

A1 NOVA ENERGY, INC. COMMISSION PAYMENT & SCHEDULE

As per its signed Agreement, A1 Nova Energy, Inc. agrees to pay the Independent Contractor selling its solutions according to this Commission Payment & Schedule, which shall also be signed by both parties in this Agreement.

COMMISSION PAYMENTS:

As compensation for services rendered by the Independent Contractor, A1 Nova Energy Inc., shall pay Independent Contractor a percentage of the total cost of the contract.

COMMISSION SCHEDULE:

A1 Nova Energy, Inc. shall make solar commission payments on the 10th and 25th of each month, 50% being paid upon material acceptance of the project contract, and the final 50% being paid upon completion of installation. Lighting commissions are to be paid 50% when sales rep brings in deposit check from customer and 50% balance of commission to be paid after customer pays balance of contract.

COMMISSION PAYMENT METHODS:

A1 Nova Energy, Inc. shall make commission payments in accordance with the Independent Contractor's preference between check, direct bank deposit, PayPal, or a payment service such as Western Union.

COMMISSION PERCENTAGES:

Lighting commissions on each contract:

Dollar Volume	Percentage Paid
Up to \$100,000 in dollar volume:	12%
Over \$100,000 in dollar volume:	13%

EV Charger commissions on each contract: (A1 Nova and Landlord 50/50 split)

5 or less EV chargers per property: \$300/charger

*Additional chargers over 5 per property pay \$150 each up to 10 chargers

50% of commission pays when owner allows work on site and work begins

Remaining 50% of commission pays 30 days from first commission payment

Photovoltaic Solar commissions on each contract:

Dollar Volume:	Amount and Percentage Paid
Up to \$500,000 in dollar volume:	8%
\$500,001 to \$1,000,000 in dollar volume:	\$40,000 plus 1%
\$1,000,001 to \$2,000,000 in dollar volume:	\$50,000 plus 1%
\$2,000,001 to \$3,000,000 in dollar volume:	\$70,000 plus 1%
\$3,000,001 to \$5,000,000 in dollar volume:	\$100,000 plus 1%
\$5,000,001 to \$8,000,000 in dollar volume:	\$150,000 plus .5%
\$8,000,001 to \$10,000,000 in dollar volume:	\$200,000 plus .5%
\$10,000,001+ in dollar volume:	\$250,000 plus .5%

Bonus: In any fiscal quarter that you close more than 5 deals you will receive an extra 3% on your sales for that quarter.

In accordance with our Agreement, it is executed on the dates below by:

_____	_____
<i>Independent Contractor Printed Name / Signature</i>	Date
_____	_____
<i>A1 Nova Energy, Inc. Officer Printed Name / Signature</i>	Date