

*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 (CAB) 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.

### Electric Customers

	Electricity Band 1-7
Bonus	\$20

- Electric Customers enrolled through the Free Energy Club are not eligible for CABs.

### Community Solar Customers

	Community Solar Tier 1-2
Base	\$30
Base + LMI	\$35
Base + Dual Billing	\$45
Base + Dual Billing + LMI	\$50

- Community Solar customers enrolled through the Free Energy Club will only pay 25% of the CAB.
- Refer to Section 4.2 “Community Solar Customer Acquisition Bonuses before November 11, 2024” for complete details about the compensation payouts related to Customers enrolled on or before November 11, 2024.

## Rooftop Solar Customers

	Rooftop Solar Tier 1-3	With Battery
Bonus	\$1,000	\$250

- Customer Acquisition Bonuses for Rooftop Solar are split between two (2) payments; refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses).
- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

## 1.2 Rank Advancement Bonuses

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

Qualifications for each Rank in the Think+ Energy Advisor Compensation Plan are based on an Energy Advisor's Personal Customer Points and Team Customer Points. Team Customer Points are subject to the Maximum Line Contribution requirement. An Energy Advisor must also agree to the Independent Contractor Agreements and complete the Energy Advisor Training Certification.

The Think+ Energy Advisor Compensation Plan offers the following Ranks and Rank Advancement Bonuses:

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

Allow sufficient time for Customers to become Rank Qualified to maximize your chances to earn the Accelerated Leadership Promotion Bonus(es). Customers must be Pending or Active to be counted towards Rank Advancement.

## Maximum Line Contribution Requirement

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

## 1.3 Residual Commissions

Residual Commissions are monthly commissions payable on your Personal Customers for as long as they remain Think Energy Customers. Customers who enroll in the Think Basic product before November 15, 2024 do not qualify for Residuals. Residual commissions are based on the Customer's Electricity Band, Community Solar Tier, or Rooftop Solar Tier and paid monthly in arrears on Residual Qualified Customers. Community Solar Customers enrolled on or after November 11, 2024 are eligible for Residual Commissions.

### Residential & Small Commercial Customers

	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	\$4.00

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers enrolled through AutoSave while in Hold Customer Service Status will pay 50% of Band 1 Residual pay with a maximum of 12 lifetime payments.

### Commercial Customers

	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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.  
Electric Customers in Bands 4 – 7 are not eligible to enroll in AutoSave

### Community Solar Customers

	Community Solar Tier 1 3,600 – 20,000 kWh/year	Community Solar Tier 2 20,001+ kWh/year
Bonus	\$0.50	\$1.00

- Community Solar Customers enrolled through the Free Energy Club will pay 25% of the Residual pay.

Rooftop Solar Customers

	Rooftop Solar Tier 1 0 – 14 kW <sub>s</sub>	Rooftop Solar Tier 2 14 – 21 kW <sub>s</sub>	Rooftop Solar Tier 3 21+ kW <sub>s</sub>
Bonus	\$1.00	\$2.00	\$4.00

- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

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, except those who are enrolled in the Think Basic product before November 15, 2024.

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 Community Solar Tier 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 enrolled on or after November 11, 2024 are eligible for Residual Commissions.

## Electric Residential & Small Commercial Customers

	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	\$0.75	\$1.50	\$3.00
Level 9	Regional Partner	\$1.00	\$2.00	\$4.00
Level 10	Senior Partner	\$1.50	\$3.00	\$6.00

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers enrolled through AutoSave while in Hold Customer Service Status will pay 50% of Band 1 Residual pay with a maximum of 12 lifetime payments.

## Electric Commercial Customers

	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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.  
Electric Customers in Bands 4 – 7 are not eligible to enroll in AutoSave

## Community Solar Customers

	Minimum Rank Needed for Level Commission	Community Solar Tier 1	Community Solar Tier 2
Level 1	Regional Energy Advisor	\$0.10	\$0.20
Level 2	Regional Energy Advisor	\$0.10	\$0.20
Level 3	Regional Energy Advisor	\$0.10	\$0.20
Level 4	Senior Energy Advisor	\$0.10	\$0.20
Level 5	Director	\$0.25	\$0.50
Level 6	Regional Director	\$0.25	\$0.50
Level 7	Senior Director	\$0.38	\$0.75
Level 8	Partner	\$0.38	\$0.75
Level 9	Regional Partner	\$0.50	\$1.00
Level 10	Senior Partner	\$0.75	\$1.50

- Community Solar Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.

## Rooftop Solar Customers

	Minimum Rank Needed for Level Commission	Rooftop Solar Tier 1	Rooftop Solar Tier 2	Rooftop Solar Tier 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	\$0.75	\$1.50	\$3.00
Level 9	Regional Partner	\$1.00	\$2.00	\$4.00
Level 10	Senior Partner	\$1.50	\$3.00	\$6.00

- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

## 2.2 Mentor Pay

Mentor Pay rewards you with a one-time Customer Acquisition Bonus for each Customer enrolled. The Mentor Bonuses are paid weekly in arrears on CAB Qualified Customers and subject to the CAB Payout Rules. Mentor 2 payments will no longer be paid on customers enrolled on or after September 1, 2025.

### Electric Customers

	Electricity Band 1-7
Level 1	\$10.00
Level 2	\$5.00

- Electric Customers enrolled through the Free Energy Club will not pay a CAB.

### Community Solar Customers

	Community Solar Tier 1-2	
	Mentor 1	Mentor 2
Base	\$15.00	\$7.50
Base + LMI	\$17.50	\$8.75
Base + Dual Billing	\$22.50	\$11.25
Base + Dual Billing + LMI	\$25.00	\$12.50

- Community Solar Customers enrolled through the Free Energy Club will pay 25% of CAB.
- Refer to Section 4.2 "Community Solar Customer Acquisition Bonuses before November 11, 2024, for complete details about the compensation payouts related to Customers enrolled on or before November 11, 2024.

