



## **Rewards Plan**

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## Rank Requirements

### Personal Volume (PV)

#### Renewable Energy (Smart Home Services)

Qualified Energy Consultation (QEC) = 50 PV

Volume Expiration: One full calendar month following the volume earning

ie: A QEC is completed and volume generated on March 1. The volume will be valid from March 1 through April 30.

With those same rules, volume generated March 30 would be good through April 30.

#### Consumable Energy (Smart Products)

PV is calculated at 100% of the net product order (net of discounts, sales tax, and shipping)

ie: A product purchased for \$54.99 would equal 55 PV for rank purposes.

Volume Expiration: Volume expires at the end of the following calendar month.

At EBP and above, the Brand Partner can only satisfy 50% of the personal requirement with their own purchases.

### Team Sales Volume (TSV)

#### Renewable Energy (Smart Home Services)

Renewable Energy sales generate 500 in TSV at the location in the organization where the Brand Partner who submitted the lead that the Renewable Energy sale is tied to. The volume is awarded when the contract is signed and is good for 90 days after the commissions are paid on that Renewable Energy contract. If a Renewable Energy contract is cancelled, then the volume expires immediately.

#### Consumable Energy (Smart Products)

Product TSV is set by each product.

### Qualified Brand Partner (QBP)

- Develop and maintain 70 PV
- A Brand Partner can count up to 50 PV of their own purchases (own purchases includes any purchases at the BP's home address) towards qualification.

### Executive Brand Partner (EBP)

- Develop and maintain 100 PV
- Personally enroll a minimum of 2 Brand Partners who become qualified

### Senior Brand Partner (SBP)

- Develop and maintain 200 PV
- Personally enroll a minimum of 3 new Brand Partners
- Develop a minimum of three (3) new EBPs in at least two (2) of your three new legs created as an EBP
- Generate a minimum of 1,000 in Team Sales Volume. Each leg created as an Executive Brand Partner can contribute a maximum of 750 toward the total. Only 50% of the TSV can come from QECs.

## Regional Brand Partner (RBP)

- Develop and maintain 200 PV
- Personally enroll a minimum of 3 new Brand Partners
- Develop a minimum of three (3) new SBPs in at least two (2) of your three new legs created as an SBP
- Generate a minimum of 6,000 in Team Sales Volume with a maximum of 4,500 coming from one of the legs created as a Senior Brand Partner. Only 50% of the TSV can come from QECs.

## National Brand Partner (NBP)

- Develop and maintain 200 PV
- Personally enroll a minimum of 4 new Brand Partners
- Develop a minimum of four (4) new RBPs in at least three (3) of your four new legs created as an RBP
- Generate a minimum of 30,000 in Team Sales Volume with a maximum of 22,500 coming from any individual leg created as a Regional Brand Partner. Only 50% of the TSV can come from QECs.

## Global Brand Partner (GBP)

- Develop and maintain 250 PV
- Personally enroll a minimum of 4 new Brand Partners.
- Develop a minimum of four (4) new NBPs in at least three (3) of your four new legs created as an NBP
- Generate a minimum of 150,000 in Team Sales Volume with no more than 112,000 coming from one of the legs created as a National Brand Partner.

## Platinum Brand Partner (PBP)

- Develop and maintain 250 PV
- Personally enroll a minimum of 4 new Brand Partners.
- Develop a minimum of four (4) new GBPs in at least three (3) of your four new legs created as an GBP.
- Generate a minimum of 750,000 in Team Sales Volume with no more than 560,000 coming from one of the legs created as a Global Brand Partner.

## Consolidated Bonuses

These bonuses consider activity from both Renewable Energy (Smart Home Services) and Consumable Energy (Smart Products) sales activities.

### Mentor Bonuses

Every time you personally enroll a new Brand Partner, you'll have the opportunity to earn Mentor Bonuses. When they become qualified within their first 30 days, you'll earn a Mentor Bonus of \$75. There's no limit to the number of people you can enroll or the amount of Mentor Bonuses you can earn.

Mentor Bonuses can become very lucrative when you achieve a leadership rank. When that happens, the Mentor Bonus is combined with the Leadership Bonuses you would be eligible to earn given your rank and are paid out weekly. The following chart outlines how this combination would work.

Leadership Level	Mentor Bonus*
Qualified Brand Partner	\$75
Executive Brand Partner	\$85
Senior Brand Partner	\$100
Regional Brand Partner	\$120
National Brand Partner	\$135
Global Brand Partner	\$145
Platinum Brand Partner	\$150

\*Mentor Bonuses are paid weekly on QBPs that you personally enroll who qualify within their first 30 days. You must be a Qualified Brand Partner (QBP)\* in order to receive a Mentor Bonus. Amounts shown are the \$75 Mentor Bonus and Leadership Bonus combined totals for that rank.

