

**ONTARIO
SUPERIOR COURT OF JUSTICE**

B E T W E E N:

H AidAR OMARALI

Plaintiff

- and -

**JUST ENERGY GROUP INC., JUST ENERGY CORP.
and JUST ENERGY ONTARIO L.P.**

Defendants

Proceeding under the *Class Proceedings Act, 1992*

**RESPONDING MOTION RECORD OF THE DEFENDANTS
(Summary Judgment Motion)
Returnable June 11-13, 2019**

January 11, 2019

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Court File No. CV-15-527493-00CP

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Defendants

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AFFIDAVIT OF RICHARD TEIXEIRA

I, Richard Teixeira, of the City of Toronto, in the Province of Ontario, MAKE OATH
AND SAY:

1. I am the Vice President of Consumer Sales with Just Energy Group Inc. (“**Just Energy**” or the “**Company**”). As such, I have knowledge of the matters contained in this affidavit, except where matters are stated as being based on information, in which case I believe the information to be true.
2. I make this affidavit in support of the defendants’ response to the plaintiff’s summary judgment motion.
3. I previously swore an affidavit with respect to the plaintiff’s certification motion (“**My First Affidavit**”). A copy of My First Affidavit is attached as **Exhibit “A”**. I have reviewed the affidavits of Katlyn Schwantz (“**Ms. Schwantz**”), Jennifer Borg (“**Ms. Borg**”) and

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Jamie Acton (“**Ms. Acton**”), sworn August 29, 2018, the affidavits of Roland Lavigne (“**Mr. Lavigne**”) and Bahram Nemati (“**Mr. Nemati**”) sworn August 30, 2018, and the affidavit of Daniel Barbieri (“**Mr. Barbieri**”) sworn September 2, 2018. Having done so, I can confirm that I strongly disagree with the majority of the assertions made by these affiants (the “**Affiants**”).

4. In this affidavit I refer to “**Independent Contractors**” meaning those individuals who marketed and sold on behalf of Just Energy as door-to-door sales agents (“**Sales Agents**”), crew coordinators, regional distributors and those individuals who engaged in renewal and commercial sales.

Introduction

5. Currently, Just Energy no longer utilizes Independent Contractors to solicit contracts for natural gas and electricity.

6. As of January 1, 2017, certain legislative amendments pursuant to Ontario’s *Energy Consumer Protection Act, 2009*, S.O. 2010, c 8, came into force. Those amendments provided, in part, that the sale or offer of sale of electricity or natural gas to a consumer in person at the consumer’s home was prohibited. These amendments further stipulated that the remuneration provided by a supplier to a salesperson in respect of such sales or offers of sale of electricity or natural gas could not be based on a commission or value of volume of sales basis.

7. As a consequence of these legislative amendments, Just Energy ceased utilizing Independent Contractors to solicit contracts. Beginning in and around November 2016, Just Energy offered employment to approximately 40 of its Independent Contractors to become employees at Just Energy.

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Just Energy's Team Model

8. The team model at Just Energy was created primarily for the purposes of educating and teaching Sales Agents how to sell Just Energy's products. Many of Just Energy's Sales Agents had never engaged in the sale of energy products prior to joining Just Energy and this model had proven to be successful for providing Sales Agents with the essential information and skills they needed to market energy products both successfully and in compliance with regulatory standards.

9. Once initial orientation was completed, Independent Contractors could elect to continue operating in a quasi-team like environment at the regional sales offices. While Independent Contractors had no obligation to market out of a regional office or with a team, Just Energy recommended marketing with a team and emphasized the many benefits of doing so. Among other things, the team model offered ongoing support to Independent Contractors by providing them with continuous education that was required to help them advance in the industry and by encouraging them to take on more advanced sales' roles at the Company. Independent Contractors were also provided with regular mentorship opportunities to assist them in developing their skills so that they could become crew coordinators, regional distributors and even national distributors.

10. Sales offices were designed and structured to provide ongoing support to each Independent Contractor and to allow for the constant learning that was needed by individuals to develop into successful salespersons of Just Energy products. In this regard, regional distributors, crew coordinators and assistant crew coordinators marketed together to support the Sales Agents and the Sales Agents' business objectives. Their success was Just Energy's top priority.

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11. Experience has shown that a hierarchy of seasoned Sales Agents leading by example, which includes teaching sales and marketing skills, and reinforcing positive habits, such as professionalism and personal accountability, ultimately leads to a more motivated and productive salesforce, higher sales numbers and an increased likelihood of success for all.

12. The team model was also meant to help provide professional advancement opportunities to Independent Contractors. Our committed and hardworking Independent Contractors, be they regional distributors, crew coordinators or Sales Agents, were encouraged to enhance their relationship with Just Energy by taking on more advanced sales' roles. The model provided individuals with the opportunity to be mentored, and to develop their skills and become crew coordinators, regional distributors and even national distributors. Attached as **Exhibit "B"** is a Just Energy memo dated May 28, 2015 and entitled "Just Energy Nation Best Practices". The memo emphasizes the various ways that regional distributors can motivate their Independent Contractors to boost morale and drive sales, including the recognition of Independent Contractor success by developing a point system to win money.

13. Just Energy provided professional advancements opportunities to Independent Contractors through the "Crew Coordinator Development Program" (the "**CCDP**"). This successful program incentivized and rewarded regional distributors and crew coordinators with bonuses for the promotion of independent contractors from their own salesforce to crew coordinator status. Attached as **Exhibit "C"** is copy of an email discussing our CCDP, which attaches a CCDP request form. We were ultimately working with individuals to help them grow, so that they could have their own offices one day. Their success was Just Energy's top priority.

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14. While the team model was available to all Independent Contractors, it was primarily recommended for Sales Agents. Sales Agents were generally less experienced salespeople and guidance, support and motivation was necessary to help them succeed in their sales. Independent Contractors who were principally engaged in renewal and commercial sales did not generally adopt the team model.

15. Sales Agents were encouraged to take advantage of the support provided, however it was ultimately up to them whether they wished to utilize the support. It was not mandatory. Many of the Sales Agents did not adopt the team model of Just Energy and as a result often did not succeed in their sales. The driving factor behind successful Sales Agents at Just Energy was the motivation and support that came from team support. Door-to-door solicitation is a very difficult and draining type of sales' practice. There is frequent rejection and can require significant time and commitment in order for it to be lucrative. By having team members support you mentally and professionally, it made the sales effort much easier. The Sale Agents that succeeded were generally those that took advantage of the team environment.

Variety of Office Structures

16. Although the team model described above was typical, there was no requirement that a regional office be structured in this way by regional distributors. Regional distributors had the independence to create their own offices, with variations to the typical structure.

17. For example, the Fairview office, under the stewardship of Brian Marsellus (“**Mr. Marsellus**”),¹ initially began as one office, with one regional distributor and crew coordinator, but subsequently expanded and divided into several sub-offices, in order to give two crew

¹ Brian Marsellus was a national distributor with Just Energy from 2009-2016.

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coordinators the opportunity to lead their own offices. Each sub-office had its own team, which was organized based on the same hierarchy as other Just Energy sales offices. Mr. Marsellus created this structure to create competition and generate more revenue, as well as to provide Independent Contractors with the incentive and platform to lead their own offices.

18. Similarly, our Cambridge renewal sales office and our Hespeler New Business office were also amalgamated into one office during the class period, with various teams marketing within the same location. The Toronto office which did primarily commercial sales, and the Viking office which primarily did residential sales, also amalgamated into one office during the class period.

19. It was beneficial for Independent Contractors to have multiple offices in the same physical location for the purposes of growth. By having different types of sales and offices within the same location, this meant different income stream opportunities, created healthy competition between regional distributors and crew coordinators, and ultimately the opportunity for greater overrides and profits². This structure was regularly adopted and successfully utilized by Independent Contractors who were ambitious and committed to creating a lucrative sales business.

20. Independent Contractors also had the agency to engage in different kinds of sales within the same office location. For instance, Independent Contractors could engage in both commercial and residential sales, as well as door-to-door sales at the Fairview office, the Yorkland Commercial regional office and the Cambridge Renewals office.

² An override is a kickback that a crew coordinator would receive on each sale.

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21. There was also fluidity with respect to the scope of tasks and responsibilities between regional distributors and crew coordinators. Regional distributors and crew coordinators did not always have the same roles across regional sales offices. In the Oshawa office, for example, crew coordinators ran the day-to-day operations, while the regional distributor played more of a supporting role. I am informed by Ravi Maharaj, Regional Manager of Field Operations, that Tike Asajile, who was a crew coordinator at our Oshawa regional office, assumed the tasks and responsibilities that were characteristic of a regional distributor role. Tasks and responsibilities were not strictly defined, but were distributed among the offices based on skill sets.

Types of Sales

22. Independent Contractors were not confined to only one type of sales. They had the freedom to grow their business in the way that they wanted. In addition to door-to-door residential sales, Independent Contractors could also engage in commercial and/or renewal sales if they wished to do so. For example, Mr. Kian Nazarely (“**Mr. Nazerally**”) engaged in commercial sales from time to time which I am informed by Anastasia Reklitis of Fasken Martineau DuMoulin LLP was confirmed by Mr. Nazerally in the cross-examination of Mr. Nazerally’s affidavit affirmed August 10, 2015. Attached as **Exhibit “D”** is a copy of the transcript from the cross examination which took place on March 18, 2016³.

23. There were also Independent Contractors that engaged exclusively in renewal sales or commercial sales. These Independent Contractors had a different sales practice than door-to-door residential Sales Agents and did not typically market in a team or quasi-team

³ Page 29 of the transcript.

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environment, as they did not require the same type and level of support and mentorship that Sales Agents required in the door-to-door sales context. This was because the Independent Contractors engaging in commercial and renewal sales were generally more experienced and had already established their skillset as salespeople in the industry. Further, it was not practical for Independent Contractors engaging in commercial and renewal sales to meet on a regular basis and travel to the field together. Independent Contractors engaging in commercial sales traveled to various locations throughout the day, visiting one business establishment, to make a single sale, in each location. It was unnecessary to have more than one Independent Contractor attend a business establishment to attempt to make an individual sale. As a result, Independent Contractors engaged in commercial sales usually did not travel together and consequently did not adopt a team-like model to their sales practices.

24. The typical day of an Independent Contractor engaged in commercial sales consisted of going directly to the field, and coming into the office once a week to pick up their pay cheque. There were weekly meetings, however most Independent Contractor did not attend or would call-in to the meeting. The purpose of the meeting was primarily to receive updates on any changes in products and pricing, etc.

25. The typical day of an Independent Contractor engaged in renewal sales was congruent with a Commercial Independent Contractor in that they would go straight to market the market and generally only came into an office once a week to pick up their commission cheque and to receive their customer "leads" (discussed more fully below).

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Recruiting Independent Contractors

26. Up until around the summer of 2016, recruiting at Just Energy was managed by the centralized recruiting department in our Ottawa regional office. When our Ottawa office closed in and around 2016, centralized recruiting ceased and recruiting was thereafter completed on-site at each regional office. Individuals interested in Independent Contractor opportunities at Just Energy were therefore required to call into individual regional sales offices which would coordinate interviews at those regional offices.

27. Just Energy would use a variety of different methods to attract potential recruits, including word-of-mouth, visiting college and university campuses to hand-out flyers, and online ads, which were taken out on various websites, including Kijiji and Craigslist. Attached as **Exhibit "E"** is a copy of an email setting out various recruiting tactics used by Just Energy to recruit the next generation of Independent Contractors.

28. With respect to the content of advertisements, these were strictly controlled and had to be approved by Just Energy's centralized recruiting guidelines, so that there was no confusion or misrepresentation with respect to the independent contractor status of the sales agent position. As a result, these advertisements would, in addition to providing promotional information regarding the potential to achieve financial success, provide that the sales agent position was, among other things, 100 per cent commission based.

29. Each regional sales office had a recruiter, who was an employee of Just Energy. When an individual spoke to the recruiter, that individual was provided with information about the structure of the Independent Contractor role, including its 100% commission based compensation structure and the absence of any employment benefits of any kind.

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30. In order to ensure that recruits were provided with an accurate representation of the opportunities at Just Energy, as well as their independent contractor status, Just Energy provided its recruiters with standardized recruitment materials. This ensured that a consistent and accurate message was conveyed to recruits about these matters.

31. In this regard, Just Energy provided its recruiters with the "Independent Contractor Orientation Guidebook", which, among other things, reinforced the Just Energy philosophy of motivation and empowerment, as well as the need to identify and accurately characterize the nature of the Independent Contractor role and the implications associated with that, such as the 100 per cent commission based compensation package. Attached as **Exhibit "F"** is a copy of the Independent Contractor Orientation Handbook.

The Interview Process

32. In response to our recruitment initiatives, recruits would began their interaction with Just Energy by calling-in to a sales office. During this phone call, it was made clear to recruits that they were being engaged by Just Energy as independent contractors, not employees. Recruits were informed that the position was, among other things, 100 per cent commission based and did not include a salary or employment benefits of any kind.

33. If the recruit and the Just Energy recruiter decided that they wished to continue with the interview process after the initial phone call, the recruit would be invited to attend an in-person interview at their respective sales office.

34. Interviews were generally completed in regional offices over a two to three day period, but individual sales offices and recruiters had significant leeway in this regard. Recruits

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would attend their regional office and be interviewed by the recruiter, and, if times were busy, a crew coordinator or a regional distributor.

35. The recruiter or regional distributor would reiterate the philosophy of Just Energy, which was that the Company had a salesforce of Independent Contractors who operated on a 100% commission based compensation structure. Following the interview, the recruit would have been fully aware that there were no deductions from their commission payments for statutory reasons or otherwise, that any expenses were their own to claim for tax purposes, and that there were no obligations owed to them by Just Energy with respect to overtime, holiday pay, sick time, or the like.

36. During the recruiting process, regional distributors provided detailed explanations about the nature of the Independent Contractor relationship, including: the 100% commission based compensation structure, that Just Energy did not deduct taxes at source, and that Independent Contractors would have to remit their own taxes to the government.

37. I am informed by Jahan Saffari (“**Mr. Saffari**”),⁴ a former regional distributor at the Viking office, and who is currently the regional director of our North California offices, that during the recruitment process he would expressly tell recruits that Just Energy would pay their commissions up front, but. Mr. Saffari would also explain to recruits that they should keep receipts for all of their expenses, including gas, meals, etc., such that at the end of the year, they could seek to claim these as business expenses. Mr. Saffari recalls all recruits understanding that

⁴ Mr. Saffari was a regional distributor in the Viking office from 2012-2014 and generally oversaw all recruitment and orientations at the Viking office. Mr. Saffari is currently the regional director of Just Energy’s North California office.

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they were providing services to Just Energy as Independent Contractors and that the position as 100% commission-based.

38. The administrator at the regional offices would review these and other terms of the ICA with the recruit and spend time discussing the independent contractor status of the position. Recruits would openly ask questions, and were given the opportunity to review the ICA privately in the office or at home before deciding whether to agree to its terms.

39. Importantly, recruits could not begin to market on behalf of Just Energy as sales agents or even proceed to orientation and training without first executing an ICA.

40. The Affiants have each executed their own ICA. Attached as **Exhibit "G"** to my affidavit are copies of the ICAs executed by the Affiants.

Orientation

41. Just Energy offered an orientation for new Independent Contractors who could choose to market as part of a team or on their own. As door-to-door sales could be physically and emotionally demanding, Just Energy endeavoured to teach and motivate each Independent Contractor to develop and enhance their skillset in order to become successful businesspeople. Seasoned sales people, including crew coordinators and regionals distributors, were invested in mentoring the less experienced Independent Contractors to help them build sales experience and gain valuable skills.

42. It was recommended that the entire orientation take place over two days; however, it was up to the regional distributors whether they wanted to complete it in one day or spread it across two days or even three days. We did not confirm the duration of complete

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orientation sessions with the regional offices and left this to the discretion of regional distributors. Attached as “**Exhibit “H”**” is an email chain between the Fairview Office and me, among others, which highlights that the Fairview Office had discretion with respect to its recruitment and orientation schedule for new recruits.

43. The duration of orientation was dependent on how many individuals were participating during a given week and the level of sales’ experience individuals had. For example, orientation would take longer if there were individuals from all different backgrounds and levels of experience in comparison to a situation where the majority of the group were seasoned door-to-door solicitors.

44. Assuming orientation was spread out across three days, the first day typically began with classroom orientation sessions, while the second day and, perhaps, third day were dedicated to field shadowing. Attached as **Exhibit “I”** is a copy of the “Just Energy and OEB Training Proctor Step by Step Guide”, which sets out a general template of the two to three day orientation process.

Classroom Orientation Sessions

Just Energy Orientation Modules

45. Classroom orientation generally centered on five modules (the “**Five Modules**”). The Five Modules set out, among other things, the Independent Contractor relationship at Just Energy, the legal and regulatory framework relevant to the position, Just Energy’s product and services, as well as the tools and techniques by which an Independent Contractor could utilize in order to be successful at door-to-door energy sales. Attached as **Exhibit “J”** is a copy of The Five Modules.

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46. The nature and implications of the independent contractor relationship appeared throughout the Five Modules. The first module, for instance, set out the role of the Sales Agent as an independent contractor by highlighting, among other things, the 100 per cent commission model and schedule flexibility.

47. The third module covered the three-level commission structure at Just Energy, namely, "initial commission", "reconciliation commission" and "residual commission", as well as the various incentives, including cash prizes, bonuses, scholarships, awards and trips, available to successful independent contractors.

48. In addition, an example of a commission chart for Just Energy's residential Just Energy Conversation Program (the "JECF") was presented to recruits during the orientation session, so that it would be clear to recruits how the commission based compensation regime at Just Energy operated. Attached as **Exhibit "K"** is a copy of said commission chart.

49. The fourth module included a presentation entitled "A Day in the Life of an Independent Contractor", which set out the recommended daily activities of the sales agent, including recommendations for attending the morning meetings, dressing professionally and proven tactics for developing a successful business plan.

50. Just Energy recommended that regional offices present all modules during orientation sessions, however different offices would spend different amounts of time on each module or might shorten certain modules, depending on the background of the recruits in a particular session.

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Ontario Energy Board Modules

51. Selling energy in Ontario is a highly regulated process, which required Just Energy to ensure that its Independent Contractors followed certain rules and regulations when marketing energy to consumers. In this regard, Just Energy was required to implement a mandatory Ontario Energy Board (the “**OEB**”) training component to its orientation program in accordance with, among other things, section 5 of the OEB “Electricity Retailer Code of Conduct” (the “**OEB ER Code of Conduct**”). Attached as **Exhibit “L”** is a restated version of the OEB ER Code of Conduct from November 2010. This OEB orientation was the only mandatory orientation Independent Contractors had to complete with Just Energy.

52. In 2011, the OEB initiated a process by which all Independent Contractors marketing energy programs, on behalf of eEnergy retailers such as Just Energy, were subject to eight modules (the “**Eight OEB Modules**”) outlining key industry information as well as regulatory and compliance matters. Independent Contractors were therefore required to receive strict training regarding, for example, what must and must not be done at each door while marketing their products. Attached as **Exhibit “M”** is a copy of the “Ontario Industry Training Module Participant Guide (the “**OITMPG**”)”, which covers the Eight OEB Modules, which was provided to Independent Contractors during orientation sessions.

53. Those individuals leading orientation sessions at Just Energy, “office proctors”, were provided materials by Just Energy to ensure that they adequately covered the OEB mandated information with new recruits. The Just Energy and OEB Training Proctor Step by Step Guide, noted above and attached as **Exhibit “I”**, provides a lesson plan template for office proctors teaching the Eight OEB Modules to new recruits.

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Field Shadowing

54. Following the classroom session of Just Energy's Independent Contractor orientation process, regional offices offered field shadowing to its Independent Contractors. Field shadowing was highly recommended for individuals who did not have previous experience with door-to-door sales.

55. For example, seasoned sales professionals generally did not participate in field shadowing, while those who did participate in field shadowing, chose how long they wanted to do it for. Some Sales Agents did not engage in field shadowing for more than a few door-to-door sales. Others may have decided to engage in field shadowing for a couple of weeks.

56. Field shadowing would typically involve Sales Agents shadowing a crew coordinator while he or she interacted with customers, or a crew coordinator watching the Sales Agent interact with customers. In such cases, the crew coordinator would assist the Sales Agent and provide recommendations based on his or her observations.

57. Just Energy had many Sales Agents without sales experience, which meant that, for the vast majority of them, field shadowing was an essential tool for them to succeed.

58. Whether it be back at an office, or in the field, on-going shadowing and role playing opportunities were always available to Independent Contractors, and were certainly not exclusive to the on-boarding process. For example, if Sales Agents were not achieving their personal sales goals, they often requested that the regional distributor or crew coordinator shadow them in the field, in order to help them identify which skills they could improve on when marketing to customers. In turn, Sales Agents would practice with the regional distributor or

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crew coordinator in order to improve their sales skill-set, which included better ways to communicate energy service and pricing issues to customers.

59. In short, field shadowing and role playing were important tools used to assist Independent Contractors improve the effectiveness of their sales approach with customers. Contrary to the Affiants' allegations and insinuations, field shadowing and role playing were never imposed on Sales Agents, especially on an on-going basis.

60. Without doubt, being a successful Sales Agent requires learning the right skills and a lot of practice. To this end, the above activities utilized by Just Energy were directed to enhance Sales Agents' abilities to successfully market energy, while complying with OEB legal and regulatory standards; they were not used to supervise or control Sales Agents. Unsurprisingly, the most successful Sales Agents were those individuals that took full advantage of these available, but optional, performance-developing tools.

Practice of an Independent Contractor

Morning Meetings

61. Contrary to the Affiants' assertions, there was no daily structure enforced by regional distributors, crew coordinators or otherwise at Just Energy. While there were recommended daily meetings and suggested hours of marketing, none of this was mandatory. If particular Independent Contractors followed a daily routine, this was because they chose to establish and maintain such a routine. To be clear, Sales Agents were at liberty to set their own schedules and engage in door-to-door sales at any time and at any location, so long as their sales efforts complied with the legal and regulatory OEB framework noted above.

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62. Most of the regional offices that engaged in door-to-door new business sales had daily morning meetings. These morning meetings generally took place at either 10:00 or 11:00 AM, and were optional, but recommended, for all Independent Contractors.

63. The objective of the morning meeting was for those individuals heading out to the field that day, to congregate in a group-setting and discuss, among other things, sales strategy and goals, skills development, market and regulatory updates, as well as any changes in energy pricing and/or products offered by Just Energy. Morning meetings also provided the opportunity for Independent Contractors to discuss amongst themselves and finalize the location(s) in which they would be marketing that particular day.

64. Every Monday with Darren Pritchett, I would arrange a weekly conference call for all regional and national distributors. Crew Coordinators were also permitted to attend on these calls if they happened to be in the sales office and the Regional or National Distributor invited them to participate. The purpose of this call was for the Regional and National Distributors to update us on the sales goals and targets that had been discussed in everyone's respective offices. We did not impose any expectation or targets on the offices; rather, this was an opportunity for the Regional and National Distributors to share their sales objectives with us, while at the same time providing an opportunity for us to give them motivation or any guidance we felt they could benefit from in order to achieve their business goals.

65. In the commercial and renewal regional offices, there were generally no daily meetings; weekly meetings were held instead. The primary purpose of these weekly meetings was for Independent Contractors to pick up their commission cheques and to receive information

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on any market, regulatory and product updates. These meetings were not mandatory and Independent Contractors could either attend in person or by phone.

Determining Marketing Location(s)

66. Independent Contractors were free to market where they wanted and accordingly decided for themselves where they would market on any given day. There was no regular "sales route" which Independent Contractors had to follow to pursue sales, and this was true whether they were marketing as part of a team or on their own.

67. One of the primary attractors of new Independent Contractors to Just Energy was that Just Energy placed no restrictions on where they could market their business, subject to certain external requirements and considerations, such as the availability of installation technicians, municipal regulations, utility charges and health and safety, respectively (discussed more fully below).

Door-to-Door New Business

68. For those Sales Agents marketing in a team environment, it was common for them to establish amongst themselves the marketing location(s) for the day at their respective regional offices' daily morning meetings.

69. Before the morning meeting, the regional distributors and/or crew coordinators would speak to Sales Agents and ask them about their marketing location preferences and general availability for the following day. The crew coordinator would often have their own preferred marketing locations for that day, based on, among other things, market intelligence gathered by Sales Agents in the field, which they would pass along to Sales Agents.

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70. The marketing location(s) decided upon were conveyed by crew coordinators to the regional distributors at the daily morning meetings. The purpose of crew coordinators discussing the marketing location(s) with regional distributors was to confirm whether the proposed marketing location(s) were “appropriate” for marketing to customers. In this regard, regional distributors were privy to information that most crew coordinators, and the vast majority of Sales Agents were not, such as the existence of compliance issues, customer complaints and/or permit requirements in particular areas.

71. For example, it was not uncommon for customers to request that they not be solicited by Just Energy or any of its representatives. Therefore if on a given day a crew coordinator advised the regional distributor that a team was travelling to a marketing location with frequent non-solicitation requests, the regional distributor would likely advise the team to choose an alternative location, which was in the best interest of the Sales Agents for obvious reasons.

72. Just Energy implemented a process to facilitate these types of customer requests when they were made, which were referred to as “do-not-solicit lists”. The do-not-solicit lists contained address information for consumers who directly advised Just Energy of their no solicitation request and the list was updated and sent to regional sales offices on a weekly basis. It was recommended that each Sales Agent review these lists prior to marketing; otherwise, contractors would risk annoying customers and be less likely of making a successful sale and be discouraged by the negative feedback from the consumer. Attached as “**Exhibit “N”**” is an email from Mr. Marsellus to the Regional Fairview Calgary Office, reminding them to review and notify their Sales Agents of do-not-solicit lists. This email also attaches an example do-not-solicit list.

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73. In addition, avoiding do-not-solicit list customers was an OEB requirement, so avoiding such customers not only ensured compliance with regulatory requirements, but also made the best use of a Sales Agent's time. Once iPads were implemented, Sales Agents could refer to the "red zones" on the iPad to identify which consumers to avoid approaching.

74. Sales Agents also needed to consider whether there were any municipal regulations in a particular location. Some municipalities, such as Brantford, Kitchener, London, Timmons, Ingersoll, Thunder Bay and Woodstock, would at times require that Just Energy or its Sales Agents obtain licences or permits to market in these locations; other municipalities would prevent Sales Agents from marketing in their jurisdictions entirely. In order to market in such municipalities, Just Energy would have to obtain a "corporate licence" or "corporate permit" to cover all the Sales Agents marketing on its behalf in one of these locations. Attached as **Exhibit "O"** is an email setting out some of the various municipalities that required licences and/or permits to market in their jurisdictions.

75. As an alternative, Sales Agents could obtain their own individual licences or permits if they wanted to market in a particular area that required such legal authorization. Just Energy would do what it could to assist Sales Agents to acquire licences or permits, however this required planning and pre-determining marketing locations. Attached as **Exhibit "P"** is a copy of the 2015 Just Energy Regional Distributor & Admin Permit Handbook", which sets out, among other things, how Just Energy and Sales Agents went about obtaining marketing licences and permits.

76. Just Energy's Extranet possessed the "Permit Requirement Database Tracker", which allowed Sales Agents to log-in and manage sales permits and requirements online (see

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pages 5-7 of the 2015 Just Energy Regional Distributor & Admin Permit Handbook, attached as **Exhibit "P"**).

77. In addition to municipal regulations, marketing location(s) would be pre-determined for the purposes of planning whether Sales Agents would need an installation technician team to travel with them into the field. Most Sales Agents sold the JECF product which had an installation component to the provision of the energy service. This meant that the success of selling this particular product in many, if not most, cases depended on the ability of Sales Agents to offer customers same-day installation. A delay in installations could result in a customer cancelling their services and have a negative impact on the Independent Contractor through a loss of commission.

78. By pre-determining where Sales Agents were going, the regional offices and Just Energy could arrange for installation technicians to be available to support them in the field⁵. Accordingly, while Sales Agents could ultimately market wherever and whenever they wanted, marketing locations and hours were often determined by the availability of installation technicians.

79. In order to combat this installation technician supply issue, and given that the majority of the salesforce either had no driver's licences or no access to their own vehicle, the regional distributors and crew coordinators would try their best to support Sales Agents by arranging for vans and/or car pools to be available at the daily morning to transport them to areas where installation technicians were present to carry out same-day installations. Attached at

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Exhibit "Q" is email chain between regional coordinators arranging for technicians to be available for same-day installations.

80. I am informed by Jahan Saffari that Sales Agents also generally discussed marketing locations with their crew coordinator and regional distributor prior to travelling to the field, in order to establish which customer sales' contracts the Sales Agents had to bring out to the field. Utility charges varied across territories, and Sales Agents were required to sign up a customer with the contract that reflected the appropriate utility charge for that customer's region.

81. Determining respective marketing locations was also recommended for health and safety reasons, i.e., the regional offices would prefer to know where Independent Contractors were marketing to ensure their safety.

Renewal and Commercial Sales

82. In the renewal sales' context, Independent Contractors were assigned customers to market, rather than locations to market in. The customers determined the location the Independent Contractors would be selling in.

83. Dan Gadoua ("**Mr. Gadoua**"), the regional distributor for the Cambridge office, would assign customers or "leads" through Just Energy's JEM app, for those Independent Contractors who used an iPad. iPads were available for purchase from Just Energy, to help increase the efficiency of the customer interaction. Prior to JEM and the implementation of iPads, Mr. Gadoua assigned leads manually.

84. Leads were either automatically assigned to Independent Contractors or Independent Contractors requested leads from the regional distributor. For example, Renewals

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would often request to market in a specific location on a given day and Mr. Gadoua would determine whether there were any customers in that area that were up for renewal. If there were, Mr. Gadoua would assign those customers to the Independent Contractor.

85. Independent Contractors engaged in commercial new business did not have any marketing locations assigned to them. Independent Contractors chose where they wished to market and simply talked among themselves to ensure that they did not overlap with other Independent Contractors or visit areas that were recently marketed in.

Travelling to the Field

86. Independent Contractors had the independence to travel to the field whenever and however they so wanted.

87. While some Sales Agents would drive to the field on their own, the majority of them preferred to meet at the regional office and travel together, whether in the vans that were generally available at the regional offices, or in their own cars. Whether a Sales Agent accompanied the crew coordinator to this location(s) to market, or their own preferred location(s), was entirely the Sales Agents' own decision; however, Sales Agents generally decided to travel with the crew coordinator to take advantage of not only the benefits associated with marketing in groups, but also the marketing intelligence noted above.

88. Sales Agents chose to travel with the crew coordinator or with other Sales Agents in their vehicles because they often did not have transportation of their own. Many Sales Agents worked pay cheque to pay cheque and could not afford their own vehicles or otherwise pay for their transportation. Accordingly, many Sales Agents not only appreciated the van and/or

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carpooling options that were available at the regional offices, but relied on these communal resources to run their businesses.

89. Sales Agents preferred travelling as a team because they wanted to be around each other for, among other things, safety, support, encouragement, motivation and even competition. Sales Agents often wanted to be around successful salespeople and who knew the areas that the team was marketing in, so that they too could partake in this success.

90. Further, Sales Agents were motivated to travel with a team because there were crew coordinators that would give bonuses to their Sales Agents. and would often underwrite other expenses.

Freedom to Market Where one Chooses

91. The Affiants suggest that crew coordinators drove all Sales Agents to a specific location to market door to door. This is misleading and suggests that Sales Agents were required to market in the same location as their crew coordinators. As mentioned above, many Sales Agents would travel with a crew coordinator to take advantage of among other things, the support and their vehicles. Sales Agents chose to travel with their crew coordinators for these reasons.

92. The Affiants assert that Sales Agents who marketed in areas not approved for the day would receive a warning from regional distributors and/or threats of termination. This is simply false. As noted throughout my affidavit, Just Energy itself did not place restrictions on where Sales Agents chose to conduct door-to-door sales, nor was there a mandatory reporting structure in place that required sales agents to report as to when and where they were carrying out their sales. To be clear, Sales Agents were not disciplined by Just Energy if they did not

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report on their marketing location and/or obtain approval for a marketing location. Further, regional distributors could not terminate Independent Contractor Agreement.

93. Indeed, there were Sales Agents that never reported to their regional office and were never privy to discussions about determining marketing location(s) for any given day. These individuals therefore never had their marketing location(s) "approved" by anyone, and did not receive any warnings or threats of termination for marketing in locations that were not discussed among the teams at the regional offices.

94. An example of such a Sales Agent is Ms. Borg. I am informed by Mr. Saffari, who was the regional distributor at the Toronto office, that Ms. Borg never reported to the Toronto office and only attended the regional office when she needed to pick up supplies, including energy service contracts, brochures, and business cards. Ms. Borg rarely travelled with any sales team and opted to market in locations by herself.

95. Ms. Borg was also badged in the Ottawa office and was providing services to Just Energy in Ottawa, from in and around 2015-2016. I am informed by Joel Stewart that Ms. Borg never reported to the Ottawa regional office. She marketed remotely, and only attended the Ottawa office and travelled with other Sales Agents in the field when she needed installation technician support. In all other cases, Ms. Borg marketed remotely and never pre-arranged her marketing location with anyone.

96. Ms. Borg was also subsequently badged in the Kitchener office. I am informed by Dan Gadoua that, from early June to in and around July 2016, Ms. Borg never stepped foot into the Kitchener office and similarly never communicated her marketing location(s) to anyone for approval. Regional distributors were Borg were never aware of where Ms. Borg had decided to

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market for the day, and she was accordingly rarely aware of where other Sales Agents were marketing. Nevertheless, this was permitted and acceptable behaviour to Just Energy.

97. If Sales Agents were marketing in a team environment, they did not necessarily have to market in the same location as the other Sales Agents on their team. It was also common that Sales Agents marketing in a team never marketed *as* a team, or in the same location as the other Sales Agents on their team.

98. Independent Contractors could pursue sales within the territory of their regional distributors or could also travel outside that region to areas not covered, or recently covered, by that region's Independent Contractors. Indeed, Independent Contractors were not restricted to marketing out of one regional office.

99. For example, Sales Agents often moved around offices in Ontario. Various independent contractors were selling for different physical offices and were therefore not always marketing with their team. Notably, out of the roughly 7,000 or so class members, about 200 of them were badged and operated as Sales Agents out of more than one regional office. For instance, Ms. Borg was badged at the Viking, Kitchener and Ottawa offices; Mr. Nemati was badged at both the Viking and Ottawa offices. Attached as **Exhibit "R"** is a list of class members that were badged in multiple offices.

100. Sales Agents could also market out of regional offices in other provinces. There were Sales Agents that were badged in an Ontario office who chose to market in a regional office in another province for a week at a time. For example, Dana Brown was badged in Ontario, Alberta and Manitoba regional offices at the same time and earned commissions from both Manitoba and Ontario in 2012 and earned commissions in all three provinces in 2013. Danielle

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Larose was badged in both Ontario and Alberta offices and earned commissions in both provinces in 2013, 2013, 2014 and 2016. Nareg Sagatelian was badged in the Ontario and the Alberta regional office and earned commissions in both provinces in 2012, 2013, 2015 and 2016. Attached as **Exhibit "S"** is a list of Independent Contractors that were badged and marketed in offices in more than one province. In this regard, there was an open-door policy, in that, if individuals were badged in several offices, they had the agency to decide what office and location they wanted to market in on any given day, and were not required to report this to anyone.

The Ontario Energy Board

101. There were a number of legal regulations that Just Energy and its Independent Contractors were required to follow.

102. The OEB is responsible for setting the rules for the energy industry in Ontario. Accordingly, the OEB was responsible for much, if not most, of the requirements that Just Energy was, in turn, required to enforce upon its Independent Contractors. The majority of these rules and regulations, with respect to the marketing of energy services, were contained in the OEB ER Code of Conduct.

103. In order to educate Independent Contractors about the various OEB rules and regulations, Just Energy went to great efforts to provide materials for its Independent Contractors to learn this essential information for marketing energy services. The OITMPG, attached above as **Exhibit "M"**, was provided to recruits during their orientation and training sessions and sets out the various OEB rules and regulations.

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Identification Badges, Business Cards and Clothing

104. Section 2 of Part B of the OEB ER Code of Conduct required that, in carrying out their door-to-door sales, independent contractors had to wear Just Energy identification badges and carry and distribute Just Energy business cards. This was for the purposes of identifying themselves to consumers, so that there was no misrepresentation regarding which entity the contractor was representing and the purpose of their visit. The OEB required contractors to display their badges at all times when they were in the field marketing (see section 2 of Part B of the OEB ER Code of Conduct attached as **Exhibit "L"**; and pages 8-9 of the OITMPG attached above as **Exhibit "M"**).

105. Independent Contractors were not required to wear any other specified apparel or branding, and were not prevented from wearing clothing that contained logos or branding of other companies. However, regional distributors and crew coordinators did encourage Sales Agents to dress in a professional manner, which included wearing plain and comfortable shoes and clean clothing. Experience had shown that dressing in a professional manner added credibility to sales pitches and ultimately increased the willingness of customers to purchase energy services (see page 4 of module four of the Five Modules attached above as **Exhibit "J"**).

