



COMPENSATION PLAN

OCTOBER 2, 2016



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Viridian is pleased to offer a compensation plan that fairly and generously rewards customer growth across all of our markets, giving you and your team ample reason to focus on growing your businesses.

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reward you when you sell products and enroll customers.

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reward you when your team sells products and enrolls customers.

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CUSTOMER BONUSES

Customer Bonuses reward you when you enroll customers.

1

REVOLUTION BONUSES

As you sell services and products and customers enroll, you earn Customer Points (CPs).

Any combination of 5 Qualified Customer Points in 28 days = 1 REVOLUTION

EXAMPLE REVOLUTIONS

- Lightbulb, Lightbulb, Flame, Airplane, Lightbulb = 5 points
- Airplane, Flame, Flame, Lightbulb, Lightbulb = 5 points
- Flame, Airplane, Lightbulb, Lightbulb, [Group of 4 icons] = 5 points

Your first step towards earning income as a new Associate is to earn your first 5 Customer Points, earning you the Paid-as Title of Qualified Associate (QIA), and enabling you to earn from the efforts of you and your team. In order to earn bonuses or residuals from this plan, you'll have to earn and maintain the minimum Paid-as Title shown in the "Need to Know" section of each way to earn.

CUSTOMER POINT VALUES

Product	Customer Points
Lightbulb ELECTRICITY	1
Flame NATURAL GAS	1
Airplane TRAVEL LIGHT MEMBERSHIP	1
Leaf GO GREENER BUNDLE	.25
Leaf GO CLEANER BUNDLE	.25
72 GO ECO-SMART BUNDLE	.25
Computer WEBSITE (THIRD REVOLUTION ONLY)	2

NEED TO KNOW

Paid: Weekly

How To Benefit:

Associates Must:

1. Have enrolled customers within their eligible markets
2. Make sales and earn at least 5 Points from a single national market

Customers Must:

Reach a Verified Status

Note: Not all products are available in all markets. See market guides for details.



FIRST 28 DAY PERIOD

(Fast Action Zone)

1 REVOLUTION = \$200

Earn up to 3 Revolutions for a total of **\$600**

BONUS

Your personal website plan counts for 2 points on your **THIRD** Revolution, but these 2 points count towards Title Advancement as long as your subscription is Active.



ANY 28 DAY PERIOD AFTER FAST ACTION*

1 REVOLUTION = \$100

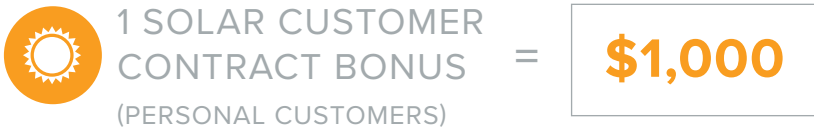
Earn as many as you like

Your first Revolution Clock begins the moment that you enroll as an Associate. Every 28 days thereafter, the clock resets. Each group of 5 Customer Points you earn completes a "Revolution," earning you a Revolution Bonus. All 5 Customer Points must be submitted during the same Revolution Clock.

Associates can earn an unlimited number of Revolutions in each 28-day period. During their Fast Action Zone, the first three Revolution bonuses will be doubled. All additional Revolutions will be paid out at the standard \$100 per Revolution.

SOLAR CONTRACT BONUSES

When you submit a prospect for a solar proposal they will work with a solar advisor to learn the options available for their home, review a proposal and, if interested, approve their Installation Plan ("CAP"). You earn the Solar Contract Bonus once that customer approves the installation plan provided by our Solar Partner. This could include a successful site survey, approved plan set or other milestones.



NEED TO KNOW



Paid: Weekly

How To Benefit:

Associates Must:

- 1. Be a Paid-as Qualified Associate or above

Customers Must:

- 1. Approve their installation plan

Note: Not all products available in all markets. See market guides for details.

SOLAR CUSTOMER REFERRAL CONTRACT BONUSES

Any Viridian solar prospect or customer contract holder can choose to participate in the Viridian Solar Rewards Partner (SRP) Program simply by referring solar to anyone he and she knows. When an SRP refers a solar lead who eventually becomes a qualified Solar Contract, he or she earns a referral bonus and you earn a \$100 Contract Bonus, no matter how many levels of referrals your SRP generates. It's as easy as passing the referral along to their solar advisor or using their no-cost solar referral website.

CLOSEST SPONSORING UPLINE ASSOCIATE



TEAM BONUSES

Team Bonuses reward you when your team enrolls customers.

2

MENTOR BONUSES (MB)

You can earn unlimited Mentor Bonuses each time your personally sponsored Associates make sales and earn their Revolution Bonuses (5 qualified CPs).

NEED TO KNOW

Paid: Weekly



Mentor Bonuses – How To Benefit:

Associates Must:

1. Be a Paid-as Qualified Associate or above
2. Personally sponsor an Associate that makes a Revolution Bonus or earns a Solar Contract Bonus