### Rooftop Solar Customers

	Rooftop Solar Tier 1-3
Level 1	\$125.00
Level 2	\$62.50

- Customer Acquisition Bonuses for Rooftop Solar are split between two (2) payments; refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses).
- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

## 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 and as long as they are not enrolled in the Think Basic product before November 15, 2024.

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.

### Electric Customers

	Electricity Band 1-7
Senior Energy Advisor	\$1.00
Director	\$0.75
Regional Director	\$0.75
Senior Director	\$0.75
Partner	\$0.50
Regional Partner	\$0.50
Senior Partner	\$0.50

### Community Solar Customers

	Community Solar Tier 1-2						
	SEA	DIR	RD	SD	PT	RPT	SPT
<b>Base</b>	\$1.50	\$1.00	\$1.00	\$1.00	\$0.50	\$0.50	\$0.50
<b>Base + LMI</b>	\$1.80	\$1.20	\$1.20	\$1.20	\$0.60	\$0.60	\$0.60
<b>Base + Dual Billing</b>	\$2.25	\$1.50	\$1.50	\$1.50	\$0.75	\$0.75	\$0.75
<b>Base + Dual Billing + LMI</b>	\$2.55	\$1.70	\$1.70	\$1.70	\$0.85	\$0.85	\$0.85

- Community Solar Customers enrolled through the Free Energy Club will pay 25% of CAB.
- Refer to Section 4.2 Community Solar Customer Acquisition Bonuses before November 11, 2024, for complete details about the compensation payouts related to Customers enrolled on or before November 11, 2024.

## Rooftop Solar Customers

	Rooftop Solar Tier 1-3
<b>Senior Energy Advisor</b>	\$12.50
<b>Director</b>	\$10.00
<b>Regional Director</b>	\$10.00
<b>Senior Director</b>	\$10.00
<b>Partner</b>	\$5.00
<b>Regional Partner</b>	\$5.00
<b>Senior Partner</b>	\$5.00

- Customer Acquisition Bonuses for Rooftop Solar are split between two (2) payments; refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses).
- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

### 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 and Community Solar Tier of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers enrolled on or after November 11, 2024 are eligible for Rank Infinity Commissions.

## Electric Residential & Small Commercial Customers

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

<b>Regional Partner</b>	\$0.05	\$0.10	\$0.20
<b>Senior Partner</b>	\$0.05	\$0.10	\$0.20

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers enrolled through AutoSave while in Hold Customer Service Status will pay 50% of Band 1 Residual pay with a maximum of 12 lifetime payments.

## Electric Commercial Customers

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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers in Bands 4 – 7 are not eligible to enroll in AutoSave



## Community Solar Customers

	Community Solar Tier 1	Community Solar Tier 2
Senior Energy Advisor	\$0.03	\$0.05
Director	\$0.03	\$0.05
Regional Director	\$0.03	\$0.05
Senior Director	\$0.03	\$0.05
Partner	\$0.03	\$0.05
Regional Partner	\$0.03	\$0.05
Senior Partner	\$0.03	\$0.05

- Community Solar Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.

## Rooftop Solar Customers

	Rooftop Solar Tier 1	Rooftop Solar Tier 2	Rooftop Solar Tier 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

- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club

## 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 and as long as they are not enrolled in the Think Basic product before November 15, 2024.

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.

### Electric Customers

	Electricity Band 1-7 1 <sup>st</sup> & 2 <sup>nd</sup> Generation
Director	\$1.50
Regional Director	\$1.50
Senior Director	\$1.50
Partner	\$1.00
Regional Partner	\$1.00
Senior Partner	\$1.00

### Community Solar Customers

	Community Solar Tier 1-2 1 <sup>st</sup> & 2 <sup>nd</sup> Generation					
	DIR	RD	SD	PT	RPT	SPT
Base	\$2.00	\$2.00	\$2.00	\$1.00	\$1.00	\$1.00
Base + LMI	\$2.40	\$2.40	\$2.40	\$1.20	\$1.20	\$1.20
Base + Dual Billing	\$3.00	\$3.00	\$3.00	\$1.50	\$1.50	\$1.50
Base + Dual Billing + LMI	\$3.40	\$3.40	\$3.40	\$1.70	\$1.70	\$1.70

- Community Solar Customers enrolled through the Free Energy Club will pay 25% of CAB.
- Refer to Section 4.2 Community Solar Customer Acquisition Bonuses before November 11, 2024, for complete details about the compensation payouts related to Customers enrolled on or before November 11, 2024

### Rooftop Solar Customers

	<b>Rooftop Solar Tier 1-3 1<sup>st</sup> &amp; 2<sup>nd</sup> Generation</b>
<b>Director</b>	\$17.50
<b>Regional Director</b>	\$17.50
<b>Senior Director</b>	\$17.50
<b>Partner</b>	\$12.50
<b>Regional Partner</b>	\$12.50
<b>Senior Partner</b>	\$12.50

- Customer Acquisition Bonuses for Rooftop Solar are split between two (2) payments; refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses).
- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

## 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 and Community Solar Tier of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers enrolled on or after November 11, 2024 are eligible for Coded Infinity Commissions.

## Electric Residential & Small Commercial Customers

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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers enrolled through AutoSave while in Hold Customer Service Status will pay 50% of Band 1 Residual pay with a maximum of 12 lifetime payments.

