

THINK+

Energy Advisor Compensation Plan



As a Think+ Energy Advisor, there are three types of compensation that you will be eligible to earn in the Compensation Plan including Personal Income, Leadership 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.

Personal Income

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

Customer Acquisition Bonus:

Customer Acquisition Bonuses are one-time bonuses of \$20 for each electricity Customer that you personally enroll and up to \$60 for each community solar Customer that you personally enroll. The Customer Acquisition Bonus is paid weekly in arrears on CAB Qualified Customers.

	Electricity – Band 1, 2, 3	Community Solar – Tier 1	Community Solar – Tier 2
Bonus	\$20	\$60	\$20

- Customers enrolled through the Free Energy Club program will not generate a Customer Acquisition Bonus.

Residual Commissions:

Residual Commissions are monthly commissions payable on all your Personal Customers for as long as they remain Think Energy Customers. Residual commissions are based on the Customer’s Electricity Band and paid monthly in arrears on Residual Qualified Customers.

	Electricity Band 1 3,600 – 20,000 kWh/yr	Electricity Band 2 20,001 – 40,000 kWh/yr	Electricity Band 3 40,001+ kWh/yr	Community Solar – Tier 1	Community Solar – Tier 2
Bonus	\$1.00	\$2.00	\$3.00	\$0.50	\$0.20

- Customers enrolled through the Free Energy Club program will be paid at 25% of the Residual Commission amount.

Leadership Income

Think+ Energy Advisor Career Path

The Think+ Energy Advisor Compensation Plan offers a career path of leadership development that rewards Energy Advisors for increasing the number of Customers and Energy Advisors on their Team. Qualification for each Rank in the Think+ Energy Advisor Compensation Plan is based on Rank Qualified Customers and subject to the Maximum Line Contribution Requirement. The Think+ Energy Advisor Compensation Plan offers the following Ranks:

You'll begin as an Energy Advisor. Simply:

- ✓ Agree to the Independent Contractor Agreements including the Terms & Policies
- ✓ Complete Energy Advisor Training Certification and Criminal Background Check

	Personal Customers	Team Customers
Regional Energy Advisor	5	50
Senior Energy Advisor	6	250
Director	8	500
Regional Director	10	2,500
Senior Director	12	5,000
Partner	16	10,000
Regional Partner	20	25,000
Senior Partner	24	50,000

Rank Qualified Customers

The following requirements must be met for a Customer to be considered a Rank Qualified Customer:

- For electricity Customers, the Customer must be in Pending or Active status and in Electricity Band 1, Electricity Band 2 or Electricity Band 3.
- For community solar Customers, the Customer must be Pending or Active status

Maximum Line Contribution Requirement

When calculating Team Customers as qualification for Ranks, a maximum of 40% of your Team Customer qualification can come from one line in your Team.

Leadership Promotion Bonus:

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

The Think+ Energy Advisor Compensation Plan offers Leadership Promotion Bonuses at the following ranks: Regional Energy Advisor, Senior Energy Advisor, Director, Regional Director, Senior Director, Partner, Regional Partner and Senior Partner. Energy Advisors can earn double bonuses with the Accelerated Leadership Promotion Bonuses at the Ranks of Regional Energy Advisor, Senior Energy Advisor and Director Ranks if the Energy Advisor reaches the Paid-As Ranks in the time periods specified in the table below.

	Leadership Promotion Bonus	Accelerated Leadership Promotion Bonus
Regional Energy Advisor	\$100	\$200, if achieved within 30 days from your Join Date
Senior Energy Advisor	\$250	\$500, if achieved within 60 days from your Join Date
Director	\$500	\$1,000, if achieved within 90 days from your Join Date
Regional Director	\$1,000	N/A
Senior Director	\$2,500	N/A
Partner	\$10,000	N/A
Regional Partner	\$20,000	N/A
Senior Partner	\$50,000	N/A

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

Team Income

As Energy Advisors earn promotions in the Think+ Energy Advisor Compensation plan, they become eligible to earn bonuses and commissions on Customers enrolled by Energy Advisors on their Team. An Energy Advisor can earn one-time Team Customer Acquisition Bonuses for each new CAB Qualified Customer on their Team and monthly Team Residual Commissions on Residual Qualified Customers on their Team for as long as they remain Think Energy Customers.

