

2023 HOUSTON

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ADVOsy ENERGY

DIRECT
SALES-
SOLAR
PRO



ADVOsy ENERGY

PEOPLE FIRST



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Commissions

Personal Sales Commission:

- **Personal Commission:**
 - 65% split of base Price Per Watt.
 - See Baseline image Below
- **Up-front Commissions:**
 - \$750 once SOW is confirmed.

Payment Schedules:

- Milestone 1 (MP1):
 - 50% paid up-front UP TO \$750.
- Milestone 2 (MP2):
 - Remainder of commissions owed AFTER MP1 and any project management adders and deductions.

Arizona	\$2.28
Idaho	\$2.30
Nevada	\$2.45
Texas	\$2.35
Illinois	\$2.70
Florida	\$2.55
Utah	\$2.30
New Mexico	\$2.45
California	\$2.65
Maryland	\$2.70
Virginia	\$2.50
Arkansas	\$2.25



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Splits with Trainees:

- Tier 1: Closes 1-5 (Shadowed by Trainee)
 - 50/50 split with Trainee
 - \$350 up-front split with Sr. Solar Pro
- Tier 2: Closes 6-10 (Shadowing Trainee)
 - 25/75 split with Trainee.
 - \$350 up-front split with Sr. Solar Pro.

Other Commission Splits:

- As outlined in the form: "Advosy Energy Commission Split Disclaimer."

Adders:

- Sales Rep is required to approve any and all adders at the SOW (Scope of Work) stage of the project.
 - Once these adders are approved, or added via Change Order, any additional adders will not be required UNLESS there is another approval required.
 - All adders, once approved will be added to the project and deducted from commission as necessary.



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- Chargebacks:
 - If a customer cancels or places their project on hold, for any reason, all previously paid commissions will be charged back, in full.
- Deductions:
 - Customer Promises: As outlined in the Concierge Agreement AND Closer Disclaimer.
 - Missed Lead: \$250
 - If an Advosy lead is missed because of negligence.
 - This deduction goes to pay the setter or lead source agent that set the lead.

Standing:

- Sales Rep is considered in good standing if:
 - Sales Rep lives the company's core values:
 - People First
 - Grit
 - Team Work
 - Honesty
 - Ownership
 - Accountability



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- Termination:
 - If this contract is terminated, at any time, by either party, MP2 payments will be held until:
 - All customer promises are fulfilled.
 - All deals in the pipeline are installed and funded to Advosy Energy.
- Date of Effect/Supercede:
 - This agreement is in effect from the date of signing and will supersede all prior agreements, moving forward, between Advosy Energy and Sales Rep.
 - Deals that were sold before the date of effect will be paid out based on previous agreements between Advosy Energy and Sales Rep.

Sales Representative Printed Name: _____

Sales Representative Signature: _____

Advosy Representative Printed Name: _____

Advosy Representative Signature: _____

Date: _____