106. To this end, regional distributors and crew coordinators encouraged Sales Agents to take full advantage of Just Energy branded clothing, which was available for purchase through each regional office at the same cost Just Energy had originally purchased the clothing from its vendors.

107. Time and again, wearing Just Energy clothing had been proven to enhance the marketing success of Independent Contractors. While Just Energy offered Independent

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Contractors the opportunity to purchase Just Energy branded clothing, they were not required to purchase or, as noted above, wear it. (see page 4 of module four of the Five Modules attached above as **Exhibit "J"**).

108. The Affiants state that the regional distributor would ensure that the Sales Agents were all wearing their Just Energy uniform and badge prior to leaving the regional office. This statement suggests that Sales Agents marketing with the Affiants all purchased Just Energy clothing, which is not the case. For instance, there are no records of Mr. Lavigne and Ms. Schwantz ever buying Just Energy clothing during their time at Just Energy. Further, Just Energy's records indicate that only 53 people out of the 131 Sales Agents that made up the Affiants' sales' teams purchased Just Energy clothing. Attached as **Exhibit "T"** is a list of these Sales Agents and the amounts of clothing they purchased.

Just Energy Compliance Regime

109. In addition to setting the rules of the energy industry in Ontario, the OEB was also responsible for handling customer concerns as well as the licencing of utilities and energy suppliers. For such reasons, the OEB enforced a consumer complaint and compliance monitoring regime with respect to, among other things, what represents "false, misleading, or deceptive statements to customers", pursuant to O. Reg 389/10 of the *Energy Consumer Protection Act*, 2010, S.O. 2010, c. 8 (see section 7 of Part B of the OEB ER Code of Conduct attached as **Exhibit "L"**; and pages 8-12 of the OITMPG attached above as **Exhibit "M"**).

110. As a result of such rules and regulations, Just Energy was required to create a consumer compliance and compliance monitoring department to track Sales Agents who breached these standards established by the OEB and by regulatory bodies in other markets. To

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ensure the efficiency in this regard, Just Energy created the “compliance matrix”, which was an internal document that allowed us to receive, track and properly investigate customer complaints and set expectations to Independent Contractors regarding the consequences of negative marketing practices. Attached as **Exhibit “U”** is an example of a compliance matrix used to track consumer compliance and compliance monitoring, as required by the OEB.

111. The need for Just Energy to enforce OEB requirements on its Independent Contractors was increased by the fact that the OEB conducted annual testing of energy service retailers, which involved, among other things, Independent Contractors re-passing the OEB mandated test. Attached as **Exhibit “V”** is an email chain that shows Just Energy putting various regional sales offices on notice of an upcoming annual OEB testing.

112. In light of this situation, a significant amount of time was spent every day by Just Energy inquiring into customer complaints and investigating its sales agents. If the complaint was deemed valid, a warning to the sales agent was typically enough in the circumstances. In extreme cases, however, a fine could be implemented or even termination of the independent contractor relationship could result. Attached as **Exhibit “W”** is a sample Just Energy Corporate & Consumer Relations “IC Strike Count” from the different Fairview Offices based on a 12-month period ending on March 25, 2013, which tracks a range of regulatory requirements that certain Independent Contractors had breached while marketing energy services.

Customer Scripts

113. While Independent Contractors had the autonomy to choose how to market their contracts, the OEB required that salespeople marketing energy on behalf of energy retailers use an OEB-approved script, which contained certain content that could not be deviated from (see

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section 4 of Part B of the OEB ER Code of Conduct attached as **Exhibit "L"**; and pages 18-19 of the OITMPG attached above as **Exhibit "M"**.

114. In addition, Just Energy also provided general sales scripts to its Independent Contractors which were nothing more than suggested guidelines for what Sales Agents should or should not say when marketing energy to customers.

115. Importantly, however, we ultimately had no control, or intended to have any control, over whether or not the Independent Contractors followed these scripts when marketing to customers. Attached as **Exhibit "X"** is an example JECF residential sales script used by Independent Contractors when marketing energy services.

Frequency of Sales

116. As noted above, Sales Agents were at liberty to engage in door-to-door sales at any time as long as it complied with local marketing ordinances for sales solicitation. While we advised Independent Contractors that the best time to market was between 11:00 AM to 9:00 PM, it was within their control to decide the times and the number of hours they wanted to sell per day.

117. Just Energy did not have any recordkeeping of hours. As we were a performance-based sales platform, our only records of the activities of the Independent Contractors were the customer contracts that were submitted for approval at the time of sale. It is plain that those Independent Contractors who made more sales presumably marketed more hours than those who made fewer sales or no sales at all.

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118. It was the people that treated sales as a full-time endeavour that were most successful. Independent Contractors such as Ms. Schwantz, for example, were highly successful at door-to-door sales, because they marketed on a frequent basis. For instance, I have reviewed the records of Ms. Schwantz's sales statistics for June 2014, and determined that, at one time, Ms. Schwantz had sold contracts over a period of 27 consecutive days. This is one example of several where Ms. Schwantz sold contracts over a significant period of time. Attached as **Exhibit "Y"** is a list of Ms. Schwantz's sales between November 2013 and December 2014.

119. It was never recommended or encouraged to market for almost one month straight and there were certainly no push weeks that were 27 days long. It was Ms. Schwantz's personal choice to sell for such significant periods of time.

120. Ms. Schwantz was a highly motivated and successful Independent Contractor and freely chose to market the amount she did. I am informed by Joel Stewart, that Ms. Schwantz would set high achieving goals for herself as a crew coordinator, which included growing the numbers of her team and helping her achieve the goal she set for herself, which was to achieve \$250,000 in annual commissions. I have reviewed Ms. Schwantz's T4A for 2014 and, during that year, she made CAD\$200,227.03 in commissions. Attached as **Exhibit "Z"** is a copy of Ms. Schwantz's 2014 T4A.

121. Ms. Schwantz was an anomaly. Although we had successful Sales Agents, there were no Sales Agents as successful as her. Indeed, 5,498 of the class members in fact never made a sale while providing services to Just Energy. A list of these Sales Agents is attached as **Exhibit "AA"** to my affidavit. Generally speaking, if a Sales Agent was not making any sales after a few days, they chose not to continue marketing with Just Energy.

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122. From 2012-2016, 2,416 class members made at least one sale while marketing services on behalf of Just Energy. The majority of the class members that made sales while marketing on behalf of Just Energy received less than \$5,000 in annual commissions. Of the 7914 Independent Contractors that were engaged as Sales Agents, 28 made over \$100,000 in annual commissions. A list of these Sales Agents is attached as **Exhibit "BB"** to my affidavit.

123. It was rare that an Independent Contractor chose to market as much as someone like Ms. Schwantz. Most Independent Contractors marketed 4-5 days per week, and only a few hours per day.

124. It was also acceptable and common practice for Independent Contractors to take extended time-off from selling with Just Energy. Indeed, many Sales Agents took time off, for days, weeks, months, and even years, only to return to making sales at Just Energy. In so doing, these Independent Contractors were not terminated for inactivity, nor were they turned away when they came back. Sales Agents could come and go as they pleased. Attached as **Exhibit "CC"** is an email that shows a former independent contractor returning to Just Energy after an extended absence of roughly seven years.

125. I am informed by Mr. Saffari that Mr. Nemati, Mr. Barbieri and Ms. Borg took significant time off from their sales. I have also reviewed sales' statistics from the class period which support this. For example, Mr. Nemati did not make any sales between December 30, 2013 and March 12, 2014. Mr. Barbieri made two sales between April 4, 2012 and June 10, 2012. Ms. Borg, made one sale between January 4, 2012 and September 18, 2012 and did not make any sales between December 2014 and June 5, 2015 and thereafter continued to sell on a sporadic basis until December 2 2015, and then later made a couple of sales in 2016. This

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foregoing was perfectly acceptable, and these Independent Contractors were at no point terminated for ceasing selling. Attached as **Exhibit "DD"** is a list of Mr. Nemati, Mr. Barbieri and Ms. Borg's sales' statistics during the class period.

No Supervision

126. Contrary to the Affiants suggestions, crew coordinators and regional distributors did not control, supervise or oversee Sales Agents throughout their day while they were marketing in the field.

127. I have reviewed sales' data that demonstrates that the affiants were often selling more contracts than the other Sales Agents on their teams on the same days. Given this, it is unlikely that they were supervising and managing Sales Agents throughout the day. For example, Sales Agents on Ms. Schwantz's team did not market at the same frequency as her. I have reviewed the records of her teams' sales' statistics during the same period, and they did not make nearly as many sales as Ms. Schwantz. Remarkably, Ms. Schwantz accounted for approximately 34% of her entire team's production. Accordingly, and contrary to Ms. Schwantz's assertions in her affidavits, it is unlikely that she was supervising the Sales Agents on her team, if she was able to achieve these significant sales numbers. Attached as **Exhibit "EE"** is a list of Ms. Schwantz's team's sales statistics from November 2013 to February 28, 2015.

128. Similarly, Mr. Lavigne accounted for almost 50% of his team's sales between May 1, 2015 and October 31, 2015, Mr. Nemanti accounted for 33% of his team's sales between July 1, 2013 and October 31, 2014; and Mr. Barbieri accounted for 57% of his team's sales between April 1, 2012 and September 30, 2012. A copy of the Mr. Lavigne, Mr. Nemanti and

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Mr. Barbieri's team's sales' statistics are attached as **Exhibit "FF"**, **Exhibit "GG"**, **Exhibit "HH"**, respectively.

129. Furthermore, I have reviewed the sales' data which indicates that during the class period, from 2012-2016, there were days when the Affiants were marketing in locations hundreds of kilometres away from where members of their sales teams were marketing on that same day. For instance, on December 16, 2013, Ms. Schwantz was marketing in North Bay, while another member from her team was marketing in Etobicoke, a distance of roughly 400 kilometres. Similarly, on January 2, 2014, Ms. Schwantz was marketing Brampton, while another member of her team was in North Bay, again a distance of roughly 400 kilometers. A copy of Ms. Schwantz's teams' sales' statistics are attached **Exhibit "II"**.

130. In the case of James Acton, on March 14, 2014 and March 22, 2014, he was marketing in South River and Mattawa, while other members of his sales team were marketing on those days in Ottawa. South River and Mattawa are roughly 400 and 300 kilometres away from Ottawa, respectively (see **Exhibit "II"** above).

131. With respect to Ronald Lavigne, he was marketing in London on June 6, 2015 and Niagara Falls on September 14, 2015, while members of his sales team were marketing in Sault Ste. Marie and Brantford on those days, respectively. London is over 600 kilometres from Sault Ste. Marie and Niagara Falls is approximately 100 kilometres from Brantford (see **Exhibit "II"** above).

132. In addition, on July 26, 2014, Mr. Nemati was marketing in Ottawa while a member of his sales team was marketing in Brampton, being a distance of over 400 kilometres away. Likewise, on August 11, 2012, Mr. Barbieri was marketing in Pickering, while a member

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of his sales team was marketing in Hamilton. Pickering is roughly 100 kilometres from Hamilton (see **Exhibit "II"** above).

133. At no time did Just Energy or any of its Independent Contractors manage or supervise Sales Agents or other Independent Contractors. Where crew coordinators and/or regional distributors communicated with Sales Agents during a day in the field, this was for the purposes of offering support and assistance. For example, I am informed by Mr. Saffari that, as a regional distributor, he would regularly call the crew coordinators to see how Sales Agents were doing for the purposes of offering them support and assistance if they needed it. These were informal calls and were often made when crew coordinators where less experienced Sales Agents were out on the field.

134. For example, if Sales Agents were not achieving their sales goals, the regional distributor would provide advice to the crew coordinator to convey to the Sales Agents. This advice would relate to, among other things, methods for improving one's sales skills or recommending an alternative location for the Sales Agents to try to market their business. While the regional distributor and crew coordinator would strategize on how to improve the situation on the ground for Sales Agents, it was ultimately up to the sales team with respect to whether they wanted to follow the regional distributor's advice or not.

Push Weeks/Road Trips

135. Road trips and push weeks were organized by Just Energy in order to help Independent Contractors achieve their sales goals. Whether to do a push week or not was typically decided during my Monday conference call with regional distributors.

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136. Push weeks, a common sales practice in many industries, were not a regular thing, as alleged by the Affiants, but were usually only planned when regional offices were still short of meeting their weekly sales goals.

137. Road trips were an office activity that was designed to facilitate sales and foster an environment of success. Road trips were often organized by crew coordinators, whereby the goal was to provide each Sales Agent with an opportunity to focus on and hone their craft as Sales Agents and go to territory that would be less saturated than traditional (close to home) locations. That said, it was up to each Independent Contractor to determine whether he or she would go on the road trip.

138. Independent Contractors paid for their own expenses while participating in push weeks or road trips. I am informed by Mr. Saffari that, around the end of 2013, Ms. Borg, Mr. Nemati and Mr. Barbieri were all marketing in the Viking office together and, when on road trips, paid their own expenses, including hotel and food.

139. Independent Contractors were not required to participate in push weeks and road trips. However, those who did participate chose to do so because they were committed to meeting their sales goals and were also motivated to win the various cash and promotional incentives offered by Just Energy.

140. In this regard, Just Energy was the industry leader in offering exciting, innovative and unique rewards to Independent Contractors. In addition to weekly commissions, Just Energy offered Independent Contractors a variety of incentives, rewarding Independent Contractors with significant sales with residual pay, cash bonuses and awards, including extravagant gifts and trips to exotic destinations. Attached as **Exhibit "JJ"** is a document entitled "Trip Rules" setting

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out how Independent Contractors became eligible for trips, which in this case was to Puerto Vallarta, Mexico.

141. Categories of Rewards and Incentives included: the “Weekly Top 10” recognition, which were weekly notification of the top 10 sales agents; monthly rewards for top sellers; weekly bonuses, scholarships, awards for Independent Contractors that achieved 1, 3, 5 and 10 million in commissions; and awards for the regional sales offices that generated the most in sales. The rewards and incentives encouraged friendly competition and recognition, with the ultimate objective being to drive high-levels of performance and sales. For example, and attached as **Exhibit “KK”**, is an email setting out Just Energy’s “Double Points Week” initiative, which provided the opportunity to regionals to earn double points if they hit their weekly office sales targets. In addition, and attached as **Exhibit “LL”**, is a spreadsheet outlining how Just Energy’s “New Agent Bonus” worked for JECF deals.

142. Whether Sales Agents wanted to take advantage of these rewards and incentives was up to them. There were several Independent Contractors that were highly motivated by the rewards and incentives offered by Just Energy and pushed themselves to sell. Ms. Schwantz was such a person, and often and often qualified for and won many of them, including a trip to Ireland.

Other Business Ventures

143. The Affiants state that, as a result of the demands of marketing Just Energy products, Independent Contractors were unable to engage in any other business, while also marketing for Just Energy. This is false. Indeed, I am aware of several Independent Contractors

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that pursued unrelated business ventures while marketing on behalf of Just Energy, some of whom I have already named in My First Affidavit.

144. Other Independent Contractors that pursued their own business included:

- Sam Masri - he sold LED retrofits and other products on the side;
- Brandon Reidel - he had an antique shop while providing marketing services to Just Energy;
- Matt Pancer - he had a video production company while providing marketing services to Just Energy;
- Eric Manirambona - he operated a restaurant while providing marketing services to Just Energy;
- Ben Van Dieren -he sold Solar product for another company while also providing marketing services to Just Energy;
- Richard Carvell - he worked in real estate while also marketing with Just Energy.

145. It was also not uncommon for Independent Contractors to incorporate and engage with Just Energy as corporations for, among other reasons, tax and other financial reasons. Attached is an email of an Independent Contractor inquiring with Just Energy as to the implications of engaging with Just Energy through his corporation. Attached as **Exhibit "MM"** is an email chain that provides an example of an incorporated Independent Contractor engaging with Just Energy to market energy services.

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146. I am further aware of the following, among other Independent Contractors, that provided services to Just Energy through their own incorporation: Jody Kelly, Daniel Gadoua, Dan Camirand, Joel Stewart, Brian Marsellus, Glen Lancaster and Kevin Godin.

Compensation

147. The Affiants assert that they were only paid commission on contracts that were accepted and finalized with the customer by Just Energy and that they did not have control over which contracts were accepted and/or finalized by Just Energy. I believe the affiants are suggesting that Just Energy rejected contracts to which they are entitled commissions for.

148. Although Just Energy had the ability to not enroll a customer, they never did this. Every Independent Contractor had control over whether they could make a sale or not. If an Independent Contractor made a sale and enrolled the customer correctly, they received a commission for the sale.

149. We did not reject a customer just for the sake of it. Contracts were cancelled only under the following circumstances:

- (a) if there was a failed or uncompleted verification call;
- (b) if there was a missing or incorrect signing date;
- (c) invalid billing and service address;
- (d) incorrect customer/billing name;
- (e) a phone number or authorized signature was missing;
- (f) an Independent Contractor's name/number/signature was missing;

- (g) if there was illegible hand-writing;
- (h) if an acknowledgment form was not signed/submitted; and
- (i) if the Independent Contractor used an expired or an incorrect type of agreement.

150. When any of the above occurred, head office would contact the customer and try to secure the correct information. If they were unable to, or if the form is missing a customer signature, the Agreement would be cancelled.

M. S. Souza
SWORN BEFORE ME at the City of ~~Toronto~~ *MISSISSAUGA*, in the Province of Ontario on *M* January 10, 2019



Commissioner for Taking Affidavits
(or as may be)

Neal Hewitt



RICHARD TEIXEIRA

This is Exhibit "A"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

BETWEEN:

~~KIA KORDESTANI~~ Haidar Omarali

Plaintiff

- and -

**JUST ENERGY GROUP INC., JUST ENERGY CORP.
and JUST ENERGY ONTARIO L.P.**

Defendants

Proceeding under the *Class Proceeding Act, 1992*

**AFFIDAVIT OF RICHARD TEIXEIRA
SWORN JANUARY 25, 2016**

I, RICHARD TEIXEIRA, of the City of Toronto, in the Province of Ontario, MAKE
OATH AND SAY:

INTRODUCTION

1. I am the Vice President of Consumer Sales with Just Energy Group Inc. (“Just Energy” or the “Company”). As such, I have knowledge of the matters contained in this affidavit.

2. Just Energy provides electricity and natural gas supply to residential and commercial customers across North America. Just Energy commenced operations in Ontario in 1997. At that time, it marketed fixed price natural gas contracts and operated under the name “Ontario Energy Savings Corporation”.

- 2 -

3. In or around 2002, the market for electricity was deregulated in Ontario. Thereafter, Just Energy began to market electricity in addition to natural gas.

4. From its outset almost twenty years ago, Just Energy has utilized independent contractors (“Independent Contractors”) to solicit contracts for natural gas and electricity. These Independent Contractors go door-to-door with the purpose of persuading potential customers to sign contracts for their natural gas and electricity needs. For each customer an Independent Contractor procures, the Independent Contractor receives various commission payments based upon the quantity of product purchased by the customer and the length of time that customer is in a relationship with Just Energy.

5. Through the success of its door-to-door sales platform, Just Energy was able to expand its business beyond Ontario and to offer its products to a broader marketplace. Since 2004, Just Energy has expanded to Alberta, Manitoba, Saskatchewan, British Columbia and Quebec in Canada and to fourteen states in the United States.

6. The entrepreneurial spirit and drive of our Independent Contractors has been the foundation for the growth and success of Just Energy. Our committed and hardworking Independent Contractors are rewarded based upon the success of their individual efforts. In the words of a prior Company slogan, our success has been built “one door at a time”.

PRODUCT OFFERINGS

7. Today, Just Energy is a publically traded Company and it has expanded its business into additional sales channels, such that it is selling programs and products beyond its natural gas and electricity contracts. Just Energy offers, for example, tangible products such as

“Smart Thermostats” and, until recently, water heaters. It also offers rate flex programs and green energy offset programs.

8. In addition to its door-to-door sales platform, Just Energy now offers customers the opportunity to purchase its products online. The reality, therefore, is that the expanded product offerings and purchasing avenues have transitioned a large portion of the Company’s sales revenues away from door-to-door sales. More specifically, in 2009, door-to-door sales made up approximately 95% of Just Energy’s total sales revenues. Today, however, door-to-door sales comprise approximately 21% of Just Energy’s total sales revenues.

9. Just Energy’s diversification with respect to its product offerings has meant that its sales agents have transitioned from being one large sales force that sold all of Just Energy’s program or product offerings, to being groupings of sales agents that are subdivided according to the products that they sell or the markets that they target.

10. More specifically, some of the subdivided sales forces include (i) sales agents who sell gas and electricity contracts to new retail customers; (ii) sales agents who renew gas and electricity contracts with current Just Energy retail customers; (iii) sales agents who sell gas and electricity contracts to commercial companies; (iv) sales agents who renew gas and electricity contracts with commercial companies; and (v) sales agents who, until recently, sold water heaters.

11. While these sales agents may sell different products to differing customer bases, the one constant is that each and every door-to-door sales person is an Independent Contractor and it is this business model that has remained constant at Just Energy since 1997.

JUST ENERGY'S BUSINESS MODEL

12. Just Energy operates on the basis of regional sales offices. Each regional office is operated by a highly successful Independent Contractor called a regional distributor. Most of our regional distributors began as door-to-door Independent Contractors. Each regional office recruits, trains and provides the platform and mechanism for Independent Contractors to directly market the product offerings of Just Energy.

13. To assist the Independent Contractor in being successful, Just Energy has developed a door-to-door solicitation program designed to obtain customer contracts. The foundation of this program is built upon the Independent Contractors managing their own sales business to obtain customer contracts. The Just Energy program includes recruiting, training and motivating new Independent Contractors who can choose to work as part of a team or on their own.

14. Typically, a regional office many contain a number of interchangeable teams organized by an assistant to the regional distributor, a crew coordinator or an assistant crew coordinator. Independent Contractors may go out to the field as a team to solicit new contracts from customers. However, Independent Contractors have no obligation to work out of a regional office or with a team from that office. This team model exists as history has proven that collaboration among Independent Contractors who encourage, motivate, share experiences and push each other can help to make them more successful while still enabling each Independent Contractor to manage their own sales efforts as they may see fit.

15. Just Energy's regional distributors are Independent Contractors but they also enter into separate distributor agreements with Just Energy. These distributor agreements outline the

regional distributors' obligations to Just Energy as well as to the Independent Contractors who may operate out of that regional office. Regional distributors have a vested interest in the success of the Independent Contractors operating out of their office as the regional distributor's compensation is derived as a percentage of the offices' sales proceeds.

THE STRUCTURE OF A REGIONAL DISTRIBUTOR'S OFFICE

16. A crew coordinator and an assistant crew coordinator are Independent Contractors who assist a regional distributor and act as a resource to the sales force within each office. The crew coordinator and the assistant crew coordinator assist in fostering each Independent Contractor's ability to thrive in the door-to-door sales environment. They do this by serving as a team leader and creating opportunities, such as by planning road trips or creating training and role playing activities. While these opportunities for success are made available to the Independent Contractors, it is within the prerogative of each Independent Contractor to select those opportunities, if any, which they believe will positively impact their commissions earned.

17. Although the business structure described above is typical, there is no requirement that a regional office be structured in this way by that office's regional distributor.

DOOR-TO-DOOR SALES

18. Our Independent Contractors rely on direct door-to-door sales in order to best connect with their prospective customers. This sales practice is typical in our industry and also many industries which offer product and services for the homeowner.

19. Door-to-door sales can be demanding. Success can often be influenced by the personal approach of a salesperson to the sales task. Just Energy endeavours to train, motivate and develop each Independent Contractor to enhance their skills in order to become successful.

- 6 -

However, we understand that not all Independent Contractors will necessarily find door-to-door sales to their liking or to be a task at which they will have success. It is, in part, the individualized nature of door-to-door sales that influence Just Energy's determination to engage all Independent Contractors as truly independent salespeople. As independent, full commission agents, their success is related to the individual effort they choose to bring to the sales task. Further, Just Energy encourages its successful Independent Contractors to also look to enhance their relationship with Just Energy by taking on more advanced roles as crew coordinators or regional distributors.

20. In my experience, many of our most successful Independent Contractors prefer the freedom and lack of structure that comes with a direct selling environment and prefer the straight commission remuneration that can lead to higher incomes based upon their individual efforts.

21. Just Energy draws its Independent Contractors from all walks of life, from varied educational and employment backgrounds and from those who may have a range of experiences in a sales environment. This can include a spectrum of individuals from students to the recently retired. While Just Energy endeavours to train and motivate its Independent Contractors to succeed, Just Energy understands that many Independent Contractors may only spend a short time undertaking the door-to-door function and may move on to other opportunities which they may consider to be more suitable to their particular needs, skills or for other personal circumstances.

22. I note that the proposed representative plaintiff, Haidar Omarali, has provided evidence to suggest that during his time as an Independent Contractor some 5 to 10 new

- 7 -

Independent Contractors would be recruited at the regional office out of which he worked each week due to the high turnover or attrition rate. Although it is not possible to verify those numbers, I do agree that Just Energy does have a large number of individuals who only spend a short time as Independent Contractors, principally because after trying the position for a short while they determine that the type of work is not to their liking for a variety of reasons. Mr. Omarali says that he was with Just Energy for some 17 months. If I were to then extrapolate his figures for the weekly turnover of Independent Contractors, he is suggesting that approximately 340 to 680 Independent Contractors would have spent time as a sales agent at that office during his tenure as an Independent Contractor. Again, I cannot verify those figures but they do demonstrate our efforts to seek out an effective and successful independent sales force. They also demonstrate how businesses such as ours which operate in the direct selling marketplace would have great difficulty operating outside of the independent sales force model which is so prevalent in businesses such as ours.

RECRUITMENT

23. The primary way in which Just Energy recruits its sales agents is by way of advertisements. Just Energy places advertisements within most major publications and the advertisements encourage individuals to contact the Company so that they can be provided with information relating to the opportunities available at Just Energy. Now shown to me and attached to my affidavit as **Exhibit "A"** are samples of our advertisements. We are not unique in our recruitment efforts regarding the direct sales marketplace. Now shown to me and attached to my affidavit as **Exhibit "B"** are similar advertisements by companies engaged in direct sales.

24. These advertisements include an area specific telephone number that is routed into Just Energy's centralized recruiting team. Just Energy's centralized recruiting team is

located in Ottawa and there are approximately twenty employees who answer the calls of individuals who are responding to newspaper and online advertisements.

25. When an individual speaks with a member of the centralized recruiting team, that individual is provided with information about the structure of the Independent Contractor role. In order to ensure that each individual is provided with an accurate representation of the Company's opportunities, Just Energy provides its centralized recruiting team with training to ensure a consistent message is conveyed to prospective Independent Contractors.

26. If the individual elects to pursue the opportunity with Just Energy after having spoken with our centralized recruiting team, that individual will then be directed to a regional office that is closest to the area specific telephone number that was originally used in response to the advertisement.

27. From time to time, our recruiters also reach out to prospective sales agents directly by responding to ads placed by individuals looking for sales positions on employment boards such as Monster.ca. The same messaging is provided to these prospective sales agents by our recruiters.

BECOMING A "BADGED" INDEPENDENT CONTRACTOR

28. Once an individual has decided to proceed beyond the initial call to learn about the Just Energy door-to-door sales opportunity, that individual will attend a regional office where he or she will interview with the office's regional distributor. The regional distributor will reiterate the philosophy of Just Energy, which is that the Company has a sales force of Independent Contractors who operate on a 100% commission based compensation structure. This interview is conducted as a one-on-one session. At the end of the interview, each candidate

would have been told that should they accept a position as an Independent Contractor, he or she will need to execute a contract to that effect and it would have been stressed that the Independent Contractor's position is a 100% commission-based opportunity. The candidate must then either agree to proceed on that basis or not. Only if they agree, does the candidate proceed to the next stages of our recruitment process that would ultimately see them execute an Independent Contractor agreement and become a "badged" person with the ability to engage in door-to-door sales.

29. At this stage of the recruitment process the "independent contractor" relationship between Just Energy and a successful candidate has been made clear. Similarly, a prospective candidate will understand that there are no benefits provided by Just Energy, that they may come and go as they choose, that there are no deductions from their commission payments for statutory reasons or otherwise, that any expenses are their own to claim, and that there are no obligations owed to them by Just Energy regarding overtime, holidays, sick time, or the like. Just Energy strives to be as plain in this regard as it can be and endeavours to ensure that any questions a candidate may have regarding the opportunity to become an Independent Contractor are addressed.

30. If an individual elects to work towards becoming a badged Independent Contractor, he or she must fulfill Just Energy's training. Just Energy's training program is a five module course offering that is structured around explaining the Independent Contractor relationship at Just Energy, the legal and regulatory framework relevant to the position, Just Energy's product and service offerings, and the tools and techniques by which an Independent Contractor can be successful at door-to-door energy sales.

31. Our training is designed to foster success and to ensure that each badged Independent Contractor operates within the province's regulatory framework. This is why, for example, each Independent Contractor receives strict training which addresses what must and must not be done and said at each door. While Just Energy's sales agents must abide by the provincial regulatory requirements, each Independent Contractor is at liberty to use his or her own methods and he or she is not required to follow Just Energy's suggestions or advice.

32. Our training also includes an Ontario Energy Board mandated module and an Ontario Energy Board mandated exam. The content that is provided during the Ontario Energy Board module is dictated by the province and Just Energy's regional distributors follow the strict regulatory scheme with respect to the content that must be taught, reviewed and examined upon.

33. The Independent Contractor training modules are typically instructed by the regional distributors to groups of individuals who aspire to become badged Independent Contractors. The Ontario Energy Board mandated exam is proctored by a Just Energy employee who does not have a financial interest in the success of the Independent Contractor candidates. Now shown to me and attached as **Exhibit "C"** is a copy of an assessment Just Energy uses in that regard.

34. It is during the Just Energy training that successful individuals are provided with their Independent Contractor agreements for review and execution. It is our standard practice for an individual who agrees to become an Independent Contractor to be provided with a copy of their signed agreement.

INDEPENDENT CONTRACTOR AGREEMENT

35. The relationship between Just Energy and our Independent Contractors is firmly established and set out in the Independent Contractor agreement that each and every Independent Contractor executes. The Independent Contractor agreement expresses the intent of Just Energy and the intent of its Independent Contractors to agree that the relationship will be one of an Independent Contractor and not a master and servant, employer/employee or any similar employment relationship.

36. Every opportunity is provided to anyone who may agree to sign an Independent Contractor agreement with Just Energy to ask questions regarding the effect and consequences of executing the Independent Contractor agreement and to ensure that all of its provisions are understood. Anyone who chooses not to agree to the terms of our Independent Contractor agreement will not be engaged by Just Energy to procure contracts from consumers on our behalf.

37. Now shown to me and attached to my affidavit as **Exhibit "D"** is the Independent Contractor agreement executed by Haidar Omarali. I note in particular paragraph 5 of Mr. Omarali's Independent Contractor agreement headed "Independent Status". To ensure that there can be no doubt with respect to the intent of the parties respecting the independent status of our Independent Contractors, much of the provisions of paragraph 5 are either bolded or both bolded and capitalized.

38. In addition to the express provisions respecting the independent nature of the relationship between Just Energy and its Independent Contractors, the Independent Contractor

agreement also refers to the commission-based structure of our Independent Contractors' compensation.

39. Further, there are specific provisions that relate to the Independent Contractor status of our door-to-door sales force. They include: that the contractor is not, and shall make no claim that the contractor is, an employee of Just Energy; that the contractor's services are not, and are not intended to be, exclusive to Just Energy; that either party may terminate the agreement at their sole discretion without any damages being owed to the other party; and that the contractor assumes the risk of any loss arising from the contractor soliciting contracts on behalf of Just Energy.

40. I would also note paragraph 10 of Mr. Omarali's agreement relating to the integrity of sales. As Just Energy cannot effectively oversee the operations of any Independent Contractor engaged in door-to-door sales, we must be vigilant in respect of potential harm that an Independent Contractor could do to the image or reputation of Just Energy in their independent dealings with potential or actual customers.

41. The other affiants in the plaintiff's motion for certification have similarly executed Independent Contractor agreements. Now shown to me and attached to my affidavit as **Exhibits "E", "F", and "G"** are the Independent Contractor agreements executed by Mortuza Awal, Kian Nazerally and Petra Filipovic, respectively.

42. It often happens that Independent Contractors leave us, sometimes to work with our competition, and then return. A new Independent Contractor agreement will be executed upon a return to the Company. By way of example, the formerly proposed representative plaintiff in this action, Kia Kordestani, was engaged with Just Energy or a related entity on three

separate occasions. On each occasion, Mr. Kordestani executed our Independent Contractor agreement.

THE PRACTICE OF AN INDEPENDENT CONTRACTOR

43. Just Energy's Independent Contractors are at liberty to engage in door-to-door sales at any time and at any location, so long as their sales efforts comply with the regulatory framework. Just Energy does not require any reports or sales updates from an Independent Contractor and it does not have a sales quota or minimum number of doors to be knocked on per day. While each Independent Contractor can elect to operate in a quasi-team like environment at the regional sales offices, these offices and the team leader structure at each office have been created only to serve as means to facilitate and foster success. Every activity is voluntary and the participation in any opportunity for growth is within the sole discretion of each and every Independent Contractor. Because we are a "performance-based" sales platform, our only records of the activities of an Independent Contractor are the customer contracts submitted for approval. We do not have information, for example, of hours or days worked or the number of calls on prospective customers that any Independent Contractor may have made.

44. I am advised by Tike Asajile, who is a crew coordinator at our Oshawa office, and believe that when he started his relationship with Just Energy as a door-to-door Independent Contractor that he would not come into the office in the mornings to participate in any meetings that might be organized to assist with sales development. He knew that meetings were not mandatory and initially chose not to attend. However, he advises that he subsequently appreciated the value of such meetings through the various role playing exercises, discussions as to how to deal with customer objections and questions regarding the Just Energy business and products. He also found that for him the meetings were motivational. As he put it in the terms

- 14 -

of a sales slogan, you would “get JUICE’d” - being “Join Us In Creating Excitement”. As I have noted elsewhere in this affidavit, our Independent Contractors come from various backgrounds and experiences. As such, some will benefit from organized sales meetings and similar motivational sessions and others may not and may therefore make the choice not to participate.

45. I am advised by Thomas Langmaid, an Independent Contractor of our Oshawa office, and believe that he never attends any morning meetings at all. He has chosen to focus on commercial sales and to only work in the Oshawa area absent a specific referral otherwise. He does not go on “road trips” whether those organized by crew coordinators or trips which he could organize himself.

46. I am advised by David Blair, who is also a crew coordinator in our Oshawa office, and believe that he and those Independent Contractors who choose to work with him most often do not hold a regular weekly meeting but rather have chosen to begin their door to door sales as soon as they are able. They also have determined that going on road trips has proven to be no more profitable than restricting their efforts to the Oshawa area and so they conduct their efforts only within the Oshawa region. He further advises me that any Independent Contractor is free to pursue sales outside the Oshawa region should they wish to do so and similarly, is not obliged to work in a team setting within the Oshawa region.

47. Further, an Independent Contractor who is engaged primarily in renewal contract scenarios would not work in a team or quasi-team environment. These Independent Contractors focus on existing customers and, generally speaking, are more experienced sales agents. They do not require the support that others might find in a team setting.

- 15 -

48. Just Energy's Independent Contractors work away from the regional offices and they are responsible for any expenses incurred in travelling to the area where they will go door-to-door including for business cards, pens, the cost of operating a vehicle, or of other means of travel to a particular neighbourhood or location, the cost of overnight stays in a hotel, meals, costs related to the use of cellphones or other technology, and any other similar costs. Often, however, a crew coordinator or assistant crew coordinator will underwrite those expenses in order that the entire team might benefit. Similarly, a regional distributor may provide bonus monies from time to time as a sales incentive for Independent Contractors working out of their offices. Such bonus monies are the responsibility of the regional distributor, who may offer such incentives to increase their own returns from the "overrides" they earn from sales by the Independent Contractors of their office.

49. If an Independent Contractor is working in a team environment, they may pursue sales within the territory of their regional distributor or may travel outside that region on sales trips to areas perhaps not covered, or recently covered, by that region's Independent Contractors. There is no regular "route" upon which an Independent Contractor may pursue sales, whether as part of a team environment or on their own. Obviously, from a sales perspective, it is sensible to concentrate a sales effort on areas which may not have recently been canvassed by our sales agents.

50. In addition, Independent Contractors may sometimes receive cash advances from an office's crew coordinator, assistant crew coordinator or regional distributor; these cash advances are within the sole discretion of each crew coordinator, assistant crew coordinator or regional distributor. The team leaders within a regional office often recognize the challenges associated with commencing a career in door-to-door sales and the potential for a significant

- 16 -

time lag between when a person is “badged” as an Independent Contractor and when he or she makes his or her first sale or series of sales. Team leaders are Independent Contractors themselves and it is within their purview to elect to risk suffering a loss on any cash advances made to the Independent Contractors. Just Energy does not assume responsibility for any cash advances made to any of the door-to-door Independent Contractors by any team leaders. Of course, Independent Contractors who do incur expenses are able to claim those expenses, and many do, for tax purposes.