Types of Team Income

Energy Advisors can earn Team Customer Acquisition Bonuses and Team Residual Commissions through the following types of Team Income: Level Pay, Rank Infinity Pay, Coded Infinity Pay and Partner Pool Pay as described below.

Level Pay:

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

To earn Level Pay, 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								+

Rank Infinity Pay:

Rank Infinity Pay rewards you to infinite Levels of your Team down to the first Energy Advisor of equal or greater Rank. Rank Infinity Pay consists of a one-time Rank Infinity Bonus for new CAB Qualified Customers and a Rank Infinity Commission of monthly residual commissions payable on Residual Qualified Customers for as long as they remain Think Energy Customers.

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

Examples:

Example 1 You are a Senior Energy Advisor and you have a line on your Team where the next Senior Energy Advisor or higher is on Level 20. In this example, you would earn the Rank Infinity Pay on all 20 Levels of Customers down to the next Senior Energy Advisor.

Example 2 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.

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 active with Think+ Energy Advisor regardless of what Rank the Coded Energy Advisor achieves in the future. Coded Infinity Pay consists of one-time a Coded Infinity Bonus for new CAB Qualified Customers and a Coded Infinity Commission of monthly residual commissions payable on Residual Qualified Customers for as long as they remain Think Energy Customers.

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

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

With Coded Infinity Pay you will not take a pay cut once someone in your Team starts earning Coded Infinity Pay because they were either already Coded to you or you now receive 2nd Generation Coded

Infinity Pay, which is the same commission amount as 1st Generation Coded Infinity Pay, on their new Coded Team that they would receive 1st 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 1st Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor Coded as your Director 1st Generation would earn Director 2nd Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor(s) Coded as your Regional Director 1st/2nd Generation, Senior Director 1st/2nd Generation, Partner 1st/2nd Generation, Regional Partner 1st/2nd Generation and Senior Partner 1st/2nd Generation would earn the Regional Director 1st/2nd Generation Coded Infinity Pay, Senior Director 1st/2nd Generation Coded Infinity Pay, Partner 1st/2nd Generation Coded Infinity Pay, Regional Partner 1st/2nd Generation Coded Infinity Pay and Senior Partner 1st/2nd 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 1st Generation Team becomes a Paid-As Director and sponsors an Energy Advisor. In this example, you would earn the Director 2nd Generation Coded Infinity Pay on the new Energy Advisor and their Team forever. The upline Energy Advisor(s) Coded as your Regional Director 1st/2nd Generation, Senior Director 1st/2nd Generation, Partner 1st/2nd Generation, Regional Partner 1st/2nd Generation and Senior Partner 1st/2nd Generation would earn the Regional Director 1st/2nd Generation Coded Infinity Pay, Senior Director 1st/2nd Generation Coded Infinity Pay, Partner 1st/2nd Generation Coded Infinity Pay, Regional Partner 1st/2nd Generation Coded Infinity Pay and Senior Partner 1st/2nd Generation Coded Infinity Pay on the new Energy Advisor and their Team forever.

Example 3

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

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

Partner Pool Pay:

The Partner Pool Pay rewards you on 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 and a Partner Pool Commission of monthly residual commissions on Residual Qualified Customers for as long as they remain an active Think Energy Customer.

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.

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

Note: Partner Bonus Pool is paid monthly in arrears on the Monthly payment date

Team Customer Acquisition Bonuses

An Energy Advisor can earn one-time Team Customer Acquisition Bonuses for each new Customer on their Team through the [Rank Infinity Bonus](#), [Coded Infinity Bonus](#). The Team Customer Acquisition Bonuses are paid weekly in arrears on CAB Qualified Customers.

Rank Infinity Bonus:

As Energy Advisors on your Team acquire Customers, each new CAB Qualified Customer will generate a one-time Rank Infinity Bonus of up to \$9 for electricity Customers and up to \$27 for community solar Customers. These one-time bonuses are paid to the eligible upline Energy Advisors at the Paid-As Rank of Senior Energy Advisor or higher. The Rank Infinity Bonus rewards you to infinite Levels of your Team down to the first Energy Advisor of equal or greater Paid-As Rank.