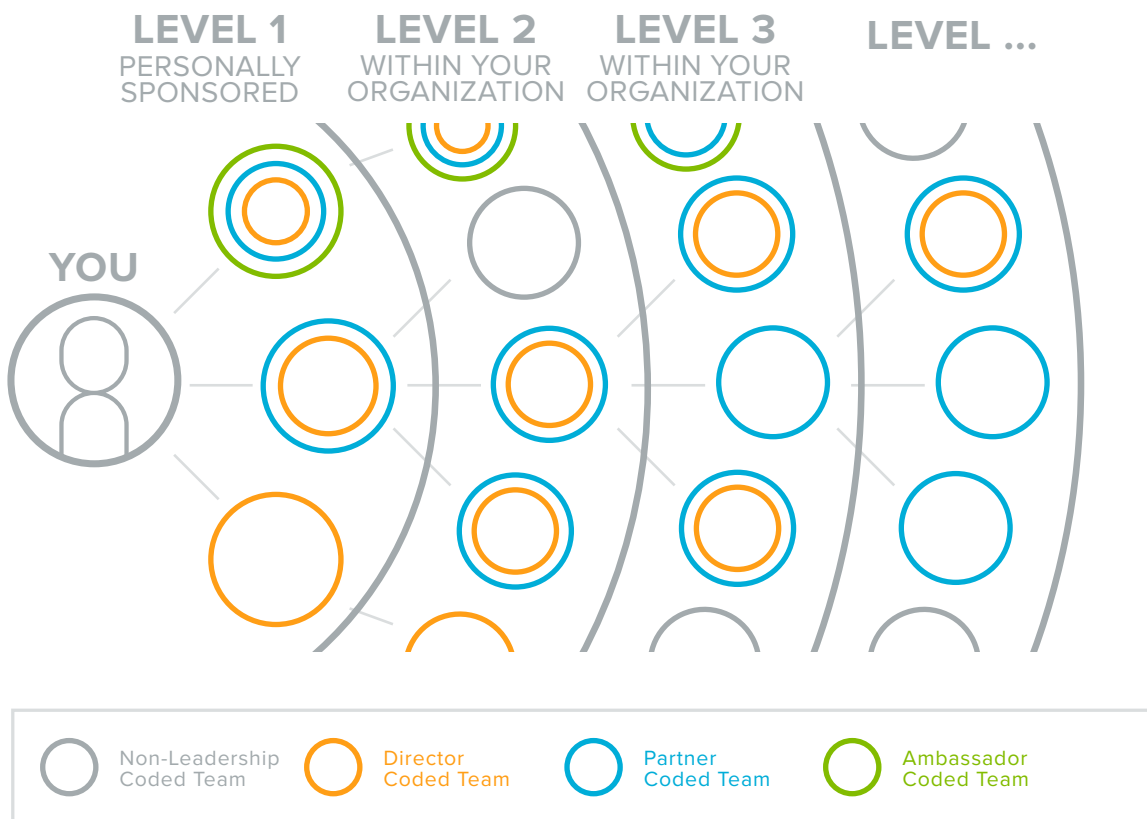
LEADERSHIP BONUSES (LB)

As you progress through the Viridian leadership positions (Director, Partner and Ambassador) by meeting certain sales and promotion requirements, you can earn Leadership Bonuses to unlimited levels when Associates in your coded organizations make sales and earn their Revolution Bonuses.

Leadership Bonuses– How To Benefit:

Associates Must:

1. Be a Paid-as Director or above
2. Be coded to the Associate that makes a Revolution Bonus or earns a Solar Contract Bonus
3. Be Paid-as their highest earned leadership code to earn in full



MENTOR & LEADERSHIP BONUS VALUES

FIRST FAST ACTION (FIRST 28 DAYS) REVOLUTION

	INDEPENDENT ASSOCIATE (IA)	DIRECTOR (DIR)			PARTNER (PRT)			AMBASSADOR (AMB)		
	YOU LEVEL 1 	YOU LEVEL 1 	CODED ORG. 		YOU LEVEL 1 	CODED ORG. 		YOU LEVEL 1 	CODED ORG. 	
TOTAL BONUS VALUES	\$100	\$200	\$100		\$275	\$175		\$325	\$225	
MENTOR BONUS	\$100	\$100			\$100			\$100		
DIRECTOR LB		\$100	\$100		\$100	\$100		\$100	\$100	
PARTNER LB					\$75	\$75		\$75	\$75	
AMBASSADOR LB								\$50	\$50	

The chart above shows Mentor and Leadership Bonus values, of which you can earn multiple, on any Revolution in your organization. For example, if you are a Partner when you personally sponsor an Associate (Level 1) in your coded Partner organization, who then makes his or her first Fast Action Revolution, you earn a Team Bonus of \$275. This consists of a combination of \$100 MB (\$50 MB + \$50 Fast Action MB), \$100 DIR LB, and a \$75 PRT LB. Every time a new Associate joins your coded Partner organization (Level 2 and beyond), sells services and makes their first Fast Action Revolution, you earn a Team Bonus of \$175. This consists of \$100 DIR LB and \$75 PRT LB. As your team members add Associates into their own coded organizations, you will continue to earn the remaining Restructure, earning leadership bonuses on your shared organization as long as you remain active and qualified.

SUBSEQUENT REVOLU-

	INDEPENDENT ASSOCIATE (IA)	DIRECTOR (DIR)			PARTNER (PRT)			AMBASSADOR (AMB)		
	YOU LEVEL 1 	YOU LEVEL 1 	CODED ORG. 		YOU LEVEL 1 	CODED ORG. 		YOU LEVEL 1 	CODED ORG. 	
TOTAL BONUS VALUES	\$50	\$80	\$30		\$100	\$50		\$110	\$60	
MENTOR BONUS	\$50	\$50			\$50			\$50		
DIRECTOR LB		\$30	\$30		\$30	\$30		\$30	\$30	
PARTNER LB					\$20	\$20		\$20	\$20	
AMBASSADOR LB								\$10	\$10	

TEAM BONUSES

SOLAR TEAM BONUSES (MENTOR & LEADERSHIP)



[CODED TEAM] [PSA]	MENTOR BONUS		\$50		\$50		\$50		\$50	
	DIRECTOR LB			\$40	\$40		\$40	\$40	\$40	\$40
	PARTNER LB						\$30	\$30	\$30	\$30
	AMBASSADOR LB								\$20	\$20

GEN VTEAM BONUSES

If you are in a Paid-as Director, Partner or Ambassador and have the required number of qualified Personal and Coded CPs, you will receive a Gen VTeam Bonus on any Revolution Bonus or Solar Contract Bonus and Residual Payment earned based on sales within three Generations.