## Electric Commercial Customers

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

<b>Partner</b>	\$0.90	\$1.80	\$3.60	\$7.20
<b>Regional Partner</b>	\$0.90	\$1.80	\$3.60	\$7.20
<b>Senior Partner</b>	\$0.90	\$1.80	\$3.60	\$7.20

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers in Bands 4 – 7 are not eligible to enroll in AutoSave.

## Community Solar Customers

	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
<b>Director</b>	\$0.03	\$0.05
<b>Regional Director</b>	\$0.05	\$0.10
<b>Senior Director</b>	\$0.05	\$0.10
<b>Partner</b>	\$0.05	\$0.10
<b>Regional Partner</b>	\$0.05	\$0.10
<b>Senior Partner</b>	\$0.05	\$0.10

- Community Solar Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.

## Rooftop Solar Customers

	Rooftop Solar Tier 1 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Rooftop Solar Tier 2 1 <sup>st</sup> & 2 <sup>nd</sup> Generation	Rooftop Solar Tier 3 1 <sup>st</sup> & 2 <sup>nd</sup> Generation
<b>Director</b>	\$0.05	\$0.10	\$0.20
<b>Regional Director</b>	\$0.10	\$0.20	\$0.40
<b>Senior Director</b>	\$0.10	\$0.20	\$0.40
<b>Partner</b>	\$0.10	\$0.20	\$0.40
<b>Regional Partner</b>	\$0.10	\$0.20	\$0.40
<b>Senior Partner</b>	\$0.10	\$0.20	\$0.40

- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

## 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 & Community Solar who enroll on or after November 11, 2024) on Residual Qualified Customers for as long as they remain active Think Energy Customers, and as long as they are not enrolled in the Think Basic product before November 15, 2024.

### **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.

Electric Customers

	Electricity Band 1-7
Partner Pool	\$1.00

- Electric Customers enrolled through the Free Energy Club are not eligible for CABs.

Community Solar Customers

	Community Solar Tier 1-2
Base	\$2.00
Base + LMI	\$2.40
Base + Dual Billing	\$3.00
Base + Dual Billing + LMI	\$3.40

- Community Solar Customers enrolled through the Free Energy Club will pay 25% of CAB.
- Refer to Section 4.2 Community Solar Customer Acquisition Bonuses before November 11, 2024, for complete details about the compensation payouts related to Customers enrolled on or before November 11, 2024.

Rooftop Solar Customers

	Rooftop Solar Tier 1-3
Partner Pool	\$12.50

- Customer Acquisition Bonuses for Rooftop Solar are split between two (2) payments; refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses).
- Rooftop Solar Customers are not eligible to enroll through the Free Energy Club.

2.5.2 Partner Pool Commissions

Partner Pool Commissions are monthly residual commissions paid into the Partner Pool based on the Electricity Band and Community Solar Tier of a Residually Qualified Customer and payable for as long as the Customers remain Active Think Energy Customers. Community Solar Customers enrolled on or after November 11, 2024, are eligible for Partner Pool Commissions.

Electric Residential & Small Commercial Customers

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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers enrolled through AutoSave while in Hold status will pay 50% of Band 1 Residual pay with a maximum of 12 lifetime payments.

## Electric Commercial Customers

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

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.
- Electric Customers in Bands 4 – 7 are not eligible to enroll in AutoSave.

## Community Solar Customers

	Community Solar Tier 1	Community Solar Tier 2
Partner Pool	\$0.05	\$0.10

- Community Solar Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.

## Rooftop Solar Customers

	Rooftop Solar Tier 1	Rooftop Solar Tier 2	Rooftop Solar Tier 3
Partner Pool	\$0.10	\$0.20	\$0.40

- Electric Customers enrolled through the Free Energy Club will only pay 25% of the Residual pay.

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 AutoSave

AutoSave is an electricity service offered to residential Customers through an agency agreement with Think Home Solutions. By enrolling in AutoSave, Customers authorize Think Home Solutions to monitor electricity supply rates and dynamically switch their service between Think Energy and the local utility based on which provider can offer a particular customer the lower rate at that particular time.

Customers who are enrolled in an AutoSave plan:

- Will pay a Customer Acquisition Bonus (CAB).
- While the Customer has an AutoSave status of Active and a Customer Service Status of Hold, 50% of Band 1 Residuals will be paid to Energy Advisors with a maximum of 12 lifetime payments.
- Customers with an AutoSave status of Active and Service Status are being transferred to Think Energy or who are being served by Think Energy will pay Residuals based on their assigned Electric Band. While in this state, Residuals are unlimited as long as the Customer remains Residually Qualified
- Customers who have referred by another customer through the Free Energy Club will not be able to enroll in AutoSave.
- Customers referred to Think Energy through the Free Energy Club will not be eligible to enroll in AutoSave.

### 3.2 Bonus Points

Bonus Points are a type of promotional point awarded to individual Energy Advisors at the sole discretion of Think+. These points are intended to help Energy Advisors achieve personal rank advancements within the Think+ Compensation Plan. Bonus Points do not trigger any form of direct compensation, such as Customer Acquisition Bonuses or Monthly Residuals. Bonus Points only contribute to the Team Customer Points required for Rank Advancement.

Bonus Points may or may not be awarded in the same manner each time. The means by which Bonus Points are calculated and awarded may vary and remain in the sole discretion of Think+. It will be important to read the published rules and disclaimers of each promotion published to ThinkSuccess with respect to the applicability of Bonus Points, among other terms.

Bonus Points do have restrictions:

- The accumulated value of Bonus Points will be capped by the 40% rule as it applies to reaching your next earned rank.