51. Just Energy operates in a highly regulated industry and, as a result Just Energy has implemented those requirements that allow it to exist within the regulatory framework. For example, Independent Contractors must wear a name badge, as this requirement is mandated by the province’s regulatory scheme, which stipulates that door-to-door sales agents identify themselves.

52. Additionally, while Just Energy offers badged Independent Contractors the opportunity to purchase Just Energy branded clothing, Just Energy’s sales agents are not required to purchase or wear any specific items of clothing, other than their name badge. Similar to establishing regional offices that are designed to provide individuals with resources that may assist them in their success as salespersons, the branded clothing is another mechanism through which Just Energy attempts to foster an environment of success. The branded clothing may facilitate the door-to-door sales transaction because it offers Just Energy’s Independent Contractors an opportunity to market themselves in a professional and credible way from the moment that they knock on a door. The branded clothing is merely a tool that Independent Contractors are at liberty to purchase and it is up to each Independent Contractor to assess whether such items will serve as an aid in their desire to earn or grow their commission based

compensation. Said differently, it is up to each Independent Contractor to determine which tools they require to be successful in their door-to-door sales.

53. The freedom and autonomy of Just Energy's Independent Contractors can be seen in the following:

- (a) they can work on their own schedule, their own hours, at their own pace, performing the sales calls their own way;
- (b) they are not required to follow any particular instructions from a supervisor;
- (c) they can use their own sales techniques so long as they otherwise comply with regulatory requirements;
- (d) they can hire others to assist with administrative tasks or other such tasks;
- (e) they can pursue other unrelated business ventures, even while pursuing Just Energy business. In that regard, and by way of example only, I am advised by Daniel Gadoua, one of our regional distributors, and believe that an Independent Contractor, Sam Masri, also sells LED lights for another company while out in the field pursuing contracts for Just Energy; and
- (f) they are personally responsible for their expenses to generate sales but can also deduct those expenses for tax purposes. Further, some may also choose to incorporate. Daniel Gadoua, who commenced his relationship with Just Energy as a door-to-door Independent Contractor and, as noted above is now a regional

- 18 -

distributor, advises me and I believe that he conducts business with Just Energy through his corporation.

54. We believe our business model properly rewards the efforts of those Independent Contractors who strive to succeed at direct sales. By way of example only, I note that one of the affiants in the plaintiff's record, Kian Nazerally, was a very successful Independent Contractor. Although he suggests that he did not make the minimum wage of \$10.25 per hour, his earnings suggest otherwise. For example, now shown to me and attached to my affidavit as **Exhibit "H"** (redacted to remove certain personal identifiers) is Mr. Nazerally's T4A for 2013 issued by Just Energy. His "self-employed commissions" are shown as \$47,593.21. Mr. Nazerally says in his affidavit that he worked as an Independent Contractor with Just Energy until September, 2013. As such, his T4A earnings for 2013 only cover an eight month period. On an annual basis, his earnings would, at that rate, have amounted to over \$70,000.

CHALLENGES TO INDEPENDENT CONTRACTOR STATUS

55. Just Energy believes that our consistent practice of engaging sales agents on an Independent Contractor basis as described above is in the best interests of both Just Energy and those men and women who contract with us as Independent Contractors. We have established and structured these relationships with a full understanding of our legal obligations and we strive to ensure that our sales agents, within the confines of the regulatory environment within which we carry on business, are independent and not engaged in an employment relationship. In contrast, Just Energy has hundreds of regular employees who we engage in numerous positions in an employment relationship with us.

- 19 -

56. On occasion, we have been challenged by former Independent Contractors with respect to their legal status under Ontario law. We have consistently responded to those challenges - be they pursuant to employment standards, workplace safety and insurance or similar legislative complaints - in defence of our business model of engaging our sales agents as Independent Contractors. We have consistently succeeded in defending those challenges, most often brought by ex-Independent Contractors for whom a role with our Company was not successful.

57. From time to time, and particularly to ensure that everyone within our Company maintains and respects the independent nature of the sales group acting on behalf of the Company, our sales management team will remind our regional distributors (who are themselves Independent Contractors and who have the most direct dealing with our door to door Independent Contractors) of the need to adhere to that independent relationship.

ESTIMATE OF CLASS SIZE

58. I am advised by counsel to Just Energy and believe that we are obliged to give our estimate of the size of the potential class in this action. Based on the consideration of the class period and a review of our "badged" Independent Contractors over that period, I would estimate that the class could comprise approximately 7,000 people. Within that number there may also be corporate entities which may have been the vehicle through which some Independent Contractors conducted sales.

SWORN before me at the City of
Mississauga, in the Province of
Ontario, this 25th day of January,
2016.



A Commissioner for taking affidavits.
NEAL HEWITT



Richard Teixeira

Tab A

This is Exhibit.....A.....referred to in the
affidavit of.....Richard Teixeira.....
sworn before me, this.....25.....
day of.....January.....20..16.....


.....
A COMMISSIONER FOR TAKING AFFIDAVITS
NEAL HEWITT



Mississauga / Peel Region

Entry Level Sales Reps

Ad ID 1115805046

Date Listed 03-Dec-15
Address *, Etobicoke, ON,

Job Type Full-Time

Professional sales opportunities now available in the retail energy market

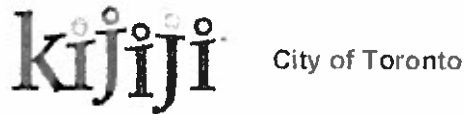
If you:

- thrive on independent work
- are highly motivated
- enjoy meeting new people
- set personal goals

This opportunity offers you Great compensation potential, bonuses and incentives, full training and the chance to grow your career with an industry leader!

Top ten Ontario Earners, who've been with our team for a year and a half, averaged \$1,900 per week last Quarter 2015!

ORIENTATION BONUS OPPORTUNITY-- earn up to \$1000, EMAIL FOR MORE INFO



Entry Level Sales Position

Ad ID 1087366962

Date Listed 03-Dec-15
Address *, Toronto, ON,

Job Type Full-Time

We are dedicated to building the strongest leadership team for our company. Leadership gives us the advantage we need to deliver the best results to our customers. As a team member, your top priority will be customer satisfaction.

Our core values:

- Excellence
- Development
- Encouragement
- Respect
- Integrity

We offer: Training, Positive work environment, Competitive Compensation + Bonuses and Trip incentives.

Core Duties:

- Perform assigned tasks & procedures efficiently and in a timely manner.
- Deliver friendly service to Energy Consumers, assess their needs and provide solutions.
- Provide new customers with an exceptional customer experience.

No Experience Required

Our company has room for advancements and we look for bright, energetic, motivated individuals who are interested in learning and developing their career.

Oreintation Bonus Opportunity, earn up to \$1,000 - Email for more Info and to set up an Interview Today



Oshawa / Durham Region

Entry Level Sales Position

Ad ID 1085833262



Date Listed 03-Dec-15
Address *, OShawa, ON,

Job Type Full-Time

We are dedicated to building the strongest leadership team for our company. Leadership gives us the advantage we need to deliver the best results to our customers. As a team member, your top priority will be customer satisfaction.

Our core values:

- Excellence
- Development
- Encouragement
- Respect
- Integrity

We offer: Training, Positive work environment, Competitive Compensation + Bonuses and Trip incentives.

Core Duties:

- Perform assigned tasks & procedures efficiently and in a timely manner.
- Deliver friendly service to Energy Consumers, assess their needs and provide solutions.
- Provide new customers with an exceptional customer experience.

No Experience Required

Our company has room for advancements and we look for bright, energetic, motivated individuals who are interested in learning and developing their career.

To Qualify for an Interview, Email your Resume Today

Tab B

This is Exhibit..... 6referred to in the
affidavit of..... Richard Teixeira
sworn before me, this..... 25
day of..... January 2016.....


.....
A COMMISSIONER FOR TAKING AFFIDAVITS
NEAL HEWITT



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[Share this Job](#)

[Email similar jobs to me](#)

Field Sales Representative

[Apply now »](#)

Date: Jan 17, 2016
Location: Toronto, ON, CA
Req Id: 64735

Bell is a truly Canadian company with over 135 years of success. We are defined by the passion of our team members and their belief in our company's vast potential.

To ensure we continue to be recognized as Canada's leading communications company, we're committed to finding and developing the next generation of leaders. This means creating best-in-class career and development opportunities for our employees. If you're passionate, driven and find yourself seeking interesting work, new challenges and continuous learning opportunities, then we want you to join our team.

The Bell Residential Services team is in the business of enabling customers to connect with people, information and entertainment by delivering integrated products and service experience for consumers while enhancing our competitiveness in the marketplace. The team provides customers with Bell Home phone, local and long distance services, Bell Internet, Bell Satellite TV and amazing new technologies such as Bell Fibe TV.

Company: Bell Authorized Agents

Open new doors (through a career in sales)

As an ambassador of Bell's products and services you will work from a residential lead list door to door to showcase and sell Bell Fibe™, which brings fibre, the world's best technology, right to consumers' homes. As a trusted advisor, you will identify and help customers connect with communication and lifestyle solutions that meet their unique needs. This is an amazing opportunity to work in a diverse, financially rewarding and dynamic area of sales. Our supportive and encouraging team offers you the ideal environment to work collaboratively in a team, learn new skills and take charge of your career!

Do you fit the part?

- You are a smart self-starter who knows their way around the latest technologies
- An outgoing and engaging personality!
- You are articulate and have an entrepreneurial mindset.
- You are disciplined and self-motivated, and excel in managing your time and priorities.
- You have the physical ability to do the job; a lot of walking is involved, rain or shine.

What's in it for you?

- Continuous sales training leading to personal and professional development.
- Competitive compensation where you determine your earning power! Expected earnings \$55,000-\$65,000 in your first year with some high-performing consultants making upwards of \$80,000 a year!
- Opportunities to advance into higher level roles within 12-18 months
- 25% off your personal Bell services

Requirements:

- 1-2 years customer service or sales experience is an asset
- Vehicle and a valid driver's licence is an asset
- Full-time availability of 37.5 hours per week
- Ability to work evenings and weekends - Monday - Friday 2-8PM; Saturday 11AM -5PM

Bilingualism is an asset (English and French)

Additional Information:

Position Type: Contractor

Job Location: Canada - Ontario - Markham || Canada - Ontario - Newmarket || Canada - Ontario - Richmond Hill || Canada - Ontario - Thornhill || Canada - Ontario - Toronto

Application Deadline: 2016-02-02

Please apply directly online to be considered for this role. Applications through email will not be accepted.

Bell is committed to fostering an inclusive, equitable, and accessible environment where all employees and customers feel valued, respected, and supported. We are dedicated to building a workforce that reflects the diversity of the communities in which we live and serve, and where every team member has the opportunity to reach their full potential.

Created, Canada, ON, Toronto

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what:
door to door sales
job title, keywords or company

where:
Mississauga, ON
city or province

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Home Comfort Advisor

OGS - Mississauga, ON
\$8,000 a month

Job Description:

- Home Comfort Advisors will be responsible for the direct sale and presentation of eco-friendly and energy saving equipment to consumers. This is a position for self-motivated individuals who wish to be paid properly for the work they put in. This is a commission based position where you will be making \$1000 per sale. If you are willing to put the work in, we have managers with years of experience ready to help you learn.

Responsibilities:

- Willingness to continuously develop and learn techniques, sale structures and communication skills
- Conduct door-to-door efficiency checks on consumers' current HVAC equipment, including furnaces and air conditioners
- Advise homeowners on energy-saving products that help reduce hydro bills and greenhouse gases
- Advise homeowners on use and care of merchandise and provide advice concerning specialized products or services
- Possess thorough understanding of company products through ongoing training sessions
- Willingness to continuously develop and learn techniques, sale structures and communication skills

Requirements:

- An open mind that is willing to learn from experienced managers
- Ambition to make great money through hard work and ambition
- Comfort and confidence when speaking to others is an enormous asset
- Legally eligible to work in Canada
- Self-motivated and enthusiastic

Compensation:

- We offer the most competitive commission packages in the industry with no cap on earnings and bonuses for excellence in performance. Associates are paid \$1000 per sale, and a new associate can expect to make an average of 1-2 sales per week depending on motivation.

There are opportunities to quickly advance with extremely valuable incentives for top performers. We provide personalized benefit packages to the top associates for the quarter, semi and annual term.

If you wish to be considered for an interview, please forward your resume today.

Salary: \$8,000.00 /month

Required experience:

- Sales: 1 year

7 days ago - save job

» Apply Now

Please review all application instructions before applying to OGS

Apply Now

Recommended Jobs

» Apply Now

Please review all application instructions before applying to OGS.

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Get job updates from OGS. By selecting Follow, you agree to get updated information and new jobs for this company by email. You can cancel alerts at anytime.

About this company

OGS

We are a direct to consumers sales company that specializes in HVAC and Water Treatment System equipment. We pride ourselves in providing...

Shipper and Receiver

Temporal Power Ltd. - Mississauga, ON

Indeed - 7 days ago

Easy apply

Stocker/Loader - Warehouse (Brampton) \$13/hou...

Arrow Professional Services - Brampton, ON

Indeed - 10 days ago

Easy apply

Entry Level Forklift - Extrusion Operator

The Best Connection Inc. - Etobicoke, ON

Indeed - 11 days ago

Easy apply

Halfway House Attendant

Mississauga Golf and Country Club - Mississauga, ON

Indeed - 7 days ago

Easy apply

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Marketing Sales Representative

Kangaroo Rewards - Toronto, ON
Commission

Kangaroo Rewards is currently seeking ambitious Marketing Sales Representatives to actively solicit and sell its products to local merchants in all sectors.

Kangaroo helps local merchants retain and engage customers through the use of mobile loyalty programs.

Job Type: Commission

Required experience:

- Door-To-Door Sales: 1 year

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Get job updates from Kangaroo Rewards. By selecting Follow, you agree to get updated information and new jobs for this company by email. You can cancel alerts at anytime.

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About this company

Kangaroo Rewards

Kangaroo Rewards is an innovative company that aims to provide SMEs with revolutionary marketing tools to help local merchants acquire new...

Tab C

This is Exhibit.....6.....referred to in the
affidavit of.....Richard Teixeira.....
sworn before me, this.....25.....
day of.....January.....2016.....


.....
A COMMISSIONER FOR TAKING AFFIDAVITS
NEAL HEWITT



**Ontario Industry Training
Assessment Booklet**

For Office Use Only:

Name (Please Print):

Date:

Signature:

Confirmation of identification:

Administration Sign Off:

Total: /50

Section 1 – Players in the Energy Sector

Time 5 minutes

1. What is the OEB responsible for?
 - a. Setting rules and regulations of energy suppliers
 - b. Handling consumer complaints about energy
 - c. Issuing licenses to energy suppliers
 - d. All of the above

2. This energy regulator monitors the energy industry to ensure licensed market participants comply with law, regulations and rules governing the energy sector
 - a. Ontario Energy Board
 - b. Ministry of Energy
 - c. Ontario Power Generation
 - d. Ontario Power Authority

3. Approximately how many licensed electricity distributors ("LDCs") are there in Ontario?
 - a. 2
 - b. 73
 - c. 170
 - d. 25

4. Who are the two major natural gas distributors in Ontario?
 - a. Union Gas and Hydro One
 - b. Hydro One and Kingston Gas
 - c. Union Gas and Enbridge Gas Distribution
 - d. Enbridge Gas distribution and Kingston Gas

Total

/4

Section 2 - Electricity

Time 11 minutes

1. Name the unit of measure that electricity consumers are billed based on.
 - a. Gigajoules
 - b. Meters
 - c. Therm
 - d. Kilowatt hours

2. Residential and small volume commercial consumers have two options from which to purchase their electricity supply, they are:
 - a. The Regulated Price Plan ("RPP") from the LDC and electricity consumers
 - b. The RPP and LDC
 - c. The LDC and deregulated generators
 - d. The RPP offered by LDCs and electricity suppliers

3. What does RPP stand for?
 - a. Rate Protected Price
 - b. Ready Paid Pricing
 - c. Regulated Price Plan
 - d. Regulated Pricing Program

4. When does the RPP forecast price changes take effect?
 - a. November 1st each year
 - b. The 15th of each month
 - c. May 1st and November 1st each year
 - d. Every 3 months

Continued on next page

Section 2 - Electricity, Continued

5. If a consumer signs an agreement with an electricity supplier, then:
- They will leave the RPP
 - They can never go back to the RPP
 - Any variance amount is settled with a final „one time“ charge or credit
 - Both a and c
-
6. An aspect of a smart meter is:
- It allows the consumer to know how much electricity they are using at different periods throughout the day
 - It allows the consumer to know their exact electricity consumption
 - It prevents a consumer from signing an agreement with an electricity supplier
 - All of the above
-
7. Time of use pricing:
- Results in the consumer paying less for hydro in peak periods
 - Results in the consumer paying a flat rate
 - Results in the consumer paying less for hydro in off-peak periods
 - All of the above
-
8. This is the charge for the electricity you use, which you buy either from your local utility or through a licensed electricity supplier.
- Delivery charge
 - Global adjustment
 - Distribution charge
 - Electricity commodity charge
-

Continued on next page

Section 2 - Electricity, Continued

9. What was the global adjustment previously called?
- a) Provincial adjustment
 - b) IESO charge
 - c) Provincial Benefit
 - d) RPP
-
10. Where does the Global Adjustment show on a consumer who is on the RPP bill?
- a) If they are purchasing from a supplier, it is included in the commodity charge
 - b) If they are paying the RPP it is included in the RPP rate
 - c) If they are being charged time of use rates, it is a separate line item
 - d) All of the above

Total

/10

Section 3: Natural Gas

Time 4 minutes

1. How often do natural gas non-municipal LDCs review gas supply prices?
 - a. Quarterly
 - b. Every 6 months
 - c. Once per year
 - d. Whenever the RPP is set

2. This charge is for the gas a consumer uses, which they purchase either through their local utility or a licensed natural gas supplier.
 - a) Natural gas commodity charge
 - b) Natural gas supply adjustment
 - c) Delivery charge
 - d) Transportation charge

3. What option does a consumer have if they do not buy their natural gas through a licensed natural gas supplier?
 - a) They are forced to buy it through the IESO
 - b) They are required to buy it through the LDC
 - c) They can choose to buy it from an unlicensed supplier
 - d) They can buy it from the OEB

Total

/3

Section 4: Your Role as a Salesperson

Time 9 minutes

1. The OEB Codes of Conduct state that energy salespeople must
 - a) Provide a business card as soon they introduce themselves to consumers
 - b) Not exert pressure on a consumer
 - c) Close the sale within one visit
 - d) Both a and b

 2. The ID badge that a salesperson wears
 - a) Does not have to be visible at all times, just during an introduction
 - b) Must be visible at all times to the consumer
 - c) Must be worn on inner clothing
 - d) Must have the picture of the salesperson covered for privacy reasons

 3. Under ECPA regulation 389/10, what action represents an unfair practice?
 - a) Making any false, misleading, or deceptive statement to the consumer
 - b) Telling a consumer their gas will be cut off if they do not sign an agreement
 - c) Telling a consumer they do not have a 10 day cooling off period
 - d) All of the above

 4. Who can sign a residential energy agreement?
 - a) The account holder, their spouse, or their common law spouse
 - b) Anyone living at the home where the energy is consumed
 - c) A sibling of the account holder
 - d) All of the above
-

Continued on next page

Section 4: Your Role as a Salesperson, Continued

5. Enrolling a consumer under false pretenses, acting as the consumer during the verification call, and signing the consumer's name on the agreement are all:
- Acceptable sales practices
 - Questionable, but allowed sales practices
 - Examples of fraud or forgery
 - Are allowed under ECPA regulation 389/10
-
6. If you speak to a consumer that has a "no soliciting" sign that you did not see you should:
- Continue with the sales presentation
 - Apologize for the error
 - Attempt to set up another time or place to meet the consumer
 - Do nothing
-
7. When speaking to the following people, door to door salespeople should use extra discretion with:
- The elderly (over 70), minors, babies
 - Minors, people who speak English fluently, students
 - People who have trouble speaking English, minors, the elderly
 - The account holder's spouse, the account holder, students
-
8. In terms of consumer's privacy, salesperson responsibilities include:
- Keeping the consumer's information safe
 - Using consumer's information for personal gain
 - Personally keeping copies of incomplete agreements and any bills
 - All of the above
-

Total

/8

Section 5 - Executing an Agreement

Time 8 Minutes

1. The following must be completed in order for an agreement to be valid (not an exhaustive list)
 - a) Consumer's signature, bank account information, mailing address
 - b) Acknowledgement statement – signature, Agent name, Agent signature
 - c) Acknowledgement statement – date signed, bank account information
 - d) Consumer name, account holder name, credit information

2. When is it appropriate to use a Disclosure Statement?
 - a) Never
 - b) In every sales presentation
 - c) Only when a consumer requests it to be used
 - d) For sales presentations at your office only

3. When is it appropriate to change a Disclosure Statement?
 - a) Never
 - b) In every sales presentation
 - c) Only when a consumer requests it to be used
 - d) For sales presentations at your office only

4. When is it appropriate to use a Price Comparison Form?
 - a) Never
 - b) In every sales presentation
 - c) Only when a consumer requests it to be used
 - d) For sales presentations at your office only

Continued on next page

Section 5 - Executing an Agreement, Continued

5. Price Comparison Forms are designed to...
- a) Mislead the consumer
 - b) Compare the energy suppliers price to competitor prices
 - c) Compare the LDC default prices and energy supplier prices
 - d) All of the above
-
6. The top section of the Price Comparison Form
- a) Should be covered up when the consumer signs the price comparison
 - b) Estimates the consumer's charges when purchasing through the LDC
 - c) Explains the difference between hydro and gas rates
 - d) All of the above
-
7. Should the Disclosure Statement and Price Comparison Form be signed by the authorized consumer?
- a) Signature is not required since this is for information purposes only
 - b) The Disclosure Statement is the only document that should be signed
 - c) The Price Comparison Form is the only document that should be signed
 - d) Both the Disclosure Statement and Price Comparison Form should be signed

Total

17

Section 6 - Verification

Time 6 minutes

1. The Verification call must be completed:
 - a) After the enrolment transfer request is sent to the utility
 - b) Before the enrolment transfer request is sent to the utility
 - c) Before the 10-day cooling off period has expired
 - d) Both b and c

2. Who can complete the Verification?
 - a) The account holder, their spouse, or their common law spouse
 - b) Anyone living at the home where the energy is consumed
 - c) A sibling of the account holder
 - d) All of the above

3. The script for the Verification call:
 - a) Is standard for all Ontario energy suppliers
 - b) Is different for all Ontario energy suppliers
 - c) Cannot be printed by energy suppliers
 - d) Both a and c

Continued on next page

Section 6 - Verification, Continued

- 4. In the Verification call the following must be confirmed:
 - a) That the call is recorded
 - b) That the consumer understands savings is not guaranteed
 - c) The price and term of the agreement
 - d) All of the above

- 5. When can a Verification agent deviate from the applicable OEB approved verification script?
 - a) Never
 - b) To provide a factual answer to the low volume consumer
 - c) When required to terminate the call
 - d) Both b and c

Total

/5

Section 7 - Agreement Renewals & Amendments

Time 9 minutes

1. For renewal packages sent to consumers for expiry dates after January 1, 2011:
 - a. The package must include a Disclosure Statement
 - b. The package must not include a Price Comparison Form
 - c. The package must include promotional material
 - d. Both a and c

2. When must a supplier send the renewal package to the consumer?
 - a. Between 180 and 90 days before the agreement expires
 - b. Between 120 and 30 days before the agreement expires
 - c. Between 120 and 60 days before the agreement expires
 - d. Between 120 and 90 days before the agreement expires

3. The following rules apply to automatic renewals:
 - a. Automatic renewals are for electricity only
 - b. Automatic renewals are for a 5 year term only
 - c. Cancellation penalties apply throughout the term of the automatic renewal
 - d. None of the above

4. For agreements expiring after January 1, 2011 what cancellation rights apply for electricity consumers that are renewing their agreement?
 - a. Cancellation can be provided over phone, or in writing
 - b. The consumer can retract their agreement to renew up to 14 days afterward
 - c. The consumer must pay a penalty when cancelling no matter what
 - d. Both a and b

Continued on next page

Section 7 - Agreement Renewals & Amendments, Continued

5. When a renewal is confirmed by the consumer, the following requirements apply:
- The call shall not be recorded
 - The applicable OEB approved renewal script statements must be included in the call.
 - The salesperson shall terminate the call when required, after they attempt rebuttal scripting.
 - Both b and c
-
6. If a consumer decides not to renew and notifies the energy supplier after they've received the renewal or extension package.
- The energy supplier should ask for renewal again on the phone
 - The energy supplier should re-send a renewal package
 - The energy supplier shall not contact the consumer again to attempt to renew that same contract
 - The consumer must let the supplier know in writing for it to apply
-
7. When a consumer receives a renewal package via mail, e-mail or the web, the package must contain the following information:
- The energy suppliers toll free number
 - If a gas agreement, that it will be renewed if certain things are not done
 - Indicates that the consumer will be renewed if they select an option
 - All of the above
-

Continued on next page

Section 7 - Agreement Renewals & Amendments, Continued

8. What is the number of days that a consumer can cancel their natural gas or electricity renewal agreement without exit fees?
- a. 10 days
 - b. 30 days
 - c. 14 days
 - d. No possible without paying the exit fee
-

Total

18

Section 8 - Consumer Cancellation

Time 6 minutes

1. In which situation will the consumer most likely have to pay a cancellation penalty?
 - a. When cancelling within the 10-day cooling off period
 - b. When declining reaffirmation during the verification call
 - c. When they permanently move
 - d. When they wish to cancel an agreement after their cancellation period has ended

 2. If the agreement, Disclosure Statement, or Price Comparison Form were not fully and accurately completed, and signed:
 - a. The consumer can cancel without penalty
 - b. The consumer can cancel by telephone only
 - c. The salesperson should complete the forms after the sales presentation
 - d. All of the above

 3. If an electricity consumer decides to cancel and penalties apply, then:
 - a. If they use under 15,000 kWh/yr., the fee is capped at \$50 per year or partial year left
 - b. If they do not pay, they will not be cancelled
 - c. The OEA will force them to pay their penalties
 - d. Both a and c

 4. A contest will occur when a consumer signs with a supplier and:
 - a. They have never signed up with another energy supplier
 - b. They are already flowing for the same commodity with another supplier
 - c. They are already paying the LDC for their commodity
 - d. Both a and b
-

Continued on next page

Section 8 - Consumer Cancellation, Continued

5. The current (existing) energy supplier must do the following when a contest occurs:
- a. Contact the consumer to affirm them
 - b. Nothing
 - c. Contact the consumer within 5 days to notify them of any exit fees or other amounts owing under the contract.
 - d. Both a and c
-

Total

/5

Tab D

This is Exhibit.....D.....referred to in the
affidavit of.....Richard Teixeira.....
sworn before me, this.....25.....
day of.....January.....20..16..


A COMMISSIONER FOR TAKING AFFIDAVITS
NEAL HEWITT

Date of Birth: 09-27-1958

JUST ENERGY CORP. Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: HAIDAR OMARALI
Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SOCIAL INSURANCE NUMBER (required): 462-286-105

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 19 BLUE RIDGE RD

No. Street Apt #
WILLOWDALE ON M2K 1R6
City Province Postal Code

TELEPHONE NUMBER: (416) 222-1075 CELL NUMBER: (416) 354-8777

START DATE: July 23rd /12 IDENTIFICATION PROVIDED (No.): 05713-31105-80927 DRIVERS LICENSE

BUSINESS No. (if applicable): _____ GST No. (if applicable): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., Just Energy Ontario L.P., or any of its affiliates?

Yes, my contractor number was _____ No.

Are you currently employed or do you currently contract for any other companies? Yes No.

If you are currently employed or contract for any other companies, what is the name of the company or companies?

Can we contact any of the above companies? Yes No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Paulina Li have examined the identification of Haidar Omarali
Print Name of JEC Representative Print Name of Contractor

and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

[Signature] 7/23/12
Signature of JEC Representative Date

FOR HEAD OFFICE USE ONLY

Background check: Completed by: _____
(print name) (Initialed)

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. ("JEC") and you, an independent contractor (the "Contractor").

WHEREAS, JEC has been retained by Just Energy Ontario L.P. ("JEOLP") to assist JEOLP in obtaining natural gas, electricity and green energy contracts ("Contracts") from consumers located in Ontario. JEC has developed a door to door solicitation program designed to obtain Contracts for the benefit of JEOLP. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to JEC, to assist JEC in obtaining Contracts for the benefit of JEOLP.

FOR VALUE RECEIVED, the parties agree as follows:

1. **Marketing Activity:** The Contractor agrees to market Contracts for the benefit of JEOLP as an independent contractor of JEC. The Contractor understands and agrees that the terms and conditions of the Contracts may not be amended by the Contractor, and the Contractor shall have no authority to enter into any agreements of any kind on behalf of JEC, JEOLP, or any of their affiliates (collectively, "JUST ENERGY"), except as specifically provided in this Agreement. In no event shall the Contractor represent that he or she is an employee of, or connected with, JEC or JEOLP in any way, other than as provided herein. The Contractor shall not operate under or otherwise use the trademarks or tradenames or logos of JUST ENERGY, except as expressly permitted in writing by JEC. The Contractor is responsible for ensuring that only the most recent form of Contract is used for marketing activity, and JEC may designate times when new Contract forms may be obtained from JEC and Contracts are to be returned to JEC. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.
2. **Applicable Law and Code of Behaviour:** The Contractor shall comply with all applicable present and future federal, state and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of JUST ENERGY unless said representation is either contained in the written material published by JUST ENERGY from time to time for use by the Contractor or is absolutely true and not in any way misleading to the potential or actual customer. The Contractor understands that JEOLP has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of JEC in the solicitation of Contracts for JEOLP. At all times when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, the JUST ENERGY manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. If the Contractor breaches any of the foregoing obligations, JEC may terminate this Agreement immediately, the Contractor shall return all JUST ENERGY material, and the Contractor may be pursued at law for all damages caused by its conduct. The Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law or contrary to JUST ENERGY's code of conduct to JUST ENERGY immediately upon request. The Contractor acknowledges having received a copy of, and having read the Ontario Energy Board "Codes of Conduct" for natural gas marketers and electricity retailers (the "Codes"). The Contractor agrees to abide by the terms and conditions of Codes and to abide by the terms and conditions or any codes of behaviour prepared and delivered to the Contractor by JEC, and to follow all instructions or directions provided by JEC from time to time.
3. **Confidentiality:** Except for disclosure to JUST ENERGY, the Contractor agrees to keep confidential (both during the term of this Agreement and afterwards) all information provided by potential and actual customers of JEOLP and all information provided to the Contractor by JUST ENERGY. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify JUST ENERGY in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to JUST ENERGY keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to JUST ENERGY's customer service department are recorded and consents to the recording of the contractor's calls.

Back Check

Name Based Canadian Criminal Record Check			
To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.			
PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential!			
Given Name(s): HAJDAR		Middle Name(s):	Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female
Surname: OMARALI		Maiden name:	
Aliases, nicknames and any other names:			
Place of Birth: LONDON		Country: ENGLAND	Date of Birth: 1958 09 27
Current Address: 19 BLUE RIDGE RD		From: 1986 06 01	To: Current
Current Address Continued: 19 BLUE RIDGE RD WILLOWDALE, ON		Postal Code: M2K 1R6	
Previous Address - if less than 5 years ago:		From:	To:
Previous Address - Continued:		Position Applied For:	
I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.			
Have you been convicted of a criminal offence for which a pardon has not been granted? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Have you been granted a conditional discharge within the past three (3) years? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Have you been granted an absolute discharge within the past year? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
If you have answered Yes to any of the above questions, please provide details on ALL convictions (attach additional pages if required):			
Offence	Date (yyyy/mm/dd)	Location	Penalty
Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor in Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.			
I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records Repository, known as the Canadian Police Information Centre (CPIC) database, maintained by the RCMP using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp.			
I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck, who is requesting a name based Canadian criminal record check, on behalf of Just Energy Corp. The fact that records may exist on me and are registered on the CPIC database, I acknowledge that such records may include information relating to criminal convictions under the Criminal Code (Canada) for which a pardon has not been granted and conditional and absolute discharges which have not been removed from the CPIC database in accordance with the Criminal Records Act.			
I authorize BackCheck to release all information obtained to Just Energy Corp. and its affiliates and hold harmless BackCheck upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.			
Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request, and in particular in accordance with the Nova Scotia Municipal Government Act and the Ontario Municipal Freedom of Information and Protection of Privacy Act. I understand that my personal information may be processed outside of Canada in order to return results in a timely manner.			
Candidate Signature: X Hajdar Omarali			Date: (yyyy/mm/dd) 2012 10 7 123
Just Energy Corp. Internal Use Only: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.			
Hiring Manager: Zelna Gray	Email Results to: zgray@justenergy.com	Phone Number: 905-670-4440 x71266	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification	
Type of Photo ID: (1 st) HEALTH	Identification Number: (1 st) 2381-384-482-XM	Type of Photo ID: (2 nd) DRIVERS LICENCE	Identification Number: (2 nd) 05713-31105-80927
I, _____ have examined the identification of _____ and I am satisfied that the candidate and person depicted in the photo identification are one and the same.			
Hiring Managers Signature: _____			Date: (yyyy/mm/dd) _____
Witnessing the candidate's signature & Confirming ID Check X			

4. **Compensation:** A Medium Volume Customer Contract or a Large Volume Customer Contract shall be deemed "Effective" when it is (i) properly completed and signed by the customer, (ii) approved and affirmed by JEC or JEOLP; and (iii) approved by the applicable local utility. A Small Volume Customer Contract shall be deemed "Effective" when it is properly completed and signed by the customer, and the customer has been provided a welcome call code and a registered pre paid card. For each Effective Contract that is not cancelled by the customer, the Contractor will be compensated according to the commission schedule in place at the time of submission of the Contract, which schedule may be amended from time to time by JEC in its sole discretion. JEC will notify the Contractor of any change in such schedule by posting the amended schedule at the JUST ENERGY office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. The amended schedule is effective for all Contracts submitted after the schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any current commission schedule upon request. The Contractor understands and agrees that JEC may advance potential commission prior to approval of Contracts by JEOLP and the applicable local utility or prior to becoming aware of any ineffectiveness or cancellation of the Contract.

JEC will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of setoff and recovery are in addition to the right of JEC to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor agrees and acknowledges that all payments made and due by Just Energy hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the residual payment (i.e., if the Contractor does not cash his/her cheque), and if Just Energy is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment.

5. **Independent Status:** The Contractor is, and will always be considered, an independent contractor under this Agreement. The Contractor understands and agrees that the Contractor shall be responsible for and neither JEC nor JEOLP will reimburse the Contractor for any transportation, accommodation, food or any other expenses incurred by the Contractor in the performance of the Contractor's services hereunder. The Contractor has control, independent of JUST ENERGY, over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are to be solicited, so long as such manner is in accordance with Applicable Law, the Codes and JEC's reasonable policies regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). JUST ENERGY does not employ Contractors and there is no employer/employee relationship between JUST ENERGY and the Contractor.

The Contractor is not, and shall make no claim that the Contractor is, an employee of JEC. The Contractor shall be responsible (as applicable) for the payment of, and JEC shall not deduct, withhold or pay, income tax, employment insurance premiums, government pension plan premiums, employer health tax premiums or any other similar amounts with respect to the Contract. The Contractor is also responsible for the payment of workers compensation premiums or contributions and is not entitled to workers compensation. The Contractor is solely responsible for making all of these payments, if required.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR OTHER EMPLOYMENT BENEFITS. CONTRACTORS WHO MUST COLLECT G.S.T., MUST HAVE THEIR OWN G.S.T. NUMBER.

6. The Contractor shall not: (i) do anything that might harm the reputation or goodwill of JEC; (ii) disparage JEC or its products, employees, consumers or customers; or (iii) present false or misleading information about JEC to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

7. **Not Exclusive:** The Contractor and JEC agree that the Contractor's services are not, and are not intended to be, exclusive to JEC. Notwithstanding the foregoing, the Contractor agrees not to provide services to other business entities that compete directly with the business carried on by JUST ENERGY during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor

agrees not to solicit any employee, contractor or customer of JUST ENERGY for a period of two (2) years after the termination of this Agreement.

8. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, without any damages being owed to the other party except as set out herein, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate this Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive", if the Contractor does not submit any Contracts for three consecutive weeks.

On termination the Contractor must immediately return to JEC all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments, (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been given out. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been given out, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law, the Codes, or any JUST ENERGY information manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of JEC's investigation into such breach, the damages for such breach, and rectification of breach, and JUST ENERGY shall have the right to sue for damages caused, directly or indirectly, by said breach.

9. Forgery, Fraud and Misrepresentation: The Contractor understands that falsification of information (including a customer signature), and obtaining information through misrepresentation, deceit or falsehood may constitute forgery and/or fraud. Forgery and fraud are criminal offences. The penalties for forgery and fraud include imprisonment. The Contractor agrees not to commit forgery or fraud while representing JUST ENERGY and understands and agrees that committing forgery, fraud or any other criminal offence while representing JUST ENERGY are actions that will result in termination of this Agreement. In addition, any wrongful behaviour by the Contractor, whether or not criminally punishable, will result in immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Bulletin: Independent Contractor Conduct" and that they have reviewed and understand the contents regarding any act that falsifies or includes erroneous information on contracts or during fixed price/price protection reservation code ("FPRC/PPRC") calls.