NEED TO KNOW

Paid: Weekly

How To Benefit:

Associates Must:

1. Be a Paid-as Director or above
2. Be Paid-as their Career Title to earn in full



A Leadership Generation is an Associate’s organization including Associates and Customers between two Leadership Positions (Director, Partner or Ambassador). Unlike your Coded Organization, which is determined at the time an Associate is sponsored, your Generational Organization is determined in real-time based on the Career Title of Associates throughout your team. Leadership Generations of each Leadership Position can only be separated by an Associate of the named Career Title or higher. Your Career Title is the lifetime highest title you’ve achieved as an Associate



DIRECTOR



PARTNER



AMBASSADOR

GENERATION 1	\$5	\$1	\$3	\$5	\$1	\$3	\$5	\$1	\$3
GENERATION 2	\$5	\$1	\$3	\$5	\$1	\$3	\$5	\$1	\$3
GENERATION 3	\$5	\$1	\$3	\$5	\$1	\$3	\$5	\$1	\$3
	Fast Action Rev	Recurring Rev	Solar Contract	Fast Action Rev	Recurring Rev	Solar Contract	Fast Action Rev	Recurring Rev	Solar Contract

RESIDUAL PAY

Residual Pay rewards you when customers pay their usage fees each month.

3

LEVEL PAY

As an Associate, you're able to earn monthly Residual Pay for your personally enrolled customers and those enrolled by your team up to six levels. Residuals are paid entirely based on volume. All Residual Pay types, Level Pay, Code Pay and Generation Pay—are paid based upon a fixed percentage of your customers' monthly Billable Volume.

NEED TO KNOW



Paid: Monthly

How To Benefit:

Associates Must:

1. Have at least 5 Personal Customer Points
2. Be Paid-as Career Title

Customer Must:

1. Be active and pay product-applicable recurring fees

Note: Residual Pay for commodities can take 2-4 months from the time that a customer signs up to generate residuals. Level 0 Level Pay for Residual Fundraising Program participants will be a minimum of \$2 for electricity for electricity, and \$1 for natural gas customers.



Commissionable Volume (CV): The payable value of a customer based on usage, subscription payment, or production value (collectively “Billable Volume”), and the applicable CVR or Mil Rates.

BILLABLE VOLUME x CVR = CV

CVR or Commissionable Volume Rate is subject to change at the discretion of Viridian. CVRs may differ based on account classes & products.

LARGE Commercial Level Pay

Level Pay Percentages differ for Large Commercial Customers. Level Pay for personally enrolled Large Commercial Customers is paid out at 40% of the CV. If your personally sponsored Associate enrolls a Large Commercial Customer, you're able to earn 5% of the CV. For customers enrolled by Associates in levels two through six of your organization, you're able to earn 2% of the CV in Level Pay.

LEVEL PAY COMMISSIONABLE VOLUME (CV) PERCENTAGES RESIDENTIAL & SMALL COMMER-

LEVEL	QUALIFIED IA	DIRECTOR	PARTNER	AMBASSADOR
PERSONAL CUSTOMERS				
0	10%	10%	10%	10%
1	5%	5%	5%	5%
2	5%	5%	5%	5%
3	–	–	5%	5%
4	–	–	5%	5%
5	–	–	–	5%
6	–	–	–	5%

CODE PAY

This is the second type of Residual Pay Associates can earn; it is available to all Associates who have achieved the Leadership Position (Title) of Director or above. It is paid on the active Viridian customers enrolled by the Independent Associates (IAs) in your leadership organization to potentially unlimited levels. As you advance if rank, your percentage rate increases.

NEED TO KNOW

How To Benefit:

Associates Must:

1. Be a Paid-As Director or above
2. Be Paid-as Career Title

Customer Must:

1. Be Active and pay product-applicable recurring fees



CODE PAY (CV) PERCENTAGES

DIRECTOR	PARTNER	AMBASSADOR
(+)10%	(+)15%	(+)20%

GENERATION PAY

Generation Pay is the third form of Residual Pay you can earn on sales to your customers and is also available to Directors and above. Active customers enrolled by Associates within your eligible generations will pay overrides to you each month they are active. As you advance in rank and the leadership generations stack, you can earn up to three types of Generation Pay on each customer.

GENERATION PAY (CV) PERCENTAGES

LEVEL	DIRECTOR	PARTNER	AMBASSADOR
GENERATION 1	(+)1%	(+)1%	(+)1%
GENERATION 2	(+)1%	(+)1%	(+)1%
GENERATION 3	(+)1%	(+)1%	(+)1%

How to earn Premium Credit

In addition to the basic three generations available to Gen VTeam & Generation Pay, an IA can qualify for up to two additional generations. When Premium Credit is earned by an IA, a generation is unlocked for weekly earnings the week the credit is earned, and each week remaining in the month. Premium Credit earned will also unlock a generation for monthly earnings accrued during the month the credit was earned.



NEED TO KNOW



How To Benefit:

Associates Must:

1. Be a Paid-as Director or above
2. Be Paid-as their Career Title to earn in full
3. Have earned Premium Credit for the period the Bonuses or Residuals were generated

Note: Premium Credit for a given month or week is applied to the period when the first customer in a Revolution is submitted, or the date a customer approves their solar installation plan. See Appendix C for detailed examples.

Building Premium Credit

When Premium Credit is applied for generations four and five for the month, any credit earned beyond in excess of the needs for the current month will overflow into each subsequent month. Premium Credit earned is applied to subsequent months. There is no limit to how far into the future you can extend your Premium Credit.