Example: You are a Senior Energy Advisor, and your accumulated Bonus Points equals 240. You must have a total of 500 Team Customer Points to obtain the rank of Director. In this case, the allowable Bonus Points that can be used to rank advance to Director would be 200 of the overall 240. Forty (40) percent of 500 is 200, thus allowing only 200 of the 240 to be utilized.

- Bonus Points cannot be used as Team Customer Points by an upline Energy Advisor, meaning they are exclusive to the individual who earns them.
- Bonus Points cannot be exchanged for any form of cash or any other form of compensation other than Leadership Promotion Bonuses, related to Rank Advancement when they are utilized to meet Team Customer Point requirements.
- Bonus Points may have an expiration date, which would be defined as end-of-day, at which time, they are no longer eligible to be used in any capacity.

Bonus Points contribute directly to the Energy Advisor's Rank Advancement by adding to their Team Customer Points total, potentially accelerating their progression through the ranks. Bonus Points may, in the sole discretion of Think+, have an expiration date or be adjusted for any reason.

### 3.3 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. Promotional Bonuses paid, related to Customer enrollments and subsequent Cancellations are also eligible for recuperation.

### 3.4 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, for customers enrolled **before November 11, 2024**, will be paid in two installments:
  - 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
    - 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).
    - Changes to Customer Tier assignments made after the 1<sup>st</sup> payment is made do not constitute additional compensation for the Energy Advisor, nor does it constitute a recuperation of compensation when a Tier might change to Solar Tier 0 from Solar Tier 1, 2 or 3.
  - 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 and before November 11, 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).
- Community Solar CABs, for customers enrolled **on or after November 11, 2024**, will be paid a single CAB payment:
  - Non-Free Energy Customers in Tier 1 and Tier 2 will pay when the CAB Qualified Customer moves to Pending status.
  - For documented LMI Customers in Tier 0 Customers who are assigned Solar 0 Tier, due to utilization between 1500 and 3600 kWh, will pay only 50% of the CAB.
  - Customers enrolled through the Free Energy Club program will pay only 25% of the CAB.
- Rooftop Solar CABs, will be paid in two installments:
  - The first payment of 25% is paid when the CAB Qualified Customer moves to Pending status and the “Additional Information” becomes “Contract Approved”.
  - The second payment of 75% is paid when the CAB Qualified Customer moves to Active status when the solar system installation is complete and activated. Upon Activation, the account will also be immediately set to Residually Qualified.
  - If the Customer is identified to include one or more batteries installed with the Rooftop Solar system, an additional commission amount of \$250 will be paid to the Energy Advisor who enrolled the Customer. The \$250 will be split into two (2) payments of \$62.50, or 25%, at the time the Customer reaches Pending and “Contract Approved” and the \$187.50, the remaining 75%, at Activation. There are no additional payments via the Mentor, Rank Infinity, nor Coded payments.

### 3.5 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.
- CABs for Rooftop Solar Customers will be paid in two (2) installments. The Customer must be:
  - For the first payment of 25% will be paid when the Customer is in a Pending status and “Contract Approved”.
  - For the second payment of 75% will be paid when the Customer is in an Active status and Residually Qualified.
- Any Electricity 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.
- Customers must be assigned a valid Electricity Band or a Community Solar Tier; meaning the Band or Tier must not be Pending.
- Any Customer who meets one or more of the following criteria are prohibited from being a CAB Qualified Customer:

- Electricity Band 0 or Solar Tier 0 without LMI
- Customer who 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.
- Rooftop Solar Customers are not eligible to be enrolled in the Free Energy Club program.

## 3.6 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.**

## 3.7 Commercial and Bulk Enrollments

The Company reserves the right, at its discretion, to adjust the commission structures for Commercial and bulk meter residential enrollments.

## 3.8 Community Solar Base Pay

For Customers enrolled on or after November 11, 2024, Customer Acquisition Bonuses begin with a Base payment. The Base payment applies to all community solar enrollments. Additional commissions will be payable if the Customer resides in a Dual Billing market and/or qualifies as LMI. For purposes of

clarification, a Customer who resides in a Utility Consolidated Billing market and who does not qualify as LMI, will result in the payment of a Base payment only.

Rooftop Solar Customers will be paid differently than standard Community Solar Customers. Please refer to Section 4.4 (Rooftop Solar Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses, and Partner Pool Bonuses).

### 3.9 Community Solar Tiers

For Customers enrolled **before November 11, 2024**, 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, non-LMI do not count towards Personal Customer & Team Customer counts
  - Tier 0 Customers with LMI do count towards Personal Customer & Team Customer counts, effective June 11, 2024
- 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 Community Solar Customers between Community Solar Tiers, which would result in changing the Compensation Plan payouts for existing and future customers.

For Community Solar Customers enrolled **on or after November 11, 2024** there are three (3) Community Solar Tiers. The new tiers are based on the Customer's electricity usage.

- Community Solar Tier 0: Customers 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, non-LMI do not count towards Personal Customer & Team Customer counts
  - Tier 0 Customers with LMI do count towards Personal Customer & Team Customer counts, effective June 11, 2024
- Community Solar Tier 1: usage between 3,601 – 20,000 kWh/year
- Community Solar Tier 2: usage 20,001+ kWh/year

For Rooftop Solar Customers, please refer to Section 3.35 Rooftop Solar Tiers.

## 3.10 Customer

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

## 3.11 Customer AutoSave Status

The Customer AutoSave Status will be used to identify, for the Energy Advisor, whether a Customer is or is not enrolled into AutoSave. A Customer will be assigned an AutoSave status based on the status of their relationship as a Customer with Think Energy.

