

On-Site Energy Manager Offer Terms and Conditions

These Terms and Conditions (“Terms and Conditions”) apply to all qualifying organizations (the “Applicant”) whereby Energy Efficiency Alberta (“EEA”) offers financial funding within Custom Energy Solutions (“CES”) to hire a dedicated On-Site Energy Manager (“OEM”). Funding is provided based on:

- The completion of milestones related to the reduction of energy use, development of an energy efficient culture, and implementation continuous improvement structures and practices within their organization.

Or

- A 5% reduction of the OEM Greenhouse Gas (“GHG”) emissions profile (applicable to Year 1 only).

The OEM program is implemented by CLEAResult Canada Inc., EEA’s program administrator (“Consultant”). The intent of OEM funding is to encourage, guide, and accelerate the hiring and placement of qualified, full-time energy managers into large companies and facility portfolio owners. Once established, the OEM will identify and implement GHG-reduction opportunities and practices.

By submitting an application to EEA for OEM funding, the Applicant acknowledges and agrees that:

- a) The Applicant is an eligible Applicant as described in these Terms and Conditions.
- b) The Applicant shall be able to prove, with reasonable assumptions, that the facility produces at a minimum 25,000 tonnes GHG emissions per year. Aggregation of facilities to meet the minimum 25,000 tonnes GHG emissions per year threshold is only acceptable for facilities that share at least one energy services (e.g. campuses) and must be approved at the sole discretion of EEA. Shared energy services ensure geographic proximity that will allow one OEM to oversee the entire campus. Applicants between 25,000 tonnes and 10,000 tonnes GHG emissions per year may be eligible at the sole discretion of EEA and must receive a written notice of acceptance prior to application submittal.
- c) The Applicant represents and agrees that all information submitted to EEA under these Terms and Conditions is true and that the Applicant has conformed to all CES requirements and other requirements communicated to it by EEA or set out in these Terms and Conditions.
- d) The Applicant represents and agrees that the facility qualifies for Custom Energy Solutions in that the customer facility is not classified as a Large Final Emitter or opted into the Carbon Competitiveness Incentive Regulation.
- e) The Applicant will apply best efforts to hire a dedicated OEM with qualifications as outlined in Schedule “A” within 1 month of application approval. It is the responsibility of the Applicant to find and hire an OEM, including salary negotiations. The candidate must be approved by EEA before the hiring process can be finalized for funding eligibility. The OEM will be required to perform duties outlined in Schedule “B” of this document.

- f) Once program savings targets or program milestones have been met, the Applicant will continue to only use the OEM hire for energy and GHG reduction related projects. Under the terms and conditions of this solution, the salary funding is designated for a dedicated Energy Manager whose primary job function pertains to energy and GHG reduction.
- g) The OEM will apply best efforts to meet OEM offer milestones and dates outlined in Schedule “C” and specified in the Custom Energy Solution application, pre-approval notifications and applicable pre and post-site inspections, and to ensure that all measures are installed and operated in a manner that will achieve their estimated Effective Useful Life.
- h) The Applicant will commit facility operations staff time to support the OEM. The Applicant will provide building, operations, and equipment documentation, facility and control system access, and energy use and cost data required to complete OEM project milestones and any CES applications.
- i) OEM funding provided pursuant to these Terms and Conditions are for qualifying Applicants that hire a qualified energy manager dedicated solely to energy management, energy savings initiatives, completing program milestones, and GHG emissions reductions.
- j) Equipment or products installed as part of the offer, or for any CES project must be installed at an eligible customer owned facility or facilities within the Province of Alberta and products installed must reduce energy use resulting in GHG emission reductions.
- k) Applications for OEM funding must be submitted and be pre- approved in writing by the Consultant before the hiring of a dedicated Energy Manager. To determine eligibility relative to this requirement, the system time-stamp and date from the application portal of the application’s pre-approval will serve as the effective date. The first twelve (12) month period year will commence on the Energy Manager’s employment start date.
- l) Where required by EEA and its Consultants to support the review of an application, the Applicant will provide EEA and its Consultants with reasonable access to its facilities for the purpose of confirming Applicant’s participation in the Program, inspecting implemented projects, and verifying the energy savings and greenhouse gas reduction achieved, and verifying compliance to Schedule “B”. EEA and its Consultants reserves the right to withhold, revise or reclaim any funding until it has performed a satisfactory verification of the OEM’s employment and ability to perform the duties outlined in Schedule “B”. The Applicant agrees to remedy any issue arising from auditing and monitoring results at no additional cost within the timeframe provided by EEA or its Consultants. The Applicant will repay to EEA on EEA’s request any funding that was paid prior to an unsatisfactory fulfillment of OEM employment. If the On- Site Energy Manger is found by EEA to not match the documentation provided during application for pre-approval, during an On-Site visit or otherwise, the Applicant agrees to immediately return any funding payments received by it with respect to the On-site Energy Manager program funding to EEA.

