\$0.05	\$0.10	\$0.20
Senior Partner	\$0.05	\$0.10	\$0.20

- Residential & Small Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Rank Infinity Commission amount specified in the table above.



### 5.3 Electric Coded Infinity Commissions and Partner Pool Commissions – Residential & Small Commercial

Electric Coded Infinity Commissions – Residential & Small Commercial						
	Electricity Band 1 3,600 – 20,000 kWh/year		Electricity Band 2 20,001 – 40,000 kWh/year		Electricity Band 3 40,001 – 100,000 kWh/year	
	1 <sup>st</sup> Generation	2 <sup>nd</sup> Generation	1 <sup>st</sup> Generation	2 <sup>nd</sup> Generation	1 <sup>st</sup> Generation	2 <sup>nd</sup> Generation
Director	\$0.05	\$0.05	\$0.10	\$0.10	\$0.20	\$0.20
Regional Director	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40
Senior Director	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40
Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40
Regional Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40
Senior Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40

- Residential & Small Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Coded Infinity Commission amount specified in the table above.

#### Electric Partner Pool Commissions – Residential & Small Commercial

	Electricity Band 1 3,600 – 20,000 kWh/year	Electricity Band 2 20,001 – 40,000 kWh/year	Electricity Band 3 40,001 – 100,000 kWh/year
Partner Pool	\$0.10	\$0.20	\$0.40

- Residential & Small Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Partner Pool Commission amount specified in the table above.

## 5.4 Electric Residual Commissions (L0) & Level Commissions (L1-L10) – Commercial

	Electric Residual Commissions & Level Commissions – Commercial				
	Minimum Rank Needed for Level Commissions	Electricity Band 4 100,000 – 250,000 kWh/year	Electricity Band 5 250,001 – 500,000 kWh/year	Electricity Band 6 500,001 – 1,000,000 kWh/year	Electricity Band 7 1,000,001+ kWh/year
Level 0	Not Applicable	\$9.00	\$18.00	\$36.00	\$72.00
Level 1	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 2	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 3	Regional Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 4	Senior Energy Advisor	\$1.80	\$3.60	\$7.20	\$14.40
Level 5	Director	\$4.50	\$9.00	\$18.00	\$36.00
Level 6	Regional Director	\$4.50	\$9.00	\$18.00	\$36.00
Level 7	Senior Director	\$6.75	\$13.50	\$27.00	\$54.00
Level 8	Partner	\$6.75	\$13.50	\$27.00	\$54.00
Level 9	Regional Partner	\$9.00	\$18.00	\$36.00	\$72.00
Level 10	Senior Partner	\$13.50	\$27.00	\$54.00	\$108.00

- Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Residual Commissions (L0) Level Commissions (L1-10) amount specified in the table above.

## 5.5 Electric Rank Infinity Commissions – Commercial

Electric Rank Infinity Commissions – Commercial				
	Electricity Band 4 100,000 – 250,000 kWh/year	Electricity Band 5 250,001 – 500,000 kWh/year	Electricity Band 6 500,001 – 1,000,000 kWh/year	Electricity Band 7 1,000,001+ kWh/year
Senior Energy Advisor	\$0.45	\$0.90	\$1.80	\$3.60
Director	\$0.45	\$0.90	\$1.80	\$3.60
Regional Director	\$0.45	\$0.90	\$1.80	\$3.60
Senior Director	\$0.45	\$0.90	\$1.80	\$3.60
Partner	\$0.45	\$0.90	\$1.80	\$3.60
Regional Partner	\$0.45	\$0.90	\$1.80	\$3.60
Senior Partner	\$0.45	\$0.90	\$1.80	\$3.60

- Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Rank Infinity Commission amount specified in the table above.

## 5.6 Electric Coded Infinity Commissions and Partner Pool Commissions – Electric

Electric Coded Infinity Commissions – Commercial				
	Electricity Band 4 100,000 – 250,000 kWh/year	Electricity Band 5 250,001 – 500,000 kWh/year	Electricity Band 6 500,001 – 1,000,000 kWh/year	Electricity Band 7 1,000,001+ kWh/year
	1 <sup>st</sup> & 2 <sup>nd</sup> Generation	1 <sup>st</sup> & 2 <sup>nd</sup> Generation	1 <sup>st</sup> & 2 <sup>nd</sup> Generation	1 <sup>st</sup> & 2 <sup>nd</sup> Generation
Director	\$0.45	\$0.90	\$1.80	\$3.60
Regional Director	\$0.90	\$1.80	\$3.60	\$7.20
Senior Director	\$0.90	\$1.80	\$3.60	\$7.20
Partner	\$0.90	\$1.80	\$3.60	\$7.20
Regional Partner	\$0.90	\$1.80	\$3.60	\$7.20
Senior Partner	\$0.90	\$1.80	\$3.60	\$7.20

- Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Coded Infinity Commission amount specified in the table above.

	Electricity Band 4 100,000 – 250,000 kWh/year	Electricity Band 5 250,001 – 500,000 kWh/year	Electricity Band 6 500,001 – 1,000,000 kWh/year	Electricity Band 7 1,000,001+ kWh/year
Partner Pool	\$0.90	\$1.80	\$3.60	\$7.20

- Commercial Customers enrolled through the Free Energy Club program will pay 25% of the Partner Pool Commission amount specified in the table above.