AutoSave statuses are based on the Customer's enrollment into the Think Energy AutoSave plan:

- **Not-Enrolled:** The Customer is not enrolled in the plan.
- **Pending:** The Customer has enrolled in AutoSave but has not been accepted by the local utility.
- **Rejected:** The Customer was enrolled, but the local utility rejected the enrollment and thus the Customer may not move forward with the AutoSave plan.
- **Active:** The Customer is enrolled in the Think Energy AutoSave plan. While the Customer is Active in AutoSave, it is important to also pay attention to the Customer Service Status to ensure an understanding of whether the Customer is or is not being serviced by Think Energy or their local utility.
- **Cancelled:** The Customer is no longer enrolled in the Think Energy AutoSave plan.

## 3.12 Customer Enrollment Date

The date by which the Customer appears within the Web Office. Unfortunately, due to relationships with our Partners, we do not have control over when the Customer information is provided to Think Energy. The Customer enrollment date is assigned at the time the Customer is loaded into the Think+ Energy Advisor portal. This is the date that is used for promotions and for Leadership Promotional Bonuses related to the execution of the Think Energy Compensation Plan.

## 3.13 Customer Service Status

The Customer Service 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, Think Home Solutions, 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.



- **Hold:** The Customer has enrolled in the AutoSave product and is being serviced by the utility. The Customer is waiting for Think Energy rates to drop below the utility. Once the Customer is switched to or is serviced by Think Energy, their status will either be Pending or Active.

## 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.

## Rooftop Solar

- **Pre-Verify:** The Customer is enrolled in rooftop solar and has not completed the verification process.
- **Pending:** The Customer has completed the verification process and a Proposal has been created for presentation. During the status of Pending, please refer to the “Additional Info” on your Personal Customer Report to following the on-going updates to each Customer’s progress.
- **Active:** The Customer’s rooftop solar system has been fully installed, passed inspection, and is generating electricity:
  - **Residually Qualified:** the Customer’s rooftop solar installation is installed and active.
  - **Not Residually Qualified:** does not apply.
- **Canceled:** The Customer is no longer enrolled in a rooftop solar program through Think or Think Rooftop Solar. Cancellation of an account can occur either through the customer contacting the company prior to system activation or after 10 years of the system activation.
- **Fail Pre-Verify:** The Customer did not pass the verification process.

## 3.14 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. Please see Qualification Value for point assignments.

## 3.15 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.

## 3.16 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. required new 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.

### 3.17 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 \$59 on the Join Date and a Renewal Fee of \$149 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.

### 3.18 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. Rooftop Solar Customers are not eligible to be enrolled in the Free Energy Club program. The Free Energy Club program was discontinued at the end of June 2025.

### 3.19 Join Date

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

### 3.20 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.

### 3.21 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. To ensure proper assignment of an LMI status to customer accounts the documentation must be submitted at the time of enrollment or no later than 30 days after enrollment. Documentation submitted after 30

days will be processed and updated, but historical Qualification Values and Commissions – including Customer Acquisition Bonuses and Residuals will not be adjusted.

## **3.22 Maximum Line Contribution Requirement**

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

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

The maximum line contribution will also be applied to the accumulated Bonus Points of an Energy Advisor. Bonus Points allowed for Rank Advancement cannot exceed 40% of the required Team Customer Points for their next rank.

## **3.23 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.

## **3.24 Monthly Payment Date**

The third Friday after the Monthly Compensation Period Cutoff.

## **3.25 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.

## **3.26 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 Personal Customers and Team Customer Points plus allowable Bonus Points. 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 Customer Points to maximize your chances for achieving the Accelerated Leadership Promotion Bonus which have a limited time period to earn.

## 3.27 Personal Customer Points

Personal Customer Points is an accumulation of the Qualification Value of Customers 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 Point count: (i) a Customer in Electricity Band 0 or Community Solar Tier 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).

## 3.28 Promotional Bonuses

Promotional Bonuses are Bonuses paid above and beyond the standard Customer Acquisition Bonuses or Rank Advancement Bonuses. Think Energy and Think+ have requirements, at times, to increase customer enrollments or to drive Energy Advisor activity ("Promotion"). Promotional Bonuses are rewards or a form of cash incentive for accomplishing or meeting the requirements of a Promotion.

Promotional Bonuses are eligible for Bonus Recuperation based on Customer Cancellations. The Company reserves the right, at its discretion, to recuperate and offset future commissions based on wrongful or unethical behavior by Energy Advisor(s) as described in the Think+ Network Terms & Policies.

## 3.29 Qualification Value

Qualification Value refers to the value of each Customer, as related to Personal and Team Customer Point counts. Each Customer's qualification value will be displayed within your Personal Customer Report.

Effective, July 1, 2024, pending any promotions running at the time of enrollment, customer(s) qualification values will be as follows:

### Residential & Small Commercial Bands:

- Electricity Band 0 = < 3,600 kWh/year – Qualification Value = 0
- Electricity Band 1 = 3,601 – 20,000 kWh/year – Qualification Value = 1
- Electricity Band 2 = 20,001 – 40,000 kWh/year – Qualification Value = 2
- Electricity Band 3 = 40,001 - 100,000 kWh/year – Qualification Value = 3

### Commercial Bands:

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

Effective, November 11, 2024, Community Solar enrollments will have a new Tier structure, and consequently, the Qualification Value will be assigned differently, as described below:

### Community Solar Tiers – July 1, 2024 and end of day November 10, 2024:

- Community Solar Tier 0: Customers in any state with electricity usage between 1,500 – 3,600 kWh/year
  - Tier 0 Customers, non-LMI – Qualification Value = 0
  - Tier 0 Customers with LMI – Qualification Value = 1
- Community Solar Tier 1: Customers in ME with electricity usage greater than 3,600 kWh/year
  - Tier 1 Customers, non-LMI – Qualification Value = 2
  - Tier 1 Customers, LMI – Qualification Value = 3
- Community Solar Tier 2: Customers in IL, NY, OR & VA with electricity usage greater than 3,600 kWh/year
  - Tier 2 Customers, non-LMI – Qualification Value = 1
  - Tier 2 Customers, LMI – Qualification Value = 2
- Community Solar Tier 3: Customers in CO, DC, DE, MA, MD, MN, NM, NJ & RI with electricity usage greater than 3,600 kWh/year
  - Tier 3 Customers, non-LMI – Qualification Value = 2
  - Tier 3 Customers, LMI – Qualification Value = 3

