

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. OBF payments will be paid 25% when we get the NTP (Notice To Proceed) from the utility and 75% when the utility pays us for doing the work.

COMMISSION PAYMENT METHODS:

A1 Nova Energy, Inc. shall pay make commission payments in accordance with the Independent Contractor's preference between check and PayPal.

COMMISSION PERCENTAGES:

Lighting commissions on each Contract:

399 fixtures or less in a month: 12%

400 + fixtures in a month: 15%

HVAC commissions on each contract:

Dollar Volume:

Up to \$500,000 in dollar volume:

\$500,001 to \$1,000,000 in dollar volume:

\$1,000,001 to \$2,000,000 in dollar volume:

\$2,000,001 to \$3,000,000 in dollar volume:

\$3,000,001 to \$5,000,000 in dollar volume:

\$5,000,001 to \$8,000,000 in dollar volume:

\$8,000,001 to \$10,000,000 in dollar volume:

\$10,000,001+ in dollar volume:

Amount and Percentage Paid

6%

\$30,000 plus 1%

\$40,000 plus 1%

\$60,000 plus 1%

\$90,000 plus 1%

\$130,000 plus .5%

\$180,000 plus .5%

\$200,000 plus .5%

Photovoltaic Solar commissions on each contract:

Dollar Volume:

\$0 to \$100,000 in dollar volume:

\$100,001 to \$500,000 in dollar volume:

\$500,001 to \$1,000,000 in dollar volume:

\$1,000,001 to \$2,000,000 in dollar volume:

\$2,000,001 to \$3,000,000 in dollar volume:

\$3,000,001 to \$5,000,000 in dollar volume:

\$5,000,001 to \$8,000,000 in dollar volume:

\$8,000,001 to \$10,000,000 in dollar volume:

\$10,000,001+ in dollar volume:

Amount and Percentage Paid

10%

8%

\$40,000 plus 1%

\$50,000 plus 1%

\$70,000 plus 1%

\$100,000 plus 1%

\$150,000 plus .5%

\$200,000 plus .5%

\$250,000 plus .5%

Bonus: When you have cumulatively sold more than \$2,000,000 in total dollar volume,

A1 Nova Energy, Inc. will add the following bonus percentages:

For deals \$3,000,000 and less: .05% bonus for deals \$3,000,001 and more: .025% bonus

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

Independent Contractor Printed Name / Signature

Date

A1 Nova Energy, Inc. Officer Printed Name / Signature

Date