- m) The Applicant understands that any funding may be withheld if the Applicant refuses to participate in any required verification within a reasonable period. The Applicant verifies that all measures are installed in accordance with all applicable federal, provincial and local laws and manufacturer's specifications.
- n) OEM funding provided by EEA pursuant to these Terms and Conditions are subject to change by EEA at any time without notice to the Applicant.
- o) The payment of OEM funding by EEA is dependent upon availability of funds and the distribution of funding across Alberta. EEA reserves the right to deny any application made pursuant to these Terms and Conditions for any reason including that it may result in EEA exceeding its CES budget.
- p) EEA may, at its sole discretion, approve or reject any application for OEM Initiative funding at any time.
- q) For Year 1: The annual savings target for the Applicant will be the generation and implementation of GHG-saving projects totaling at least 1,250 tonnes GHG or 5% of the previous year's GHG emissions (whichever is higher) OR will be based on completion of milestone activities made over the course of Year 1. The choice of these options is at the discretion of the Applicant and is laid out in Schedule C and Schedule D. The Applicant completing savings projects through the implementation of Operational and Maintenance ("O&M") measures will be paid after the first year of the OEM hire date, upon verification of savings. The O&M incentive is \$40.00 CAD per tonne of GHG reduced, up to a maximum of \$50,000 CAD.
- r) OEM funding for the first twelve (12) month period year, commencing on the Energy Manager's employment start date, is calculated at 90% (up to a maximum of \$90,000) of the OEM's annual salary. 33% of the funding approved to be paid within sixty (60) days of the Energy Manager's employment start date. A secondary payment of 17% of the approved salary incentive will be paid after 3 months in service as OEM, provided the onboarding deliverable is completed. The remaining 50% will be paid in proportion to the GHG savings or defined milestones achieved at the end of Year 1. Year 1 milestones and associated payment amounts are noted in the Year 1 Summary Table included in Schedule D and Sample calculations for GHG savings are provided in Schedule C. Milestones, workshops and program activities or topics are subject to change at the discretion of EEA.

For Year 2: OEM funding for the second twelve (12) month period year may be subject to change at any point at the sole discretion of EEA and can be terminated without notice. Under the current program design, the second twelve (12) month period year will commence immediately following the first twelve (12) month period year and funding is calculated at 50% of the first-year annual salary (up to a maximum of \$50,000). The OEM's total second year salary will be paid within 60 days of the OEM's first year employment anniversary date. The completion of all milestones, verified at the end of the term, will be required for the Applicant to retain all of the Year 2 salary incentive funding. The Applicant will be required, at the request of EEA, to repay any funding linked to unfulfilled Year 2 milestones in alignment with the schedule of Year 2 milestones outlined in Year 2 of Schedule C. Milestones, workshops and program activities or topics are subject to change at the discretion of EEA.