### Community Solar Tiers beginning November 11, 2024:

- Community Solar Tier 0 – Qualification Value = 0
- Community Solar Tier 1 – Qualification Value = 1
- Community Solar Tier 2 – Qualification Value = 2
- Dual Billing Customers – Increase the Qualification Value by 1

- Low to Moderate Income Customers – Increase the Qualification Value by 1

Please note: the final qualification value for Electric and Community Solar customer account(s) cannot be set until annual usage is returned from the local utility. Consequently, an account will be set to a default Qualification Value of one (1) upon enrolling and being set to Pre-Verify. Until the Band / Tier has been finalized, the Qualification Value can be reset to zero (0) due to low utilization or be increased due to high utilization and possible point promotions running at any given time. This can and will impact the Personal Customer Points and Team Customer Points accordingly. In addition, customers with usage below 1,500 kWh will have a final qualification value of zero (0).

### **Rooftop Solar Tiers:**

Customers enrolled in Connecticut Rooftop Solar are not assigned a Qualification Value by size. The Qualification Value is assigned at milestones from enrollment through Contract Approval.

- Pending and Proposal Created – Qualification Value = 2 for 3 months from the proposal creation date.
- Pending and Proposal Presented – Qualification Value = 4 for 6 months from the presentation of the proposal.
- Pending and Contract Approved – Qualification Value = 10 for 10 years.

## **3.30 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.

## **3.31 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 Hold, 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.
- For rooftop solar Customers, the Customer must be in a Pending or Active status and in Rooftop Solar 1-3. The Qualification Values are time based:
  - Pending and Proposal Created for 3 months from the Proposal Creation date; if a Customer remains in this status for longer than 3 months, the points are reduced to 0 until the enrollment is either cancelled or it moves to a later phase of on-boarding.
  - Pending and Proposal Presented for 6 months from the Proposal Presented date; if a Customer remains in this status for longer than 6 months, the points are reduced to 0 until the enrollment is either cancelled or it moves to a later phase of on-boarding.
  - Pending and Contract Approved for 10 years from Contract Approval date.

- Rank Qualified does not equate to being CAB Qualified. Rank Qualified is not dependent on the assignment of Electricity Band or Solar Tier.

### 3.32 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.

### 3.33 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, who are not enrolled in AutoSave and AutoSave Customers who are served by Think Energy:
  - Customers must be in Service Status of Active;
  - 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 before November 15, 2024. Customers enrolled on or after November 15, 2024 are eligible to pay residuals.
  - AutoSave Customers who are in a Service Status of Active and served by Think Energy will pay an unlimited number of monthly Residuals as long as the Customer is Residually Qualified.
- For electricity Customers, enrolled in AutoSave:
  - be in Service Status of Hold status and AutoSave Status of Pending;
  - be in Electricity Band 1-7;
  - will be paid at 50% of Band 1, with a maximum of 12 lifetime residual payments while in this status.
- Community solar Customers enrolled before November 11, 2024 will not pay residuals. 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).
- Community solar Customers enrolled on or after November 11, 2024 are eligible to pay residuals. The Customer must:
  - be in a Pending or Active status;
  - if in Active status, the Customer must:
    - have paid their most recent bill in full and on-time;
    - be in good standing with Think Energy under the customer Terms & Conditions;
  - be in Community Solar Tier 1 or 2;
  - Residuals are to begin paying 1 month after going to Pending status for up to five (5) years; as long as the customer has not cancelled their enrollment or their active service.
- Rooftop solar Customers must:
  - be in an Active status;
  - be in Rooftop Solar Tier 1-3.



- 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 enroll in the Think Basic Plan before November 15, 2024, 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.

### **3.34 Rooftop Solar**

Rooftop Solar is the installation of physical solar panels on a Customer's property. The solar panels can be installed on various building types or installed in an open field or area. This service is listed as a Community Solar product for the state of Connecticut (CT).

### **3.35 Rooftop Solar Tiers**

For Customers who enroll into Rooftop Solar, there are 3 eligible Tiers by which Energy Advisors can be compensated. The Tiers are assigned based on the Customer's installation size.

- Rooftop Solar 1: 0 to 14 kW
- Rooftop Solar 2: 14 to 21 kW
- Rooftop Solar 3: 21+ kW

### **3.36 Services**

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

### **3.37 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.

### **3.38 Team**

Energy Advisors enrolled in your downline marketing organization.

### **3.39 Team Customer Points**

Team Customer Points include your Personal Customer Points, 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 Customer Points. Electricity Band 0 Customers and Solar Tier 0 non-LMI, with a qualification value of 0, are excluded from your Team Customer Points.

### **3.40 Think Energy**

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

### **3.41 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.

### **3.42 Think Home Solutions**

Think Home Solutions, LLC (“Think Home Solutions”) serves as an agent for residential electricity customers to help ensure they are paying the lowest rate between Think Energy and the local Utility.

### **3.43 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.

### **3.44 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

Electric Customers enrolled through the Free Energy Club (FEC) will not pay a CAB.