### Leadership Bonuses

To grow your income significantly, you'll want to build and develop a team of Qualified Brand Partners who then in turn build teams of Qualified Brand Partners. Leadership Bonuses are designed to reward you for helping people get started in this process.

When you promote to Executive Brand Partner or above, you are paid Leadership Bonuses for any Brand Partner who joins your organization and becomes qualified. Your bonus will be determined by what leadership level you are at and what part of your organization they joined. Your Leadership Bonuses go down through infinite levels when you meet the promotion requirements and reach the appropriate leadership positions. There are six leadership positions, and each time you promote to one of these positions, you will earn more and more bonus income. At each leadership position, you can begin to build a new leadership organization, which can qualify you for new Leadership Bonuses.

When a Leadership Bonus is earned on a personally enrolled Brand Partner, that Leadership Bonus is paid out weekly along with the Mentor Bonus that would be earned. When you earn a Leadership Bonus on a QBP who is in your organization that you did not personally enroll, that bonus is paid out on the monthly Leadership Bonus run.

Leadership Level	Unlimited Leadership Bonus*
Executive Brand Partner	\$10
Senior Brand Partner	\$15 Cumulative \$25
Regional Brand Partner	\$20 Cumulative \$45
National Brand Partner	\$15 Cumulative \$60
Global Brand Partner	\$10 Cumulative \$70
Platinum Brand Partner	\$5 Cumulative \$75

\*Unlimited Leadership Bonuses are paid monthly on QBPs in your organization (not personally enrolled by you) through unlimited levels who qualify within their first 30 days.

### Leadership Match

When a Brand Partner achieves the rank of Regional Brand Partner, they are allowed to choose one (1) Brand Partner they personally enrolled prior to becoming an Executive Brand Partner and match 20% of their Leadership Bonus. This is paid monthly to all Brand Partners who have achieved the rank of Regional or higher.

## Renewable Energy (Smart Home Services) Bonuses

These are bonuses that should only consider Renewable Energy (Smart Home Services) order types when calculating payout.

### Qualified Energy Consultation + Upline Level Pay

These are paid weekly and are designed as an easy way to earn money through submitting qualified energy bills and inviting prospects to a LIVE personalized virtual energy consultation.

Position	Description	Solar Consultation Bonuses*
Submitter	Can be an Affiliate or BP position. Bonus is paid out on a Qualified Energy Consultation*. Bonuses are paid weekly.	\$50
Sponsor of BP Submitter	The Gen 1 Upline BP from the submitter. Paid weekly.	\$7
Level 2 Upline	The Gen 2 Upline from Submitter. Paid weekly.	\$4
Level 3 Upline	The Gen 3 Upline from Submitter. Paid weekly.	\$2
Level 4 Upline	The Gen 4 Upline from Submitter. Paid weekly.	\$1
Level 5 Upline	The Gen 5 Upline from Submitter. Paid weekly.	\$1

\*A Qualified Energy Consultation is defined as one where the prospect attends a virtual presentation with an Energy Advisor and meets the three (3) qualifying criteria: (1) Homeowner(s) and all decision makers must attend (2) Property must qualify for solar (sufficient sunlight exposure and energy usage) (3) Attendees must be engaged participants (must use a computer or tablet with good video and sound, must be attentive, and must allow the Energy Advisor adequate time to review all available solar options and incentives)

### Affiliate Bonus

An Affiliate schedules free virtual energy consultations. If the Affiliate schedules an energy consultation that meets the three (3) Qualified Energy Consultation (QEC) criteria, they will earn a \$50 bonus.

### Brand Partner + Upline Level Sales Bonus

When a Qualified Brand Partner or their Affiliate submits an electric bill on behalf of a prospect and the prospect elects to go solar, the Brand Partner can earn a bonus of at least \$500 or 10%, whichever is greater. Additionally, Brand Partners can earn up to 20% of the sales commission. The amount you will earn is based on the total kilowatts sold within the quarterly period. The chart below shows the number of kilowatts and the associated percentage payout. These levels are referred to as your Solar Star Rank.