DIRECTOR



PARTNER



AMBASSADOR

GENERATION 1	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%
GENERATION 2	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%
GENERATION 3	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%
GENERATION 4 (PREMIUM)	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%
GENERATION 5 (PREMIUM)	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%	\$5	\$1	\$3	1%
	Fast Action Rev	Recurring Rev	Solar Contract	Residuals	Fast Action Rev	Recurring Rev	Solar Contract	Residuals	Fast Action Rev	Recurring Rev	Solar Contract	Residuals

THE SILVER CIRCLE

The Viridian Silver Circle Car Program rewards Viridian leaders in style by combining efficiency with the best in luxury and class. Viridian is proud to offer its top leaders payments toward a top-of-the-line premium car made by either Audi or Tesla, companies whose dedication to sustainable product innovation and efficiency is similar to our own.

In order to qualify for the Car Program the qualified Associate must have 600 qualified Coded Customer Points (CCPs) in their DIR code. The Viridian Silver Circle Car Program Bonus is \$500 and is paid monthly. Please see the Viridian Car Program Addendum for specific details.



SILVER CIRCLE



RANK ADVANCEMENT REQUIREMENTS

Independent Associate (IA)

- Enroll and purchase the Viridian Services Program

Director (DIR)

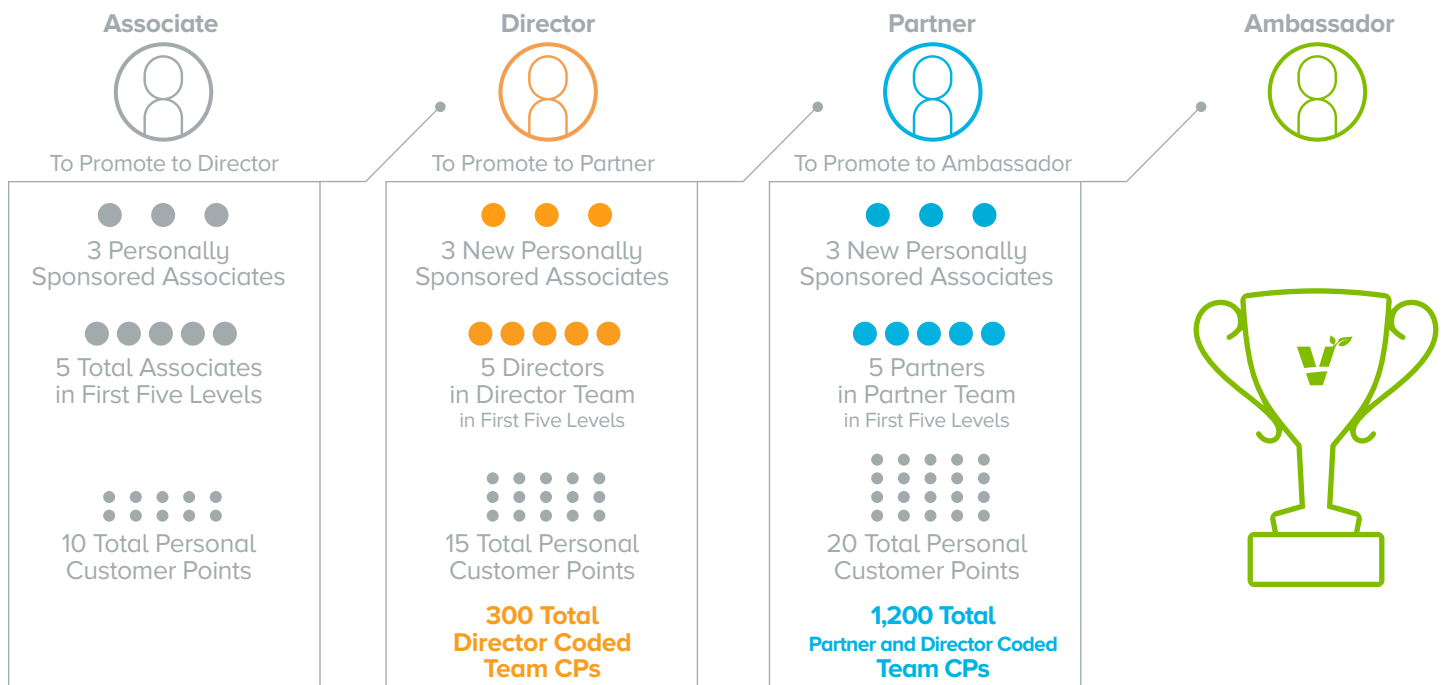
- Have three (3) active personally sponsored IAs
- Have five (5) active IAs within five (5) referral levels
- Have ten (10) Personal Customer Points (PCPs) (with the required status as detailed in “Customer Points (CPs)” chart)

Partner (PRT)

- Be an active DIR
- Have three (3) active personally sponsored IAs who were enrolled after you became a DIR (i.e. in your “DIR Coded Organization”)
- Have five (5) active DIRs within five (5) referral levels who were enrolled after you became a DIR (i.e. in your “DIR code”)
- Have fifteen (15) Personal Customer Points (PCPs) (with the required status as detailed in “Customer Points (CPs)” chart)
- Have 300 Coded (DIR-Coded) Customer Points (CCPs) (with the required status as detailed in “Customer Points (CPs)” chart)

Ambassador (AMB)

- Be an active PRT
- Have three (3) active personally sponsored IAs who were enrolled after you became a PRT (i.e. in your “PRT code”)
- Have five (5) active PRTs within five (5) referral levels who were enrolled after you became a PRT (i.e. in your “PRT code”)
- Have twenty (20) Personal Customer Points (PCPs) (with the required status as detailed in “Customer Points (CPs)” chart)
- Have 1,200 Coded (DIR- and PRT-Coded) Customer Points (CCPs) (with the required status as detailed in “Customer Points (CPs)” chart)