	Electricity Band 1-7		
<b>Bonus</b>	\$20		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
<b>Senior 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>Senior Partner</b>	\$0.50	\$1.00	\$1.00
	2-Level Mentor Bonuses		
<b>Level 1 Mentor Bonus</b>	\$10.00		
<b>Level-2 Mentor Bonus</b>	\$5.00		
	Partner Pool Bonus		
<b>Partner Pool</b>	\$1.00		

- Effective September 1, 2025, newly enrolled Customers will not pay the Mentor 2 payment.

## 4.2 Community Solar Customer Acquisition Bonuses before November 11, 2024

Community Solar Customers enrolled before Monday, November 11, 2024, were paid CABs in two (2) separate installments: The first when the customer reach Pending status and the second when the customer reached Active and Residually Qualified. The CABs were paid based on the service state, which is depicted below. Community Solar Customers enrolled before November 11, 2024 were not eligible to pay residuals.

Community Solar Customers who are enrolled via the Free Energy Club (FEC) will pay only 25% of the CAB.

### 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		
<b>Bonus</b>	\$120.00		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
<b>Senior Energy Advisor</b>	\$6.00		
<b>Director</b>	\$4.50	\$9.00	\$9.00
<b>Regional Director</b>	\$4.50	\$9.00	\$9.00
<b>Senior Director</b>	\$4.50	\$9.00	\$9.00
<b>Partner</b>	\$3.00	\$6.00	\$6.00
<b>Regional Partner</b>	\$3.00	\$6.00	\$6.00
<b>Senior Partner</b>	\$3.00	\$6.00	\$6.00
	2-Level Mentor Bonuses		
<b>Level 1 Mentor Bonus</b>	\$60.00		
<b>Level-2 Mentor Bonus</b>	\$30.00		
	Partner Pool Bonus		
<b>Partner Pool</b>	\$6.00		

**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>Senior 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>Senior 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		

**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>Senior 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>Senior 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		

## 4.3 Community Solar Customers Enrolled On or After November 11, 2024

Community Solar Customers enrolled on or after Monday, November 11, 2024, are paid Customer Acquisition Bonuses in one (1) payment, when the Customer reaches Pending status. The CABs for these Customers are based on the Customer billing type and whether the customer is a Low-to-Moderate Income (LMI) Customer.

	Community Solar			
	Base	Base + LMI	Base + Dual Billing	Base + Dual Billing + LMI
<b>Bonus</b>	\$30.00	\$35.00	\$45.00	\$50.00
	Rank Infinity Bonuses			
<b>Senior Energy Advisor</b>	\$1.50	\$1.80	\$2.25	\$2.55
<b>Director</b>	\$1.00	\$1.2	\$1.50	\$1.70
<b>Regional Director</b>	\$1.00	\$1.20	\$1.50	\$1.70
<b>Senior Director</b>	\$1.00	\$1.20	\$1.50	\$1.70
<b>Partner</b>	\$0.50	\$0.60	\$0.75	\$0.85
<b>Regional Partner</b>	\$0.50	\$0.60	\$0.75	\$0.85
<b>Senior Partner</b>	\$0.50	\$0.6	\$0.75	\$0.85
	Coded Infinity Bonuses - Generation 1 & Generation 2			
<b>Director</b>	\$2.00	\$2.40	\$3.00	\$3.40
<b>Regional Director</b>	\$2.00	\$2.40	\$3.00	\$3.40
<b>Senior Director</b>	\$2.00	\$2.40	\$3.00	\$3.40
<b>Partner</b>	\$1.00	\$1.20	\$1.50	\$1.70
<b>Regional Partner</b>	\$1.00	\$1.20	\$1.50	\$1.70
<b>Senior Partner</b>	\$1.00	\$1.20	\$1.50	\$1.70
	2-Level Mentor Bonuses			
<b>Level 1 Mentor Bonus</b>	\$15.00	\$17.50	\$22.50	\$25.00
<b>Level-2 Mentor Bonus</b>	\$7.50	\$8.75	\$11.25	\$12.50
	Partner Pool Bonus			
<b>Partner Pool</b>	\$2.00	\$2.40	\$3.00	\$3.40

- Effective September 1, 2025, newly enrolled Customers will not pay the Mentor 2 payment.

## 4.4 Rooftop Solar Customers Customer Acquisition Bonuses, 2-Level Mentor Bonuses, Rank Infinity Bonuses, Coded Infinity Bonuses and Partner Pool Bonuses

CABs for Rooftop Solar Customers are in two (2) separate installments: The first installment is paid when the customer reaches Pending status and "Contract Approved." The second installment is paid when the customer reaches Active status and is Residually Qualified. Rooftop Solar Customers are not eligible to be enrolled in the Free Energy Club (FEC).

The Battery Bonus is paid if the Customer has a battery or multiple batteries within their installation. It is a one-time bonus, regardless of the number of batteries.

	Rooftop Solar		
<b>Bonus</b>	\$1,000.00		
<b>Battery Bonus</b>	\$250.00		
	Rank Infinity Bonuses	Coded Infinity Bonuses Generation 1	Coded Infinity Bonuses Generation 2
<b>Senior Energy Advisor</b>	\$12.50		
<b>Director</b>	\$10.00	\$17.50	\$17.50
<b>Regional Director</b>	\$10.00	\$17.50	\$17.50
<b>Senior Director</b>	\$10.00	\$17.50	\$17.50
<b>Partner</b>	\$5.00	\$12.50	\$12.50
<b>Regional Partner</b>	\$5.00	\$12.50	\$12.50
<b>Senior Partner</b>	\$5.00	\$12.50	\$12.50
	2-Level Mentor Bonuses		
<b>Level 1 Mentor Bonus</b>	\$125.00		
<b>Level-2 Mentor Bonus</b>	\$62.50		
	Partner Pool Bonus		
<b>Partner Pool</b>	\$12.50		

- Effective September 1, 2025, newly enrolled Customers will not pay the Mentor 2 payment.