Rank	Total Watts per Quarter	Payout Percentage
	0 – 24 kW	10%
1 Star	25 kW – 49 kW	12.5%
2 Star	50 kW – 99 kW	15%
3 Star	100 kW – 199 kW	17.5%
4 Star	Over 200 kW	20%

The following chart identifies the percentages paid at each level:

Level	Unlimited Leadership Bonus*
Brand Partner	10% - 20%
Sponsor	10%
Level 2 Upline	4%
Level 3 Upline	2%
Level 4 Upline	1%
Level 5 Upline	1%

### Coded Leadership Solar Sales Bonus

The Leadership Bonus pays the open line and generation leadership 12% to 22% of the overall commission on the monthly commission run after the solar project has been installed and funded. This range is determined by how much the submitter is eligible for based on their Solar Star Rank. The chart below shows the percentage allocated to each position:

	Executive	Senior	Regional	National	Global	Platinum
Open Line	4%	10%	20%	8%	2%	4%
Generation 1	2%	4%	10%	4%	2%	3%
Generation 2	2%	2%	4%	2%	2%	2%
Generation 3		1%	2%	2%	2%	1%
Generation 4		1%	2%	1%		
Generation 5			1%			

### Commercial Solar Compensation

Commercial solar sales are paid at a different rate than residential sales. Commercial project commissions are paid based on the system size sold (calculated in Watts).

If a Brand Partner submits the electric bill and a solar sale occurs, the following payouts will be initiated within 14 days of the project being installed and funded:

- 50% of the commissionable amount goes to the Brand Partner who scheduled the virtual solar consultation.
- 10% of the commissionable amount goes to their Enroller.
- 40% Generational Leadership Pool – same payout structure as residential.



## Consumable Energy (Smart Products) Bonuses

These are bonuses that should only consider product order types when calculating payouts.

### Customer Acquisition Bonus

Get paid weekly for personally enrolling new customers. This bonus will pay 25% on every order made by new customers within their first 28 days of enrolling. After the customers' first 28 days, the percentage will be based on your Product Star Ranking which is explained below.

### Personal Customer Commission

A Brand Partner has the opportunity to earn Personal Customer Commission (PCC) through a percentage paid from their customers' orders. BPs will need to achieve and maintain QBP and above to qualify and be paid all commissions and bonuses. Personal Customer Commissions are paid to qualified Brand Partners starting with the second month and beyond on all product orders for all customers. The first month order from each new customer is paid through our Customer Acquisition Bonus.

PCC is paid monthly. Understanding your commission is simple. Let's say a QBP has 400 in Personal Volume, this is equal to \$400 worth of product. Now, in this situation, a Brand Partner would qualify as a 1 Star QBP and will be paid a 15% commission on the qualifying volume, or \$60. This is the BP's Personal Customer Commission for the month.

It's important to note that for this method, Brand Partners must meet their target of having X amount of Personal Volume each month. If they don't, they must find new customers to fulfill the need or risk being dropped a tier, and subsequently, earn a lower commission.

Rank	QBP	1 Star	2 Star	3 Star	4 Star	5 Star	6 Star	7 Star	8 Star	9 Star	10 Star
Personally Enrolled Customer Volume	0-399	400-699	700-999	1,000-1,499	1,500-2,999	3,000-5,999	6,000-9,999	10,000-14,999	15,000-19,999	20,000-24,999	25,000+
	10%	15%	20%	25%	28%	32%	34%	36%	38%	39%	40%

### QBP Team Customer Commission

QBPs are in a unique position when it comes to Team Customer Commission. A QBP begins with an Open Line of 2% commission and Leadership Development Generation 1, at 1% commission. Any additional Leadership Development Generations (LDGs) are determined by the Brand Partner's personally enrolled customer volume, as seen in the table below.

Example 1: If a QBP has 700 PV, they will have an Open Line of 2%, along with LDG 1 and 2 at 1%. If a QBP has 1,500 or more in Personal Volume, they will have an Open Line of 2%, LDG 1 and 2, with the additions of LDG 3 and 4 at 1% each. Brand Partners can use up to 50 in Volume for each personally enrolled customer towards QBP and up to 100 for each personally enrolled customer towards 1 Star and above. Brand Partners with an active product purchase are included towards these totals.

	QBP	1 Star QBP	2 Star QBP	3 Star QBP	4 Star QBP
Personal Volume	70	400	700	1,000	1,500
Open Line	2%	4%	6%	8%	10%
Generation 1		1%	2%	3%	4%
Generation 2			1%	2%	3%
Generation 3				1%	2%
Generation 4					1%

Example 2: Let's say a leg of yours has a Brand Partner, then another Brand Partner, then another Brand Partner, followed by a Qualified Brand Partner, followed by a Global Brand Partner, and ended by a Regional Brand Partner.

Depending on your rank, your Open Line and LDGs will vary. If you, the leader of this team, are a QBP, then you would have an Open Line of 2% from the first Brand Partner to the Qualified Brand Partner.

### EBP Through PBP Team Customer Commission

Following in the same pattern, the other six ranks also have an Open Line of 2%.

	EBP	SBP	RBP	NBP	GBP	PBP
Open Line	2%	4%	6%	8%	10%	12%
Generation 1	1%	2%	3%	4%	5%	
Generation 2		1%	2%	3%	4%	
Generation 3			1%			