	Electricity - Band 1, 2, 3	Community Solar - Tier 1	Community Solar - Tier 2
Senior Energy Advisor	\$1	\$3	\$1
Director	\$1	\$3	\$1
Regional Director	\$1	\$3	\$1
Senior Director	\$1	\$3	\$1
Partner	\$1	\$3	\$1
Regional Partner	\$1	\$3	\$1
Senior Partner	\$1	\$3	\$1

- Customers enrolled through the Free Energy Club program will not generate a Rank Infinity Bonus.

Coded Infinity Bonus:

As Energy Advisors on your Team acquire Customers, each new CAB Qualified Customer will generate a one-time Coded Infinity Bonus of up to \$24 for electricity Customers and up to \$72 for community solar Customers. These one-time bonuses are paid to the eligible upline 1st and 2nd Generation Coded Energy Advisors at the Rank of Paid-As Director or higher. On the day a new Energy Advisor joins Think+, the 12 Coded positions will be assigned to the qualifying upline and these Coded positions will never change.

	Electricity – Band 1, 2, 3 1st Generation	Electricity – Band 1, 2, 3 2nd Generation	Community Solar – Tier 1 1st & 2nd Generation	Community Solar – Tier 2 1st & 2nd Generation
Director	\$2	\$2	\$6	\$2
Regional Director	\$2	\$2	\$6	\$2
Senior Director	\$2	\$2	\$6	\$2
Partner	\$2	\$2	\$6	\$2
Regional Partner	\$2	\$2	\$6	\$2
Senior Partner	\$2	\$2	\$6	\$2

- Customers enrolled through the Free Energy Club program will not generate a Coded Infinity Bonus.

Partner Pool Bonus:

As Energy Advisors acquire Customers, each new CAB Qualified Customer will fund the Partner Pool with a one-time Partner Pool Bonus of \$2 for electricity Customers and up to \$6 for community solar Customers. These one-time bonuses are funded into the Partner Pool and paid to Energy Advisors at the Paid-As Rank of Partner or higher as Partner Pool Pay.

	Electricity – Band 1, 2, 3	Community Solar – Tier 1	Community Solar – Tier 2
Partner Pool	\$2	\$6	\$2

- Customers enrolled through the Free Energy Club program will not generate a Partner Pool Bonus.

Team Residual Commissions

An Energy Advisor can earn monthly Team Residual Commissions payable on Customers for as long as they remain Think Energy Customers. Team Residual Commissions are paid on their Team through the [Level Commissions](#), [Rank Infinity Commissions](#), [Coded Infinity Commissions](#) and [Partner Pool Commissions](#). The Team Residual Commissions are paid monthly in arrears on Residual Qualified Customers.

Level Commissions:

As Energy Advisors on your Team acquire Customers, each new Customer will generate monthly Level Commissions payable on Residual Qualified Customers on up to 10 Levels of your Team for as long as they remain Think Energy Customers. These Level Commissions are based on the Customer's Electricity Band or Community Solar Tier and paid monthly to the eligible upline Energy Advisors at the Paid-As Rank of Regional Energy Advisor or higher. Once you achieve the Paid-As Rank of Senior Partner, you will be eligible to receive Level Commissions on 10 Levels of your Team.

	Minimum Rank Needed for Level Commissions	Electricity Band 1	Electricity Band 2	Electricity Band 3	Community Solar - Tier 1	Community Solar - Tier 2
Level 1	Regional Energy Advisor	\$0.20	\$0.40	\$0.80	\$0.10	\$0.04
Level 2	Regional Energy Advisor	\$0.20	\$0.40	\$0.80	\$0.10	\$0.04
Level 3	Regional Energy Advisor	\$0.20	\$0.40	\$0.80	\$0.10	\$0.04
Level 4	Senior Energy Advisor	\$0.20	\$0.40	\$0.80	\$0.10	\$0.04
Level 5	Director	\$0.50	\$1.00	\$2.00	\$0.15	\$0.06
Level 6	Regional Director	\$0.50	\$1.00	\$2.00	\$0.15	\$0.06
Level 7	Senior Director	\$0.75	\$1.50	\$3.00	\$0.25	\$0.10
Level 8	Partner	\$0.75	\$1.50	\$3.00	\$0.25	\$0.10
Level 9	Regional Partner	\$1.00	\$2.00	\$4.00	\$0.50	\$0.20
Level 10	Senior Partner	\$1.50	\$3.00	\$6.00	\$0.50	\$0.20

- Customers enrolled through the Free Energy Club program will be paid at 25% of the Level Commission amount specified in the table above.