RANK ADVANCEMENT CP VALUES

CUSTOMER POINTS (CPs)				
SERVICE	CP COUNT TOWARD REVOLUTION BONUS(ES)		CP COUNT TOWARDS PERSONAL AND CODED CP REQUIREMENT FOR RANK ADVANCEMENT AND RANK QUALIFICATION	
	CPs	REQUIRED STATUS	CPs	MINIMUM REQUIRED STATUS
TRAVEL LIGHT	1	ACTIVE	1	ACTIVE
RESIDENTIAL ENERGY	1	QUALIFIED	1	PENDING
COMMERCIAL ENERGY	1	QUALIFIED	1	PENDING
SOLAR LEAD	0	—	1	SUBMITTED
SRP SOLAR LEAD	0	—	1	SUBMITTED
SOLAR/SRP CONTRACT	0	—	2	CAP
"GOGREENER", "GOCLEANER", & GO ECO-SMART BUNDLES	.25 (per product)	ACTIVE	1	ACTIVE
PERSONAL WEBSITE	2	ACTIVE	2	ACTIVE

Career Vs. Paid-as Title

Career Title indicates the highest title ever achieved. It determines the separation of leadership generations, and is how Associates are recognized. Paid-as Title determines your eligible earnings each commission period. It shifts with your Customer Points, and requires that you maintain the minimums applicable to your Career Title to earn at your maximum potential.

Grace Period

You must qualify on a regular basis to receive bonuses and commissions according to the leadership position you hold with Viridian (if any) (see "Rank Advancement Requirements"). If you do not qualify, then a Grace Period (either weekly or monthly) will apply the next period. The rules that follow also apply to Car Bonus Grace. During the Grace Period, you will receive the income for that period as if you were qualified. The weekly Qualification Date is 11:59 pm (CT) on the Friday of each week. The monthly Qualification Date is 11:59 pm (CT) on the last day of the month. You must have the required number sales and personal and coded Viridian customer points (CPs) (in a particular status according to the "Customer Points (CPs)" chart) for your career title on the Qualification Date, or the Grace Period will apply the next period. If you just used your Grace Period that week or month, then you cannot use it again in the subsequent week or month (you will be deemed to be in "expired grace") and will only be paid according to the career title you are fully qualified for (ex. if you are an Ambassador and don't have enough personal or coded CPs, but DO have enough to qualify as a Partner, then you will be a Paid-as Partner).

In other words, you are allowed only one consecutive weekly or monthly Grace Period and must have the required number of qualified Viridian Customer Points (CPs) on the next Qualification Date to again be eligible. If you never, in fact regain those CPs, you will never again be eligible for grace.

INTERNATIONAL COMMISSION STRUCTURE

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Viridian is an international company. Associates in any of our active markets will earn bonuses and commissions under the same Compensation Plan, but there are a few things to keep in mind:

1. ALL FIVE POINTS WITHIN A SINGLE REVOLUTION MUST COME FROM ONE COUNTRY.

Associates in any country can earn bonuses and commissions in any active market, but all 5 Customer Points within a single Revolution must be attained within the same country. As an example:

5 AUSTRALIA Customer Points	=	REVOLUTION BONUS
5 UNITED STATES Customer Points	=	REVOLUTION BONUS
3 UNITED STATES Customer Points + 2 AUSTRALIA Customer Points	=	REVOLUTION BONUS

2. CURRENCY CONVERSIONS, IF NEEDED, WILL BE APPLIED WHEN AN ASSOCIATE IS PAID, AND CONVERSION RATES ARE DETERMINED MONTHLY.

All bonuses are calculated based on the country of the bonus-triggering activity, and are paid in the Associate's home currency, with currency conversions applied as needed based on the currency conversion rate for the applicable month. All conversion rates will be based on the month in which the last day of each bonus period falls, and conversion rates will be provided by Viridian on the first day of each month. Bonuses are paid weekly, on the Friday following the weekly period in which the bonuses were earned. All weekly pay periods for all Associates in all countries are based on Central Time in the United States, and end on Friday at 11:59 pm CT.

Here's a simple example using an Australian Associate who earned 5 Revolution Bonuses within a 28-day period, with three of those from Australia and two from the U.S.:

Three Australia Revolution bonuses = \$300 AUD

Two U.S. Leadership Bonuses = \$200 USD

Because this Associate is Australian, the U.S. amount will be converted based on the month's conversion rate.

\$200 USD x 1.28 (sample exchange rate) = \$256 AUD

\$300 + \$256 = \$556 AUD

So \$556 AUD will be the total bonus payout for this Associate for the pay period referenced above.

3. PAY PERIODS ARE BASED ON CENTRAL TIME IN THE UNITED STATES.

Monthly and weekly pay periods are based on Central Time in the United States.

Weekly pay periods, for Revolution Bonuses, Mentor Bonuses and Leadership Bonuses, end on Friday at 11:59 pm CT. (During standard time, 11:59 pm CST is 2:59 pm AEST on Saturday.) Bonuses are always paid the following Friday (in the U.S.).

Monthly pay periods, which include Level Pay and unlimited Code Pay, end on the last day of the month at 11:59 pm CT. These payments are made on the 10th day of the following month in the United States. Australian Associates would receive their payments by the 11th.