- s) Any savings from projects where new equipment installation has begun prior to the hiring of an Energy Manager will not count towards the first year solution savings targets. Any projects, either through the CES offering or through other solutions, influenced by the hiring of an OEM will count towards the OEM savings targets for the Energy Manager funding.
- t) As a condition of the payment of any incentive by EEA under these Terms and Conditions, the Applicant agrees to convey ownership to EEA, or its successors, all environmental attributes and environmental products that are created or otherwise arise from the project that is the subject of the application in any jurisdiction, including but not limited to carbon offset credits. EEA retains the right to adjust program guidelines in accordance to amendments to the Government of Alberta's legislation, policies, or protocols surrounding greenhouse gas emissions, carbon accounting or the carbon offset system. The Applicant further attests that said attributes have not been claimed, sold or otherwise transferred to another party.
- u) Savings claimed for projects with an extended useful measure life over 2 years will be credited on an annualized basis towards the savings targets for the Applicant at the discretion of EEA. Projects related to operations and maintenance activities, including behavior-based savings activities, will be credited towards the Applicant's targets as savings are achieved on an ongoing basis.
- v) EEA will use best efforts to review each application that has received pre-approval and to make payments of funding related to such an application within sixty (60) days of the Applicant submitting the application and at prescribed solution milestones pursuant to these terms and conditions. Submitting an application form with incomplete or missing information will delay processing of payment.
- w) Applicants and/or contractors are responsible for all costs associated with sales tax and disposal/recycling. For greater certainty, the Applicant is responsible for any tax liability or other fees arising from its receipt of a funding payment from EEA.
- x) Funding will only be paid directly to the Applicant.
- y) Environmental attributes are defined as potential benefits arising from the reduction in consumption of natural gas and electricity from energy savings and GHG reduction projects, as well as carbon offset credits created due to reduced energy consumption or reduced emissions of greenhouse gases. For the purposes of CES, the environmental attributes are quantified as tonnes of Carbon Dioxide equivalent (CO₂e). As a condition of the payment of any incentive by EEA under these Terms and Conditions, the Applicant agrees to convey ownership to EEA, or its successors, all environmental attributes and environmental products that are created or otherwise arise from the project that is the subject of the application in any jurisdiction, including but not limited to carbon offset credits. EEA retains the right to adjust program guidelines in accordance to amendments to the Government of Alberta's legislation, policies, or protocols surrounding greenhouse gas emissions, carbon accounting or the carbon offset system. The Applicant further attests that said attributes have not been claimed, sold or otherwise transferred to another party.
- z) From the date of pre-approval of the application until five years after the last incentive payment date, the Applicant shall not sell, lease, or otherwise dispose of, directly or indirectly, any Installed Incentivized Equipment and Products to any entity, without the prior

written approval of EEA, which may be reasonably withheld. The Applicant may be required to reimburse the Federal government via EEA, any funds received from EEA, if at any time within five years from the last incentive payment date, the Applicant sells, leases, or otherwise disposes of, directly or indirectly, any Installed Incentivized Equipment and Products, purchased, acquired, constructed, rehabilitated, or renovated, in whole or in part, as a result of or in connection with the CES other than to the Federal government, the Government of Alberta, a local government, or with the Federal government's written consent.

- aa) Applicants or facilities/companies where projects are completed may not use the EEA or CES name or logo in any marketing, advertising, or promotional materials without EEA's prior written consent.
- bb) EEA reserves the right to publicize the Applicant's participation in CES, with prior written consent from the Applicant.
- cc) The Applicant agrees not to use the name or identifying characteristics of EEA or Administrator for any advertising, sales promotion, or other publicity of any kind.
- dd) Failure of the Applicant to comply with any aspect of these Terms and Conditions may result in the Applicant being barred from future participation in any and all EEA solutions for any period of time.
- ee) EEA and its Consultants shall keep Applicant's information confidential. Only EEA and its Consultants shall be granted access to Applicant data as needed or required.
- ff) Applicant agrees to support EEA and its Consultants and assign a representative to facilitate services provided under this Agreement. Applicant agrees to allow EEA and its Consultants to access its facilities, energy use, relevant operations data, and cost information. If Applicant is a tenant, Applicant represents that by signing this document they have obtained the property owner's permission to implement projects.
- gg) EEA AND ITS CONSULTANTS DO NOT ENDORSE, GUARANTEE, OR WARRANT ANY PARTICULAR MANUFACTURER, PRODUCT, AND EEA AND ITS CONSULTANTS EXPRESSLY DISCLAIM ALL WARRANTIES, EXPRESSED OR IMPLIED, FOR ANY PRODUCTS OR SERVICES WHETHER DEEMED BY EEA OR ITS CONSULTANTS TO BE "ELIGIBLE" OR NOT. EEA AND ITS CONSULTANTS DO NOT EXPRESSLY OR IMPLICITLY WARRANT THE PERFORMANCE OF INSTALLED EQUIPMENT OR ANY SERVICE PROVIDER OR INSTALLATION CONTRACTOR'S QUALITY OF WORK. EEA AND ITS CONSULTANTS DO NOT MAKE ANY REPRESENTATIONS OF ANY KIND REGARDING THE RESULTS TO BE ACHIEVED BY THE ENERGY-SAVING MEASURES OR THE ADEQUACY OR SAFETY OF SUCH MEASURES, INCLUDING, BUT NOT LIMITED TO, WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.
- hh) EEA's and its Consultants' sole liability hereunder is limited to paying the properly qualified funding specified herein. Neither EEA, its Consultants, nor either of their directors, officers, consultants, agents, servants or their respective successors and assigns will have any liability whatsoever or howsoever to the Applicant, nor any of its employees, representatives, directors, or officers, or any of them, in connection with these Terms and Conditions, the custom project or any application submitted to EEA under these Terms and Conditions.