Rank Infinity Commissions:

As Energy Advisors on your Team acquire Customers, each new Residual Qualified Customer will generate a monthly Rank Infinity Commission, payable on Customers for as long as they remain Think Energy Customers. These monthly Rank Infinity Commissions are based on the Customer's Electricity Band or Community Solar Tier and paid to the eligible upline Energy Advisors at the Paid-As Rank of Senior Energy Advisor or higher. Rank Infinity Pay rewards you to infinite Levels of your Team down to the first Energy Advisor of equal or greater Paid-As Rank.

	Electricity Band 1	Electricity Band 2	Electricity Band 3	Community Solar - Tier 1	Community Solar - Tier 2
Senior Energy Advisor	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Director	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Regional Director	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Senior Director	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Partner	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Regional Partner	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01
Senior Partner	\$0.05	\$0.10	\$0.20	\$0.025	\$0.01

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

Coded Infinity Commissions:

As Energy Advisors on your Team acquire Customers, each Residual Qualified Customer will generate a monthly Coded Infinity Commission, payable on Customers for as long as they remain Think Energy Customers. These monthly Coded Infinity Commissions are paid to the eligible upline 1st and 2nd Generation Coded Energy Advisors at the Rank of Paid-As Director or higher. On the day a new Energy Advisor joins Think+, the 12 Coded positions will be assigned to the qualifying upline and these Coded positions will never change.

	Electricity Band 1		Electricity Band 2		Electricity Band 3		Community Solar 1st & 2nd Generation	
	1st Generation	2nd Generation	1st Generation	2nd Generation	1st Generation	2nd Generation	Tier 1	Tier 2
Director	\$0.05	\$0.05	\$0.10	\$0.10	\$0.20	\$0.20	\$0.025	\$0.01
Regional Director	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40	\$0.050	\$0.02
Senior Director	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40	\$0.050	\$0.02
Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40	\$0.050	\$0.02
Regional Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40	\$0.050	\$0.02
Senior Partner	\$0.10	\$0.10	\$0.20	\$0.20	\$0.40	\$0.40	\$0.050	\$0.02

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

Partner Pool Commissions:

As Energy Advisors acquire Customers, each new Customer will fund the Partner Pool with monthly residual commission payable on Residual Qualified Customers as long as they remain Think Energy Customers. These monthly residual commissions are based on the Customer's Electricity Band or Community Solar Tier and are funded into the Partner Pool and paid to Energy Advisors at the Paid-As Rank of Partner or higher as Partner Pool Pay.

	Electricity Band 1	Electricity Band 2	Electricity Band 3	Community Solar - Tier 1	Community Solar - Tier 2
Partner Pool	\$0.10	\$0.20	\$0.40	\$0.05	\$0.02

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

Definitions

Enrollment Fee and Renewal Fee

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

Bonus Clawback

The Company reserves the right, at its discretion, to clawback and offset Customer Acquisition Bonuses or Team Customer Acquisition Bonuses paid on any Customer who reaches Inactive status within ninety (90) days of reaching Active status against any future commission payments owed to the Energy Advisor.

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 1st and 2nd 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 1st and 2nd 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 1st Generation Code to you and will assign the Director, Regional Director and Senior Director 2nd Generation Code to the Energy Advisor(s) that are Coded to you as the Director, Regional Director and Senior Director 1st Generation Code on the new Energy Advisor. The system will assign the Partner, Regional Partner and Senior Partner 1st and 2nd Generation Code to the Energy Advisor(s) that are Coded to you as the Partner,

Regional Partner and Senior Partner 1st and 2nd 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.**

Community Solar Tiers

The Compensation has two (2) Community Solar Tiers to compensate Energy Advisors based on the state where the Customer resides.

- Community Solar Tier 1 - Maine
- Community Solar Tier 2 - New York

The Company reserves the right, in its sole discretion, to move states between Community Solar Tiers which would result in changing the Compensation Plan payouts on existing and future customers.

Customer

An individual or business who is purchasing services from Think Energy or an affiliate.