10. Integrity of Sales: JUST ENERGY is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of JUST ENERGY, the Contractor may be subject to any remedies prescribed or permitted by law. JUST ENERGY has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations (up to \$50 per investigation). JEC may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

11. Subcontracting. The Contractor shall not, without the express written consent of JEC, subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by JEC and/or its affiliates; (ii) has consented to a background check by JEC, its affiliates and/or backgroundchecks.com and been approved by JEC and/or its affiliates; (iii) agrees to display a photo identification tag provided by JEOLP at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the JUST ENERGY information manual and code of conduct. If the Contractor breaches this obligation, JEC may terminate this Agreement immediately, Contractor shall return all JUST ENERGY material, and Contractor may be pursued at law for all damages caused by its conduct.

12. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor

may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges JEC, JEOLP and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold JEC, JEOLP and its affiliates and its respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractor's activities hereunder.

13. **Criminal Background Check.** The Contractor understands and agrees that JEC conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the Instructions thereon. The Contractor agrees to immediately notify JEC if the Contractor is convicted of any crime following the date hereof.

14. **OEA Standardized Training Module.** The Contractor agrees to complete the Ontario Energy Association ("OEA") standardized training module on an annual basis, or as otherwise may be required by JEC. The Contractor agrees not to disclose the contents of any test administered by the OEA to any other person, whether or not such person would be taking the test, and is responsible for payment of any fees in taking the test or training module. It is the Contractor's responsibility to ensure the training module is completed on an annual basis.

15. **OEA Registry.** The Contractor understands that JEC is required by the OEA to register all Contractors in a centralized registry administered by the OEA, and agrees to provide JEC with the necessary information to effect such registration. Failure by the Contractor to comply with the foregoing may result in immediate termination of this Agreement and any benefits attached thereto.

16. **Miscellaneous:** If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of Ontario, and the parties expressly agree that such court shall have personal jurisdiction over the parties. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof. This Agreement can be amended at any time by JUST ENERGY by providing notice to the Contractor by means of posting said amended Agreement at the JUST ENERGY office at which the Contractor retrieves the Contractor's commission and by making copies of such amended Agreement available to the Contractor upon request. No amendment to this Agreement by the Contractor shall be binding on JEC unless agreed to in writing by JEC.


BE SURE THAT YOU HAVE READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

HAIDAR OMARALI
CONTRACTOR NAME (Printed)


CONTRACTOR SIGNATURE

July 23rd 2012
DATE

DAVID MEGHAN
WITNESS NAME (Printed)


WITNESS SIGNATURE

07/23/12
DATE

JEC AUTHORIZED SIGNATURE

DATE

For Office Use Only :

Name (Please Print):

HAIDAR UMARALI

Date :

July 23 2012

Signature :

Confirmation of identification :

Administration Sign Off :

Total: 44/50

Ontario Industry Training Module eLearning Assessment

Name:

Date:

Test 1: 3/14

Test 2: 9/10

Test 3: 3/3

Test 4: 8/8

Test 5: 6/7

Test 6: 3/5

Test 7: 4/5

Test 8: 8/8

Total: 44/50

Pass / Fail

HAIDAR OMARALI

Section 1: Players in the Energy Sector

Total: 3/3

Time: 5 minutes

1. What is the OEB is responsible for?
 - a. Setting rules and regulations of energy suppliers
 - b. Handling consumer complaints about energy suppliers
 - c. Issuing licenses to energy suppliers
 - d. All of the above

2. This energy regulator monitors the energy industry to ensure licensed market participants comply with law, regulations and rules governing the energy sector.
 - a. Ontario Energy Board
 - b. Ministry of Energy
 - c. Ontario Power Generation
 - d. Ontario Power Authority

3. Approximately how many licensed electricity distributors ("LDCs") are there in Ontario?
 - a. 2
 - b. 75
 - c. 170
 - d. 25

4. What are the two major natural gas distributors in Ontario?
 - a. Union Gas and Hydro One
 - b. Hydro One and Kingston Gas
 - c. Union Gas and Enbridge Gas Distribution
 - d. Enbridge Gas distribution and Kingston Gas

Name: HARISH OMARALI

Section 2: Electricity Module

Total: 9/10

Time: 11 Minutes

1. Name the unit of measure that electricity consumers are billed based on.
 - a. Gigajoules
 - b. Meters
 - c. Kilowatts
 - d. Kilowatt hours

2. Residential and small volume commercial consumers have two options from which to purchase their electricity supply, they are:
 - a. The Regulated Price Plan ("RPP") from the LDC and electricity consumers
 - b. The RPP and LDC
 - c. The LDC and deregulated generators
 - d. The RPP offered by LDCs and electricity suppliers

3. What does RPP stand for?
 - a. Rate Protected Price
 - b. Ready Paid Pricing
 - c. Regulated Price Plan
 - d. Regulated Plan Price

4. When does the RPP forecast price changes take effect?
 - a. November 1st each year
 - b. The 15th of each month
 - c. May 1st and November 1st each year
 - d. Every 3 months

5. If a consumer signs an agreement with an electricity supplier, then:
- a. They will leave the RPP
 - b. They can never go back to the RPP
 - c. Any variance amount is settled with a final 'one time' charge or credit
 - d. Both a and c
6. Some aspects of a smart meter are:
- a. It allows the consumer to know how much electricity they are using at different periods throughout the day
 - b. It allows the consumer to know where they are using electricity
 - c. It precludes a consumer from signing an agreement with an electricity supplier
 - d. All of the above
7. Time of use pricing:
- a. Results in the consumer paying less for hydro in peak periods
 - b. Results in the consumer paying a flat rate
 - c. Results in the consumer paying less for hydro in off-peak periods
 - d. All of the above
8. This is the charge for the electricity you use, which you buy either from your local utility or through a licensed electricity supplier.
- a. Delivery charge
 - b. Global adjustment
 - c. Distribution charge
 - d. Electricity commodity charge
9. What was the global adjustment previously called?
- a. Provincial adjustment
 - b. IESO charge
 - c. Provincial Benefit
 - d. RPP

10. Where does the Global Adjustment show on a consumer who is on the RPP bill?

- a. If they are purchasing from a supplier, it is included in the commodity charge
- b. If they are paying the RPP it is included in the RPP rate
- c. If they are being charged time of use rates, it is a separate line item
- d. All of the above

Name: HADAR OMIRALI

Section 3: Natural Gas Module

Total: 3/3

Time: 4 Minutes

1. How often do natural gas non-municipal LDCs review gas supply prices?
 a. Quarterly
b. Every 6 months
c. Once per year
d. Whenever the RPP is set

2. This charge is for the gas a consumer uses, which they purchase either through their local utility or a licensed natural gas supplier.
 a. Natural gas commodity charge
b. Natural gas supply adjustment
c. Delivery charge
d. Transportation charge

3. What option does a consumer have if they do not buy their natural gas through a licensed natural gas supplier?
 a. They are forced to buy it through the IESO
 b. They are required to buy it through the LDC
c. They can choose to buy it from an unlicensed supplier
d. They can buy it from a licensed electricity supplier

AMIN DAR OMARALI

Section 4: Your Role as a Salesperson

Multiple Choice

1. The OEB Codes of Conduct state that energy salespeople must
 - a. Provide a business card as soon they introduce themselves to consumers
 - b. Not exert pressure on a consumer
 - c. Close the sale within one visit
 - d. Both a and b
2. The ID badge that a salesperson wears
 - a. Does not have to be visible at all times, just during an introduction
 - b. Must be visible at all times to the consumer
 - c. Must be worn on inner clothing
 - d. Must have the picture of the salesperson covered for privacy reasons
3. Under ECPA regulation 389/10, what action represents an unfair practice?
 - a. Making any false, misleading, or deceptive statement to the consumer
 - b. Telling a consumer their gas will be cut off if they do not sign an agreement
 - c. Telling a consumer they do not have a 10 day cooling off period
 - d. All of the above
4. Who can sign a residential energy agreement?
 - a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

5. Enrolling a consumer under false pretenses, acting as the consumer during the verification call, and signing the consumer's name on the agreement are all:
- a. Acceptable sales practices
 - b. Questionable, but allowed sales practices
 - c. Examples of fraud or forgery
 - d. Are allowed under ECPA regulation 389/10
6. If you speak to a consumer that has a "no soliciting" sign that you did not see you should:
- a. Continue with the sales presentation
 - b. Apologize for the error
 - c. Attempt to set up another time or place to meet the consumer
 - d. Do nothing
7. When speaking to the following people, door to door salespeople should use extra discretion with:
- a. The elderly (over 70), minors, babies
 - b. Minors, people who speak English fluently, students
 - c. People who have trouble speaking English, minors, the elderly
 - d. The account holder's spouse, the account holder, students
8. In terms of consumer's privacy, salesperson responsibilities include:
- a. Keeping the consumer's information safe
 - b. Using consumer's information for personal gain
 - c. Personally keeping copies of incomplete agreements and any bills
 - d. All of the above

Name: HAIDAR OMARALI

Section 5: Executing an Agreement

Total: 6/17

Time: 3 Minutes

1. The following must be completed in order for an agreement to be valid (not an exhaustive list)
 - a. Consumer's signature, bank account information, mailing address
 - b. Acknowledgement statement – signature, Agent name, Agent signature
 - c. Acknowledgement statement – date signed, bank account information
 - d. Consumer name, account holder name, credit information

2. When is it appropriate to use a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

3. When is it appropriate to change a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

4. When is it appropriate to use a Price Comparison Form?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

5. Price Comparison Forms are designed to...

- a. Mislead the consumer
- b. Compare the energy supplier's price to competitor prices
- c. Compare the LDC default prices and energy supplier prices
- d. All of the above

6. The top section of the Price Comparison Form

- a. Should be covered up when the consumer signs the price comparison
- b. Estimates the consumer's charges when purchasing through the LDC
- c. Explains the difference between hydro and gas rates
- d. All of the above

7. Should the Disclosure Statement and Price Comparison Form be signed by the authorized consumer?

- a. Signature is not required since this is for information purposes only
- b. The Disclosure Statement is the only document that should be signed
- c. The Price Comparison Form is the only document that should be signed
- d. Both the Disclosure Statement and Price Comparison Form should be signed

Name: HAIDAR OMARALI

Section 6: Consumer Cancellation Rights/Contest Rules

Total: 3.5

Time: 6 Minutes

1. In which situation will the consumer most likely have to pay a cancellation penalty?
 - a. When cancelling within the 10-day cooling off period
 - b. When declining reaffirmation during the verification call
 - c. When they permanently move
 - d. When they wish to cancel an agreement after their cancellation period has ended

2. If the agreement, Disclosure Statement, or Price Comparison Form were not fully and accurately completed, and signed:
 - a. The consumer can cancel without penalty
 - b. The consumer must cancel by telephone
 - c. The salesperson should complete the forms after the sales presentation
 - d. All of the above

3. If an electricity consumer decides to cancel and penalties apply, then:
 - a. If they use under 15,000 kWh/yr, the fee is capped at \$50 per year left
 - b. If they do not pay, they will not be cancelled
 - c. The OEA will force them to pay their penalties
 - d. Both a and c

4. A contest will occur when a consumer signs with a supplier and:
 - a. They have never signed up with another energy supplier
 - b. They are already flowing for the same commodity with another supplier
 - c. They are already paying the LDC for their commodity
 - d. Both a and b

5. The current (existing) energy supplier must do the following when a contest occurs:
- a. Contact the consumer to affirm them
 - b. Nothing
 - c. Contact the consumer within 5 days to notify them of any exit fees or other amounts owing under the contract.
 - d. Both a and c

HAIDAR OMARALI

Section 7: Verification

Total 4

Time: 10 Minutes

1. The Verification call must be completed:
 - a. After the enrolment transfer request is sent to the utility
 - b. Before the enrolment transfer request is sent to the utility
 - c. Before the 10-day cooling off period has expired
 - d. Both b and c

2. Who can complete the Verification?
 - a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

3. The script for the Verification call:
 - a. Is standard for all Ontario energy suppliers
 - b. Is different for all Ontario energy suppliers
 - c. Cannot be printed by energy suppliers
 - d. Both a and c

4. In the Verification call the following must be confirmed:
 - a. That the call is recorded
 - b. That the consumer understands savings is not guaranteed
 - c. The price and term of the agreement
 - d. All of the above

5. When can a Verification agent deviate from the applicable OEB approved verification script?
- a. Never
 - b. To provide a factual answer from the low volume consumer
 - c. When required to terminate the call
 - d. Both b and c

Name: HAIDAR OMARALI

Section 8: Agreement Renewals & Extensions

Total: 8 Q

Time: 9 Minutes

1. For renewal or extension packages sent to consumers for expiry dates after January 1, 2011:
 - a. The package must include a Disclosure Statement
 - b. The package must not include a Price Comparison Form
 - c. The package must include promotional material
 - d. Both a and c

2. When must a supplier send the renewal or extension package to the consumer?
 - a. Between 180 and 90 days before the agreement expires
 - b. Between 120 and 30 days before the agreement expires
 - c. Between 120 and 60 days before the agreement expires
 - d. Between 120 and 90 days before the agreement expires

3. The following rules apply to automatic renewals:
 - a. Automatic renewals are for electricity only
 - b. Automatic renewals are for a 5 year term only
 - c. Cancellation penalties apply throughout the term of the automatic renewal
 - d. None of the above

4. For agreements expiring after January 1, 2011 what cancellation rights apply for electricity consumers that are renewing their agreement?
 - a. Cancellation can be provided over phone, or in writing
 - b. The consumer can retract their agreement to renew up to 14 days afterward
 - c. The consumer must pay a penalty when cancelling no matter what
 - d. Both a and b

5. When a renewal/extension is confirmed by the consumer, the following requirements apply:
- a. The call shall not be recorded
 - b. The applicable OEB approved renewal script statements must be included in the call.
 - c. The salesperson shall terminate the call when required, after they attempt rebuttal scripting.
 - d. Both b and c
6. If a consumer decides not to renew and notifies the energy supplier after they've received the renewal or extension package.
- a. The energy supplier should ask for renewal again on the phone
 - b. The energy supplier should re-send a renewal package
 - c. The energy supplier shall not contact the consumer again to attempt to renew that same contract
 - d. The consumer must let the supplier know in writing for it to apply
7. When a consumer receives a renewal package via mail, e-mail or the web, the package must contain the following information:
- a. The energy supplier's toll free number
 - b. If a gas agreement, that it will be renewed if certain things are not done
 - c. Indicates that the consumer will be renewed if they select an option
 - d. All of the above
8. What is the number of days that a consumer can cancel their natural gas or electricity renewal agreement without exit fees?
- a. 10 days
 - b. 30 days
 - c. 14 days
 - d. No possible without paying the exit fee

Tab E

This is Exhibit E referred to in the
affidavit of Richard Teixeira
sworn before me, this 25
day of January 2016



A COMMISSIONER FOR TAKING AFFIDAVITS

NEAL HEWITT

Just Energy Corp. V082712
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)			
INDIVIDUAL NAME:		<u>Mortozg Awal</u>	<u>Awal</u>
	Given	Middle	Surname (Last)
NAME(S) COMMONLY USED (if applicable): _____			
SIN (required): <u>535 853 337</u>			
BUSINESS NAME (if applicable): _____			
(The above information will not be applied unless accompanied by business registration documents.)			
CURRENT ADDRESS: <u>2723 Pimlico Crescent</u>			
	No.	Street	Apt #
<u>Ottawa</u>		<u>Ont</u>	<u>K2T 2A7</u>
City		Province	Postal Code
TELEPHONE NUMBER: <u>(613) 400-1940</u> CELL NUMBER: <u>(613) 400-1940</u>			
EMAIL ADDRESS: <u>Mortozg_awal@hotmail.ca</u> DATE OF BIRTH (MM/DD/Year): <u>01/12/93</u>			
REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): <u>613-400-1940</u>			
Additional Information			
Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?			
<input type="checkbox"/> Yes, my contractor number was _____		<input checked="" type="checkbox"/> No.	
FOR SALES OFFICE USE ONLY			
CONTRACTOR NUMBER: _____			
<u>Debbie Trottier</u>	have examined the identification of		<u>Mortozg Awal</u>
Print Name of JEC Representative			Print Name of Contractor
and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.			
<u>Debbie Trottier</u>	<u>Aug. 28, 2012</u>		
Signature of JEC Representative	Date		



Name Based Canadian Criminal Record Check
To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): Mortuza		Middle Name(s):	Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	
Surname: Awal		Maiden name:		
Aliases, nicknames and any other names:				
Place of Birth: Bangladesh, Daka			Date of Birth: 1995 01 12	
City: Daka Province: Country:			From: 2012 10 25 To: 1 1	
Current Address: Amico crescent 2723			From: 2012 10 25 To: 1 1	
Unit Number: Street Name: Amico crescent			City: Ont Country: Canada Postal Code:	
Current Address Continued: Ont			Postal Code:	
Previous Address - If less than 5 years ago: 201			From: 2011 01 125 To: 2012 10 8 125	
Unit Number: Street Name: 201			City: Miss Country: Canada Postal Code: L851E2	
Previous Address - Continued: Miss			Postal Code:	
Telephone Number: 289-232-2041		Alternative Telephone Number: 813-400-1940	Position Applied For:	

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences	Have you been convicted of a criminal offence for which a pardon has not been granted?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted a conditional discharge within the past three (3) years?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted an absolute discharge within the past year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If you have answered Yes to any of the above questions, please provide details on ALL convictions (attach additional pages if required):	

Offence	Date (yyyy/mm/dd)	Location	Penalty
	/ /		
	/ /		

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

Statement of Understanding and Consent:
 I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, known as the Canadian Police Information Centre (CPIC) database, maintained by the RCMP using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp.
 I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that such records may include information relating to criminal convictions under the Criminal Code (Canada) for which a pardon has not been granted and conditional and absolute discharges which have not been removed from the CPIC database in accordance with the Criminal Records Act.
 I authorize BackCheck to release all information obtained to Just Energy Corp. and its affiliates and hold harmless BackCheck upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.
 Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute.
 This request is made in compliance with any applicable provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request, and in particular in accordance with the Nova Scotia Municipal Government Act and the Ontario Municipal Freedom of Information and Protection of Privacy Act. I understand that my personal information may be processed outside of Canada in order to return results in a timely manner.

Candidate Signature: [Signature]	Date: (yyyy/mm/dd) 2012 10 25
Authorizing Name Based Criminal Record Check X	

Just Energy Corp. Internal Use Only: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: Zeina Gray	Email Results to: zgray@justenergy.com	Phone Number: 905-670-4440 x71266	Faxed by:	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st)	Identification Number: (1 st)	Type of Photo ID: (2 nd)	Identification Number: (2 nd)	
I, Uma Karamat have examined the identification of Mortuza Awal		and I am satisfied that the candidate and person depicted in the photo identification are one and the same.		
Hiring Managers Signature: [Signature]		Date: (yyyy/mm/dd) 2012 10 25		
Witnessing the candidate's signature & Confirming ID Check X				

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "Contractor").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("Contracts") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy, and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information

related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. **Compensation:** A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. **Independent Contractor Status:** The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the

Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments; (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective

officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractor's commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

The Jurisdiction is:

- Ontario.
- Alberta
- British Columbia
- Manitoba
- Quebec
- Saskatchewan

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

Mortuza Awad
Contractor Name (Printed)

[Signature]
Contractor Signature

28/08/12
Date

Debbie Trotter
Witness Name (Printed)

[Signature]
Witness Signature

Date

Just Energy Corp.

[Signature]
Just Energy Corp.
Authorized Signature

14.28.2012
Date

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Residential</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Residential Predict-a-bill (per Effective Contract)</i>	\$35	\$35	\$5
<i>Electricity – Residential MyTime (per 10,000 kWh)</i>	\$35	\$35	\$5
<i>JustClean Complete</i>	\$50	\$15	\$5
<i>JustGreen Residential – Natural Gas and Electricity⁽⁴⁾</i>	100% - \$15 per RCE	100% - \$15 per RCE	-
<u>Commercial</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Commercial (per 3,000 m³)^{(3) (6)}</i>	\$90	\$5	\$5
<i>Electricity – Commercial (per 10,000 kWh)^{(3) (6)}</i>	\$40	\$4	\$5
<i>JustGreen Natural Gas (per RCE)⁽⁴⁾</i>	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity (per RCE)⁽⁴⁾</i>	100% - \$35 per RCE	100% - \$15 per RCE	-

- (1) The Up-Front commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The amount payable at the Up-Front commission date is capped at and shall not exceed \$2,500, with any commission owing over \$2,500, payable on the reconciliation commission date.

A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Reconciliation commission payment is earned after the flow of natural gas and/or electricity has commenced for at least 60 days with respect to a submitted Effective Contract. It is advanced or paid in the amount indicated in the chart above on a reconciliation commission date that is at least 60 days after flow of

natural gas and/or electricity has commenced with respect to the Effective Contract submitted. This payment is provided in the event that natural gas and/or electricity continue to flow pursuant to said Effective Contract on the reconciliation commission date (reconciliation commission dates occur once per month). For residential contracts reconciliation will be paid approximately 125 days from the date that the Up-Front payment was made.

Deductions, in respect of amounts paid or advanced prior to the reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts, will be made on the reconciliation commission date (which can result in negative payments). Notwithstanding the foregoing, Just Energy Corp. and its affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any amounts that have been paid or advanced by Just Energy Corp. or its affiliates with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract. Only Contractors who have submitted Effective Contracts within the 45 day period prior to the reconciliation payment date are entitled to receive positive reconciliation payments. Notwithstanding the foregoing, any portion of an Up-Front payment which has been deferred as a reconciliation payment because of the cap outlined in note (1) may be paid even if Contractor is in "inactive" status.

- (3) Payment is advanced or paid in the amount indicated above per 3,000 m3 or 10,000 kWh of total annual natural gas and/or electricity consumption in cubic meters or kWh (based on historical usage as supplied by the utility) for each Effective Contract.
- (4) Payment of the amount indicated in the chart above is based on the percentage of *JustGreen* sold to a customer to a maximum of 100% per customer. *JustGreen* commissions will be reduced at the reconciliation commission date if the customer reduces the percentage purchased prior to the reconciliation commission date.
- (5) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period. Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.
- (6) Where there has been discounted pricing under an Effective Contract, Just Energy Corp. or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

Number of Customer Equivalents per week ⁽¹⁾	Bonus Payable ⁽²⁾
RESIDENTIAL	
5 - 14	\$250
15 - 19	\$400
20 - 29	\$600
30 - 39	\$750
40 and greater	\$1,000

Number of Commercial Points per week ⁽¹⁾	Bonus Payable ⁽²⁾
COMMERCIAL	
75 – 149	\$200
150 – 299	\$500
300 – 599	\$1,000
600 – 799	\$2,500
800 and greater	\$5,000

*Commercial Bonus Points are awarded per week as follows:

- (a) *Commercial Natural Gas*: 6 Bonus Points per RCE.
 (b) *Commercial Electricity*: 2 Bonus Points per RCE.

- (1) For the purposes of bonuses payable, (i) with respect to residential Contracts, a "customer equivalent" means 1 residential Effective Contract; and (ii) with respect to commercial Contracts, a "customer equivalent" means 3,000 m3 or 10,000 kWh of total annual gas and/or electricity consumption per Effective Contract. A "week" begins on a Monday and ends on the following Sunday.
- (2) The bonus amount payable corresponds to the total number of customer equivalents a Contractor submits in a week (i.e. if a Contractor submits 21 customer equivalents in a week, the total bonus payable for that week will be \$600 or if a Contractor accumulates 350 Commercial points in a week, the total bonus payable for that week will be \$1,000). Bonus amounts will be paid or advanced once on the next initial commission date that is at least 3 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of bonus amounts paid or advanced for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the reconciliation commission date will be made on reconciliation commission date (which can result in negative payments).



Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Commercial Structured Deal Referral Bonus

If a Contractor enters into a competitive bid for a commercial customer that requires customized terms and conditions and/or a request for proposal (a "Commercial Structured Deal" or the "Deal"), he/she must contact their Regional Distributor for direction on how to proceed as Just Energy may provide an internal resource to ensure that the Deal is properly documented, priced and booked.

The standard commission rates and bonuses outline above do not apply to a Commercial Structured Deal. A Contractor will be compensated based on an amount solely determined by a Just Energy VP of Sales based on the profit margin of the Deal and paid either shortly after the Deal is signed or on a residual basis. This amount and the payment terms will be determined on a case by case basis. There will be no Bonus Points or any points for any sales related trip(s) awarded for any such Deal.


Carleton UNIVERSITY
Canada's Capital University



Mortuza Awal Student
ID # 100855921
Valid To: 31/AUG/2015



08621620332

Ontario



Health • Santé
MORTUZA AWAL
8198 - 559 - 067 - LW

BIRTH DATE		SEX / SEXE			
1993 - 01 - 12		M			
YEAR	MON	DAY			
ISSUE DATE		EXPIRES			
2011 - 12 - 23		2016 - 01 - 12			
YEAR	MON	DAY	YEAR	MON	DAY



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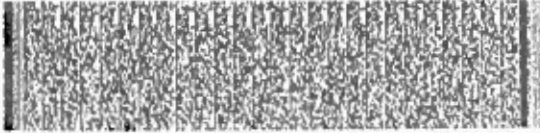
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Section 1: Players in the Energy Sector

- X1. What is the OEB is responsible for?
- a. Setting rules and regulations of energy suppliers
 - b. Handling consumer complaints about energy suppliers
 - c. Issuing licenses to energy suppliers
 - d. All of the above
- X2. This energy regulator monitors the energy industry to ensure licensed market participants comply with law, regulations and rules governing the energy sector.
- a. Ontario Energy Board
 - b. Ministry of Energy
 - c. Ontario Power Generation
 - d. Ontario Power Authority
- ✓3. Approximately how many licensed electricity distributors ("LDCs") are there in Ontario?
- a. 2
 - b. 75
 - c. 170
 - d. 25
- ✓4. What are the two major natural gas distributors in Ontario?
- a. Union Gas and Hydro One
 - b. Hydro One and Kingston Gas
 - c. Union Gas and Enbridge Gas Distribution
 - d. Enbridge Gas distribution and Kingston Gas

Total: 2/4

Time: 5 Minutes

Section 2: Electricity Module

- ✓ 1. Name the unit of measure that electricity consumers are billed based on.
- Gigajoules
 - Meters
 - Kilowatts
 - Kilowatt hours
- ✓ 2. Residential and small volume commercial consumers have two options from which to purchase their electricity supply, they are:
- The Regulated Price Plan ("RPP") from the LDC and electricity consumers
 - The RPP and LDC
 - The LDC and deregulated generators
 - The RPP offered by LDCs and electricity suppliers
- ✓ 3. What does RPP stand for?
- Rate Protected Price
 - Ready, Paid Pricing
 - Regulated Price Plan
 - Regulated Plan Price
- ✓ 4. When does the RPP forecast price changes take effect?
- November 1st each year
 - The 15th of each month
 - May 1st and November 1st each year
 - Every 3 months
- ✓ 5. If a consumer signs an agreement with an electricity supplier, then:
- They will leave the RPP
 - They can never go back to the RPP
 - Any variance amount is settled with a final 'one time' charge or credit
 - Both a and c

- ✓ 6. Some aspects of a smart meter are:
- a. It allows the consumer to know how much electricity they are using at different periods throughout the day
 - b. It allows the consumer to know where they are using electricity
 - c. It precludes a consumer from signing an agreement with an electricity supplier
 - d. All of the above
- ✗ 7. Time of use pricing:
- a. Results in the consumer paying less for hydro in peak periods
 - b. Results in the consumer paying a flat rate
 - c. Results in the consumer paying less for hydro in off-peak periods
 - d. All of the above
- ✓ 8. This is the charge for the electricity you use, which you buy either from your local utility or through a licensed electricity supplier.
- a. Delivery charge
 - b. Global adjustment
 - c. Distribution charge
 - d. Electricity commodity charge
- ✓ 9. What was the global adjustment previously called?
- a. Provincial adjustment
 - b. IESO charge
 - c. Provincial Benefit
 - d. RPP

10. Where does the Global Adjustment show on a consumer who is on the RPP bill?
- a. If they are purchasing from a supplier, it is included in the commodity charge
 - b. If they are paying the RPP it is included in the RPP rate
 - c. If they are being charged time of use rates, it is a separate line item
 - d. All of the above

Total: 4/10
Time: 11 Minutes

Mortuza Awal

Section 3: Natural Gas Module

- ✓ 1. How often do natural gas non-municipal LDCs review gas supply prices?
- (a) Quarterly
 - b. Every 6 months
 - c. Once per year
 - d. Whenever the RPP is set
- ✓ 2. This charge is for the gas a consumer uses, which they purchase either through their local utility or a licensed natural gas supplier.
- (a) Natural gas commodity charge
 - b. Natural gas supply adjustment
 - c. Delivery charge
 - d. Transportation charge
- ✓ 3. What option does a consumer have if they do not buy their natural gas through a licensed natural gas supplier?
- a. They are forced to buy it through the IESO
 - (b) They are required to buy it through the LDC
 - c. They can choose to buy it from an unlicensed supplier
 - d. They can buy it from a licensed electricity supplier

Total: 3/3

Time: 4 Minutes

Section 4: Your Role as a Salesperson

- ✓ 1. The OEB Codes of Conduct state that energy salespeople must
 - a. Provide a business card as soon they introduce themselves to consumers
 - b. Not exert pressure on a consumer
 - c. Close the sale within one visit
 - ✓ d. Both a and b
- ✓ 2. The ID badge that a salesperson wears
 - a. Does not have to be visible at all times, just during an introduction
 - ✓ b. Must be visible at all times to the consumer
 - c. Must be worn on inner clothing
 - d. Must have the picture of the salesperson covered for privacy reasons
- ✓ 3. Under ECPA regulation 389/10, what action represents an unfair practice?
 - a. Making any false, misleading, or deceptive statement to the consumer
 - b. Telling a consumer their gas will be cut off if they do not sign an agreement
 - c. Telling a consumer they do not have a 10 day cooling off period
 - ✓ d. All of the above
- ✓ 4. Who can sign a residential energy agreement?
 - ✓ a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

- ✓ 5. Enrolling a consumer under false pretenses, acting as the consumer during the verification call, and signing the consumer's name on the agreement are all:
- Acceptable sales practices
 - Questionable, but allowed sales practices
 - Examples of fraud or forgery
 - Are allowed under ECPA regulation 389/10
- ✓ 6. If you speak to a consumer that has a "no soliciting" sign that you did not see you should:
- Continue with the sales presentation
 - Apologize for the error
 - Attempt to set up another time or place to meet the consumer
 - Do nothing
- ✓ 7. When speaking to the following people, door to door salespeople should use extra discretion with:
- The elderly (over 70), minors, babies
 - Minors, people who speak English fluently, students
 - People who have trouble speaking English, minors, the elderly
 - The account holder's spouse, the account holder, students
- ✗ 8. In terms of consumer's privacy, salesperson responsibilities include:
- Keeping the consumer's information safe
 - Using consumer's information for personal gain
 - Personally keeping copies of incomplete agreements and any bills
 - All of the above

Total: 7/8

Time: 9 Minutes

Section 5: Executing an Agreement

- ✓ 1. The following must be completed in order for an agreement to be valid (not an exhaustive list)
- Consumer's signature, bank account information, mailing address
 - Acknowledgement statement – signature, Agent name, Agent signature
 - Acknowledgement statement – date signed, bank account information
 - Consumer name, account holder name, credit information
- ✓ 2. When is it appropriate to use a Disclosure Statement?
- Never
 - In every sales presentation
 - Only when a consumer requests it to be used
 - For sales presentations at your office only
- ✓ 3. When is it appropriate to change a Disclosure Statement?
- Never
 - In every sales presentation
 - Only when a consumer requests it to be used
 - For sales presentations at your office only
- ✓ 4. When is it appropriate to use a Price Comparison Form?
- Never
 - In every sales presentation
 - Only when a consumer requests it to be used
 - For sales presentations at your office only
- ✓ 5. Price Comparison Forms are designed to...
- Mislead the consumer
 - Compare the energy supplier's price to competitor prices
 - Compare the LDC default prices and energy supplier prices
 - All of the above

- ✓ 6. The top section of the Price Comparison Form
- a. Should be covered up when the consumer signs the price comparison
 - ⓑ. Estimates the consumer's charges when purchasing through the LDC
 - c. Explains the difference between hydro and gas rates
 - d. All of the above
- ✓ 7. Should the Disclosure Statement and Price Comparison Form be signed by the authorized consumer?
- a. Signature is not required since this is for information purposes only
 - b. The Disclosure Statement is the only document that should be signed
 - c. The Price Comparison Form is the only document that should be signed
 - ⓓ. Both the Disclosure Statement and Price Comparison Form should be signed

Total: 7/17

Time: 8 Minutes

Section 6: Consumer Cancellation Rights/Contest Rules

- ✓ 1. In which situation will the consumer most likely have to pay a cancellation penalty?
 - a. When cancelling within the 10-day cooling off period
 - b. When declining reaffirmation during the verification call
 - c. When they permanently move
 - Ⓒ d. When they wish to cancel an agreement after their cancellation period has ended
- ✓ 2. If the agreement, Disclosure Statement, or Price Comparison Form were not fully and accurately completed, and signed:
 - Ⓐ a. The consumer can cancel without penalty
 - b. The consumer must cancel by telephone
 - c. The salesperson should complete the forms after the sales presentation
 - d. All of the above
- ✓ 3. If an electricity consumer decides to cancel and penalties apply, then:
 - Ⓐ a. If they use under 15,000 kWh/yr, the fee is capped at \$50 per year left
 - b. If they do not pay, they will not be cancelled
 - c. The OEA will force them to pay their penalties
 - d. Both a and c
- ✓ 4. A contest will occur when a consumer signs with a supplier and:
 - a. They have never signed up with another energy supplier
 - Ⓐ b. They are already flowing for the same commodity with another supplier
 - c. They are already paying the LDC for their commodity
 - d. Both a and b

- X5. The current (existing) energy supplier must do the following when a contest occurs:
- a. Contact the consumer to affirm them
 - b. Nothing
 - c. Contact the consumer within 5 days to notify them of any exit fees or other amounts owing under the contract.
- Both a and c

Total: 4/5

Time: 6 Minutes

Section 7: Verification

- ✓ 1. The Verification call must be completed:
 - a. After the enrolment transfer request is sent to the utility
 - ⓑ Before the enrolment transfer request is sent to the utility
 - c. Before the 10-day cooling off period has expired
 - d. Both b and c

- ✓ 2. Who can complete the Verification?
 - ⓐ The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

- ✗ 3. The script for the Verification call:
 - ⓐ Is standard for all Ontario energy suppliers
 - b. Is different for all Ontario energy suppliers
 - c. Cannot be printed by energy suppliers
 - d. Both a and c

- ✓ 4. In the Verification call the following must be confirmed:
 - a. That the call is recorded
 - b. That the consumer understands savings is not guaranteed
 - c. The price and term of the agreement
 - ⓐ All of the above

- ✓ 5. When can a Verification agent deviate from the applicable OEB approved verification script?
 - a. Never
 - ~~b. To provide a factual answer from the low volume consumer~~
 - c. When required to terminate the call
 - ⓐ Both b and c

Total: 4 / 5

Time: 6 Minutes

Section 8: Agreement Renewals & Extensions

- ✓ 1. For renewal or extension packages sent to consumers for expiry dates after January 1, 2011:
- a. The package must include a Disclosure Statement
 - b. The package must not include a Price Comparison Form
 - c. The package must include promotional material
 - d. Both a and c
- ✓ 2. When must a supplier send the renewal or extension package to the consumer?
- a. Between 180 and 90 days before the agreement expires
 - b. Between 120 and 30 days before the agreement expires
 - c. Between 120 and 60 days before the agreement expires
 - d. Between 120 and 90 days before the agreement expires
- ✓ 3. The following rules apply to automatic renewals:
- a. Automatic renewals are for electricity only
 - b. Automatic renewals are for a 5 year term only
 - c. Cancellation penalties apply throughout the term of the automatic renewal
 - d. None of the above
- ✓ 4. For agreements expiring after January 1, 2011 what cancellation rights apply for electricity consumers that are renewing their agreement?
- a. Cancellation can be provided over phone, or in writing
 - b. The consumer can retract their agreement to renew up to 14 days afterward
 - c. The consumer must pay a penalty when cancelling no matter what
 - d. Both a and b

- X5. When a renewal/extension is confirmed by the consumer, the following requirements apply:
- The call shall not be recorded
 - The applicable OEB approved renewal script statements must be included in the call.
 - The salesperson shall terminate the call when required, after they attempt rebuttal scripting.
 - Both b and c
- ✓ 6. If a consumer decides not to renew and notifies the energy supplier after they've received the renewal or extension package.
- The energy supplier should ask for renewal again on the phone
 - The energy supplier should re-send a renewal package
 - The energy supplier shall not contact the consumer again to attempt to renew that same contract
 - The consumer must let the supplier know in writing for it to apply
- X7. When a consumer receives a renewal package via mail, e-mail or the web, the package must contain the following information:
- The energy supplier's toll free number
 - If a gas agreement, that it will be renewed if certain things are not done
 - Indicates that the consumer will be renewed if they select an option
 - All of the above
- ✓ 8. What is the number of days that a consumer can cancel their natural gas or electricity renewal agreement without exit fees?
- 10 days
 - 30 days
 - 14 days
 - No possible without paying the exit fee

Total: 6/8

Time: 9 Minutes

For Office Use Only :

Name (Please Print): Mortoza Awal

Date: Aug/28/2012

Signature: [Handwritten Signature]

Confirmation of identification :

Administration Sign Off :

ID VERIFIED
Initials: [Handwritten Initials]

Total: 41 / 150 = 82%

Tab F

This is Exhibit..... Freferred to in the
affidavit of..... Richard Teixeira
sworn before me, this..... 25
day of..... January 2016.....