LEVEL PAY & CODE PAY EXAMPLE

LEVEL	IA		DIRECTOR			PARTNER				AMBASSADOR				
	LP	TOTAL	LP	DCP	TOTAL	LP	DCP	PCP	TOTAL	LP	DCP	PCP	ACP	TOTAL
0	10%	10%	10%	–	10%	10%	–	–	10%	10%	–	–	–	10%
1	5%	5%	5%	10%	15%	5%	10%	15%	30%	5%	10%	15%	20%	50%
2	5%	5%	5%	10%	15%	5%	10%	15%	30%	5%	10%	15%	20%	50%
3	–	–	–	10%	10%	5%	10%	15%	30%	5%	10%	15%	20%	50%
4	–	–	–	10%	10%	5%	10%	15%	30%	5%	10%	15%	20%	50%
5	–	–	–	10%	10%	–	10%	15%	25%	5%	10%	15%	20%	50%
6	–	–	–	10%	10%	–	10%	15%	25%	5%	10%	15%	20%	50%
UNLIMITED	–	–	–	10%	10%	–	10%	15%	25%	–	10%	15%	20%	45%

LP = LEVEL PAY DCP = DIRECTOR CODE PAY PCP = PARTNER CODE PAY ACP = AMBASSADOR CODE PAY

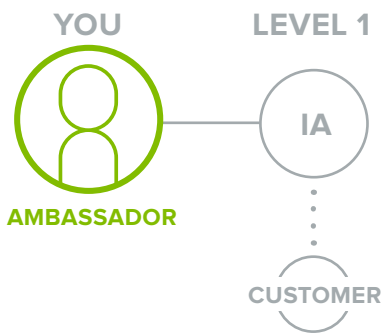
PER CUSTOMER PAYOUT EXAMPLE

$$1,000 \text{ kWh} \times .005 \text{ (CVR)} = \$5 \text{ (CV)}$$

$$\$5 \times 5\% \text{ Level Pay} = \$0.25$$

$$\$5 \times 45\% \text{ Code Pay} = \$2.25$$

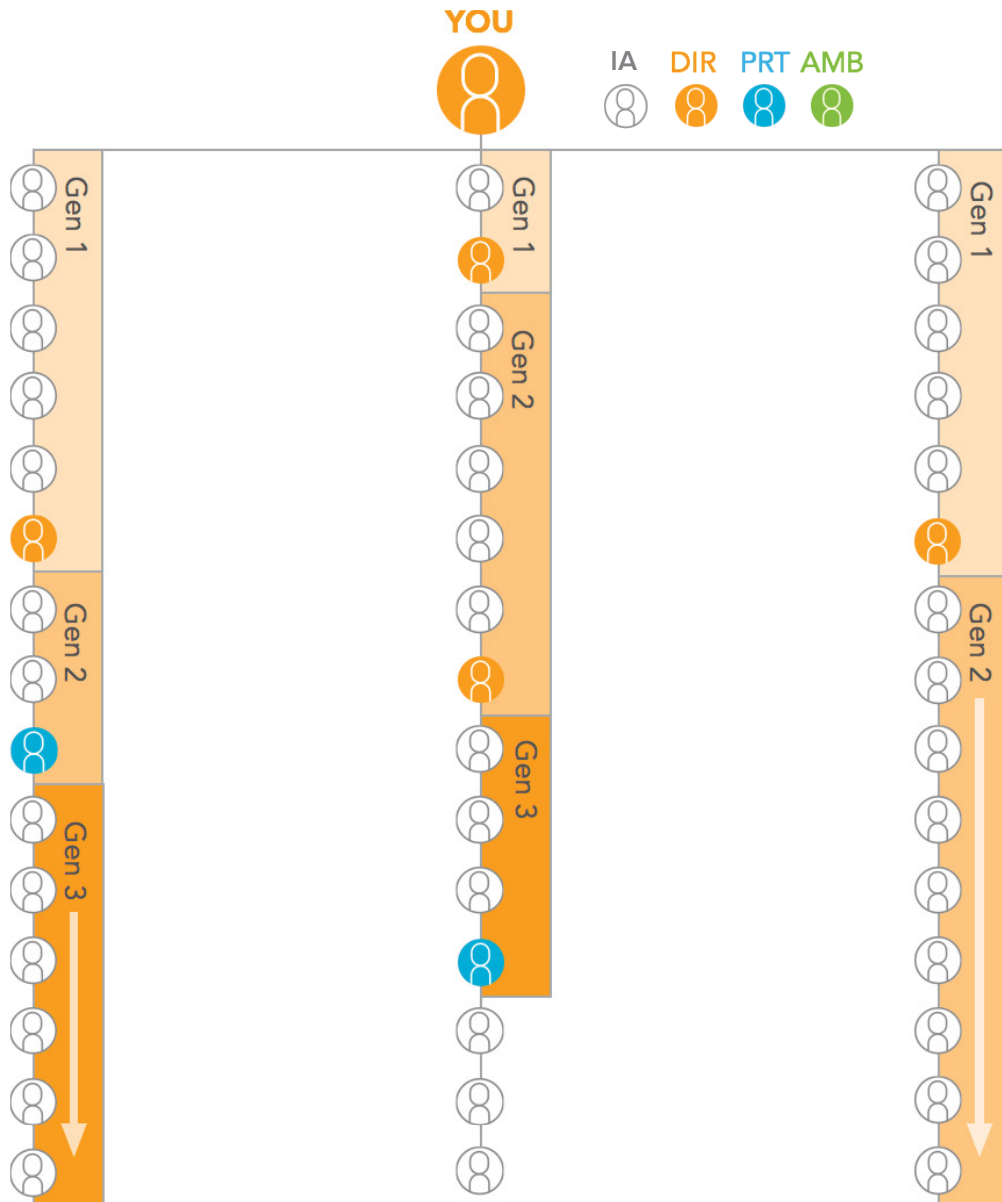
$$\text{MONTHLY TOTAL} = \$2.50$$



This example is based on 1000 kWh. It shows the combination of Level Pay and Code Pay. Level Pay pays differently based on levels (5% on level 1 for this example). Code Pay pays differently based on Title. This example is based on an Ambassador who has no Director or Partner between them and the customer (see diagram to left). As a result, the Ambassador gets the Director Code Pay (10%), Partner Code Pay (15%) and Ambassador Code Pay (20%) for a total of 45% Code Pay, plus 5% Level Pay.