## 5. RESIDUAL PAY

- Customers who are enrolled via the Free Energy Club (FEC) will pay only 25% of Residual payments. Customers enrolled in AutoSave and who are being serviced by the Utility, in a Hold Customer Service Status, will pay only 50% of Band 1 Residuals with a maximum of 12 lifetime payments. AutoSave Customers who are being served by Think Energy will pay an unlimited number of residual payments as long as the Customer remains Residually Qualified.

### 5.1 Electric Residual Commissions (LO) & 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</b> 3,600 – 20,000 kWh/year	<b>Electricity Band 2</b> 20,001 – 40,000 kWh/year	<b>Electricity Band 3</b> 40,001 – 100,000 kWh/year
Level 0	Not Applicable	\$1.00	\$2.00	\$3.00
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	\$4.00	\$6.00

## 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



## 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

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

## 5.4 Electric Residual Commissions (LO) & 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

## 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

## 5.6 Electric Coded Infinity Commissions and Partner Pool Commissions

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

	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

## 5.7 Community Solar Commissions (LO) & Level Commissions (L1-L10)

Residuals on Community Solar Customers are only paid for those Customers that are enrolled on or after November 11, 2024. Customers enrolled before November 11, 2024 are paid CABs in two (2) separate installments. For more details, please refer to Section 4.2 *Community Solar Customer Acquisition Bonuses before November 11, 2024*.

Community Solar Customers who are enrolled via the Free Energy Club (FEC) will pay only 25% of Residual payments

	Community Solar Commissions & Level Commissions		
	Minimum Rank Needed for Level Commissions	Tier 1 3,600 – 20,000 kWh/year	Tier 2 20,001+ kWh/year
Level 0	Not Applicable	\$0.50	\$1.00
Level 1	Regional Energy Advisor	\$0.10	\$0.20
Level 2	Regional Energy Advisor	\$0.10	\$0.20
Level 3	Regional Energy Advisor	\$0.10	\$0.20
Level 4	Senior Energy Advisor	\$0.10	\$0.20
Level 5	Director	\$0.25	\$0.50
Level 6	Regional Director	\$0.25	\$0.50
Level 7	Senior Director	\$0.38	\$0.75
Level 8	Partner	\$0.38	\$0.75
Level 9	Regional Partner	\$0.50	\$1.00
Level 10	Senior Partner	\$0.75	\$1.50

## 5.8 Community Solar Commissions Rank Infinity Commissions

Residuals on Community Solar Customers are only paid for those Customers that are enrolled on or after November 11, 2024. Customers enrolled before November 11, 2024 are paid CABs in two (2) separate installments. For more details, please refer to Section 4.2 *Community Solar Customer Acquisition Bonuses before November 11, 2024*.

Community Solar Customers who are enrolled via the Free Energy Club (FEC) will pay only 25% of Residual payments

Community Solar Rank Infinity Commissions		
	Tier 1 3,600 – 20,000 kWh/year	Tier 2 20,001+ kWh/year
Senior Energy Advisor	\$0.03	\$0.05
Director	\$0.03	\$0.05
Regional Director	\$0.03	\$0.05
Senior Director	\$0.03	\$0.05
Partner	\$0.03	\$0.05
Regional Partner	\$0.03	\$0.05
Senior Partner	\$0.03	\$0.05

## 5.9 Community Solar Commissions Coded Infinity Commissions and Partner Pool Commissions

Residuals on Community Solar Customers are only paid for those Customers that are enrolled on or after November 11, 2024. Customers enrolled before November 11, 2024 are paid CABs in two (2) separate installments. For more details, please refer to Section 4.2 *Community Solar Customer Acquisition Bonuses before November 11, 2024*.

Community Solar Customers who are enrolled via the Free Energy Club (FEC) will pay only 25% of Residual payments

Community Solar Coded Infinity Commissions		
	Tier 1 3,600 – 20,000 kWh/year	Tier 2 20,001+ kWh/year
Director	\$0.03	\$0.05
Regional Director	\$0.05	\$0.10
Senior Director	\$0.05	\$0.10
Partner	\$0.05	\$0.10
Regional Partner	\$0.05	\$0.10
Senior Partner	\$0.05	\$0.10

	Tier 1 3,600 – 20,000 kWh/year	Tier 2 20,001+ kWh/year
Partner Pool	\$0.05	\$0.10

## 5.10 Rooftop Solar Residual Commissions (LO) & Level Commissions (L1-10)

	Rooftop Solar Residual Commissions & Level Commissions			
	Minimum Rank Needed for Level Commissions	Tier 1 0-14 kW <sub>s</sub>	Tier 2 14-21 kW <sub>s</sub>	Tier 3 21+ kW <sub>s</sub>
Level 0	Not Applicable	\$1.00	\$2.00	\$3.00
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	\$4.00	\$6.00

## 5.11 Rooftop Solar Rank Infinity Commissions

Rooftop Solar Rank Infinity Commissions			
	Tier 1 0-14 kW <sub>s</sub>	Tier 2 14-21 kW <sub>s</sub>	Tier 3 21+ kW <sub>s</sub>
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



## 5.12 Rooftop Solar Coded Infinity Commissions and Partner Pool Commissions

Rooftop Solar Coded Infinity Commissions						
	Tier 1 0-14 kWs		Tier 2 14-21 kWs		Tier 3 21+ kWs	
	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

Rooftop Solar Partner Pool Commissions			
	Tier 1 0-14 kWs	Tier 2 14-21 kWs	Tier 3 21+ kWs
Partner Pool	\$0.10	\$0.20	\$0.40