- ii) No Claims. The Applicant will not make a claim against EEA, its Consultants, or either of their directors, officers, consultants, agents, servants or their respective successors and assigns for any reason whatsoever or howsoever relating to these Terms and Conditions.
- jj) Disclaimer. EEA and its Consultants take no responsibility for the accuracy of the information supplied during the application process by EEA, its Consultants, or either of their directors, officers, consultants, project advisors, agents, servants or their respective successors and assigns.
- kk) Miscellaneous. These Terms and Conditions shall be governed by and construed under the laws of the Province of Alberta, without regard to conflict of law rules. Any dispute or claim that relates to the CES program or these Terms and Conditions, their interpretation or breach, or to the existence, scope, or validity of these Terms and Conditions or this arbitration provision, will be referred to and finally determined by arbitration in accordance with the JAMS(Judicial Arbitration and Mediation Services) International Arbitration Rules and judgment upon the award rendered pursuant to such arbitration may be entered in any court with jurisdiction. The parties acknowledge that mediation helps parties settle their disputes and any party may propose mediation whenever appropriate through JAMS International or any mediator selected by the parties. If any provision of these Terms and Conditions is invalid or unenforceable in any jurisdiction, the other provisions shall remain in full force and effect in such jurisdiction and shall be liberally construed in order to effectuate the purpose and intent of these Terms and Conditions. The invalidity or unenforceability of any provision of these Terms and Conditions in any jurisdiction shall not affect the validity or enforceability of any such provision in any other jurisdiction. The failure of any party to enforce strict performance by the other of any provision of these Terms and Conditions, or to exercise any right available to a party, shall not be construed as a waiver of such party's right to enforce strict performance in the same or any other instance.
- ll) Any deviations from these Terms and Conditions must be submitted in writing to EEA and will not be approved without written consent from EEA and the solution facilitators.

PARTICIPANT AGREED AND ACCEPTED	
<i>I have read and understood the Participation Agreement and the attached Standard Terms and Conditions and certify that the information I have provided is true and correct.</i>	
Signature:	Date:
Name (printed):	Title:

SCHEDULE “A” - ENERGY MANAGER QUALIFICATIONS

An eligible facility, with a minimum of 25,000 tonnes annual GHG emissions, that has been pre-approved for the OEM solution will hire a dedicated, salary paid, Energy Manager to manage energy projects for their facility. An applicant intended to fill the position of Energy Manager as part of the OEM Initiative should meet at least one of the following minimum qualifications to be eligible for funding:

- be a Certified Engineering Technician (C.Tech.);
- be a Certified Engineering Technologist (C.E.T.);
- be a Professional Engineer (P.Eng.);
- be a Certified Energy Manager (C.E.M.); or
- have qualifications deemed suitable by EEA.