A COMMISSIONER FOR TAKING AFFIDAVITS
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JUST ENERGY CORP. Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)			
INDIVIDUAL NAME: <u>Kian</u> _____		_____ <u>Nazerally</u>	
<small>Given</small>	<small>Middle</small>	<small>Surname (Last)</small>	
NAME(S) COMMONLY USED (if applicable): _____			
SOCIAL INSURANCE NUMBER (required): <u>546 078 940</u>			
BUSINESS NAME (if applicable): _____			
<small>(The above information will not be applied unless accompanied by business registration documents.)</small>			
CURRENT ADDRESS: <u>238 Sandra Crescent</u>			
<small>No.</small>	<small>Street</small>	<small>Apt #</small>	
<u>Rockland</u>	<u>Ontario</u>	<u>K4K1R6</u>	
<small>City</small>	<small>Province</small>	<small>Postal Code</small>	
TELEPHONE NUMBER: (<u>613</u>) <u>446-0112</u>		CELL NUMBER: (<u>613</u>) <u>720-2120</u>	
START DATE: <u>7-31-12</u>		IDENTIFICATION PROVIDED (No.): <u>D.Licence</u> <u>OH SIN#</u>	
BUSINESS No. (if applicable): _____		GST No. (if applicable): _____	
Additional Information			
Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., Just Energy Ontario L.P., or any of its affiliates?			
<input type="checkbox"/> Yes, my contractor number was _____		<input checked="" type="checkbox"/> No.	
Are you currently employed or do you currently contract for any other companies? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No.			
If you are currently employed or contract for any other companies, what is the name of the company or companies? _____			
Can we contact any of the above companies? <input type="checkbox"/> Yes <input type="checkbox"/> No.			
FOR SALES OFFICE USE ONLY			
CONTRACTOR NUMBER: _____			
I, <u>Debbie Trottier</u>		have examined the identification of <u>Kian Nazerally</u>	
<small>Print Name of JEC Representative</small>		<small>Print Name of Contractor</small>	
and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.			
<u>Debbie Trottier</u>		<u>7-31-12</u>	
<small>Signature of JEC Representative</small>		<small>Date</small>	
FOR HEAD OFFICE USE ONLY			
Background check: <input type="checkbox"/> Completed by: _____			
<small>(print name)</small>		<small>(initialed)</small>	

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. ("JEC") and you, an independent contractor (the "Contractor").

WHEREAS, JEC has been retained by Just Energy Ontario L.P. ("JEOLP") to assist JEOLP in obtaining natural gas, electricity and green energy contracts ("Contracts") from consumers located in Ontario. JEC has developed a door to door solicitation program designed to obtain Contracts for the benefit of JEOLP. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to JEC, to assist JEC in obtaining Contracts for the benefit of JEOLP.

FOR VALUE RECEIVED, the parties agree as follows:

1. **Marketing Activity:** The Contractor agrees to market Contracts for the benefit of JEOLP as an independent contractor of JEC. The Contractor understands and agrees that the terms and conditions of the Contracts may not be amended by the Contractor, and the Contractor shall have no authority to enter into any agreements of any kind on behalf of JEC, JEOLP, or any of their affiliates (collectively, "JUST ENERGY"), except as specifically provided in this Agreement. In no event shall the Contractor represent that he or she is an employee of, or connected with, JEC or JEOLP in any way, other than as provided herein. The Contractor shall not operate under or otherwise use the trademarks or tradenames or logos of JUST ENERGY, except as expressly permitted in writing by JEC. The Contractor is responsible for ensuring that only the most recent form of Contract is used for marketing activity, and JEC may designate times when new Contract forms may be obtained from JEC and Contracts are to be returned to JEC. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.
2. **Applicable Law and Code of Behaviour:** The Contractor shall comply with all applicable present and future federal, state and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of JUST ENERGY unless said representation is either contained in the written material published by JUST ENERGY from time to time for use by the Contractor or is absolutely true and not in any way misleading to the potential or actual customer. The Contractor understands that JEOLP has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of JEC in the solicitation of Contracts for JEOLP. At all times when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, the JUST ENERGY manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. If the Contractor breaches any of the foregoing obligations, JEC may terminate this Agreement immediately, the Contractor shall return all JUST ENERGY material, and the Contractor may be pursued at law for all damages caused by its conduct. The Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law or contrary to JUST ENERGY's code of conduct to JUST ENERGY immediately upon request. The Contractor acknowledges having received a copy of, and having read the Ontario Energy Board "Codes of Conduct" for natural gas marketers and electricity retailers (the "Codes"). The Contractor agrees to abide by the terms and conditions of Codes and to abide by the terms and conditions or any codes of behaviour prepared and delivered to the Contractor by JEC, and to follow all instructions or directions provided by JEC from time to time.
3. **Confidentiality:** Except for disclosure to JUST ENERGY, the Contractor agrees to keep confidential (both during the term of this Agreement and afterwards) all information provided by potential and actual customers of JEOLP and all information provided to the Contractor by JUST ENERGY. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify JUST ENERGY in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to JUST ENERGY keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to JUST ENERGY's customer service department are recorded and consents to the recording of the contractor's calls.

4. **Compensation:** A Medium Volume Customer Contract or a Large Volume Customer Contract shall be deemed "Effective" when it is (i) properly completed and signed by the customer, (ii) approved and affirmed by JEC or JEOLP; and (iii) approved by the applicable local utility. A Small Volume Customer Contract shall be deemed "Effective" when it is properly completed and signed by the customer, and the customer has been provided a welcome call code and a registered pre paid card. For each Effective Contract that is not cancelled by the customer, the Contractor will be compensated according to the commission schedule in place at the time of submission of the Contract, which schedule may be amended from time to time by JEC in its sole discretion. JEC will notify the Contractor of any change in such schedule by posting the amended schedule at the JUST ENERGY office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. The amended schedule is effective for all Contracts submitted after the schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any current commission schedule upon request. The Contractor understands and agrees that JEC may advance potential commission prior to approval of Contracts by JEOLP and the applicable local utility or prior to becoming aware of any ineffectiveness or cancellation of the Contract.

JEC will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of setoff and recovery are in addition to the right of JEC to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor agrees and acknowledges that all payments made and due by Just Energy hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the residual payment (i.e., if the Contractor does not cash his/her cheque), and if Just Energy is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment.

5. **Independent Status:** The Contractor is, and will always be considered, an independent contractor under this Agreement. The Contractor understands and agrees that the Contractor shall be responsible for and neither JEC nor JEOLP will reimburse the Contractor for any transportation, accommodation, food or any other expenses incurred by the Contractor in the performance of the Contractor's services hereunder. The Contractor has control, independent of JUST ENERGY, over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are to be solicited, so long as such manner is in accordance with Applicable Law, the Codes and JEC's reasonable policies regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). JUST ENERGY does not employ Contractors and there is no employer/employee relationship between JUST ENERGY and the Contractor.

The Contractor is not, and shall make no claim that the Contractor is, an employee of JEC. The Contractor shall be responsible (as applicable) for the payment of, and JEC shall not deduct, withhold or pay, income tax, employment insurance premiums, government pension plan premiums, employer health tax premiums or any other similar amounts with respect to the Contract. The Contractor is also responsible for the payment of workers compensation premiums or contributions and is not entitled to workers compensation. The Contractor is solely responsible for making all of these payments, if required.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR OTHER EMPLOYMENT BENEFITS. CONTRACTORS WHO MUST COLLECT G.S.T., MUST HAVE THEIR OWN G.S.T. NUMBER.

6. The Contractor shall not: (i) do anything that might harm the reputation or goodwill of JEC; (ii) disparage JEC or its products, employees, consumers or customers; or (iii) present false or misleading information about JEC to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

7. **Not Exclusive:** The Contractor and JEC agree that the Contractor's services are not, and are not intended to be, exclusive to JEC. Notwithstanding the foregoing, the Contractor agrees not to provide services to other business entities that compete directly with the business carried on by JUST ENERGY during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor

agrees not to solicit any employee, contractor or customer of JUST ENERGY for a period of two (2) years after the termination of this Agreement.

8. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, without any damages being owed to the other party except as set out herein, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate this Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive", if the Contractor does not submit any Contracts for three consecutive weeks.

On termination the Contractor must immediately return to JEC all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments, (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been given out. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been given out, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law, the Codes, or any JUST ENERGY information manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of JEC's investigation into such breach, the damages for such breach, and rectification of breach, and JUST ENERGY shall have the right to sue for damages caused, directly or indirectly, by said breach.

9. Forgery, Fraud and Misrepresentation: The Contractor understands that falsification of information (including a customer signature), and obtaining information through misrepresentation, deceit or falsehood may constitute forgery and/or fraud. Forgery and fraud are criminal offences. The penalties for forgery and fraud include imprisonment. The Contractor agrees not to commit forgery or fraud while representing JUST ENERGY and understands and agrees that committing forgery, fraud or any other criminal offence while representing JUST ENERGY are actions that will result in termination of this Agreement. In addition, any wrongful behaviour by the Contractor, whether or not criminally punishable, will result in immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Bulletin: Independent Contractor Conduct" and that they have reviewed and understand the contents regarding any act that falsifies or includes erroneous information on contracts or during fixed price/price protection reservation code ("FPRC/PPRC") calls.

10. Integrity of Sales: JUST ENERGY is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of JUST ENERGY, the Contractor may be subject to any remedies prescribed or permitted by law. JUST ENERGY has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations (up to \$50 per investigation). JEC may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

11. Subcontracting. The Contractor shall not, without the express written consent of JEC, subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by JEC and/or its affiliates; (ii) has consented to a background check by JEC, its affiliates and/or backgroundchecks.com and been approved by JEC and/or its affiliates; (iii) agrees to display a photo identification tag provided by JEOLP at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the JUST ENERGY information manual and code of conduct. If the Contractor breaches this obligation, JEC may terminate this Agreement immediately, Contractor shall return all JUST ENERGY material, and Contractor may be pursued at law for all damages caused by its conduct.

12. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor

may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges JEC, JEOLP and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold JEC, JEOLP and its affiliates and its respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' activities hereunder.

13. **Criminal Background Check.** The Contractor understands and agrees that JEC conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor agrees to immediately notify JEC if the Contractor is convicted of any crime following the date hereof.

14. **OEA Standardized Training Module.** The Contractor agrees to complete the Ontario Energy Association ("OEA") standardized training module on an annual basis, or as otherwise may be required by JEC. The Contractor agrees not to disclose the contents of any test administered by the OEA to any other person, whether or not such person would be taking the test, and is responsible for payment of any fees in taking the test or training module. It is the Contractor's responsibility to ensure the training module is completed on an annual basis.

15. **OEA Registry.** The Contractor understands that JEC is required by the OEA to register all Contractors in a centralized registry administered by the OEA, and agrees to provide JEC with the necessary information to effect such registration. Failure by the Contractor to comply with the foregoing may result in immediate termination of this Agreement and any benefits attached thereto.

16. **Miscellaneous:** If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of Ontario, and the parties expressly agree that such court shall have personal jurisdiction over the parties. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof. This Agreement can be amended at any time by JUST ENERGY by providing notice to the Contractor by means of posting said amended Agreement at the JUST ENERGY office at which the Contractor retrieves the Contractor's commission and by making copies of such amended Agreement available to the Contractor upon request. No amendment to this Agreement by the Contractor shall be binding on JEC unless agreed to in writing by JEC.

BE SURE THAT YOU HAVE READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

<u>Kian Nazerally</u> CONTRACTOR NAME (Printed)	<u>Kian Nazerally</u> CONTRACTOR SIGNATURE	<u>July 31 2012</u> DATE
<u>Debbie Trotter</u> WITNESS NAME (Printed)	<u>Debbie Trotter</u> WITNESS SIGNATURE	<u>7-31-12</u> DATE

_____	_____
JEC AUTHORIZED SIGNATURE	DATE

ONTARIO ENERGY ASSOCIATION ("OEA")

PRIVACY NOTICE & CONSENT

The Ontario Energy Association ("OEA") requires its retail energy members (i.e. Just Energy Ontario L.P.) involved in door-to-door consumer solicitations/sales to confirm that each of their respective sales agents has completed the OEA standardized training module on an annual basis. The OEA members must also register their sales agents in a specific registry established for this purpose (the "OEA Registry".)

OEA members will require you to confirm your identity for the purpose of the registration. You must present two pieces of identification, one of which must be a government-issued photo identification (e.g. a driver's licence.) Please note that identification numbers submitted (ex. driver's licence numbers) will not be inputted or otherwise stored in the OEA Registry.

OEA members will input your name, date of completion of the training, and information that may used to identify you (e.g. office location, or contract number.) Your date of birth will also be used for the purpose of registering and accurately identifying sales agents with the same last name. To protect your privacy, your date of birth will not be retained, but will instead be electronically converted into a substitute code.

The OEA has implemented reasonable administrative, physical, and technical safeguards in an effort to protect your information from loss, theft, or unauthorized access, use, and disclosure. Your information is password-protected, and only accessible by the OEA member that has engaged you as a sales agent and any authorized OEA Registry personnel involved in the administration.

If you would like to review your record in the registry, or have any questions, please contact your Regional Distributor.

By signing below, I consent to the manner in which my personal information will be collected, used, disclosed and otherwise managed in the manner set-out above.

Klan Nazerally
CONTRACTOR NAME

Klan Nazerally
CONTRACTOR SIGNATURE

July 31, 2012
DATE

Debbie Trotter
WITNESS NAME

Debbie Trotter
WITNESS SIGNATURE

7-31-12
DATE

--	--	--	--	--	--	--

CONTRACTOR NUMBER



Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): Kian		Middle Name(s):		Gender: <input checked="" type="checkbox"/> Check One <input type="checkbox"/> Male <input type="checkbox"/> Female	
Surname: Nazerally			Maiden name:		
Aliases, nicknames and any other names:					
Place of Birth: Ottawa Ontario, Canada			Date of Birth: 1994, 08, 19		
Current Address: 238		Sandra Crescent		From: 1 1 To: 1 1	
Unit Number		Street Number		Street Name	
City: Ottawa		Province: Ont		Country: Canada	
Postal Code: K4K 1R6					
Previous Address - If less than 5 years ago:				From: To:	
Unit Number		Street Number		Street Name	
City		Province		Country	
Postal Code					
Previous Address - Continued:				From: To:	
Unit Number		Street Number		Street Name	
City		Province		Country	
Postal Code					
Telephone Number: 613-446-0112		Alternative Telephone Number: 613-720-2120		Position Applied For:	

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences	Have you been convicted of a criminal offence for which a pardon has not been granted? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted a conditional discharge within the past three (3) years? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted an absolute discharge within the past year? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If you have answered Yes to any of the above questions, please provide details on ALL convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

Statement of Understanding and Consent	<p>I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, known as the Canadian Police Information Centre (CPIC) database, maintained by the RCMP using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp..</p> <p>I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that such records may include information relating to criminal convictions under the Criminal Code (Canada) for which a pardon has not been granted and conditional and absolute discharges which have not been removed from the CPIC database in accordance with the Criminal Records Act.</p> <p>I authorize BackCheck to release all information obtained to Just Energy Corp. and its affiliates and hold harmless BackCheck upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.</p> <p>Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute.</p> <p>This request is made in compliance with any applicable provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request, and in particular in accordance with the Nova Scotia Municipal Government Act and the Ontario Municipal Freedom of Information and Protection of Privacy Act. I understand that my personal information may be processed outside of Canada in order to return results in a timely manner.</p>
	<p>Candidate Signature: X Kian Nazerally Date: (yyyy/mm/dd) 2012, 07, 13</p> <p>Authorizing Name Based Criminal Record Check</p>

Just Energy Corp. Internal Use Only: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/ordors@backcheck.ca.

Hiring Manager: Zeina Gray	Email Results to: zgray@justenergy.com	Phone Number: 905-870-4440 x71288	Faxed by:	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st) Social Insurance number	Identification Number: (1 st) 546 078 940	Type of Photo ID: (2 nd) Drivers License	Identification Number: (2 nd) NBA7A-48340A-408	

I, _____ have examined the identification of _____ and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Hiring Managers Signature: **X** Date: (yyyy/mm/dd) **1 1**

Witnessing the candidate's signature & Confirming ID Check

Ontario Driver's License Permis de conduire ON CANADA


 NAME: NAZERALLY, KIAN
 23R SANDRA CRES
 ROCKLAND, ON, K4K 1R6
 NUMBER: N0979 - 43409 - 40819
 2012/02/28 2015/02/28
 SEX: M HEIGHT: 168 CM
 EYES: BRN HAIR: BRN
 SIGNATURE: *Kian Nazerally*
 EXP: 188408/19 172124730

Human Resources / Développement des ressources humaines Canada
 SOCIAL / NUMÉRO
 INSURANCE / D'ASSURANCE
 NUMBER / SOCIALE
546 078 940
KIAN NAZERALLY



• THIS IS NOT AN IDENTITY CARD. HOWEVER, IT SHOULD BE KEPT IN A SAFE PLACE.

• IF AN EXPIRY DATE APPEARS ON THE FRONT OF THIS CARD, THE SIN MAY NOT BE USED IN CANADA AFTER THAT DATE. THIS CARD IS NOT AN AUTHORIZATION TO WORK IN CANADA.

• CECI N'EST PAS UNE CARTE D'IDENTITÉ. CÉPENDANT, ELLE DEVRAIT ÊTRE GARDÉE DANS UN LIEU SÛR.

• SI UNE DATE D'EXPIRATION APPARAÎT SUR LE DEVANT DE CETTE CARTE, LE NAS NE PEUT ÊTRE UTILISÉ AU CANADA APRÈS CETTE DATE. CETTE CARTE N'EST PAS UNE AUTORISATION DE TRAVAILLER AU CANADA.

NAS-2683-06-04 B

Canada

Kian Nazerally

88

Section 1: Players in the Energy Sector

1. What is the OEB is responsible for?
 - a. Setting rules and regulations of energy suppliers
 - b. Handling consumer complaints about energy suppliers
 - c. Issuing licenses to energy suppliers
 - d. All of the above

2. This energy regulator monitors the energy industry to ensure licensed market participants comply with law, regulations and rules governing the energy sector.
 - a. Ontario Energy Board
 - b. Ministry of Energy
 - c. Ontario Power Generation
 - d. Ontario Power Authority

3. Approximately how many licensed electricity distributors ("LDCs") are there in Ontario?
 - a. 2
 - b. 75
 - c. 170
 - d. 25

4. What are the two major natural gas distributors in Ontario?
 - a. Union Gas and Hydro One
 - b. Hydro One and Kingston Gas
 - c. Union Gas and Enbridge Gas Distribution
 - d. Enbridge Gas distribution and Kingston Gas

Total: 4/4

Time: 5 Minutes

Section 2: Electricity Module

1. Name the unit of measure that electricity consumers are billed based on.
 - a. Gigajoules
 - b. Meters
 - c. Kilowatts
 - d. Kilowatt hours

2. Residential and small volume commercial consumers have two options from which to purchase their electricity supply, they are:
 - a. The Regulated Price Plan ("RPP") from the LDC and electricity consumers
 - b. The RPP and LDC
 - c. The LDC and deregulated generators
 - d. The RPP offered by LDCs and electricity suppliers

3. What does RPP stand for?
 - a. Rate Protected Price
 - b. Ready Paid Pricing
 - c. Regulated Price Plan
 - d. Regulated Plan Price

4. When does the RPP forecast price changes take effect?
 - a. November 1st each year
 - b. The 15th of each month
 - c. May 1st and November 1st each year
 - d. Every 3 months

5. If a consumer signs an agreement with an electricity supplier, then:
 - a. They will leave the RPP
 - b. They can never go back to the RPP
 - c. Any variance amount is settled with a final 'one time' charge or credit
 - d. Both a and c

6. Some aspects of a smart meter are:
- a. It allows the consumer to know how much electricity they are using at different periods throughout the day
 - b. It allows the consumer to know where they are using electricity
 - c. It precludes a consumer from signing an agreement with an electricity supplier
 - d. All of the above
7. Time of use pricing:
- a. Results in the consumer paying less for hydro in peak periods
 - b. Results in the consumer paying a flat rate
 - c. Results in the consumer paying less for hydro in off-peak periods
 - ~~d. All of the above~~
8. This is the charge for the electricity you use, which you buy either from your local utility or through a licensed electricity supplier.
- a. Delivery charge
 - b. Global adjustment
 - c. Distribution charge
 - d. Electricity commodity charge
9. What was the global adjustment previously called?
- a. Provincial adjustment
 - b. IESO charge
 - c. Provincial Benefit
 - ~~d. RPP~~

10. Where does the Global Adjustment show on a consumer who is on the RPP bill?
- a. If they are purchasing from a supplier, it is included in the commodity charge
 - b. If they are paying the RPP it is included in the RPP rate
 - c. If they are being charged time of use rates, it is a separate line item
 - d. All of the above

Total: 9/10
Time: 11 Minutes

Kian Nazeraly

Section 3: Natural Gas Module

1. How often do natural gas non-municipal LDCs review gas supply prices?
 - a. Quarterly
 - b. Every 6 months
 - c. Once per year
 - d. Whenever the RPP is set

2. This charge is for the gas a consumer uses, which they purchase either through their local utility or a licensed natural gas supplier.
 - a. Natural gas commodity charge
 - b. Natural gas supply adjustment
 - ~~c. Delivery charge~~
 - d. Transportation charge

3. What option does a consumer have if they do not buy their natural gas through a licensed natural gas supplier?
 - a. They are forced to buy it through the IESO
 - b. They are required to buy it through the LDC
 - c. They can choose to buy it from an unlicensed supplier
 - d. They can buy it from a licensed electricity supplier

Total: 3/3

Time: 4 Minutes

KIAN

Section 4: Your Role as a Salesperson

1. The OEB Codes of Conduct state that energy salespeople must
 - a. Provide a business card as soon they introduce themselves to consumers
 - b. Not exert pressure on a consumer
 - c. Close the sale within one visit
 - d. Both a and b

2. The ID badge that a salesperson wears
 - a. Does not have to be visible at all times, just during an introduction
 - b. Must be visible at all times to the consumer
 - c. Must be worn on inner clothing
 - d. Must have the picture of the salesperson covered for privacy reasons

3. Under ECPA regulation 389/10, what action represents an unfair practice?
 - a. Making any false, misleading, or deceptive statement to the consumer
 - b. Telling a consumer their gas will be cut off if they do not sign an agreement
 - c. Telling a consumer they do not have a 10 day cooling off period
 - d. All of the above

4. Who can sign a residential energy agreement?
 - a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

5. Enrolling a consumer under false pretenses, acting as the consumer during the verification call, and signing the consumer's name on the agreement are all:
- Acceptable sales practices
 - Questionable, but allowed sales practices
 - Examples of fraud or forgery
 - Are allowed under ECPA regulation 389/10
6. If you speak to a consumer that has a "no soliciting" sign that you did not see you should:
- Continue with the sales presentation
 - Apologize for the error
 - Attempt to set up another time or place to meet the consumer
 - Do nothing
7. When speaking to the following people, door to door salespeople should use extra discretion with:
- The elderly (over 70), minors, babies
 - Minors, people who speak English fluently, students
 - People who have trouble speaking English, minors, the elderly
 - The account holder's spouse, the account holder, students
8. In terms of consumer's privacy, salesperson responsibilities include:
- Keeping the consumer's information safe
 - Using consumer's information for personal gain
 - Personally keeping copies of incomplete agreements and any bills
 - All of the above

Total: 7/8

Time: 9 Minutes

Section 5: Executing an Agreement

1. The following must be completed in order for an agreement to be valid (not an exhaustive list)
 - a. Consumer's signature, bank account information, mailing address
 - b. Acknowledgement statement – signature, Agent name, Agent signature
 - c. Acknowledgement statement – date signed, bank account information
 - d. Consumer name, account holder name, credit information
2. When is it appropriate to use a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only
3. When is it appropriate to change a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only
4. When is it appropriate to use a Price Comparison Form?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only
5. Price Comparison Forms are designed to...
 - a. Mislead the consumer
 - b. Compare the energy supplier's price to competitor prices
 - c. Compare the LDC default prices and energy supplier prices
 - d. All of the above

6. The top section of the Price Comparison Form
- a. Should be covered up when the consumer signs the price comparison
 - b. Estimates the consumer's charges when purchasing through the LDC
 - c. Explains the difference between hydro and gas rates
 - d. All of the above
7. Should the Disclosure Statement and Price Comparison Form be signed by the authorized consumer?
- a. Signature is not required since this is for information purposes only
 - b. The Disclosure Statement is the only document that should be signed
 - c. The Price Comparison Form is the only document that should be signed
 - d. Both the Disclosure Statement and Price Comparison Form should be signed

Total: 6/7
Time: 8 Minutes

Kian Nazerali

Section 6: Consumer Cancellation Rights/Contest Rules

1. In which situation will the consumer most likely have to pay a cancellation penalty?
 - a. When cancelling within the 10-day cooling off period
 - b. When declining reaffirmation during the verification call
 - c. When they permanently move
 - d. When they wish to cancel an agreement after their cancellation period has ended

2. If the agreement, Disclosure Statement, or Price Comparison Form were not fully and accurately completed, and signed:
 - a. The consumer can cancel without penalty
 - b. The consumer must cancel by telephone
 - c. The salesperson should complete the forms after the sales presentation
 - d. All of the above

3. If an electricity consumer decides to cancel and penalties apply, then:
 - a. If they use under 15,000 kWh/yr, the fee is capped at \$50 per year left
 - b. If they do not pay, they will not be cancelled
 - X c. The OEA will force them to pay their penalties
 - d. Both a and c

4. A contest will occur when a consumer signs with a supplier and:
 - a. They have never signed up with another energy supplier
 - b. They are already flowing for the same commodity with another supplier
 - c. They are already paying the LDC for their commodity
 - d. Both a and b

5. The current (existing) energy supplier must do the following when a contest occurs:
- a. Contact the consumer to affirm them
 - b. Nothing
 - c. Contact the consumer within 5 days to notify them of any exit fees or other amounts owing under the contract.
 - d. Both a and c

Total: 4/5

Time: 6 Minutes

Kian Nazerally

Section 7: Verification

1. The Verification call must be completed:
 - a. After the enrolment transfer request is sent to the utility
 - b. Before the enrolment transfer request is sent to the utility
 - c. Before the 10-day cooling off period has expired
 - d. Both b and c

2. Who can complete the Verification?
 - a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

3. The script for the Verification call:
 - a. Is standard for all Ontario energy suppliers
 - b. Is different for all Ontario energy suppliers
 - c. Cannot be printed by energy suppliers
 - d. Both a and c

4. In the Verification call the following must be confirmed:
 - a. That the call is recorded
 - b. That the consumer understands savings is not guaranteed
 - c. The price and term of the agreement
 - d. All of the above

5. When can a Verification agent deviate from the applicable OEB approved verification script?
 - a. Never
 - b. To provide a factual answer from the low volume consumer
 - c. When required to terminate the call
 - d. Both b and c

Total: 4/5

Time: 6 Minutes

Section 8: Agreement Renewals & Extensions

1. For renewal or extension packages sent to consumers for expiry dates after January 1, 2011:
 - a. The package must include a Disclosure Statement
 - b. The package must not include a Price Comparison Form
 - c. The package must include promotional material
 - d. Both a and c

2. When must a supplier send the renewal or extension package to the consumer?
 - a. Between 180 and 90 days before the agreement expires
 - b. Between 120 and 30 days before the agreement expires
 - c. Between 120 and 60 days before the agreement expires
 - d. Between 120 and 90 days before the agreement expires

3. The following rules apply to automatic renewals:
 - a. Automatic renewals are for electricity only
 - b. Automatic renewals are for a 5 year term only
 - c. Cancellation penalties apply throughout the term of the automatic renewal
 - d. None of the above

4. For agreements expiring after January 1, 2011 what cancellation rights apply for electricity consumers that are renewing their agreement?
 - a. Cancellation can be provided over phone, or in writing
 - b. The consumer can retract their agreement to renew up to 14 days afterward
 - c. The consumer must pay a penalty when cancelling no matter what
 - d. Both a and b

5. When a renewal/extension is confirmed by the consumer, the following requirements apply:
- The call shall not be recorded
 - The applicable OEB approved renewal script statements must be included in the call.
 - The salesperson shall terminate the call when required, after they attempt rebuttal scripting.
 - Both b and c
6. If a consumer decides not to renew and notifies the energy supplier after they've received the renewal or extension package.
- The energy supplier should ask for renewal again on the phone
 - The energy supplier should re-send a renewal package
 - The energy supplier shall not contact the consumer again to attempt to renew that same contract
 - The consumer must let the supplier know in writing for it to apply
7. When a consumer receives a renewal package via mail, e-mail or the web, the package must contain the following information:
- The energy supplier's toll free number
 - If a gas agreement, that it will be renewed if certain things are not done
 - Indicates that the consumer will be renewed if they select an option
 - All of the above
8. What is the number of days that a consumer can cancel their natural gas or electricity renewal agreement without exit fees?
- 10 days
 - 30 days
 - 14 days
 - No possible without paying the exit fee

Total: 7/8

Time: 9 Minutes

For Office Use Only :

Name (Please Print): Kian Nazerally

Date : July 31, 2012

Signature : *Kian Nazerally*

Confirmation of identification :

Administration Sign Off :

ID VERIFIED
Initials: *KN*

Total: 44 150 88

Tab G


This is Exhibit 6 referred to in the
affidavit of Richard Teixeira
sworn before me, this 25
day of January 20 16

 [Signature]

A COMMISSIONER FOR TAKING AFFIDAVITS

NEAL HEWITT

Just Energy Corp. V082712
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)		
INDIVIDUAL NAME: <u>PETRA</u> <u>FILIPOVIC</u>		
NAME(S) COMMONLY USED (if applicable):	Given	Middle Surname (Last)
/		
SIN (required): <u>926 628 900</u>		
BUSINESS NAME (if applicable): <u>/</u>		
(The above information will not be applied unless accompanied by business registration documents.)		
CURRENT ADDRESS: <u>1724 EGLINTON AVE W.</u> <u>B</u>		
	No.	Street Apt #
<u>YORK</u>	<u>ON</u>	<u>M6E 2H5</u>
City	Province	Postal Code
TELEPHONE NUMBER: () / CELL NUMBER: (<u>647</u>), <u>859 4842</u>		
EMAIL ADDRESS: <u>petrafilipovic@</u> DATE OF BIRTH (MM/DD/Year): <u>07/29/89</u>		
<u>hotmail.com</u>		
REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____		
Additional Information		
Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?		
<input checked="" type="checkbox"/> Yes, my contractor number was _____ <input type="checkbox"/> No.		
FOR SALES OFFICE USE ONLY		
CONTRACTOR NUMBER: _____		
I, <u>PAULINA LI</u> have examined the identification of <u>Petra Filipovic</u>		
Print Name of JEC Representative Print Name of Contractor		
and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.		
		<u>September 18, 2012</u>
Signature of JEC Representative		Date

BackCheck

Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): PETRA		Middle Name(s):	Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female	
Surname: FILIPOVIC		Maiden name:		
Aliases, nicknames and any other names:				
Place of Birth: SPLIT, CROATIA (region: DALMATIA)			Date of Birth: 1989, 07, 29	
Current Address: 1724 EGLINTON AVE W.		From: 2012 08/01 To: Current		
City: YORK Province: ON Country: CANADA		Postal Code: M6E 2H5		
Previous Address - If less than 5 years ago: 56 BURROWS AVE.		From: 2012 05/01 To: 2012 08/01		
City: ETOBICOKE Province: ON Country: CANADA		Postal Code: M9B 4W7		
Telephone Number: 647-859-4842		Alternative Telephone Number:		Position Applied For: INDEPENDENT CONTRACTOR

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences	Have you been convicted of a criminal offence for which a pardon has not been granted?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted a conditional discharge within the past three (3) years?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	Have you been granted an absolute discharge within the past year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	If you have answered Yes to any of the above questions, please provide details on ALL convictions (attach additional pages if required):	

Offence	Date (yyyy/mm/dd)	Location	Penalty

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, known as the Canadian Police Information Centre (CPIC) database, maintained by the RCMP using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp.

I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that such records may include information relating to criminal convictions under the Criminal Code (Canada) for which a pardon has not been granted and conditional and absolute discharges which have not been removed from the CPIC database in accordance with the Criminal Records Act.

I authorize BackCheck to release all information obtained to Just Energy Corp. and its affiliates and hold harmless BackCheck upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.

Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute.

This request is made in compliance with any applicable provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request, and in particular in accordance with the Nova Scotia Municipal Government Act and the Ontario Municipal Freedom of Information and Protection of Privacy Act. I understand that my personal information may be processed outside of Canada in order to return results in a timely manner.

Candidate Signature: X P Filipovic		Date: (yyyy/mm/dd) 2012 09 18
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Just Energy Corp. Internal Use Only: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-886-323-3097/orders@backcheck.ca.

Hiring Manager: Zelna Gray	Email Results to: zgray@justenergy.com	Phone Number: 905-670-4440 x71266	Faxed by:	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st) SIN	Identification Number: 926 628 900	Type of Photo ID: (2 nd) Passport	Identification Number: 053451826	

I, Paulina Li have examined the identification of Petra Filipovic

and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Hiring Managers Signature: X	Date: (yyyy/mm/dd) / /
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INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "Contractor").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("Contracts") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy, and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information

related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the

Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. **Not Exclusive, Non-competition and Non-solicitation:** The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. **Term and Termination:** This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "Inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments; (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective

officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractor's commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

The Jurisdiction is:

- Ontario
- Alberta
- British Columbia
- Manitoba
- Quebec
- Saskatchewan

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

PETRA FILIPOVIC
Contractor Name (Printed)

P Filipovic
Contractor Signature

sep 18, 2012
Date

Paulina Li
Witness Name (Printed)

[Signature]
Witness Signature

Sept 18 2012
Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

Contact Service Canada**If:**

- there is an error on your card;
- you change your name;
- your citizenship status changes;
- the date on your temporary SIN card expires;
- there is a death in your family.

Communiquez avec Service**Canada si:**

- il y a une erreur sur votre carte;
- vous changez de nom;
- vous changez de statut de citoyen/né;
- votre carte d'assurance sociale temporaire expire;
- il y a un décès dans votre famille.