GEN VTEAM EARNINGS

Generations are separated based on Career Title. Earnings are paid for each generation based on Paid-as Rank. Career Title is determined by the highest title achieved. The Paid-as Title is determined at the end of each weekly & monthly period, as applicable. If an IA is a PRT or AMB and is not Paid-as their Career Title but is Paid-as as a lower rank, then that IA will receive the VTeam Bonuses of the lower Paid-as Rank. Qualification is determined as of the end of the weekly or monthly period in question. Below is an example of how Career Titles impact generations in an Associate's organization.



APPLYING PREMIUM CREDIT

In the Revolution/Mentor Bonus example below, you are an Associate who completes a Revolution. The first customer in your Revolution enrolled in Week 2 of January. You made sales and submitted the remaining four customers towards your Revolution in Week 1 of February. The same week, the remaining four customers reach a verified status. All customers are within the same Revolution Clock and you earn a Revolution Bonus. You earn Premium Credit for bonuses earned during weeks 2, 3 and 4 of January. You also earn Premium Credit for Residual Pay earned during the entire month of January.

REVOLUTION/MENTOR BONUS								
MONTH	JANUARY				FEBRUARY			
WEEK NUMBER	1	2	3	4	1	2	3	4
REVOLUTION POINT SUBMITTED		✓			✓✓✓✓			
REVOLUTION POINT VERIFIED		✓			✓✓✓✓			
CREDIT APPLIED TO MONTHLY	YES				NO			
CREDIT APPLIED TO WEEKLIES	NO	YES	YES	YES	NO	NO	NO	NO

In the Solar Contract Bonus example below, you are an Associate who has submitted a solar lead that eventually earns you a Solar Contract Bonus. You submitted the lead Week 4 of January. Your lead is approved for installation and signs their installation plan in Week 4 of February. You earn Premium Credit for bonuses earned during Week 4 of February. You also earn Premium Credit for Residual Pay earned during the entire month of February.

SOLAR CONTRACT BONUS EXAMPLE								
MONTH	JANUARY				FEBRUARY			
WEEK NUMBER	1	2	3	4	1	2	3	4
REVOLUTION POINT SUBMITTED				✓				
REVOLUTION POINT VERIFIED								✓
CREDIT APPLIED TO MONTHLY	NO				YES			
CREDIT APPLIED TO WEEKLIES	NO	NO	NO	NO	NO	NO	NO	YES

COMPENSATION PLAN GLOSSARY

TERM	DEFINITION
International Associate Plan (IAP)	The IAP Associate is eligible to promote Viridian in any market in which Viridian is authorized to sell, and is authorized to market any product that Viridian is offering. The IAP Associate is eligible to receive commission for customers in any Viridian market.
Associate	An individual or business entity enrolled with Viridian International Management, LLC under the IAP program to promote and market Viridian's products & services in eligible markets
Career Title	The highest title achieved by an Associate at any time since his or her Join Date. This is the title used for recognition and also indicates the coding applied to new personally sponsored Associates. Career Title advancement occurs based on Organizational Structure as well as Pre-Verified & Verified Status Personal Customer Points and Coded Customer Points.
CCF (100 Cubic Feet)	Volumetric measurement and the billing unit of measure in some natural gas utilities.
Code Pay	A form of Residual Pay that offers Associates holding a leadership position additional percentages of the Commissionable Volume (for each customer), based on the Career Title that the Upteam held at the time that their down team Associate joined their Coded Organization.
Coded Customer Point (CCP)	Personal Customer Points acquired by you and by Associates in your Upteam Director, Partner, and Ambassador Leadership Codes through the sale of products and services.
Coded Organization (<Title> Team)	Any Associate (or customer enrolled by an Associate) brought into an Associate's organization once they have earned a Leadership Position (Director, Partner, or Ambassador)
Commission Period	The period of activity that determines the earnings paid. Weekly Commission Periods run from Saturday through Friday. Monthly Commission Periods run the duration of a each calendar month. All Commission Periods end at 11:59:59PM (Central US Time) on the final day of the Period.
Commissionable Volume (CV)	The total value of a Customer as determined based on usage, subscription payment, or production value (collectively "Billable Volume"), and the applicable CVRs or mil rates.
Commissionable Volume Rate (CVR)	The value paid for the sale of each unit of usage, generation, or paid subscription for active customers.
Customer Point (CP)	The value of a Customer Point is based on the Customer's chosen product and Status.
Customer Status	<p>A Customer Status is determined by a Customer's value to the organization in terms of Personal, Coded and Revolution Bonus Points.</p> <p>A customer's individual Status may be in any of three status types: Pre-Verified, Qualifying, Inactive.</p> <p>Pre-Verified: Customers who have recently been submitted and are awaiting utility, credit, identity and/or eligibility approvals to be come a Verified Customer. Customers in any Pre-Verified Status will generate 'Customer Points' for the enrolling and Upteam coded Associates counting towards Titles and Bonuses. The following are considered Pre-Verified Statuses: Pending, TPV Pending, TPV Unsuccessful, Prospect Unreachable, Submitted, Contacted.</p> <p>Verified: Customers who have received the required utility, credit, identity and/or eligibility approvals to be come a Verified Customer. Verified customers will generate 'Qualifying Customer Points' for the enrolling and Upteam coded Associates counting towards Titles and Bonuses. Customers must reach a Verified status in order for their related Bonuses to be paid. The following are considered Verified Statuses: Qualified, Active, Drop Pending, Pre-Qualified (L), Qualified (L), Proposal, Installed, Installation Approved, Contract, Financing Approved, Installation Scheduled.</p> <p>Inactive: Customers whose applications either failed the pre-verification process, or have opted out of Viridian Service. Customers in any Inactive Status will not generate any Customer Points towards Title and Bonuses. The following are considered Inactive Statuses: Cancelled, Dropped, Expired, Ineligible, Rejected</p>