The Energy Manager candidate should have the ability to perform all, but not limited to, the following duties to qualify for the Energy Manager position:

- Meticulous project management and tracking
- Motivating and coaching plant management and teams
- Guiding the development of overall continuous improvement plans
- Facilitating training workshops and On-Site energy audits
- Analyzing performance of industrial processes using monitoring equipment and statistical analysis
- Technical report writing for technical and non-technical audiences
- Ability to coordinate internally and externally with a broad group of stakeholders to ensure alignment and delivery of solution requirements and targets
- Excellent written communication skills for presentations, technical reports, e-mail, and other written documents
- Outstanding oral communication skills will be necessary for telephone, one-on-one communication, and presentations to groups
- Project management expertise to successfully deliver projects on time and budget
- The ability to work with a team and give and take direction to/from co-workers.

The Energy Manager candidate should have the following education, experience and skills:

- Undergraduate degree required
- 2-5 years of experience in mechanical, electrical, chemical, industrial, energy or facility engineering or a related field.
- Experience with systems, and processes and/or energy engineering principles, methods, and techniques in manufacturing facilities required
- Experience with the following systems is desired: HVAC, lighting, chillers and refrigeration, variable frequency drives, compressed air, and process equipment.

SCHEDULE “B” - ENERGY MANAGER PROGRAM PARTICIPATION & MILESTONES DUTIES

In connection with the identification, reporting, and implementation of energy saving opportunities, the minimum duties of the Energy Manager are expressed below. These duties, along with any other obligation set out in the Agreement should be used to develop the Energy Manager’s job description. Program activities or topics, workshops and milestones are subject to change at the discretion of EEA.

Year 1 Workshops and One-to-one Activities

Program Activity*	Activity Topic
Group Workshop #1	Onboarding (hiring month)
Group Workshop #2	How to prepare a business case and move an energy saving project forward (March 2019)
Group Workshop #3	Strategic Energy Management Plan Creation and engaging stakeholders through employee engagement (June-July 2019)
Group Workshop #4	Introduction to modelling using RETScreen (Renewable-energy and Energy-efficiency Technology Screening), creation of models and baselines and Team Charter creation
Group Workshop #5	Year 1 lessons learned and creating sustainability for Year 2
One-to-one Activity #1	Energy Scan at OEM location (December 2018 to May 2019)
One-to-one Activity #2	Review of Quarterly Report #1 & #2.

Year 1 Milestones

Milestone #	Milestone Activity
1	Participate in all organized OEM group workshops
2	Presence and participation at one Energy Scan.
3	Strategic Energy Management Plan creation, maintenance on SharePoint online, and a bi-monthly review with the OEM Program Manager on progress.
4	Opportunity Register/Strategic Energy Management Plan maintenance and update on SharePoint online, and a bi-monthly review with the OEM Program Manager on its progress.
5	Create and share a business case for a capital expense project internally within the OEM's organization.
6	Create an Energy Team Charter.
7	Creation and maintenance of a baseline energy model(s) for the quantification of site energy savings (O&M savings and capital project savings) on OEM profile site(s) using RETScreen. Minimum of one to be created.
8	Facilitate and document one employee engagement activity.
9	Deliver one case study of a measure implemented/engagement delivered during Year 1 (photos to be provided within the case study). The case study must be approved for use by EEA.
10	Deliver Quarterly Reports created and delivered on time for Year 1.

Year 2 Workshops and One-to-one Activities

Program Activity*	Activity Topic
Group Workshop #6	SEM Plan Year 2/Energy Team roles and responsibilities.
Group Workshop #7	RETScreen financial module: How to consider energy efficiency as an investment.
Group Workshop #8	What are the 25 tasks of 50001 Ready.
Group Workshop #9	Year 2 Final Report and how to sustain savings.
One-to-one Activity #4	Bi- Monthly call and update on Strategic Energy Management Plan and required support.
One-to-one Activity #5	Review of Quarterly Report (April, August and November of 2020).
One-to-one Activity #6	Review of Yearly Report Year 2 (January to April 2021).