Ontario Industry Training Module eLearning Assessment

Name: *Petra Filipovic*

Date: *Sep 18, 2012*

Test 1: *9/4*

Test 2: *7/10*

Test 3: *3/3*

Test 4: *8/8*

Test 5: *7/7*

Test 6: *5/5*

Test 7: *5/5*

Test 8: *8/8*

Total: *49/50*

Pass / Fail

For Office Use Only :

Name (Please Print):

Date :

Signature :

Confirmation of identification :

Administration Sign Off :

Total: /50

Name: PETRA FILIPOVIC

Section 1: Players in the Energy Sector

Total: 4/4

Time: 5 Minutes

1. What is the OEB is responsible for?
 - a. Setting rules and regulations of energy suppliers
 - b. Handling consumer complaints about energy suppliers
 - c. Issuing licenses to energy suppliers
 - d. All of the above

2. This energy regulator monitors the energy industry to ensure licensed market participants comply with law, regulations and rules governing the energy sector.
 - a. Ontario Energy Board
 - b. Ministry of Energy
 - c. Ontario Power Generation
 - d. Ontario Power Authority

3. Approximately how many licensed electricity distributors ("LDCs") are there in Ontario?
 - a. 2
 - b. 75
 - c. 170
 - d. 25

4. What are the two major natural gas distributors in Ontario?
 - a. Union Gas and Hydro One
 - b. Hydro One and Kingston Gas
 - c. Union Gas and Enbridge Gas Distribution
 - d. Enbridge Gas distribution and Kingston Gas

Name: PETEA FILIPOVIC

Section 2: Electricity Module

Total: 7/10

Time: 11 Minutes

1. Name the unit of measure that electricity consumers are billed based on.
 - a. Gigajoules
 - ✓ b. Meters
 - c. Kilowatts
 - ⓓ Kilowatt hours

2. Residential and small volume commercial consumers have two options from which to purchase their electricity supply, they are:
 - a. The Regulated Price Plan ("RPP") from the LDC and electricity consumers
 - ⓓ The RPP and LDC
 - c. The LDC and deregulated generators
 - ⓓ The RPP offered by LDCs and electricity suppliers

3. What does RPP stand for?
 - a. Rate Protected Price
 - ✓ b. Ready Paid Pricing
 - ⓓ Regulated Price Plan
 - d. Regulated Plan Price

4. When does the RPP forecast price changes take effect?
 - a. November 1st each year
 - b. The 15th of each month
 - ✓ ⓓ May 1st and November 1st each year
 - d. Every 3 months

5. If a consumer signs an agreement with an electricity supplier, then:
- a. They will leave the RPP
 - b. They can never go back to the RPP
 - ✓ c. Any variance amount is settled with a final 'one time' charge or credit
 - Ⓓ Both a and c
6. Some aspects of a smart meter are:
- Ⓐ It allows the consumer to know how much electricity they are using at different periods throughout the day
 - ✓ b. It allows the consumer to know where they are using electricity
 - c. It precludes a consumer from signing an agreement with an electricity supplier
 - d. All of the above
7. Time of use pricing:
- a. Results in the consumer paying less for hydro in peak periods
 - b. Results in the consumer paying a flat rate
 - ✓ Ⓒ Results in the consumer paying less for hydro in off-peak periods
 - d. All of the above
8. This is the charge for the electricity you use, which you buy either from your local utility or through a licensed electricity supplier.
- a. Delivery charge
 - ✓ b. Global adjustment
 - c. Distribution charge
 - Ⓓ Electricity commodity charge
9. What was the global adjustment previously called?
- a. Provincial adjustment
 - Ⓑ IESO charge
 - Ⓒ Provincial Benefit
 - d. RPP

10. Where does the Global Adjustment show on a consumer who is on the RPP bill?
- a. If they are purchasing from a supplier, it is included in the commodity charge
 - b. If they are paying the RPP it is included in the RPP rate
 - c. If they are being charged time of use rates, it is a separate line item
 - d. All of the above

Name: PETRA FILIPOVIC

Section 3: Natural Gas Module

Total: 3/3

Time: 4 Minutes

1. How often do natural gas non-municipal LDCs review gas supply prices?
 - a. Quarterly
 - b. Every 6 months
 - c. Once per year
 - d. Whenever the RPP is set

2. This charge is for the gas a consumer uses, which they purchase either through their local utility or a licensed natural gas supplier.
 - a. Natural gas commodity charge
 - b. Natural gas supply adjustment
 - c. Delivery charge
 - d. Transportation charge

3. What option does a consumer have if they do not buy their natural gas through a licensed natural gas supplier?
 - a. They are forced to buy it through the IESO
 - b. They are required to buy it through the LDC
 - c. They can choose to buy it from an unlicensed supplier
 - d. They can buy it from a licensed electricity supplier

Name: **PETRA FILIPOVIC**

Section 4: Your Role as a Salesperson

Total: **8** / 18

Time: 9 Minutes

1. The OEB Codes of Conduct state that energy salespeople must
 - a. Provide a business card as soon they introduce themselves to consumers
 - b. Not exert pressure on a consumer
 - ✓ c. Close the sale within one visit
 - ⓐ d. Both a and b

2. The ID badge that a salesperson wears
 - a. Does not have to be visible at all times, just during an introduction
 - ✓ ⓐ b. Must be visible at all times to the consumer
 - c. Must be worn on inner clothing
 - d. Must have the picture of the salesperson covered for privacy reasons

3. Under ECPA regulation 389/10, what action represents an unfair practice?
 - a. Making any false, misleading, or deceptive statement to the consumer
 - b. Telling a consumer their gas will be cut off if they do not sign an agreement
 - ✓ c. Telling a consumer they do not have a 10 day cooling off period
 - ⓐ d. All of the above

4. Who can sign a residential energy agreement?
 - ⓐ a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - ✓ c. A sibling of the account holder
 - d. All of the above

5. Enrolling a consumer under false pretenses, acting as the consumer during the verification call, and signing the consumer's name on the agreement are all:
- a. Acceptable sales practices
 - ✓ b. Questionable, but allowed sales practices
 - c. Examples of fraud or forgery
 - d. Are allowed under ECPA regulation 389/10
6. If you speak to a consumer that has a "no soliciting" sign that you did not see you should:
- ✓ a. Continue with the sales presentation
 - b. Apologize for the error
 - c. Attempt to set up another time or place to meet the consumer
 - d. Do nothing
7. When speaking to the following people, door to door salespeople should use extra discretion with:
- ✓ a. The elderly (over 70), minors, babies
 - b. Minors, people who speak English fluently, students
 - c. People who have trouble speaking English, minors, the elderly
 - d. The account holder's spouse, the account holder, students
8. In terms of consumer's privacy, salesperson responsibilities include:
- ✓ a. Keeping the consumer's information safe
 - b. Using consumer's information for personal gain
 - c. Personally keeping copies of incomplete agreements and any bills
 - d. All of the above

Name: PETRA FILIPOVIC

Section 5: Executing an Agreement

Total: 7/17

Time: 8 Minutes

1. The following must be completed in order for an agreement to be valid (not an exhaustive list)
 - a. Consumer's signature, bank account information, mailing address
 - b. Acknowledgement statement – signature, Agent name, Agent signature
 - c. Acknowledgement statement – date signed, bank account information
 - d. Consumer name, account holder name, credit information

2. When is it appropriate to use a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

3. When is it appropriate to change a Disclosure Statement?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

4. When is it appropriate to use a Price Comparison Form?
 - a. Never
 - b. In every sales presentation
 - c. Only when a consumer requests it to be used
 - d. For sales presentations at your office only

5. Price Comparison Forms are designed to...
- a. Mislead the consumer
 - b. Compare the energy supplier's price to competitor prices
 - ✓ c. Compare the LDC default prices and energy supplier prices
 - d. All of the above
6. The top section of the Price Comparison Form
- a. Should be covered up when the consumer signs the price comparison
 - ✓ b. Estimates the consumer's charges when purchasing through the LDC
 - c. Explains the difference between hydro and gas rates
 - d. All of the above
7. Should the Disclosure Statement and Price Comparison Form be signed by the authorized consumer?
- ✓ a. Signature is not required since this is for information purposes only
 - b. The Disclosure Statement is the only document that should be signed
 - c. The Price Comparison Form is the only document that should be signed
 - d. Both the Disclosure Statement and Price Comparison Form should be signed

Name: PETRA FILIPOVIC

Section 6: Consumer Cancellation Rights/Contest Rules

Total: 15

Time: 6 Minutes

1. In which situation will the consumer most likely have to pay a cancellation penalty?
 - a. When cancelling within the 10-day cooling off period
 - b. When declining reaffirmation during the verification call
 - c. When they permanently move
 - d. When they wish to cancel an agreement after their cancellation period has ended

2. If the agreement, Disclosure Statement, or Price Comparison Form were not fully and accurately completed, and signed:
 - a. The consumer can cancel without penalty
 - b. The consumer must cancel by telephone
 - c. The salesperson should complete the forms after the sales presentation
 - d. All of the above

3. If an electricity consumer decides to cancel and penalties apply, then:
 - a. If they use under 15,000 kWh/yr, the fee is capped at \$50 per year left
 - b. If they do not pay, they will not be cancelled
 - c. The OEA will force them to pay their penalties
 - d. Both a and c

4. A contest will occur when a consumer signs with a supplier and:
 - a. They have never signed up with another energy supplier
 - b. They are already flowing for the same commodity with another supplier
 - c. They are already paying the LDC for their commodity
 - d. Both a and b

5. The current (existing) energy supplier must do the following when a contest occurs:
- a. Contact the consumer to affirm them
 - b. Nothing
 - c. Contact the consumer within 5 days to notify them of any exit fees or other amounts owing under the contract.
 - d. Both a and c

Name: Petra Filipovic

Section 7: Verification

Total: 5/5

Time: 6 Minutes

1. The Verification call must be completed:
 - a. After the enrolment transfer request is sent to the utility
 - b. Before the enrolment transfer request is sent to the utility
 - c. Before the 10-day cooling off period has expired
 - d. Both b and c

2. Who can complete the Verification?
 - a. The account holder, their spouse, or their common law spouse
 - b. Anyone living at the home where the energy is consumed
 - c. A sibling of the account holder
 - d. All of the above

3. The script for the Verification call:
 - a. Is standard for all Ontario energy suppliers
 - b. Is different for all Ontario energy suppliers
 - c. Cannot be printed by energy suppliers
 - d. Both a and c

4. In the Verification call the following must be confirmed:
 - a. That the call is recorded
 - b. That the consumer understands savings is not guaranteed
 - c. The price and term of the agreement
 - d. All of the above

5. When can a Verification agent deviate from the applicable OEB approved verification script?
- a. Never
 - b. To provide a factual answer from the low volume consumer
 - c. When required to terminate the call
 - d. Both b and c
- ✓

Name: Petra F.

Section 8: Agreement Renewals & Extensions

Total: 8/13

Time: 9 minutes

1. For renewal or extension packages sent to consumers for expiry dates after January 1, 2011:
 - a. The package must include a Disclosure Statement
 - b. The package must not include a Price Comparison Form
 - c. The package must include promotional material
 - d. Both a and c

2. When must a supplier send the renewal or extension package to the consumer?
 - a. Between 180 and 90 days before the agreement expires
 - b. Between 120 and 30 days before the agreement expires
 - c. Between 120 and 60 days before the agreement expires
 - d. Between 120 and 90 days before the agreement expires

3. The following rules apply to automatic renewals:
 - a. Automatic renewals are for electricity only
 - b. Automatic renewals are for a 5 year term only
 - c. Cancellation penalties apply throughout the term of the automatic renewal
 - d. None of the above

4. For agreements expiring after January 1, 2011 what cancellation rights apply for electricity consumers that are renewing their agreement?
 - a. Cancellation can be provided over phone, or in writing
 - b. The consumer can retract their agreement to renew up to 14 days afterward
 - c. The consumer must pay a penalty when cancelling no matter what
 - d. Both a and b

5. When a renewal/extension is confirmed by the consumer, the following requirements apply:
- a. The call shall not be recorded
 - b. The applicable OEB approved renewal script statements must be included in the call.
 - c. The salesperson shall terminate the call when required, after they attempt rebuttal scripting.
 - d. Both b and c
6. If a consumer decides not to renew and notifies the energy supplier after they've received the renewal or extension package.
- a. The energy supplier should ask for renewal again on the phone
 - b. The energy supplier should re-send a renewal package
 - c. The energy supplier shall not contact the consumer again to attempt to renew that same contract
 - d. The consumer must let the supplier know in writing for it to apply
7. When a consumer receives a renewal package via mail, e-mail or the web, the package must contain the following information:
- a. The energy supplier's toll free number
 - b. If a gas agreement, that it will be renewed if certain things are not done
 - c. Indicates that the consumer will be renewed if they select an option
 - d. All of the above
8. What is the number of days that a consumer can cancel their natural gas or electricity renewal agreement without exit fees?
- a. 10 days
 - b. 30 days
 - c. 14 days
 - d. No possible without paying the exit fee

Tab H

This is Exhibit.....H.....referred to in the
affidavit of.....Richard Teixeira.....
sworn before me, this.....25.....
day of.....January.....20...16.....


A COMMISSIONER FOR TAKING AFFIDAVITS
NEAL HEWITT

Payer's name - Nom du payeur
Just Energy Corp.

Payer's account number / Numéro de compte du payeur
886495258RP0001

Canada Revenue Agency / Agence du revenu du Canada

Year / Année **2013**

T4A
Statement of Pension, Retirement, Annuity, and Other Income
État du revenu de pension, de retraite, de rente ou d'autres sources

140241

Pension or superannuation - line 115 / Prestations de retraite ou autres pensions - ligne 115

Income tax deducted - line 437 / Impôt sur le revenu retenu - ligne 437

016 [] [] 022 [] []

Social insurance number / Numéro d'assurance sociale

Recipient's account number / Numéro de compte du bénéficiaire

012 [REDACTED] 013 []

Lump-sum payments - line 130 / Paiements forfaitaires - ligne 130

Self-employed commissions / Commissions d'un travail indépendant

018 [] [] 020 **47,593.21**

Annuities / Rentes

Fees for services / Honoraires ou autres sommes pour services rendus

024 [] [] 048 [] []

Other information (see over) / Autres renseignements (voir au verso)

Box - Case	Amount - Montant	Box - Case	Amount - Montant
014	301861	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]

T4A (13) Protected B when completed / Protégé B une fois rempli

Recipient's name and address - Nom et adresse du bénéficiaire

Last name (in capital letters) - Nom de famille (en lettres majuscules) First name - Prénom Initials - Initiales

Nazerally **Kian**

[REDACTED]

[REDACTED]

Payer's name - Nom du payeur
Just Energy Corp.

Payer's account number / Numéro de compte du payeur
886495258RP0001

Canada Revenue Agency / Agence du revenu du Canada

Year / Année **2013**

T4A
Statement of Pension, Retirement, Annuity, and Other Income
État du revenu de pension, de retraite, de rente ou d'autres sources

Pension or superannuation - line 115 / Prestations de retraite ou autres pensions - ligne 115

Income tax deducted - line 437 / Impôt sur le revenu retenu - ligne 437

016 [] [] 022 [] []

Social insurance number / Numéro d'assurance sociale

Recipient's account number / Numéro de compte du bénéficiaire

012 [REDACTED] 013 []

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018 [] [] 020 **47,593.21**

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024 [] [] 048 [] []

Other information (see over) / Autres renseignements (voir au verso)

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[]	[]	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]
[]	[]	[]	[]

T4A (13) Protected B when completed / Protégé B une fois rempli

Recipient's name and address - Nom et adresse du bénéficiaire

Last name (in capital letters) - Nom de famille (en lettres majuscules) First name - Prénom Initials - Initiales

Nazerally **Kian**

[REDACTED]

[REDACTED]

KIA KORDESTANI Haidar Omarali

Plaintiff

-and- JUST ENERGY GROUP INC. et al

Defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

**Proceeding commenced at
Toronto**

**AFFIDAVIT OF RICHARD TEIXEIRA
(Sworn January 25, 2016)**

FASKEN MARTINEAU DuMOULIN LLP
Barristers and Solicitors
333 Bay Street, Suite 2400
Bay Adelaide Centre, Box 20
Toronto, ON M5H 2T6

Paul Martin (LSUC: 24140B)
Tel: 416 865 4439
Laura Cooper (LSUC: 35426A)
Tel: 416 366 8381
Fax: 416 364 7813

Lawyers for the Defendants

This is Exhibit "B"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



6345 Dixie Road, Suite 200
Mississauga, Ontario L5T 2E6

T 905.670.4440
F 905.670.9160

MEMO

TO: Regional Distributors of Just Energy
FROM: Sales Operations Department
DATE: May 28, 2015
RE: Just Energy Nation Best Practices

Just Energy has invested in the Just Energy Nation platform so you can recognize the Independent Contractors/Sales Representatives on a daily basis; in appreciation and celebration of their achievements, hard work and accomplishments. Those individuals who have the focus and commitment can take advantage of the many awards, rewards and company incentives such as Just Energy Nation.

Best Practices for Just Energy Nation

- The Regional Distributor is the only person in the office who should be distributing points.
- Ensure you are utilizing Just Energy Nation daily to increase motivation and your success and you'll see an increase in positive behaviors which will lead to an increase in sales. Positive behaviors includes but not limited to:
 - Provide training to fellow IC/SRs
 - First to hit a targeted region
 - Last to stay out marketing
 - Referring friend and family to join the organization
 - Low compliance ratio
 - Positive feedback from CSR
 - Developing themselves or colleagues
 - Good behavior YOU want to promote in YOUR office
- Regional Distributors should be making a minimum of three recognitions per day. If the recognition is associated with a point value, the value should be 1000 points.
- The maximum points that can be assigned per recognition is 20,000 points. We suggest that you distribute in smaller quantities so you can motivate more team members.
- Ensure you use your monthly point budget as your budget will not roll over to the following month.

We want to ensure that all Regional Distributors are taking advantage of the Just Energy Nation platform to recognize their team members, boost morale, retain great talent, motivate, inspire, build confidence and instill loyalty in your office. Do not underestimate the power of praise and recognition; they are essential to creating an outstanding workplace. Everyone wants to feel valued and you have Just Energy Nation to assist with this.

If you have any questions, please reach out to your Regional Sales Manager or Megan Taylor
mtaylor@justenergy.com.

This is Exhibit "C"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: Dist_ON_RSO_ALL[Dist_ON_RSO_ALL@justenergy.com]
Cc: Ravi Maharaj[rmaharaj@justenergy.com]
From: Ravi Maharaj
Sent: Tue 1/5/2016 3:11:20 PM (UTC)
Subject: MEMO: CREW COORDINATOR DEVELOPMENT PROGRAM
[Crew Development Program Request Forms - V2010.01.21.pdf](#)

0217

Teams!

I am sending this out as a reminder to ensure we all remember and utilize the crew coordinator development program!

CRITERIA 1: BUILDS A CREW THAT HAS SUCCESSFULLY ENROLLED AT LEAST 1,000 ACCEPTED RCEs
CRITERIA 2: BUILDS A CREW WITH AT LEAST 5 ACTIVE ICs ON/AFTER THE 1,000 RCE THRESHOLD IS MET.

Objective:

- Encourage the development of Crew Coordinators ("CC").
- Provide incentive for movement of Assistant Crew Coordinator ("ACC") to other offices.
- Demonstrate clear progression path for Independent Contractors ("IC").

Structure:

- CC provided **\$3,000 bonus** for the approved promotion of a IC in their crew (in existing office).
- CC provided **\$5,000 bonus** for the approved promotion of an IC in their crew (relocated to another office).

Implementation:

- 1/3 of bonus made on promotion (to be paid on next scheduled commission payment date).
- 2/3 of bonus made once new crew coordinator establishes a crew of 5 and achieves 1,000 Accepted RCE



Ryan Parnell
Regional Sales Manager, US East

T 905.670.4440 ext: 71346 | C 416.993.3626
6345 Dixie Road, Suite 200, Mississauga, Ontario, L5T 2E6
E-mail rparnell@justenergy.com | Web justenergy.com



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CREW DEVELOPMENT PROGRAM

This form is to be completed by the Regional Distributor and Crew Coordinator who will be eligible for a Crew Development Bonus. Please print legibly and submit this form to Head Office, Sales & Marketing.

Objective

- Encourage the development of Crew Coordinators ("CC").
- Provide incentive for movement of Assistant Crew Coordinator ("ACC") to other offices.
- Demonstrate clear progression path for Independent Contractors ("IC").

Structure

- CC provided \$3,000 bonus for the approved promotion of a IC in their crew (in existing office).
- CC provided \$5,000 bonus for the approved promotion of an IC in their crew (relocated to another office).

Implementation

- 1/3 of bonus made on promotion (to be paid on next scheduled commission payment date).
- 2/3 of bonus made once new crew coordinator establishes a crew of 5 and achieves 1,000 Accepted RCE threshold (all tracking will be performed at end of month).

FORM MUST BE FILLED OUT ENTIRELY TO BE PROCESSED

Date:		Regional Office:	
Applicable Contest Name:	Crew Development Bonus	CHECK ONE:	Initial 1/3 Payment <input type="checkbox"/> Balance 2/3 Payment <input type="checkbox"/>
Regional Distributor: (PLEASE PRINT)			
Regional Distributor Signature:			

CONTRACTOR BEING PROMOTED TO CREW COORDINATOR

Contractor Number: (PLEASE PRINT)	
Contractor Name: (PLEASE PRINT)	

CREW COORDINATOR BEING REWARDED

Crew Coordinator Number:		Amount \$	
Crew Coordinator Name: (PLEASE PRINT)			
Crew Coordinator Signature:			

THE INDEPENDENT CONTRACTOR (the "CONTRACTOR") BEING REWARDED FOR THE PROMOTION OF ANOTHER CONTRACTOR FROM THEIR CREW TO START A CREW OF THEIR OWN (the "NEW CREW COORDINATOR") UNDERSTANDS AND ACCEPTS THAT HE/SHE WILL BE REWARDED 1/3 OF THE ELIGIBLE BONUS AMOUNT ON THE COMMISSION DATE FOLLOWING THE SUBMISSION OF THIS FORM AND THE ELIGIBLE BALANCE 2/3 BONUS AMOUNT WHEN THE NEW CREW COORDINATOR MEETS THE CRITERIA LISTED BELOW. ALL DATA TO SUPPORT THE CRITERIA BELOW WILL BE RUN AT THE END OF EACH MONTH. ALL CREW DEVELOPMENT PROMOTIONS MUST BE AUTHORIZED BY BOTH THE REGIONAL DISTRIBUTOR AND SALES. JUST ENERGY RESERVES THE RIGHT TO DENY ANY CREW DEVELOPMENT BONUS REQUESTS AT ITS SOLE AND UNFETTERED DISCRETION. THE CONTRACTOR UNDERSTANDS AND ACCEPTS THAT IF THE CONTRACTOR'S INDEPENDENT CONTRACTOR AGREEMENT IS CANCELLED WITHIN 30 DAYS OF RECEIVING A CREW DEVELOPMENT BONUS (BY EITHER THE CONTRACTOR OR JUST ENERGY), OR THE CONTRACTOR RECEIVING THIS BONUS IS NO LONGER IN THEIR CURRENT POSITION AS A CREW COORDINATOR, THE CONTRACTOR WILL BE SUBJECT TO REPAYMENT WHICH MAY BE DEDUCTED FROM FUTURE COMMISSIONS OWED.

CRITERIA 1: BUILDS A CREW THAT HAS SUCCESSFULLY ENROLLED AT LEAST 1,000 ACCEPTED RCEs

CRITERIA 2: BUILDS A CREW WITH AT LEAST 5 ACTIVE ICs ON/AFTER THE 1,000 RCE THRESHOLD IS MET.

SALES AUTHORIZATION

Requestor:	
Authorized Signature:	

COMMISSIONS PROCESSING

Received and Processed by:	
Delivery method:	<p>All details on this bonus can be found at:</p> <p>N:\Sales\CrewDevelopmentProgram\CrewDevelopmentProgram Tracking & Request Forms</p>
Courier to Regional Office: <input type="checkbox"/>	
Pick up at Head Office: <input type="checkbox"/> (Mississauga, ON - 4:00pm)	
Send out with Commissions: <input type="checkbox"/>	
Courier to outside location: <input type="checkbox"/> \$20 Administration Fee	

This is Exhibit "D"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

MS/am

B E T W E E N:

KIA KORDESTANI HAIDAR OMARALI

Plaintiff

- and -

**JUST ENERGY GROUP INC., JUST ENERGY
CORP. and JUST ENERGY ONTARIO L.P.**

Defendants

**Proceeding under the Class Proceedings
Act, 1992**

**This is the Cross-Examination of KIAN NAZERALLY on his
affidavit affirmed the 10th day of August, 2015, taken at
the offices of FASKEN MARTINEAU LLP, Bay Adelaide Centre,
Suite 2400, 333 Bay Street, Toronto, Ontario, on the 18th
day of March, 2016.**

APPEARANCES:

DAVID ROSENFELD

-- for the Plaintiff

SCOTT ROBINSON

PAUL J. MARTIN

-- for the Defendants

LAURA F. COOPER

K. Nazerally - 2

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K. Nazerally - 4

1 --- DISCUSSION OFF THE RECORD

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THE DEPONENT: So, yes, everything is basically correct. There are two slight, minor parts that may be helpful if I explain a little bit. That is pretty much it.

BY MR. MARTIN:

8. Q. Well, just to the extent that there is anything here you want to change. So, let's just get that right out there, right up front. What paragraph?

A. So, basically, in regard to the hiring process, 5 and 6...

9. Q. Yes?

A. It mentions that all this was done in one day, and that is correct. But I did have an interview the day before. That is pretty much it.

10. Q. Okay. Anything else?

A. Actually, I believe that is all, yes.

11. Q. Okay.

A. Yes. Everything else is pretty...yes.

K. Nazerally - 3

K. Nazerally - 5

1 KIAN NAZERALLY, affirmed

2 CROSS-EXAMINATION BY MR. MARTIN:

3 1. Q. Mr. Nazerally, you are here in

4 respect of an affidavit you affirmed on August 10,

5 2015. Correct?

6 A. Yes.

7 2. Q. And you have had an opportunity to,

8 I gather, review your affidavit?

9 A. Yes.

10 3. Q. And I assume that it was true at the

11 time you first affirmed it?

12 A. Yes.

13 4. Q. It remains true today?

14 A. Same thing.

15 5. Q. Do you want to make any changes to

16 it, now that you have had a chance to look at it?

17 A. Can I make changes to it?

18 6. Q. If it is wrong, absolutely. I just

19 want to get the truth.

20 MR. ROSENFELD: Yes, you can clarify if

21 you want.

22 7. MR. MARTIN: Tell me what is wrong, and

23 we will fix it.

24 MR. ROSENFELD: Hold on one second.

25

1 12. Q. Sure, thank you. Mr. Nazerally, how

2 old are you?

3 A. I am 21.

4 13. Q. And where do you live?

5 A. Right now, in Scarborough.

6 14. Q. What is your address?

7 A. 46 Nightstar Road.

8 15. Q. Nightstar?

9 A. Yes.

10 16. Q. But I gather you used to reside in

11 Ottawa?

12 A. Yes.

13 17. Q. When did you leave Ottawa?

14 A. Within the last 60 days.

15 18. Q. Last?

16 A. Within the last 60 days.

17 19. Q. Okay. And what do you do presently?

18 A. For work?

19 20. Q. Yes.

20 A. Unemployed.

21 21. Q. And why don't we take it, sort of, a

22 little bit backward, that you indicate you commenced

23 as a sales agent with Just Energy in July of 2012.

24 You were how old at that point?

25 A. Seventeen.

K. Nazerally - 6

- 1 22. Q. Okay. And what were you doing
2 immediately prior to July of 2012?
3 A. I just graduated high school.
4 23. Q. Okay. Where?
5 A. Rockland District High School.
6 24. Q. Okay. So, just graduated that June?
7 A. June, yes.
8 25. Q. So, your position as a door-to-door
9 sales agent was then your first job out of high
10 school?
11 A. Out of high school, yes.
12 26. Q. And you were with that position, as
13 a sales agent, to September 2013. What did you do
14 after September 2013 by way of work?
15 A. On October 10th, I began a company,
16 it is called Ontario Energy Group.
17 27. Q. You began a company? You started
18 your own company?
19 A. I started...began working in a
20 company...
21 28. Q. Oh, I am sorry.
22 A. Yes.
23 29. Q. That is what I heard, so...
24 A. Yes, as a sales rep, as well.
25 30. Q. Just a second. October 10, 2013.

K. Nazerally - 7

- 1 Give me the name again? Ontario...
2 A. Ontario Energy Group. We refer to
3 it by OEG, usually.
4 31. Q. Okay.
5 A. Yes.
6 32. Q. Right. So, October 10, 2013, and
7 you did what for Ontario Energy Group?
8 A. The same type of work, door-to-door
9 sales. And I was in a managerial position. We sold
10 furnace and air conditioning.
11 33. Q. Furnace...
12 A. Heating and cooling, furnace and air
13 conditioning. So, furnace...
14 34. Q. Units?
15 A. Yes, physical units. Then somebody
16 would install them.
17 35. Q. And when you say a managerial
18 position, what do you mean?
19 A. It is similar to the crew
20 coordinator position listed in the affidavit. So...
21 36. Q. Tell me what the crew coordinator at
22 Just Energy might do...
23 A. Yes.
24 37. Q. ...your...what was your title?
25 A. Manager.

K. Nazerally - 8

- 1 38. Q. Manager?
2 A. Yes.
3 39. Q. And that was where?
4 A. Location?
5 40. Q. Yes.
6 A. Out of the Ottawa office.
7 41. Q. Ottawa, this OEG company?
8 A. Yes.
9 42. Q. And you were with OEG from October
10 10, 2013 until...
11 A. The last time I worked for them was
12 the summer of 2015. It was on and off...so, yes.
13 43. Q. Did you work at other places between
14 2013 and 2015?
15 A. Yes.
16 44. Q. Okay. What else did you do?
17 MR. ROSENFELD: Sorry, what is the
18 relevance?
19 45. MR. MARTIN: Well, I am going to get to
20 his understanding of these positions in a
21 moment, but I am just curious as to...
22 THE DEPONENT: So, I will just tell you
23 what happened. We were part of an
24 organization, MOE Enterprises, headed by
25 one person, Mohamed Osman. We were in his

K. Nazerally - 9

- 1 agency, which is, like, a regional
2 distributor in OEG. And his regional,
3 his...he had several offices, would move
4 through a few companies between 2013 and
5 2016. So, we would just go wherever he
6 went.
7
8 BY MR. MARTIN:
9 46. Q. Got you, okay.
10 A. Couple different companies, yes.
11 47. Q. And then summer 2015 to...what did
12 you do after the summer of 2015?
13 A. Then I began...we were working in
14 another company, Ontario...sorry, no, Eco Energy
15 Home Services, which is the same type of stuff, but
16 then I began Eco Global in November to end of
17 January this year. So, it is all the same type of
18 work.
19 48. Q. Okay. Equal Energy Home Services
20 sold what?
21 A. Eco...
22 49. Q. Eco, I am sorry, Eco. E-K-O?
23 A. E-C-O.
24 50. Q. E-C-O.
25 A. Yes.

1 51. Q. Sold...

2 A. Furnace and air conditioning.

3 52. Q. Okay. And Eco Global?

4 A. Same thing.

5 53. Q. I got you, okay. And then as of

6 January 2015, you are unemployed?

7 A. Yes.

8 54. Q. There is nothing else in there?

9 A. No.

10 55. Q. Okay. With Ontario Energy Group,

11 OEG, did you sign a contract?

12 A. Yes.

13 56. Q. Okay. Is it akin to the independent

14 contractor agreement we are going to talk about

15 today?

16 A. What does that mean? Is it similar?

17 57. Q. Is it similar, yes.

18 A. You can say it is similar, in the

19 sense that, yes, it talks about, I guess, you

20 working for the company and stuff like that, be an

21 independent contractor.

22 58. Q. Right. And similarly with Eco

23 Energy Home Services, did you have an independent

24 contractor agreement with them, too?

25 MR. ROSENFELD: Sorry, hold on. I don't

1 that this gentleman signed one, two, three

2 or four similar independent contractor

3 agreements, it certainly goes to the issues

4 of litigation.

5 MR. ROSENFELD: And certification?

6 61. MR. MARTIN: That there is no

7 commonality.

8 MR. ROSENFELD: There is no commonality

9 if someone signs an agreement after Just

10 Energy? I don't understand.

11 62. MR. MARTIN: If someone understands,

12 clearly understands what they are signing,

13 or purports to suggest to the Court, "Oh, I

14 signed four of these and I don't know it",

15 come on, how does that not go to

16 commonality?

17 MR. ROSENFELD: You are saying everybody

18 should understand it anyways. So, why

19 don't you just make that position on

20 certification? And there you go.

21 63. MR. MARTIN: It becomes...

22 MR. ROSENFELD: There is your answer to

23 commonality.

24 64. MR. MARTIN: It becomes a total

25 individual issue.

1 follow how this is relevant to

2 certification of this case.

3 59. MR. MARTIN: Well, an understanding of

4 the contract, it having been pled that

5 people don't understand the contract, I

6 think, is a live issue.

7 MR. ROSENFELD: I don't think we have

8 pled that.

9 60. MR. MARTIN: Well, I think it is

10 patently clear that the independent

11 contractor agreement is well understood by

12 anybody who signs it. And it totally

13 negates there being an employment

14 relationship, and to the extent that

15 anybody would suggest otherwise, I think,

16 is quite wrong. And, so, I say of course

17 you must be then putting into play in this

18 litigation people's understanding of the

19 contract. It is absolutely relevant to

20 understand, then, that these people who

21 sign the contracts do, in fact, understand

22 what they are signing, do understand that

23 they are not engaged as employees, do

24 understand, in fact, and they intend to be

25 independent contractors. And to the extent

1 MR. ROSENFELD: Yes, we are done with

2 the questions about his employment after

3 Just Energy.

4

5 BY MR. MARTIN:

6 65. Q. So, sir, I would like you to produce

7 to me your contract with Ontario Energy Group.

8 A. I don't have it.

9 MR. ROSENFELD: He doesn't have it, and

10 we are not answering the question.

11 66. MR. MARTIN: I want you to produce it.

12 MR. ROSENFELD: We are not producing it.

13 67. MR. MARTIN: I want you to produce it,

14 and if you don't have it physically

15 present, I want you to use your best

16 efforts to reach out to Ontario Energy

17 Group and obtain a copy of it.

18 MR. ROSENFELD: And we won't do that. /R

19

20 BY MR. MARTIN:

21 68. Q. And similarly, I want your contract

22 with Eco Energy Home Services. Do you have that,

23 sir?

24 MR. ROSENFELD: And we won't be doing

25 that, and we won't be answering questions

1 about it, either. /R
 2
 3 BY MR. MARTIN:
 4 69. Q. And I want your contract with Eco
 5 Global. Is it Eco Global Home Services, or just Eco
 6 Global?
 7 A. Eco Global.
 8 70. Q. Sorry, Eco Global.
 9 A. Yes. So, will you produce that
 10 contract to me, sir?
 11 MR. ROSENFELD: We won't. /R
 12 THE DEPONENT: Can I make a statement
 13 about it?
 14 71. MR. MARTIN: Sure, go right ahead.
 15 MR. ROSENFELD: No, you can't.
 16 THE DEPONENT: Okay.
 17
 18 BY MR. MARTIN:
 19 72. Q. So, throughout your tenure with Just
 20 Energy, you were remunerated on a commission basis,
 21 correct?
 22 A. What is remunerated?
 23 73. Q. Paid.
 24 A. Paid? Yes.
 25 74. Q. You received money by way of

1 contractor agreement with Just Energy?
 2 A. Yes.
 3 83. Q. Okay. Now, I am going to show it to
 4 you in a few minutes, okay?
 5 A. M'hmm.
 6 84. Q. And you have told me today that you
 7 had an interview, and then an orientation with Just
 8 Energy that was how many days?
 9 A. The interview was maybe five
 10 minutes...
 11 85. Q. Yes?
 12 A. ...I believe on a Wednesday, the
 13 orientation on a Thursday, that was several hours...
 14 86. Q. Okay.
 15 A. ...and included the test.
 16 87. Q. And the interview was with who?
 17 A. The person?
 18 88. Q. Yes.
 19 A. Scott Eger, the regional...or,
 20 actually, the interview, sorry, was with Una, a
 21 recruiter.
 22 89. Q. With who?
 23 A. Una?
 24 90. Q. Una?
 25 A. Una, her name...

1 commission?
 2 A. Yes.
 3 75. Q. No salary component?
 4 A. Not for myself, no.
 5 76. Q. You were aware there are employees
 6 of Just Energy who are on a salary basis?
 7 A. Yes.
 8 77. Q. And you are aware that the outside
 9 salespeople, of which you were one, I gather, for a
 10 period of time, were on commission?
 11 A. Most of them, yes.
 12 78. Q. 100 percent commission?
 13 A. For myself, yes.
 14 79. Q. Yes. And that you understood that
 15 you would not be receiving benefits?
 16 A. Yes.
 17 80. Q. Such as medical, dental, vacation
 18 pay, sickness pay. You understood you were not
 19 receiving that?
 20 A. Yes.
 21 81. Q. And you understood that, at the
 22 time, that you agreed to sign an independent
 23 contractor agreement, correct?
 24 A. Yes.
 25 82. Q. And you did sign an independent

1 91. Q. Do you have a last name?
 2 A. I don't remember it. It is hard to
 3 pronounce.
 4 92. Q. Okay.
 5 A. Yes.
 6 93. Q. And Scott Eger?
 7 A. Did the orientation.
 8 94. Q. Okay. And he was the regional
 9 distributor?
 10 A. Yes.
 11 95. Q. In Ottawa?
 12 A. Yes.
 13 96. Q. Okay. And that included a test?
 14 A. Yes, the same day, yes.
 15 97. Q. Yes. And you passed the test?
 16 A. Yes, of course.
 17 98. Q. And then how long after that did you
 18 go in the field?
 19 A. The next day.
 20 99. Q. And were you part of a crew?
 21 A. In their terms, yes.
 22 100. Q. Their terms, I understand, okay.
 23 And that crew had a crew coordinator or assistant
 24 crew coordinator, again, in their terms?
 25 A. There was a crew coordinator, yes.

K. Nazerally - 18

- 1 101. Q. Okay. And that person helped or
2 assisted in not only the orientation, but the sales
3 process?
4 A. The sales process, yes.
- 5 102. Q. And do you remember who your initial
6 crew coordinator person was?
7 A. Yes.
- 8 103. Q. And who was that?
9 A. Tariq Ismail.
- 10 104. Q. Say what?
11 A. His name was Tariq.
- 12 105. Q. Yes?
13 A. Ismail.
- 14 106. Q. Okay. And at any point in time
15 during your tenure with Just Energy in Ottawa, did
16 you have any dealings with Jody Kelly?
17 A. I said hi to him maybe twice.
- 18 107. Q. You know who I mean by Jody Kelly,
19 then?
20 A. I know Jody Kelly, yes.
- 21 108. Q. Okay.
22 A. I know of him.
- 23 109. Q. Okay. And when you started
24 receiving commission payments, I presume at some
25 point you have made some sales and received

K. Nazerally - 20

- 1 117. Q. Would you produce your income tax
2 returns for 2012 and 2013 for me, please?
3 MR. ROSENFELD: No, we will not. /R
4
- 5 BY MR. MARTIN:
6 118. Q. Did you review your income tax
7 returns for purposes of this examination today?
8 MR. ROSENFELD: Don't answer the
9 question. /R
10
- 11 BY MR. MARTIN:
12 119. Q. Did you provide copies of your
13 income tax returns to your lawyer?
14 MR. ROSENFELD: Don't answer the
15 question. /R
16
- 17 BY MR. MARTIN:
18 120. Q. Or counsel, I guess, to the case, it
19 may not be your lawyer, but...
20 MR. ROSENFELD: Still, don't answer the
21 question. /R
22
- 23 BY MR. MARTIN:
24 121. Q. When did you first become aware of
25 this litigation?