Customer Status

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

• 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.
- **Inactive:** The Customer is no longer receiving electricity service from Think Energy.
- **Fail Pre-Verify:** The Customer did not pass the verification process.

• Community Solar

- **Pre-Verify:** The Customer is enrolled with Think Energy 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 is enrolled in a community solar project provided by Think Energy or an affiliate.
- **Inactive:** The Customer is no longer enrolled in a community solar project provided by Think Energy or an affiliate.
- **Fail Pre-Verify:** The Customer did not pass the verification process.

Electricity Bands

The Compensation Plan has four (4) Electricity Bands which are used to compensate Energy Advisors based on the amount of electricity each Customer uses.

Electricity Band 0 = <3,600 kWh/year

Electricity Band 1 = 3,601-20,000 kWh/year

Electricity Band 2 = 20,001-40,000 kWh/year

Electricity Band 3 = 40,001+ kWh/year

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

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 and a criminal background check. 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.

Energy Advisor Statuses

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

- **Active:** The Energy Advisor has agreed to the Independent Contractor Agreement, the Terms & Policies, completed all required training and has paid the Annual Subscription Fee.
- **In Grace:** The Energy Advisor was previously active but has failed to meet the Think+ Energy Advisor requirements for any reason (e.g. new required training, failed to pay the Annual Subscription Fee, etc). An Energy Advisor may remain in this status for at most 60 days. While in this status, the

Energy Advisor retains access to the back-office, but will not be able to enroll Customers and any compensation earned during the period will be forfeited.

- **Inactive:** 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 Inactive. Once an Energy Advisor has switched to Inactive 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.
- **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 forfeited.
- **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 will become Inactive and they 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.

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 in exchange for cash rebates of up to 100% on their Think Energy electricity charges. For complete details on the Free Energy Club program, refer to the Think Energy website www.thinkenergy.com.

Join Date

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

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.

Maximum Line Contribution Requirement

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

Monthly Compensation Period Cutoff

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

Monthly Payment Date

The third Friday after the Monthly Compensation Period Cutoff.

No Purchase Required

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

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.

Personal Customers

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

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).

CAB Qualified Customer

For payment of a Customer Acquisition Bonus or Team Customer Acquisition Bonuses, the following requirements must be met for a Customer to be considered a CAB Qualified Customer:

- For electricity Customers, the Customer must be Pending status and in Electricity Band 1, Electricity Band 2, or Electricity Band 3.
- For community solar Customers, the Customer must be Active status.
- Any Customer who meets one or more of the following criteria are prohibited from being a CAB Qualified Customer:
 - The Customer was enrolled through the Free Energy Club program ; or
 - The Customer is currently or previously received service from Think Energy in the prior 12 months.

Residual Qualified Customer

For payment of a Residual Commission or Team Residual Commissions, the following requirements must be met for a Customer to be considered a Residual Qualified Customer:

- For electricity Customers, the Customer must:
 - be in Active status;
 - be in Electricity Band 1, Electricity Band 2, or Electricity Band 3;
 - 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.

- For community solar Customers, Think Energy must be the Servicing Agent and the Customer must:
 - be Active status;
 - be in good standing with Think Energy under the customer Terms & Conditions.
- Any Customer whose service address is in Connecticut is prohibited from being a Residual Qualified Customer.
- For the avoidance of doubt, a Customer will not be a Residual Qualified Customer until Think Energy has received payment for their first bill.

Rank Qualified Customer

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

- For electricity Customers, the Customer must be in Pending or Active status and in Electricity Band 1, Electricity Band 2 or Electricity Band 3.
- For community solar Customers, the Customer must be Pending or Active status.

Qualification Value

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

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.

Referring Customer

A Customer who refers a Customer to Think Energy 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.

Services

Think Energy offers electricity and community solar products.

Servicing Agent

For community solar customers, the servicing agent will be responsible for, among other functions, billing, collections and customer management.

Team

Energy Advisors enrolled in your downline marketing organization.

Team Customers

Team Customers are your Personal Customers and the Customers personally enrolled by Energy Advisors and their Customers enroll as a Referring Customer through the Free Energy Club program on your Team. The following Customers are excluded from your Team Customer count: (i) a Customer in Electricity Band 0; and (ii) a Customer whose service address is in Connecticut.

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.

Weekly Payment Date

The Friday after the Weekly Compensation Period Cutoff.