Year 2 Milestones

Milestone #	Milestone Activity
1	Participate in all organized OEM group workshops
2	Presence and participation for Year 2 Strategic Energy Management Plan Creation session.
3	Model OEM portfolio facility(ies) using RETScreen, to track the energy savings, reduction of the carbon footprint and the positive impact of the opportunities implemented.
4	Conduct and document an organizational Energy Management Assessment (EMA).
5	Create and/or maintain an Energy Performance Indicator in the OEM's organization, if possible, this should be added to a visual management board.
6	Demonstrate a Standard Operating Procedure change/creation including elements of energy efficiency.
7	Demonstrate one change in the procurement system of the OEM's organization towards energy savings/energy efficient design or purchasing (for example energy procurement policy or procurement structure).
8	Participate in a second Energy Management Assessment.
9	Deliver one case study of a measure implemented in Year 2 of the program (photos to be provided within the case study). The case study must be approved for use by EEA.
10	Deliver Quarterly Reports and one Final Report (on time) focusing on sustainability of the measures implemented after the end of the program.

Schedule “C”

Schedule of Milestones based Salary Incentives for Year 1 and Year 2

The below schedule is based on the hiring date of the OEM and represents when salary incentives will be paid and how much of the total each milestone represents. The total amounts represented in Year 1 and Year 2 of the Program will be accurate if the OEM achieves 100% of their milestones. For those completing GHG savings targets in year 1, see Schedule D for payment breakdown.

Year 1 Summary

Action	Percentage of salary incentive	Description
Hire OEM automatic payment	33%	33% of salary incentive to a maximum of \$29,700
3 months of service automatic payment	17%	17% of salary incentive , to a maximum of \$15,300
Milestone 1 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 2 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 3 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 4 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 5 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 6 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 7 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 8 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 9 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Milestone 10 paid end of Year 1	5%	5% of salary incentive, to a maximum of \$4,500
Year 1 Total	100%	Up to \$90,000

Year 2 Summary The amounts noted under 'Milestone Value' are subject to repayment under section 'r' of the Terms and Conditions

Action	Percentage of salary incentive	Milestone Value
Milestone 11	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 12	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 13	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 14	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 15	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 16	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 17	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 18	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 19	10%	10% of salary incentive, up to a maximum of \$5,000
Milestone 20	10%	10% of salary incentive, up to a maximum of \$5,000
Year 2 Total	100%	Up to \$50,000

SCHEDULE “D” - FUNDING CALCULATION EXAMPLE

Applicable to Applicants who Implement the Y1 GHG Reduction Option

Below is a sample calculation, for demonstration purposes only and subject to change at the discretion of EEA, for the potential funding granted through the OEM Initiative for the first year. *Sample Company X qualifies for the OEM program and submits all the required documentation and is approved to hire an OEM. Company X produces 30,000 tonnes of annual GHG Emissions. Company X then hires an OEM with a starting salary of \$90,000 making Company X eligible for up to \$81,000.00 in funding.*

Savings Target: since 5% of 30,000 tonnes GHG (which totals 1,500 tonnes) is greater than 1,250, the savings target is 1,500 tonnes GHG emissions reduction for each of the two solution years.

With the 1,500 tonne GHG savings target and Energy Manager salary of \$90,000, the following first-year funding timeline for hiring and savings could be outlined as follows with payments to be made within 60 days of milestone completion:

Action	Tonnes	Percent of Target	Funding Calculation	Funding Paid	Remaining Funding
Hire Energy Manager	N/A	N/A	$0.9 * \$90,000.00 * 0.3 = \$26,730$	\$26,730.00	\$54,270.00
Payment 2 after 3 months in service as Onsite Energy Manager	N/A	N/A	$0.9 * \$90,000.00 * 0.1 = \$13,770.00$	\$13,770.00	\$40,500.00
End of Year 1	1500 tonnes GHG	100%	$1 * \$40,500.00 = \$40,500.00$	\$40,500.00	\$0.00
Total GHG Reduction	1,500 tonnes GHG		Total Funding	\$81,000.00	

*Note: Funding from Q4 is less than 60% of available funding following the previous payouts since only \$81,000 of total funding is available for an Energy Manager with a salary of \$90,000.