K. Nazerally - 19

- 1 commissions?
2 A. Yes.
- 3 110. Q. There were no deductions made off of
4 your commissions for tax purposes?
5 A. No.
- 6 111. Q. You were responsible for your own
7 taxes?
8 A. Yes.
- 9 112. Q. And included in that, I gather that
10 if you had any deductions that related to expenses
11 that you incurred in selling, that you would take
12 the deductions for your income tax?
13 A. I don't know.
- 14 113. Q. Did you claim deductions in income
15 tax, do you know?
16 A. My mom did my income taxes.
- 17 114. Q. Okay. Did you keep receipts, food
18 and gas and clothing and supplies?
19 A. Yes.
- 20 115. Q. And did you give those slips to your
21 mother, who did your taxes?
22 A. Yes.
- 23 116. Q. Okay. And to the best of your
24 knowledge, she would have claimed those deductions?
25 A. Possibly, yes.

K. Nazerally - 21

- 1 A. This whole thing we are doing now?
2 122. Q. Yes.
3 MR. ROSENFELD: Don't answer the
4 question. /R
5
- 6 BY MR. MARTIN:
7 123. Q. How did you become aware of it?
8 MR. ROSENFELD: Don't answer the
9 question. /R
10
- 11 BY MR. MARTIN:
12 124. Q. Are you a friend of Kia Kordestani?
13 MR. ROSENFELD: Don't answer the
14 question. /R
15
- 16 BY MR. MARTIN:
17 125. Q. Do you know Kia Kordestani?
18 MR. ROSENFELD: Don't answer the
19 question. /R
20
- 21 BY MR. MARTIN:
22 126. Q. Mr. Kordestani reached out to you at
23 some point prior to August of 2015, in relation to
24 this litigation?
25 MR. ROSENFELD: Don't answer the

K. Nazerally - 22
/R

- 1 question.
2
3 BY MR. MARTIN:
4 127. Q. And do you know Mr. Omarali?
5 A. Actually, does he have another name
6 he goes by?
7 128. Q. Probably. Who knows? I don't know,
8 does he? You tell me.
9 A. Omar Ali?
10 129. Q. No, his name is Haidar Omarali. He
11 just left...
12 A. Oh, Haidar, yes.
13 130. Q. Haidar, yes.
14 A. Yes.
15 131. Q. Did you know him?
16 A. Yes, I know him.
17 132. Q. Okay. But did you know him prior to
18 August 10 of 2015?
19 A. Yes.
20 133. Q. How did you know him?
21 A. From work.
22 134. Q. He didn't work in Ottawa, did he?
23 A. No.
24 135. Q. Where would you know him, then, from
25 work?

K. Nazerally - 24

- 1 A. No.
2 144. Q. Who?
3 MR. ROSENFELD: Don't answer the
4 question. I don't know what this has to do
5 with certification. /R
6
7 BY MR. MARTIN:
8 145. Q. You were with...sorry, you were an
9 independent contractor with Just Energy from July
10 2012 to September 2013. Did you work in teams
11 through the period?
12 A. Yes.
13 146. Q. Did you take any time off at all?
14 A. I remember taking four days off.
15 147. Q. And were you ever ill, called in
16 sick?
17 A. I was ill, but we would work. Very,
18 very ill, like...we would work it, we would push
19 through.
20 148. Q. The orientation that you had, there
21 were some materials that we have produced in this
22 litigation. Did your counsel provide you with that
23 material to review for today? It deals with
24 orientation handbooks and the like. Have you seen
25 that?

K. Nazerally - 23

- 1 A. We would go on road trips together,
2 to the States and...yes.
3 136. Q. And similarly, did you know Petra
4 Filipovic?
5 A. Yes.
6 137. Q. And how do you know her?
7 A. The exact same way, road trips.
8 138. Q. But she worked out of the Ottawa
9 office?
10 A. Toronto.
11 139. Q. Toronto, okay. And you know...bear
12 with me. Mortuza Awal?
13 A. He didn't work out of the Ottawa
14 office. Moved to Toronto.
15 140. Q. Okay. So, you are saying he moved
16 to Toronto. Do you know whether he moved to Toronto
17 and still worked with Just Energy? You knew him
18 from both locales through Just Energy?
19 A. Yes.
20 141. Q. And have you discussed this
21 litigation with any or all of those people?
22 A. The ones you just mentioned?
23 142. Q. Yes.
24 A. Yes.
25 143. Q. All of them?

K. Nazerally - 25

- 1 A. Yes.
2 149. Q. Okay. That is...you must have seen
3 some of this yesterday, I gather?
4 A. Yes.
5 150. Q. Okay. Was that material familiar to
6 you?
7 A. The first part, not as much. The
8 second part, yes.
9 151. Q. Okay. So, the first part deals with
10 what is called a five-module orientation course.
11 Did you have an orientation course that had various
12 modules to it?
13 A. Yes.
14 152. Q. Okay. And who conducted that?
15 A. Scott Eger.
16 153. Q. And did it also involve video and
17 PowerPoint and presentations?
18 A. It involved PowerPoint.
19 154. Q. Okay. Were there any handouts?
20 A. Yes, mostly regarding, from what I
21 remember, the test.
22 155. Q. Okay.
23 A. Yes.
24 156. Q. And how many group...was it in a
25 group setting, or was it just yourself?

K. Nazerally - 26

- 1 A. Group.
 2 157. Q. The orientation. And how many
 3 people were in the group; do you recall?
 4 A. I would say seven to ten.
 5 158. Q. Okay. And how many of those, of the
 6 seven to ten, actually became independent
 7 contractors, and went out and sold in the field?
 8 A. I would say half of them.
 9 159. Q. Okay.
 10 A. I remember four people...
 11 160. Q. Okay.
 12 A. ...going out and selling.
 13 161. Q. Okay. And the others, I presume
 14 they just didn't agree to sign up, and become an
 15 independent contractor. Is that fair?
 16 A. Yes, they probably just did
 17 something else.
 18 162. Q. Okay.
 19 A. They didn't come back.
 20 163. Q. Right. It wasn't for them, or they
 21 weren't interested, perhaps?
 22 A. Possibly, yes.
 23 164. Q. You don't know?
 24 A. I don't know.
 25 165. Q. Okay. But you thought you would

K. Nazerally - 28

- 1 them their address, the date...the week, sorry, they
 2 were signed up.
 3 174. Q. And how do you happen to have that?
 4 A. Because it is on our payroll every
 5 week.
 6 175. Q. Okay.
 7 A. Yes.
 8 176. Q. And do you still have all that
 9 material?
 10 A. Most of it.
 11 177. Q. Okay. And what else do you have?
 12 A. A badge.
 13 178. Q. You still have your badge?
 14 A. I think, yes. My badge, maybe some
 15 business cards or contracts or something.
 16 179. Q. Okay. Anything else?
 17 A. No, that is all.
 18 180. Q. You didn't keep daily records of
 19 where you went to or who you called on?
 20 A. No.
 21 181. Q. No. And you weren't obliged to do
 22 that?
 23 A. No.
 24 182. Q. And that file that you have, such as
 25 it is, is it...where is it today?

K. Nazerally - 27

- 1 give it a chance?
 2 A. Yes. That is why I went.
 3 166. Q. The contract you signed, and we will
 4 get to that in a moment, who presented the contract
 5 to you?
 6 A. Either Debbie or Scott Eger.
 7 167. Q. Debbie being who?
 8 A. I think her name is Debbie, or the
 9 lady at the front desk.
 10 168. Q. Okay. And was she an employee of
 11 Just Energy, to your knowledge?
 12 A. From what I know, yes.
 13 169. Q. Okay. And did you keep a copy of
 14 your agreement?
 15 A. I don't think so.
 16 170. Q. Do you have...from your time at Just
 17 Energy, do you have files that you kept?
 18 A. Yes.
 19 171. Q. And what were your files?
 20 A. Well, I have pay slips...
 21 172. Q. Yes.
 22 A. I have customers, all the...almost
 23 every customer I signed up.
 24 173. Q. You have...what do you have of them?
 25 A. Some of them their names, some of

K. Nazerally - 29

- 1 A. In Ottawa.
 2 183. Q. And your job primarily, I gather,
 3 was door-to-door residential sales?
 4 A. Mostly, yes.
 5 184. Q. And was it mostly...what else did
 6 you do?
 7 A. I sold maybe two commercial deals at
 8 the...yes, managing the team.
 9 185. Q. How did you sell commercial deals?
 10 A. If the guy owned the business, you
 11 just asked about it and you would sign him up.
 12 186. Q. Okay. And there is no restrictions
 13 on you in terms of whether you are doing residential
 14 work, commercial or what type of...
 15 A. No. They highly recommended
 16 residential. They would only give us residential
 17 paperwork, but if the commercial deal came up, we
 18 spoke to regional about it, and he confirmed it
 19 would be possible, then we would do it, yes.
 20 187. Q. And was there a higher commission on
 21 commercial deals?
 22 A. I don't even know. I don't think
 23 so. It was just they had larger volume, so we would
 24 get paid by volume. So, therefore, we got a higher
 25 commission...

K. Nazerally - 30

- 1 188. Q. Okay.
 2 A. Ultimately, right? How much usage?
 3 189. Q. And were there other people in
 4 Ottawa who did more commercial than residential?
 5 A. Yes. There were some people doing
 6 strictly commercial...
 7 190. Q. Right.
 8 A. Yes, they had a commercial office.
 9 191. Q. Right.
 10 A. That I still believe is there.
 11 192. Q. And did you ever try and move to the
 12 commercial side?
 13 A. No.
 14 193. Q. And did you ever do renewal
 15 business?
 16 A. No.
 17 194. Q. Why not?
 18 A. Opportunity never came up, and I
 19 just was happy...I probably would have rather not.
 20 195. Q. Because?
 21 A. The environment.
 22 196. Q. Explain, please.
 23 A. You would be working on your own
 24 with the renewal. I liked working as a group.
 25 197. Q. As a team?

K. Nazerally - 32

- 1 A. Over the 14 months?
 2 206. Q. Yes.
 3 A. It is more, yes.
 4 MR. ROSENFELD: I am sorry, ignore me.
 5 It is too late.
 6 207. MR. MARTIN: I will.
 7 MR. ROSENFELD: I am too late anyways.
 8
 9 BY MR. MARTIN:
 10 208. Q. And you told me that you initially
 11 went out with a crew coordinator, and there is some
 12 shadow training at the front end by the more senior
 13 experienced people?
 14 A. Yes, the first day you shadow, yes.
 15 209. Q. Okay. And within an office in
 16 Ottawa, there were the independent contractors who
 17 do the door-to-door sales, but they also do them
 18 with the crew coordinator, correct?
 19 A. Yes.
 20 210. Q. And were there assistant crew
 21 coordinators in Ottawa at the time?
 22 A. I don't remember any, no. When I
 23 started, no.
 24 211. Q. Okay. And then above the crew
 25 coordinator, my understanding is there is a regional

K. Nazerally - 31

- 1 A. Yes.
 2 198. Q. Because? I know you liked it, but
 3 why did you like it?
 4 A. Fun.
 5 199. Q. Okay. What is fun about it? Just
 6 the camaraderie and the team-building...
 7 A. Yes.
 8 200. Q. ...and the motivational...
 9 A. You have to really go out there and
 10 try.
 11 201. Q. Yes.
 12 A. Yes.
 13 202. Q. Okay.
 14 A. It was just fun.
 15 203. Q. And I gather you stuck with it
 16 for...how long were you there for?
 17 A. Fourteen months.
 18 204. Q. Yes. So...I am going to show them
 19 to you, your T4As in a moment. You were reasonably
 20 successful?
 21 A. Yes.
 22 205. Q. Okay. And would you agree with me
 23 that you certainly...your success was certainly far
 24 above what you would have made at a minimum wage
 25 job?

K. Nazerally - 33

- 1 distributor?
 2 A. Yes.
 3 212. Q. Okay. And did you understand that
 4 the crew coordinator and the regional distributor,
 5 that they were paid on the commission, as well?
 6 A. Yes.
 7 213. Q. And did you understand that they had
 8 their own independent contractor arrangements,
 9 agreements with Just Energy?
 10 A. I don't know about the regional
 11 distributor.
 12 214. Q. Yes? But the crew coordinator?
 13 A. Crew coordinator, yes.
 14 215. Q. And the crew coordinator, they would
 15 receive an override on the commissions of...
 16 A. The sales agents.
 17 216. Q. ...the sales agents, yes. Is that
 18 correct?
 19 A. Most of the time.
 20 217. Q. Okay. And my term is "override".
 21 Is that a proper term, or...
 22 A. Yes.
 23 218. Q. ...do you call it something else?
 24 A. Override.
 25 219. Q. Okay. And to become a crew

K. Nazerally - 34

1 coordinator, I gather you would have to have been
 2 there a while and been reasonably successful and a
 3 team player?
 4 A. Pretty much.
 5 220. Q. Okay. And also, as a crew
 6 coordinator, you would understand the system, and
 7 you would be able to answer questions of the
 8 independent contractor or sales agents?
 9 A. For myself, yes, but there were
 10 people who came in right away as crew coordinators
 11 who knew nothing, really.
 12 221. Q. Okay.
 13 A. And they couldn't really answer any
 14 questions. My cousin-in-law was an example...
 15 222. Q. Yes?
 16 A. ...but they quickly stopped that
 17 program.
 18 223. Q. So, ideally, the crew coordinator
 19 would have a training role?
 20 A. To train people, yes. If you were a
 21 crew coordinator, you were supposed to train people.
 22 224. Q. Yes. And when I say "answer
 23 questions", I mean, that would include having people
 24 understand that they were commissioned salespeople?
 25 A. Well, my cousin came in on a salary,

K. Nazerally - 36

1 incentive payments...
 2 A. Yes.
 3 231. Q. ...but you understood that the
 4 contract was such that you don't get overtime pay.
 5 A. I didn't really read the contract,
 6 but I figured, yes, there would be...I wasn't really
 7 expecting it, too much at the time.
 8 232. Q. But if you had a question about
 9 that...
 10 A. Yes.
 11 233. Q. ...right? You could go to your crew
 12 coordinator...
 13 A. Yes.
 14 234. Q. ...and they were more experienced
 15 and had that information?
 16 A. Yes.
 17 235. Q. Okay. And that was true for other
 18 employment issues, such as, for example, vacation
 19 pay? And you knew that vacation pay wasn't part of
 20 the plan?
 21 A. Yes.
 22 236. Q. And if you were unsure of that, or
 23 someone like you was unsure of that, you would go to
 24 the crew coordinator and they could say, "Well, no,
 25 that is not part of how we are paid"?

K. Nazerally - 35

1 actually, as a crew coordinator.
 2 225. Q. Yes?
 3 A. Less commission. So, it depends
 4 what you are talking about. Different times, there
 5 were different things. But for my case, I was
 6 commission.
 7 226. Q. Right. And anyone who was there
 8 when you were there as a sales agent was on
 9 commission?
 10 A. As a sales agent?
 11 227. Q. Yes.
 12 A. Not being a crew coordinator, yes.
 13 228. Q. Okay. And, so, as a sales agent, if
 14 I had a question about how I was being paid, I could
 15 go to the crew coordinator, and they would answer my
 16 questions?
 17 A. Usually, yes.
 18 229. Q. And, so, if I had a query and I said
 19 something akin to, you know, "Do I get overtime
 20 pay?" A crew coordinator would be able to say, "No,
 21 that is not part of the arrangement", and you have a
 22 contract that spelled that out, in any event?
 23 A. Yes, other than the fact that
 24 sometimes the regional would throw bonuses on...
 25 230. Q. Yes, apart from the bonuses and

K. Nazerally - 37

1 A. Crew coordinator or regional.
 2 237. Q. Or regional distributor.
 3 A. Sure, yes.
 4 238. Q. To get the titles right. And part
 5 of the understanding that went with that, of course,
 6 is that with an independent contractor, whether it
 7 happened or not, the idea was that the potential to
 8 make more money was there, right?
 9 A. Yes.
 10 239. Q. Okay. And I gather, while you were
 11 at Just Energy, whether it applied to you or others,
 12 but there were people there who were very successful
 13 and made very good money.
 14 A. Yes.
 15 240. Q. And does that include, obviously,
 16 crew coordinators and regional distributors who have
 17 got these overrides?
 18 A. It includes...all positions had the
 19 potential to make good money.
 20 241. Q. Okay. And you were aware that in
 21 selling Just Energy products, the contract that you
 22 signed precluded you from selling that competitor's
 23 products at the same time.
 24 A. Yes.
 25 242. Q. Okay. But were you also aware that

K. Nazerally - 38

1 you had the freedom to sell something else, if you
2 wanted to do something else at the same time?

3 A. Through the contract, it seemed
4 like, yes, we can do other things. But, yes.
5 Regarding the leadership, it seemed very limited.

6 243. Q. Okay. I don't know...Jody Kelly put
7 an affidavit in this case. Have you read his
8 affidavit?

9 A. No.

10 244. Q. Okay. One of the things he says in
11 his affidavit, I am happy to show it to you, is that
12 he mentions, as an example, a specific person who
13 also sold lights while he was selling Just Energy
14 products. Were you aware of other people selling
15 other products while they were selling Just Energy
16 contracts?

17 A. I wasn't, no.

18 245. Q. Okay. And you didn't do that
19 yourself?

20 A. No.

21 246. Q. Did you have any other income coming
22 in while you were doing Just Energy sales? Did you
23 have other jobs or other income from other
24 opportunities?

25 A. No.

K. Nazerally - 40

1 254. Q. Okay. Sir, I am showing you a copy
2 of your T4A, statement of pension, retirement,
3 annuity and other income from 2012, which shows in
4 box 20 self-employed commissions of \$19,727.95. Can
5 you identify that, please?

6 MR. ROSENFELD: Let me see that. I
7 thought you put one of these in one of the
8 other affidavits from the defendants'...all
9 right. So, this would be Exhibit H of the
10 affidavit of Richard Teixeira. T4A from
11 2013. All right. So, now, the document
12 you are showing me, the T4A note is 2012,
13 is that right?

14 255. MR. MARTIN: Yes.

15 MR. ROSENFELD: Okay. We are not going
16 to be answering questions about that. /R

17 256. MR. MARTIN: We will mark that Exhibit A
18 for identification.

19
20 --- EXHIBIT A: T4A Statement of Pension,
21 Retirement, Annuity and Other Income
22 of Kian Nazerally for the year 2012
23 (for identification)

24
25 BY MR. MARTIN:

K. Nazerally - 39

1 247. Q. Okay. Were you aware of others who
2 did do that?

3 A. No, not that I know of.

4 248. Q. Were you aware that some people...

5 A. Like, maybe regional distributors,
6 but I never knew what it was.

7 249. Q. Okay. And were you aware that some
8 people operated their sales agency through a
9 corporation?

10 A. Yes.

11 250. Q. And who do you know incorporated?

12 A. Who do I know...

13 251. Q. Yes, who do you know? Who do you
14 know? You say "yes", but who do you know that was
15 in that position?

16 A. I couldn't say for sure, but it
17 would just make sense, because that is what...you
18 know. It makes more sense that way, right?

19 252. Q. Right, okay. You can't recall
20 anyone specifically, or you just...

21 A. The reason was because the cheques I
22 had seen from my regional, it had his personal name
23 on it.

24 253. Q. Okay.

25 A. So, I couldn't say, you know?

K. Nazerally - 41

1 257. Q. And your counsel has kindly pointed
2 out that, at paragraph 174 of our record, your 2013
3 T4A...and, sir, is it your understanding that that
4 is a copy of the T4A you would have received from
5 Just Energy for tax year 2013?

6 A. Yes.

7 258. Q. Thank you. And at Exhibit F is an
8 affidavit of Richard Teixeira, our motion record,
9 responding motion record, page 113. This is
10 information, sir, from your independent contractor
11 file, and at the page starting 114, you have a
12 document that, at page 117 has your contractor name
13 and a signature. Sir, is that your signature?

14 A. Yes.

15 259. Q. July 31, 2012. Is that correct?

16 A. Seems to be.

17 260. Q. Sir, do you have a copy of this
18 agreement?

19 A. To my knowledge, no.

20 261. Q. Why not?

21 A. I don't know.

22 262. Q. Were you given a copy?

23 A. I don't remember.

24 263. Q. And just...I just wanted to identify
25 your signature. Similarly on page 118, a document

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- 1 headed "Ontario Energy Board Contractor
2 Certification". Is this a document you would have
3 signed on that date? Is that your signature?
4 A. Yes.
- 5 264. Q. And just while we are there, who is
6 Debbie Trottier?
7 A. She was just at the front desk.
- 8 265. Q. Of Just Energy? And then page 119,
9 again, under "Contractor Signature", is that your
10 signature, sir?
11 A. Yes.
- 12 266. Q. This is on the Ontario Energy
13 Association privacy notice and consent form? And
14 then the following page, page 120, it is a
15 name-based Canadian criminal record check. And if
16 you go about three quarters of the way down, it
17 says:
18 "...Candidate's signature..."
19 Is that your signature, sir?
20 A. Yes.
- 21 267. Q. So, you consented to the criminal
22 record check being undertaken?
23 A. M'hmm.
- 24 268. Q. Yes?
25 A. Yes.

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- 1 yesterday.
2 276. Q. If you were to go to the fifth page,
3 which is page...this is page 117. See, just above
4 your signature, in bold and in capitals, and
5 underlined, it says:
6 "...Be sure that you have read and
7 understood this agreement before
8 signing..."
9 Do you see that?
10 A. I see that.
- 11 277. Q. And can I ask you, do you have any
12 recollection of having then asked any questions
13 about this agreement? Anyone at the office, at the
14 time you were undertaking to sign this?
15 A. I don't remember any specific
16 questions that I asked, no. They just said, "Sign
17 it and give it back".
- 18 278. Q. And, again, is this a similar type
19 of agreement that you then subsequently signed with
20 your other positions after you left Just Energy?
21 MR. ROSENFELD: Don't answer that
22 question. /R
23
- 24 BY MR. MARTIN:
25 279. Q. And, sir, it was made, I suggest,

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- 1 269. Q. And then I am going to page 123, if
2 you just flip to that, 123, and following. This is,
3 to my understanding, a test that would have been
4 given to you as part of your orientation. Do you
5 recall taking the test or quiz?
6 A. Yes.
- 7 270. Q. And did you pass?
8 A. From what they told me, yes.
- 9 271. Q. So, you have 88. Evidently you did
10 pretty well?
11 A. Thank you.
- 12 272. Q. And I think you had to sign it at
13 the back, page 137. Is that your signature?
14 A. Yes.
- 15 273. Q. So, just coming back, then, if I
16 can, to page 114. This is the agreement itself. Do
17 you recall who provided this to you?
18 A. Either Debbie or Scott.
- 19 274. Q. Okay. And did they provide you an
20 opportunity to read it?
21 A. If so, it must have been a very
22 short opportunity, because I don't remember reading
23 it, like, going through it.
- 24 275. Q. Have you read it recently?
25 A. I skimmed through it a little bit

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- 1 plain to you that if you did not sign this that you
2 would not be selling for Just Energy. Is that
3 correct?
4 A. There are people who haven't signed
5 this, and they have sold.
- 6 280. Q. I am saying you, sir. If you didn't
7 sign this...
8 A. From what I remember, most likely,
9 yes.
- 10 281. Q. In your affidavit, sir, you stated
11 in paragraph 1 that you worked with Just Energy as a
12 door-to-door sales agent from approximately July
13 2012 to September 2013. Am I right in understanding
14 that you weren't just always a sales agent, but
15 that at some point in time you actually became a
16 crew coordinator?
17 A. Yes.
- 18 282. Q. You don't state that in your
19 affidavit?
20 A. I don't remember. I don't think I
21 remember saying that, no.
- 22 283. Q. When did you become a crew
23 coordinator?
24 A. I became an assistant crew
25 coordinator in November, or end of October 2012.

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- 1 And crew coordinator, when I asked to demote myself
- 2 in January...
- 3 284. Q. You asked what?
- 4 A. I asked for a demotion, and then in
- 5 January, I believe I became crew coordinator.
- 6 285. Q. Promotion?
- 7 A. Well, they promoted me when I tried
- 8 to demote myself. I just said, "Yes".
- 9 286. Q. So, I don't understand that.
- 10 A. But, yes, in January. You can
- 11 say...crew coordinator around January 2013.
- 12 287. Q. A crew coordinator?
- 13 A. M'hmm.
- 14 288. Q. And as an assistant crew
- 15 coordinator, and as a crew coordinator, you then
- 16 became eligible for overrides?
- 17 A. Yes.
- 18 289. Q. So, people who, what, were in your
- 19 crew, you received monies based on sales they made?
- 20 A. They were supposed to pay us money
- 21 on sales they made, yes. Sometimes we didn't get
- 22 it. Sometimes we got it.
- 23 290. Q. And if you didn't get it, did you
- 24 complain?
- 25 A. Of course, absolutely.

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- 1 A. Gas, yes, sometimes meals.
- 2 296. Q. You would organize where they would
- 3 go to sell?
- 4 A. Some of the time, yes.
- 5 297. Q. You would plan trips?
- 6 A. Either the regional or the crew
- 7 coordinator, which, if I was a crew coordinator...
- 8 298. Q. Yes.
- 9 A. ...yes, one of the two, either me or
- 10 the regional.
- 11 299. Q. And did you, in fact, plan trips?
- 12 A. I would help in the planning. They
- 13 would have to be approved by the regional, yes.
- 14 300. Q. And did you yourself finance some of
- 15 the trips?
- 16 A. I think I have done one, yes.
- 17 301. Q. And when I say "finance it", you pay
- 18 for transportation and you pay for meals and
- 19 hotels...
- 20 A. Yes.
- 21 302. Q. Okay. And you would do that and not
- 22 be reimbursed by Just Energy for that, correct?
- 23 A. Sometimes a regional, but not by
- 24 Just Energy.
- 25 303. Q. Right, because the regional is

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- 1 291. Q. Yes, yes. And as a crew coordinator
- 2 or assistant crew coordinator, among other things,
- 3 you had additional responsibilities, I gather,
- 4 then...
- 5 A. Yes.
- 6 292. Q. What were those?
- 7 A. Transportation for yourself and the
- 8 team, reporting to the regional distributor, your
- 9 numbers and the team's numbers. Sometimes showing
- 10 up a little bit earlier, holding meetings if the
- 11 regional was on a call. Basic stuff like that.
- 12 293. Q. Including sales training?
- 13 A. Yes, sometimes we do little
- 14 trainings, especially shadowing like the first day,
- 15 like you mentioned. The people that would come in
- 16 would watch one of the crew coordinators or
- 17 assistant crew coordinators perform sales for a day,
- 18 or half a day or whatever, and then they would do it
- 19 on their own.
- 20 294. Q. Motivational exercises, whatever
- 21 that might be?
- 22 A. Sometimes, yes.
- 23 295. Q. You would finance, whether it be
- 24 through gas or meals or whatever activities of the
- 25 team?

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- 1 independent.
- 2 A. Yes.
- 3 304. Q. Right. And you would do that
- 4 because of the hope that your guys could do well,
- 5 your team would do well, and you would get the
- 6 overrides?
- 7 A. Yes.
- 8 305. Q. And when you would organize a trip,
- 9 it is fair to say that not all team members would
- 10 necessarily go on all trips?
- 11 A. From my team, they would pretty much
- 12 always be...if I were on a road trip, they would
- 13 pretty much always be on a road trip.
- 14 306. Q. And so...
- 15 A. Sometimes they weren't given an
- 16 option. Like, the regional, but...in other teams, I
- 17 have seen one or two people possibly not go on
- 18 trips. They would have different guidelines during
- 19 that week, but, yes.
- 20 307. Q. Some people might, for example, for
- 21 family reasons not be able to go on a trip.
- 22 A. In other teams, I guess so, yes.
- 23 308. Q. And, so, it would be understood that
- 24 they just...let's say you are in the Ottawa region,
- 25 they would stay in the Ottawa region and do Ottawa

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1 sales?
 2 A. I have seen it before, yes.
 3 309. Q. And they wouldn't go do...I don't
 4 know where you would go. Thunder Bay, they wouldn't
 5 go?
 6 A. Yes, I have seen...
 7 310. Q. I am just using...
 8 A. Yes.
 9 311. Q. Okay. I am not saying you went to
 10 Thunder Bay, I am just using that as an example.
 11 A. Yes.
 12 312. Q. Did you ever go to Thunder Bay?
 13 A. We did go to Thunder Bay, yes.
 14 313. Q. Okay.
 15 A. Three times.
 16 314. Q. As a crew coordinator, you would
 17 want people on your team to come to work as
 18 frequently as they could. But it wasn't mandatory
 19 that people came in every day.
 20 A. Depends how you define "mandatory".
 21 Like, if they didn't, some people would just lose
 22 their job, but, yes, we would want them to come to
 23 work as much as possible.
 24 315. Q. Sure, but if somebody wanted to take
 25 a day, or take a couple of days, there were no

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1 A. Either that or not be welcome back.
 2 Usually one of the two, yes.
 3 321. Q. But you never terminated anyone
 4 because their contract is with Just Energy, not with
 5 the regional?
 6 A. When the regional would say, "Don't
 7 come back", it would basically...it would look like
 8 he is speaking for Just Energy, right? So, the
 9 person usually wouldn't sell anymore, because they
 10 are not welcome to come back and grab contracts.
 11 So, ultimately, they would...you know?
 12 322. Q. If anyone was ever told not to come
 13 back, though, you were doing them a favour because
 14 they weren't a good salesperson? They were wasting
 15 their time?
 16 A. You can never really tell, but that
 17 was, I guess, their judgment.
 18 323. Q. But most people who didn't come back
 19 basically on their own decides, "This isn't for me"?
 20 A. Most of them, yes.
 21 324. Q. Because sales is hard?
 22 A. Depends how you look at it.
 23 325. Q. And it depends how you like it. It
 24 is not for everyone, correct?
 25 A. Yes. Nothing is for everyone.

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1 consequences to that?
 2 A. If there is an emergency, yes.
 3 316. Q. Or they would want to take a day
 4 off.
 5 A. People have taken days off, sure.
 6 But we would really want them...like...
 7 317. Q. Of course. I mean, if they are not
 8 knocking on doors, they are not making sales,
 9 correct?
 10 A. Yes, exactly.
 11 318. Q. And particularly from a crew
 12 coordinator perspective, if they are not knocking on
 13 doors, making sales, you are not making money from
 14 them.
 15 A. No, we would usually just tell them
 16 to do it on their off day Sunday, because they would
 17 be in six days a week, right? So, we would just
 18 tell them, "Come for six days and put everything on
 19 Sunday".
 20 319. Q. People always couldn't do that,
 21 could they?
 22 A. Yes, most people didn't last very
 23 long.
 24 320. Q. They would leave of their own
 25 volition?

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1 326. Q. But you get a lot of people who try
 2 it, or give it a chance, correct? But it doesn't
 3 work out?
 4 A. Yes.
 5 327. Q. But people didn't punch a clock in
 6 Ottawa. You didn't have a time clock?
 7 A. No.
 8 328. Q. And then you didn't keep records of
 9 the days people worked or didn't work?
 10 A. Me, no, I wouldn't keep records.
 11 329. Q. No. And the office didn't keep
 12 records, either?
 13 A. The office, no, the regional, yes.
 14 330. Q. The regional didn't keep records,
 15 though, of when people worked or didn't work?
 16 A. He probably threw them out, after
 17 they stopped working at Just Energy. But he would
 18 have, like, you were here then, you were late that
 19 day, yes.
 20 331. Q. But you wouldn't know how many doors
 21 a person knocked on, or if they went home at lunch
 22 or if they knocked off at 5:00, and then have a
 23 barbecue that night?
 24 A. He probably wouldn't know. But if
 25 he found out, he would be angry. I don't think

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1 there is any way he would know that. It is kind of
2 like being a lawyer. You can sneak away. I am just
3 kidding.

4 332. MR. MARTIN: Let's take a break.

5
6 --- A BRIEF RECESS

7
8 KIAN NAZERALLY, resumed

9 CONTINUED EXAMINATION BY MR. MARTIN:

10 333. Q. So, in your affidavit, as I say, you
11 didn't disclose that you had been a crew
12 coordinator. And paragraph 8 of your affidavit, you
13 talk about the hierarchy that puts the sales agent
14 at the very bottom. So, certainly, I gather, next
15 in the hierarchy, you would say, would be the
16 assistant crew coordinators, and then next again
17 would be the crew coordinators, which you were as of
18 January...

19 A. Yes.

20 334. Q. ...of last year, correct?

21 A. Yes.

22 335. Q. Okay. Is there a reason you didn't
23 disclose that in your affidavit?

24 A. There is no specific reason, no. I
25 don't mind saying that I was.

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1 341. Q. Right. But you realize, in putting
2 in your affidavit, you are suggesting that you have
3 a claim in this litigation?

4 A. What does that mean?

5 342. Q. You are seeking money from this
6 litigation? You are hoping this litigation is
7 successful, and that money will come your way?

8 A. I am hoping it is successful.

9 343. Q. And that you will receive money?

10 A. Whatever comes, comes.

11 344. Q. You mentioned that you were perhaps
12 aware of someone who may not have signed the
13 independent contractor agreement. Is that true?

14 A. I have seen where people have made
15 sales, and without any interview process or signing
16 or...

17 345. Q. Without signing a contract? Because
18 you would have to be badged, right?

19 A. You are supposed to be, yes, by law.

20 346. Q. Yes, by law, you are obliged to...no
21 one did that under your watch, did they?

22 A. I...part of my team?

23 347. Q. You didn't allow that to be
24 happening when you were crew coordinator?

25 A. I personally, obviously, did all

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1 336. Q. It is not your understanding that
2 this action is only about sales agents, is it? And
3 that is why you didn't disclose that you were a crew
4 coordinator?

5 MR. ROSENFELD: I don't understand it.
6 What is the purpose of the question?

7 337. MR. MARTIN: Well...

8 MR. ROSENFELD: I don't follow.

9 338. MR. MARTIN: Well, if he doesn't
10 disclose it in his affidavit, that he was a
11 crew coordinator receiving these
12 overrides...

13 MR. ROSENFELD: And?

14 339. MR. MARTIN: And my understanding is
15 that he is purporting to say that this is
16 all about sales agents who were in the
17 lower rung in the hierarchy.

18 MR. ROSENFELD: So, he is giving
19 evidence about that. That is correct.

20
21 BY MR. MARTIN:

22 340. Q. Did you do door-to-door sales as a
23 crew coordinator?

24 A. Yes. So, yes, you have the same job
25 as a sales agent, just plus more.

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1 this...

2 348. Q. Just Energy isn't going to pay
3 anyone unless they have gone through the proper
4 process, if they have the badge number, because it
5 all comes out on your remuneration sheets, right?

6 A. There is ways of doing it, you know?

7 Of...

8 349. Q. Of what?

9 A. I am just saying I have seen it
10 before. I...

11 350. Q. Of what?

12 A. Of signing deals and getting paid
13 for them just through other people's ID numbers.

14 351. Q. Well, that is fraud.

15 A. I guess so.

16 352. Q. You are aware of that? Did you
17 participate in it?

18 A. Me personally, I have never used
19 another person's ID number. I have helped my sales
20 agents that were starting out, but that is all I can
21 do as a crew coordinator. Our job is just to assist
22 in...

23 353. Q. The contract that you signed...
24 sorry, it is in that book there. Paragraph 9. This
25 deals with forgery, fraud and misrepresentation.

1 A. What do you mean?
 2 354. Q. That was it. It was explained to
 3 you in the contract the serious consequences of
 4 fraud.
 5 A. Yes, I heard of people doing it,
 6 yes. But...
 7 MR. ROSENFELD: This isn't part of the
 8 case. I don't know...
 9 355. MR. MARTIN: Oh, it sure is. Just wait
 10 for it.
 11 MR. ROSENFELD: Okay, great. I am
 12 pretty sure he said he had nothing to do
 13 with it. So, I don't really know why we
 14 are even talking about this.
 15 356. MR. MARTIN: Then you better just wait
 16 for it.
 17
 18 BY MR. MARTIN:
 19 357. Q. You were terminated for fraud,
 20 weren't you?
 21 A. Regarding the agents, no.
 22 358. Q. You were terminated for fraud.
 23 A. I was terminated from Just Energy,
 24 yes.
 25 359. Q. You have got to speak up.