COMPENSATION PLAN GLOSSARY

TERM	DEFINITION
Drop Pending Customer	An electric or natural gas customer that has been dropped by the utility and is not yet 30 days past the confirmed service end date. Drop Pending Customers count toward title qualifications.
Dropped Customer	An energy customer that has been dropped by the utility, either voluntary or involuntary, and is 30 days or more past the confirmed service end date with no enrollment resubmit.
Earnable Percentage	The percentage of Commissionable Volume earned on a Active customer. This is determined based on Associate Paid-as Title and customer placement.
Fast Action Bonus	A Revolution Bonus earned within an Associate's first 28 days in the Viridian business. The Associate's first three Revolutions within his or her Fast Action Zone are eligible for Fast Action Bonuses.
Fast Action Mentor Bonus	When a personally sponsored Associate earns his or her first Revolution within their Fast Action Zone (first 28 days in the business), the Sponsoring Associate earns a Mentor Bonus at double the standard Mentor Bonus amount.
Fast Action Zone	An Associate's first revolution clock
Gen VTeam	Gen VTeam consists of Independent Associates who are within 5 Leadership Generations of an Associate. Gen VTeam is established once an Associate has been promoted to a leadership position.
Join Date	The date an individual's application is processed by Viridian. For Customers this is also known as an Submission date.
Kilowatt Hour (kWh)	A standard metric unit of measurement for electricity.
Leadership Bonus	Bonuses earned for Revolutions Completed within an Associate's Leadership Code.
Leadership Code	Generated once an Associate has achieved a Leadership Title, this is an Associate's organization as sponsored by a specified career title or below: Director: Directors and above will earn Director code on each Associate they personally sponsor and the organization that forms in that line down to but excluding the first Associates sponsored by a Career Titled Director Partner: Partners and above will earn Partner code on each Associate they personally sponsor and the organization that forms in that line down to but excluding the first Associates sponsored by a Career Titled Partner Ambassador: Ambassadors will earn Ambassador code on each Associate they personally sponsor and the organization that forms in that line down to but excluding the first Associates sponsored by a Career Titled Ambassador
Level (Referral Pay)	The position an Associate or customer has in an organization relative to a specified Associate.
Level Pay	Level Pay can be earned each month you qualify according to your rank. The number of customer levels you are paid on, and the amount you are paid for each, can increase as you advance in rank. You can earn Level Pay on up to six (6) levels of Active customers in addition to your personally enrolled customers, based on your rank.
Line	Each Personally Sponsored Associate and his or her respective organization from the perspective of a specified Associate.
Mentor Bonus	A Mentor Bonus can be earned by the direct sponsor of an Associate who earns a Revolution Bonus.
Mil (Rate)	Equal to \$.001; Used to determine the Commissionable Volume of Commercial Commodity Customers.

COMPENSATION PLAN GLOSSARY

TERM	DEFINITION
Monthly Commission	Commissions payments paid out on a monthly basis including Level Pay, Code Pay and Gen VTeam residuals. Monthly Commissions are paid on the 10th of each month following the close of the Monthly Commission Period. Date of payment is relative to U.S. Central Time.
Paid-as Title	The Title of an Associate at 11:59:59 PM Central Time at the close of the Monthly or Weekly Commission based on organizational structure and Customer Points in a Verified Customer status. This Title determines the earnings an Associate is eligible for during a given period.
Personal Customer Point (PCP)	Customer Points accrued for any personally acquired Customers
Primary State	The state where an Associate primarily operates his or her business; determined at the time of enrollment.
Qualified Associate	An Independent Associate who has completed Viridian University Requirement, and has acquired 5 Personal Customer Points. In order to maintain this rank, the Associate must maintain a minimum of 5 Personal Customer Points.
Residual Fundraising Program (RFP)	The RFP account class is reserved exclusively for registered 501(c) organizations, self-declared, unincorporated religious organizations and schools. All participants in the Residual Fundraising Program must be approved by Viridian International Management.
Revolution Bonus	A recurring and continuously earnable Bonus; earned for every 5 Customer Points earned within a single Revolution Bonus period
Revolution Point	Personal Customer Points applying to an Associate's Revolution Bonus Clock. If the necessary points (5 Qualified Customer Points) are accrued within the 28 day Revolution period, Associates can earn a Revolution Bonus.
Solar Contract Bonus	For each Solar Lead that becomes a qualified Solar Contract, the referring IA will receive a Solar Contract Bonus.
Solar Contract Mentor Bonus	For each Solar Lead that becomes a qualified Solar Contract, the IA who sponsored the IA who generated the lead (or the SRP who generated the lead) will receive a Solar Contract Mentor Bonus (SCMB).
Solar Rewards Partner	Solar Rewards Partners are individuals who agree to refer Customers to Viridian's Solar Program. These individuals are NOT Independent Associates, and are only able to earn Solar Contract Bonuses in the amount of \$250 when a solar customer that they've referred has finalized a Solar Contract through a solar advisor.
Sponsor	An Associate who personally enrolls another Associate into his or her Viridian organization. This person is listed as the Sponsor on the Associate Application and Agreement.
Structure Requirement	The architecture of an organization; these are the Career Titles of Associates required within an Associate's organization to achieve a specified Rank.
Therms	The billing unit of measure in some natural gas utilities.
Weekly Commission	Commissions payments paid out on a weekly basis including Customer, Team and Gen VTeam Bonuses earned by an Associate. Weekly Commissions are paid on the Friday following the close of the Weekly Commission Period (or the corresponding day for international markets).