1 you.
 2
 3 BY MR. MARTIN:
 4 364. Q. You were terminated for...
 5 MR. ROSENFELD: You can stand up. We
 6 are done.
 7 365. MR. MARTIN: ...fraud.
 8 MR. ROSENFELD: You can ask the
 9 question, but turn that off, please, unless
 10 you are going to produce it to me.
 11 366. MR. MARTIN: I am producing it right
 12 now.
 13 MR. ROSENFELD: I thought we went
 14 through this with the T4s already. You are
 15 not producing anything to me right now.
 16 You can produce it as part of your record
 17 all you want. We are not doing it as part
 18 of the cross-examination. So, we can
 19 either shut it off, or we are leaving, one
 20 way or the other.
 21 367. MR. MARTIN: I am going to play this
 22 into the record.
 23 MR. ROSENFELD: You are not going to
 24 play it on the record.
 25 368. MR. MARTIN: Yes, I am.

1 A. Yes, I was terminated.
 2 360. Q. Let's just play the tape. The taped
 3 telephone conversations you were party to.
 4 MR. ROSENFELD: I am sorry, what
 5 telephone conversation?
 6 361. MR. MARTIN: We are going to hear it
 7 right now.
 8 MR. ROSENFELD: When was it? When was
 9 it recorded?
 10 362. MR. MARTIN: We are going to hear right
 11 now.
 12 MR. ROSENFELD: I know you are going to
 13 hear it right now. You are going to play
 14 it right now.
 15 363. MR. MARTIN: Let's play it.
 16 MR. ROSENFELD: Forget it. When was
 17 this recorded? Why am I waiting? I don't
 18 understand what you are saying. I
 19 understand you are trying to make...I
 20 understand that you are trying to get it on
 21 the record, and I haven't heard this, I
 22 haven't seen it, and you haven't produced
 23 it to me. So, I don't know why you are
 24 even putting this forward. I am going to
 25 turn it off. All right, we are done, thank

1 MR. ROSENFELD: You can play it into the
 2 record when we are not here.
 3 369. MR. MARTIN: It is my record.
 4 MR. ROSENFELD: Great. So, go play it
 5 on the record when we are not here.
 6 370. MR. MARTIN: This man was terminated for
 7 fraud, and he knows it.
 8 MR. ROSENFELD: So ask him questions.
 9 371. MR. MARTIN: I am. I am going to play
 10 the tape, and get it on record. So, I will
 11 ask the questions.
 12 MR. ROSENFELD: Why haven't you produced
 13 that before?
 14 372. MR. MARTIN: I am not obliged to produce
 15 it.
 16 MR. ROSENFELD: As part of this record?
 17 All of a sudden you are just going to put
 18 some evidence before him on a
 19 cross-examination?
 20 373. MR. MARTIN: Absolutely.
 21 MR. ROSENFELD: Well, I am not going to
 22 allow that.
 23 374. MR. MARTIN: Absolutely, I am going to
 24 do it.
 25 MR. ROSENFELD: Okay.

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1 375. MR. MARTIN: Because this man was
 2 terminated for fraud.
 3 MR. ROSENFELD: Great. So, ask him
 4 questions about it.
 5 376. MR. MARTIN: He has now sworn an
 6 affidavit in this litigation...
 7 MR. ROSENFELD: Right.
 8 377. MR. MARTIN: ...under oath.
 9 MR. ROSENFELD: So, tell him...
 10 378. MR. MARTIN: The man's a fraudster.
 11 MR. ROSENFELD: Why is he a fraudster?
 12 Ask him questions about it.
 13 379. MR. MARTIN: Fine. Let me play the
 14 tape.
 15 MR. ROSENFELD: Ask him questions about
 16 it. I am not listening to this tape that
 17 You are producing...
 18 380. MR. MARTIN: Well then...
 19 MR. ROSENFELD: How can you ask
 20 questions about...ask questions about what
 21 you have heard in the tape.
 22 381. MR. MARTIN: No. I have the tape. I
 23 don't need to ask questions about the tape.
 24 I heard the tape, and I will play it to
 25 him. I want to ask him.

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1 A. I am telling you my honest opinion,
 2 yes. I don't know exactly what he said, but we had
 3 a phone call.
 4 386. MR. MARTIN: Okay. Let's play the phone
 5 call, then. He said he doesn't remember
 6 the phone call. I am going to play the
 7 phone call.
 8 MR. ROSENFELD: No, we are not playing
 9 this phone call. You can get Justice
 10 Belobaba to get me back here with Mr.
 11 Nazerally, and you can play the phone call
 12 after you have produced it. That is fine.
 13 387. MR. MARTIN: I am producing it now.
 14 MR. ROSENFELD: No, you haven't.
 15 388. MR. MARTIN: To him, on his
 16 cross-examination.
 17 THE DEPONENT: Is it possible for me to
 18 get in trouble for something else, that is
 19 not in regards to the case?
 20 MR. ROSENFELD: I am sorry, what is
 21 that? That nod is a yes?
 22 389. MR. MARTIN: I am not his lawyer. I
 23 think he is asking you a question. Can he
 24 get into trouble...
 25 MR. ROSENFELD: Is it a yes or a no?

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1 MR. ROSENFELD: Great, so ask him...
 2 382. MR. MARTIN: You haven't heard it. How
 3 do you know?
 4 MR. ROSENFELD: That is right, because
 5 you haven't produced it. This is garbage,
 6 to be honest.
 7 THE DEPONENT: Can I ask a question?
 8 MR. ROSENFELD: No, please, we are not
 9 done. We are not speaking about this at
 10 all. We are leaving.
 11 THE DEPONENT: Is it possible...
 12 MR. ROSENFELD: You can ask questions
 13 about the fraud all you want. You can ask
 14 questions about what you are talking about
 15 in a tape that you are playing on an iPhone
 16 right now, Ms. Cooper's iPhone right now,
 17 we are not. Otherwise, we are leaving.
 18
 19 BY MR. MARTIN:
 20 383. Q. Were you terminated for fraud?
 21 A. I was terminated, yes.
 22 384. Q. For fraud?
 23 A. From what I remember, yes.
 24 385. Q. What do you mean, from what you
 25 remember?

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1 390. MR. MARTIN: ...for other fraud?
 2
 3 BY MR. MARTIN:
 4 391. Q. So, you committed other fraud?
 5 A. No, I am asking regarding this
 6 situation that you are talking about...
 7 MR. ROSENFELD: Yes, I don't think you
 8 should answer questions about it, period.
 9
 10 BY MR. MARTIN:
 11 392. Q. So, my understanding, sir, and I
 12 will play the tape whether you are here or not, for
 13 the record...
 14 MR. ROSENFELD: Good.
 15
 16 BY MR. MARTIN:
 17 393. Q. ...my understanding, sir, is that in
 18 order to defraud the company, and earn money, that
 19 you impersonated a potential customer, correct?
 20 A. Yes.
 21 394. Q. And my understanding, sir, is that
 22 you did it on more than one occasion?
 23 A. I do remember the last one for sure.
 24 MR. ROSENFELD: I don't think you should
 25 answer these questions anymore. I think

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1 the question is, you were terminated for
2 fraud. Is that the question that you
3 were...is that the answer?
4 THE DEPONENT: Yes.
5 MR. ROSENFELD: I think that is it.
6

7 BY MR. MARTIN:

8 395. Q. So, you demonstrated...
9 MR. ROSENFELD: Not going to get him to
10 answer questions about it.
11

12 BY MR. MARTIN:

13 396. Q. So, you demonstrated, sir, that you
14 will say anything, including engaging in fraud, if
15 it means money in your pocket, correct?
16 A. No.
17 397. Q. You have a history of engaging in
18 fraudulent activity involving making yourself money?
19 A. And it has never been repeated
20 since.
21 MR. ROSENFELD: Has it been proven?
22 398. MR. MARTIN: He has admitted to it. He
23 admitted to it just now, and I have got it
24 on tape. Let me play the tape, and you
25 will hear him admit to it on tape.

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1 another compliance specialist, Kajo, she is
2 on the line, as well, okay? And, again,
3 the phone call is being recorded, and as
4 you are already aware, the reason for the
5 phone call today is in regards to enrolment
6 for a customer by the name of Bridgit
7 Pertulia, an elderly customer.
8 Kian: Yes.
9 Tyler: Now, Scott has already told me that
10 he has spoken to you, and you were honest,
11 which is excellent. Thank you for being so
12 honest with us in regards to the situation
13 with this customer, but I do want to ask
14 you just a few questions here before we
15 continue. So, you impersonated this
16 customer on the phone. Now, is this
17 something you picked up from somebody else,
18 that you saw doing this? Like...and how
19 many times have you done this before?
20 Kian: Personally, I have done it previously
21 once before.
22 Tyler: Okay.
23 Kian: But, yes, even basically, I have
24 seen it done by a new person in the past,
25 they are no longer here, but I don't know

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1 MR. ROSENFELD: Is this the last
2 questions you had before playing the tape?
3 Because once you start playing that tape, I
4 am leaving. That is period. So, if you
5 have any other questions you want to ask
6 before that, then great.
7 399. MR. MARTIN: Well, I am going to play
8 the tape.
9 MR. ROSENFELD: Okay. So, we are
10 leaving. Thank you.
11

12 --- WITNESS AND COUNSEL LEAVE

13 --- PLAYING OF RECORDING

14
15 400. MR. MARTIN: I want this on the record.
16 Are you sure you don't want to hear it?
17 MR. ROSENFELD: You are going to produce
18 it to me one way or another.
19 "...Tyler: Thanks for being on the call
20 today. Just to let you know, the phone
21 call is being recorded. My name is Tyler
22 (phon.), I work in the compliance
23 department. Scott's on the line, and also
24 Raymond from sales as well and Jody from
25 national's on the line, and also there is

K. Nazerally - 69

1 who it still is, to be honest. Yes, this
2 is just something I recently started on the
3 last road trip.
4 Tyler: The person that did it before...
5 Kian: [inaudible]
6 Tyler: The person that did it before, are
7 they still there at the office?
8 Kian: No, I personally don't even remember
9 who it was.
10 [inaudible talking over]
11 Tyler: They taught you to do it, and then
12 that is where it came into your mind to do
13 this as well, correct?
14 Kian: Yes.
15 Tyler: The customer you did it for, do you
16 remember where you were, exactly? What
17 city?
18 Kian: Yes, I was still in Timmins.
19 Tyler: I am sorry, Timmins?
20 Kian: Yes.
21 Tyler: Okay, Kajo, you had a question
22 for...
23 Kajo: Sure. So, you mentioned that you
24 have done this before on your last road
25 trip. Who was with you on your road trip?

K. Nazerally - 70

1 Kian: There was two other agents. Zadim
 2 and Khalid.
 3 Kajo: Zadim and...
 4 Kian: And Khalid.
 5 Kajo: Khalid, okay. And have you heard
 6 them performing a call?
 7 Kian: Personally, not that I know about.
 8 For like existing customers or sign-ups for
 9 another customer, no.
 10 Kajo: Okay.
 11 Tyler: All right, that is fine. Thanks,
 12 thank you, Kian. So, as you know,
 13 obviously, fraud is against the law, it is
 14 a criminal offence. Just Energy has zero
 15 tolerance for this kind of thing.
 16 Kian: Yes.
 17 Tyler: I mean, you know, from...I have
 18 spoken to Jody and Scott, and they
 19 all...you know, they vouched for you as a
 20 good guy, bright future with Just Energy.
 21 Unfortunately, with this kind of incident,
 22 again, there is zero tolerance for it. You
 23 have left us with no choice. So, effective
 24 immediately, your independent contractor
 25 agreement is terminated with Just Energy.

K. Nazerally - 72

1 sorry that this has come down to this.
 2 But, again, we have zero tolerance for this
 3 kind of action. It is totally
 4 unacceptable, but you can understand that.
 5 And, you know, we do wish you all the best
 6 in the future. Do you have any questions
 7 for me or anybody else at this point?
 8 Kian: Not right now, no.
 9 Tyler: All right. Again, thanks for being
 10 so honest, and thank you for making the
 11 call today. Does anybody else have any
 12 questions or concerns, anything at this
 13 point?
 14 Kian: No. I wish I did, but no.
 15 Male 2: All right, great. Again...
 16 Male 3: Yes, me, too. I wish I did, as
 17 well, but no.
 18 Tyler: All right, Kian. Again, we wish
 19 you all the best, and thank you for what
 20 you have done with Just Energy up until
 21 this point. Scott, thanks for putting this
 22 together. Everybody take care and have a
 23 good day.
 24 Kian: Thank you.
 25 Tyler: Bye-bye..."

K. Nazerally - 71

1 This is going to be without commissions,
 2 because what you have done is fraud. So,
 3 Just Energy now has to mitigate their loss
 4 and try to recoup some of this loss because
 5 we have to cancel some of these customers
 6 if they wish to. And we may even have to
 7 reimburse some of these customers, as well,
 8 which is why you are not getting any of
 9 your commissions that's owed to you.
 10 Additionally, you will have to surrender
 11 your binder or any material you have with
 12 Just Energy, give it to Scott. Leave
 13 the...leave the office, don't associate
 14 with any of the customers you have spoken
 15 with in the past, or return to the office,
 16 anything to do with Just Energy or speaking
 17 to any of Just Energy's agents or
 18 customers, or anything of that nature. Do
 19 you understand?
 20 Kian: Yes.
 21 Tyler: Okay. You will also receive a
 22 letter in the mail from myself with my
 23 contact information. If you need to
 24 contact me directly, you can do so. You
 25 know, I do wish you all the best. I am

K. Nazerally - 73

1 --- END OF RECORDING
 2
 3 401. MR. MARTIN: That is the end of the
 4 telephone conversation. On that basis, we
 5 are adjourning the cross-examination of Mr.
 6 Nazerally. It is our position that he
 7 remains under cross-examination.

1 INDEX OF EXHIBITS
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3
4 EXHIBIT DESCRIPTION PAGE NUMBER
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6
7
8 A T4A Statement of Pension,
9 Retirement, Annuity and Other
10 Income of Kian Nazerally for the
11 year 2012 (for identification) 40
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REPORTER'S NOTE:

Please be advised that any undertakings, objections, advisements and refusals are provided as a service to all their guidance only, and do not purport to be legally bind necessarily accurate and are not binding upon Victory Verb Reporting Services Inc.

I hereby certify the foregoing to be a true and acc transcription of the above-noted proceedings held before m 18th DAY OF MARCH, 2016, and taken to the best of my skill ability and understanding.

Certified Correct:

Michael Schintz
Verbatim Reporter

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18 11 21 125
19 12 22 126
20 13 24 144
21 14 40 255
22 15 44 278

23
24

This is Exhibit "E"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: Regional Syracuse (Michael)[mlembo@syracuse.justenergysales.com]; Regional Towson (Ronan)[rbaptiste@towson.justenergysales.com]; Regional Boston (Frank)[fblazek@boston.justenergysales.com]; Regional Kitchener (Daniel)[DCamirand@kitchener.justenergysales.com]; Sabrina Hubley[shubley@justenergy.com]; vanityenergy@gmail.com[vanityenergy@gmail.com]; Bill Nicholson[Bill.Nicholson@hudsonenergysales.com]; Raymond Condon[rcondon@justenergy.com]; Regional (Dennis)[dpiazza@justenergysales.com]; Jody Kelly[JoKelly@justenergy.com]; Regional Buffalo (Charles)[cbugio@buffalo.justenergysales.com]; Regional (Perry)[PLewis@justenergysales.com]; Rosalba Gullo[rgullo@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]; Regional Wilmington (Jonathan)[jcarvalho@wilmington.justenergysales.com]; John Landry[JLandry@justenergy.com]; Regional Westmont (Bill)[bnicholson@westmont.justenergysales.com]; Regional Kew Gardens (Hans)[hgerlus@kew.justenergysales.com]; Ravi Maharaj[rmaharaj@justenergy.com]; marketingmadeeasy4ullc@gmail.com[marketingmadeeasy4ullc@gmail.com]; vanityenergy@gmail.com[vanityenergy@gmail.com]; Regional (Ali)[azamany@justenergysales.com]; Ravi Maharaj[rmaharaj@justenergy.com]

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From: Ryan Parnell
Sent: Tue 3/17/2015 2:24:55 PM (UTC)
Subject: Recruiting

Good Morning USE !!

I wanted to send a reminder to everyone on some valuable recruiting tactics that we should be exercising daily/weekly in your office !!

- Train your IC's how to recruit when they meet people at lunch or in the field – what to say, what to collect, probe for more people to contact!
- In your orientation, collect 3-5 names and phone numbers of friends/family from each of the candidates to contact (get 20 more people to recruit)
- Visit 24 hour grocery stores between 10pm-2am and recruit staff looking for a better opportunity – stocking staff
- Collect extra resumes from McDonalds or other fast food restaurants - speak to manager as they are usually thrown away
- Posting business cards and recruiting ad's in laundry mats, churches and grocery stores
- Adult high schools / night school – Google and recruit by visiting the school in the evening
- College/University - Handing out flyers and collecting names and numbers
- Online websites - resumes banks, job boards, linkden, indeed, kijiji etc
- Mall Blitz – Collecting names and numbers while handing out flyers at a mall
- Visit Employment centers and build referral relationships / collect resumes
- Old agents...asking sales support for badges requested and never used....
- Recruiters should give all agents their business cards to pass on to people they meet – recruiters should engage the sales force and show that they want more bodies as well !! Maybe in a morning meeting...

These are just some suggestions to light a fire and take some initiative !!



Ryan Parnell
Regional Sales Manager, US East

0243

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E-mail rparnell@justenergy.com | Web justenergy.com



Just Energy is a green, clean company. Be part of our mission. Think before you ink.

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This is Exhibit "F"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Independent Contractor Orientation Guidebook



Orientation Guidebook

So you've got a classroom full of people, what do you do now?

Remember, much like your potential customer, most of the people in your orientation class have no clue about Just Energy family of companies, our product, or have sales skills that they can depend on.

When providing orientation to your new Independent Contractors you are investing in their career path, meaning that he or she will feel that they can be successful in this opportunity. This will create a sense of loyalty for them, as they'll feel that you are vested in the outcome of their career and means that they will give their absolute best in order to secure the success of the business. Remember...Proper orientation provides people with confidence!

Your attitude and personal experiences makes the orientation effective. Remember the three Beliefs - ***Belief in the Company, Belief in the Product and Belief in Yourself*** and that you are the most important factor in motivating, empowering and retaining new Independent Contractors.

1. How to use the Orientation Guidebook

This Guidebook contains guidelines and directions on how to conduct your Orientation Seminar. It has been divided into 5 modules/sections which may be conducted in one full day (8 hour session) or two sessions (two 4 hour days) over two consecutive days.

This guidebook was designed to help you facilitate an orientation session for new Independent Contractors to prepare and provide perspective and their new career path in sales.

Orientation Objectives:

- ✓ Provide accurate information about Just Energy family of companies and our products
- ✓ Identify the role of the Independent Contractor
- ✓ Explain the Independent Contractor's responsibilities with regards to Acceptable Marketing Practices, Scripts and Compliance (Compliance Matrixes **MUST** be fully explained prior to marketing)
- ✓ Emphasize the unlimited opportunities in becoming an Independent Contractor
- ✓ Emphasize that this opportunity is a career and not a job

Listed on the next page is an overview of Just Energy's Orientation Module Series. **It is imperative that each module (handouts included) are distributed and fully explained during the Orientation process** to all Independent Contractors.

2. Preparing for Orientation Class

Print Materials required:

- ✓ You want to ensure that you have copies of all 5 modules for each person in attendance
- ✓ You can order more by sending an email request to Sales Support
- ✓ Copies of all marketing materials for your market; i.e. Customer Agreements, Acknowledgement Forms, Cancellation Forms, ETFs, Business Cards, Price Comparison Forms, Contact Sheets, Market brochures, etc...
- ✓ Recently approved articles from Head Office
- ✓ All the materials for each module are listed below:
 - ❖ Module 1 – Your Opportunity at Just Energy
 - PowerPoint Presentation
 - ❖ Module 2 – Energy Explained
 - PowerPoint Presentation
 - Green Mission*
 - Outlines what is JustGreen Natural Gas and JustGreen Power as well as any local green projects we participate in
 - ❖ Module 3 – Commissions, Incentives and Rewards
 - PowerPoint Presentation
 - Handouts
 - Referral Program*
 - Outlines our Canadian Referral bonus program for Independent Contractors
 - Scholarship Program*

- Outlines our incentive program for students who are looking for a Summer job during their school break giving them an opportunity to build income towards their school tuition
- JE Nation Brochure and Card Holder
 - Outlines the JE Nation Website and instructions on how to register
- Next Trip Sell Sheet
 - Outlines our Annual trip and how you can become eligible to attend
- Commission Example
 - Outlines an average/above average Independent Contractors monthly and annual income for the Ontario market

❖ Module 4 – Customer Experience

- PowerPoint Presentation
- Handouts
 - Acceptable Marketing Practices*
 - Outlines and provides guidance, by market, on the conduct that is expected from each Independent Contractor.
 - JEG Ethics Policy
 - Outlines Just Energy family of companies expected level of conduct and ethics when representing our company
 - Interacting with Customers with Disabilities*
 - Outlines Just Energy's guideline for interacting with customers who have disabilities
 - IC Compliance Matrix
 - Outlines Just Energy's compliance guideline for the Independent Contractors to follow while out in the field

❖ Module 5 – Customer Interaction

- PowerPoint Presentation
- Handouts
 - FAQ's*
 - Outlines the Frequently Asked Questions that Consumers or Independent Contractors may have
 - Customer Sample Utility Bills*
 - Outlines what the customers energy bill will look like once they are with Just Energy as a natural gas/electricity supplier
 - Objection Handling*
 - Outlines objectives that consumers may bring up during the sales process as well as rebuttals for each of the objections
 - Market Details & Benefits of the Program*
 - Outlines the Natural Gas & Electricity programs that Just Energy currently offers in Ontario
 - What you need while Marketing*
 - Outlines the items you should before you go Marketing
 - Customer Contact Sheet*
 - Outlines important contact numbers for the Just Energy customer

** denotes that the handouts have been approved for Sales Binder use.*

Other Materials required:

- ✓ Computer/Laptop
- ✓ LCD Projector
- ✓ PowerPoint presentations for each Module (found on the extranet or the files provided)
- ✓ Pens & Notepads for new candidates
- ✓ Whiteboard markers
- ✓ Flip chart and permanent markers
- ✓ Snacks & refreshments
- ✓ Any other support pieces – ex. Awards, Posters, Photos, JE Cribs Videos, Past Event Videos, etc. (All can be found on Just Energy Nation)

Logistics:

- ✓ LCD projector and laptop should be setup 20 minutes prior to start time
- ✓ Total instruction time is approximately 8 – 10 hours

Suggested Orientation Process:

Listed below is a recommended format for conducting orientation sessions. The Day One scenario is designed to build belief in the Independent Contractor of the company, the product and their ability to perform well and be successful.

Day Two has two suggested options. One option has the Independent Contractor going onto the field to shadow, however, requires the individual to come in much earlier to have enough time to go through Modules Four & Five in great detail.

Once completed, the Independent Contractor would be integrated into the daily meeting and matched up with their crew coordinator and shadow for the remainder of the day. Option Two has the Independent Contractor coming in the afternoon to go over Modules Four & Five in great detail.

The Independent Contractor would then come in the next day (Day Three) for the morning meeting and then meet their crew coordinator and shadow for the remainder of the day.

Day One: (4 hours)

- Orientation begins at **11:00am**
- Introduction & Module One – Your Opportunity with Just Energy **11:15am – 12:15pm**
 - o Regional provides their background and thanks candidates for attending
- OEB Presentation & Test **12:15pm – 3:00pm**
- Restroom Break **3:00pm – 3:10pm**
- Module Two – Energy Explained **3:10pm – 4:00pm**
- Module Three – Commissions, Incentives & Rewards **4:00pm – 5:00pm**
- End of the day **5:00pm**

Day Two: (Two Scenarios)**Scenario One (3 hours in the office, plus 8 hours shadowing)**

This option allows the new Contractor to be on the field on day two, shadowing

- Candidates come back for Day Two **9:00am**
- Module Four **9:15am – 10:15am**
- Module Five **10:15am – 11:00am**
- Daily Meeting with existing Independent Contractors **11:00am**
- Field Shadowing **1:00pm – 9:00pm**

Scenario Two

This option allows the new Independent Contractor to be on the field on day three, shadowing

- Candidates come back for Day Two **1:00pm – 1:15pm**

- Module Four **1:15pm – 2:45pm**
- Module Five **3:00pm – 4:15pm**
- End of day **4:15pm**

Day Three:

- Daily Meeting with existing Independent Contractors **11:00am**
- Field Shadowing **1:00pm onward**

It's important to note that this guidebook will work off the premise that the Modules will be presented in order (Modules 1, 2, 3, 4 and 5), however, you may present the Modules in whichever order is comfortable to you and your presentation style. Of course, **it is required that each Module and Handout be covered fully with at least 45 to an 1:15 minutes being spent on each Module.** Remember, this is your opportunity to provide as much information as you can to the candidate and get them excited about their opportunity with Just Energy.

The effectiveness of your orientation sessions will be dependent on the energy and detail you put into it. It is a proven fact that individuals who are prepared for their role will be more effective at it and put themselves in a position to succeed quicker.

TOPIC	ORIENTATION DETAILS
<p>INTRODUCTION</p>	<p>WELCOME EVERYONE</p> <p>Introduce yourself (name, how long you have been providing services to the company and your role)</p> <ul style="list-style-type: none"> • Excited about working with them to prepare for this new opportunity • Snack & refreshments provided – help yourself • Provide directions to washrooms, smoking area • Advise your candidates your itinerary over the next two days
<p>Module One – Your Opportunity</p>	
<p>Module Recap</p>	<p>Module One provides an overview of Just Energy Family of Companies and the different brands, markets, the role of an Independent Contractor and provides testimonials from successful Independent Contractors from across North America. It also outlines Just Energy’s Vision and Pilars, in addition to providing clarity around our commitments to our team members, customers, communities and environment.</p> <p>The main sections of the Module are recapped below:</p> <ul style="list-style-type: none"> • Who is Just Energy? <ul style="list-style-type: none"> • This section looks at Just Energy’s family of Companies and outlines how Just Energy is a provider of energy solutions to residential and commercial customers throughout North America • The Opportunity <ul style="list-style-type: none"> • This section provides an overview of why individuals would want to represent Just Energy. We summarize the value proposition of representing one of North America’s largest Energy Retailers. • Your Role <ul style="list-style-type: none"> • We are a sales driven company and your opportunity as a sales professional is limitless. • Testimonials <ul style="list-style-type: none"> • Read, from real life sales professionals, who have experienced success and have personally developed skills that they’ve taken from their time with Just Energy.

<p>Summary</p>	<p>Module One is your opportunity to build belief in Just Energy and begin to provide prospective about the opportunity they're being given. This Module sets the pace for your entire orientation session.</p>
<p>OEB Recap</p>	<p>Section One – Players in the Energy Sector</p> <p>Review:</p> <ul style="list-style-type: none"> • The Government of Ontario sets the legal and policy framework that governs the energy sector in the province through the Ministry of Energy (MOE) • The Ontario Energy Board (OEB) implements and oversees the regulatory framework established by the Ontario Government. • The Ontario Power Authority (OPA) agency is responsible for ensuring an adequate, long term supply of electricity in Ontario; • OPG generates about 70 percent of Ontario’s electricity at its hydroelectric, nuclear and fossil fuel stations • The Independent Electricity System Operator (IESO), acts as system controller of Ontario’s power system and ensures reliable supply of electricity is available. The IESO also sets the spot market price • There are approximately 75 licensed electricity distributors and five natural gas distributors in Ontario. The major ones being Enbridge Gas Distribution and Union Gas. In addition, there are 2 municipally owned gas utilities, the City of Kitchener and Utilities Kingston.

Section Two – Electricity**Review:**

Some facts about electricity and deregulation:

- The unit that electricity customers are billed is based on kilowatt hours
- As demand for electricity increases, higher offers are accepted from generators, raising the spot price
- Electricity is consumed as it is produced, it must reach areas of demand quickly and is carried over distribution wires to homes
- The Market Opening is also referred to as Deregulation. The electricity market in Ontario was opened up to competition by the provincial government on May 1st, 2002.
- Residential and low volume commercial customers have two options for electricity supply, RPP or electricity suppliers.
- RPP stands for Regulated Price Plan and the forecast price changes take effect May 1 and November 1 each year
- RPP is based on estimation of costs paid to generators for power consumed
- If a consumer signs with Just Energy then they leave the RPP and any variance is settled with a final 'one time' charge or credit
- All customers on the two-tier RPP are being switched to smart meters and time of use rates. The goal is to have smart meters installed across the province by 2011.
- Time of use pricing results in the customer paying less for hydro in off-peak periods
- Electricity commodity charge is the charge for the electricity you use, which you buy either from your LDC or through an electricity supplier
- The Delivery charge makes up the Distribution and Transmission costs, which is approved by the OEB
- If customers pay the RPP the Global Adjustment is included
- Customers who sign with a retailer will see this charge on a separate line item.

Section Three – Natural Gas

- The flow of natural gas is from the Producers, via the Transmission companies to Local Utilities, then to homes.
- In 1986 natural gas market deregulated in Ontario
- Natural gas is colorless and odorless
- Natural gas is an energy source that can be stored
- Non-municipal LDCs review gas prices quarterly.
- Natural gas commodity charge is a charge for the gas a consumer uses, which they purchase either through their LDC or a natural gas supplier like Just Energy
- Natural gas supply adjustment represents a gas supply surcharge or credit if forecasts by the LDC for prices in the previous quarter were incorrect.
- The Delivery charge includes the cost to deliver the natural gas to the home or business
- The Customer Charge is for administration of your natural gas account. It is a fixed charge approved by the OEB
- The Transportation Charge includes the cost of transporting the natural gas from Western Canada and the United States to Ontario.

Section Four – Your Role as a Salesperson

- Regulations governing the Energy Sector in Ontario are:
 - The OEB Code of Conduct
 - The Energy Consumer Protection Act
 - The Privacy Act
- The OEB is responsible for:
 - Setting rules for the energy industry
 - Handling customer concerns and licensing utilities and energy suppliers
- The OEB Code of Conduct states that energy salespeople must comply with fair marketing practices including:
 - Providing a business card as soon as they introduce themselves to the consumer
 - Not exerting pressure on a consumer
- The ID badge that a salesperson wears must be visible at all times to the consumer.
- It is considered an unfair practice under the law to make any false, misleading, or deceptive statement to a consumer
- Enrolling a customer under false pretenses, acting as the customer during the verification call, and signing the customer's name on the agreement are all examples of fraud or forgery
- You should not approach a home or business that has a Do Not Solicit sign posted
- Salespeople should not attempt to sell services to a person with a language barrier or where the salesperson ought to know that the consumer does not understand the sale being offered
- In terms of customer's privacy, salesperson responsibilities include keeping the customer's information safe, and not sharing or keeping customer information.

Section Five – Executing an Agreement

- An agreement with a consumer must be accompanied by a Disclosure Statement and a Price Comparison form, and all documents must be signed by an authorized account holder
- The OEB approved Disclosure Statement must not be altered
- The Disclosure Statement and Price Comparison form is required whether it is a new contract or the renewal or extension of an existing contract
- Price comparison forms are designed to compare the LDC and energy supplier prices
- All new agreements must be verified by phone

Section Six – Customer Cancellation Rights

- All customers have a 10-day cooling off period in which to cancel the agreement without fees
- In the case of natural gas/electricity agreement customers have an extended cancellation right of up to 30 days after the issuance of their first bill without fees
- Customers may cancel an agreement at any time without fees if an unfair practice has taken place
- In all cases the supplier must process the cancellation within 10 days of notification from the customer
- If the customer moves location exit fees cannot be applied
- The customer can cancel without penalty if the contract, Disclosure Statement or Price Comparison Form were not fully and accurately completed
- If a typical natural gas residential customer decides to cancel a valid agreement the energy supplier may not charge more than \$100 per remaining year left on the agreement or \$50 for year remaining for electricity
- In the case of a Contest the existing supplier must notify the customer within 5 days of fees payable or due under the contract in the case of cancellation.

Section Seven – Verification

- The verification must be completed before the enrolment transfer request is sent to the LDC
- The account holder, their spouse, or their common law spouse can complete the verification on behalf of the customer
- The script for the verification call is standard for all Ontario energy suppliers;
- The verification agent can only deviate from the applicable OEB approved script to provide a factual answer for the small volume consumer and when required, must terminate the call
- Verification agents are not allowed to:
 - Mislead the customer with promotional offers
 - Ignore statements that suggest an unfair practice has occurred
 - Deviate from the script in certain circumstances

Section Eight- Agreement Renewals and Extensions

- Renewal or extension packages sent to customers must include:
 - The proposed agreement
 - Disclosure Statement
 - Price Comparison Form and Renewal Form, including Just Energy’s toll free number
- Customers will receive the renewal or extension package between 120 and 60 days before their current agreement expires
- In the case of a natural gas agreement it will be automatically renewed if the customer does not notify Just Energy otherwise
- There are no automatic renewals for electricity
- Verification agents should follow the renewal and extension scripts
- The new term and pricing are the only changes allowed for the renewal of an agreement
- Cancellation rights for renewed agreements:
 - No cancellation penalties apply throughout the term of a gas agreement that has been automatically renewed
 - The customer can cancel their Natural Gas and Electricity renewal agreement up to 14 days after they agree to it
 - If canceling by phone: the supplier is required to send written confirmation of the cancellation

Module Two – Energy Explained	
Module Recap	<p>Module Two provides a high level explanation around Regulation vs. Deregulation and how this benefits our consumers, as we provide them options and solutions to their energy needs. The module explains basic supply and demand concepts that allow candidates to understand what creates volatility with respect to energy commodity prices, where electricity and natural gas come from and how it’s distributed to consumers. It also clearly explains how JustGreen works and the benefits to the customer who wants to contribute to a cleaner and greener world.</p> <p>The main sections of the Module are recapped below:</p> <ul style="list-style-type: none"> • Energy Markets <ul style="list-style-type: none"> • Energy consumers in most markets across North America have the power to choose who they purchase their natural gas and electricity from. This section will cover the difference between regulated and deregulated markets and the impact they have on energy consumers. • What is Energy <ul style="list-style-type: none"> • We all know that energy is something we use every day to cook, clean, heat and cool our homes. What few people understand is where energy comes from and how it gets to our homes. • The Price of Energy <ul style="list-style-type: none"> • Energy prices change all of the time due to factors that are often beyond the control of energy consumers. Learn why prices rise and fall and about the things customers can do for protection from changing energy prices. • Pollution & Green Energy <ul style="list-style-type: none"> • The majority of the energy we use every day is generated from polluting sources. Learn about how our energy consumption creates pollution and ways Just Energy family of companies is helping out customers contribute to cleaner, greener environment.

<p>Summary</p>	<p>Module Two provides you the opportunity to build belief in the product they will be selling. Ensure you provide the candidate prospective as to why the Energy Industry is so essential to consumers and how our program provides customers choice and flexibility.</p>
<p style="text-align: center;">Module Three – Commissions, Incentives & Rewards</p>	
<p>Module Recap</p>	<p>Module Three provides details surrounding Just Energy’s rewards and commissions program. This module provides an overview of the structure surrounding Just Energy’s commission process and outlines the various payments provided for successfully approved customers. We also provide a glimpse into our Scholarship Programs, the prizes and bonuses offered, Referral bonuses, Incentive trips and Just Energy Nation; Just Energy’s revolutionary social media and online recognition platform.</p> <p>The main sections of the Module are recapped below:</p> <ul style="list-style-type: none"> • Commissions <ul style="list-style-type: none"> • Our commission’s structure is among the most competitive in the industry, and provides you with unlimited earning potential. • Incentives <ul style="list-style-type: none"> • Perform well with Just Energy family of companies and take advantage of our many added benefits, including some of which include: The Annual Awards Gala, which is hosted in exotic locations around the world, scholarship funds and extravagant prizes. • Just Energy Nation <ul style="list-style-type: none"> • Just Energy Nation is an online community that links our sales force together and delivers sales tips, inspirational messages, recognition and rewards. • The Opportunity <ul style="list-style-type: none"> • All you need to succeed in this business is passion and commitment. You have the resources and the opportunity. It’s up to you to make it happen!

<p>Summary</p>	<p>Module Three provides you the opportunity to build belief in themselves. The ability to leverage this Module to generate excitement and Independent Contractor retention is integral. This Module can also be used for recruiting purposes as well and, remember, Just Energy is one of the few retailers to provide their Independent Contractors an incentive and recognition program as robust as ours.</p>
<p>Module Four – The Customer Experience</p>	
<p>Module Recap</p>	<p>Module Four provides guidance on the conduct of Independent Contractors while representing Just Energy. This is a vital section for all new candidates and MUST be covered in full detail. Just Energy Independent Contractors interact with thousands of consumers each and every day, so it is imperative that they realize the importance of their actions while marketing on our behalf. This section also outlines the duties and responsibilities of Just Energy’s Corporate and Consumer Relations Department and how they work to protect the interests of Just Energy and the licenses we currently hold.</p> <p>The main sections of the Module are recapped below:</p> <ul style="list-style-type: none"> • A Day in the Life of an Independent Contractor <ul style="list-style-type: none"> • Join us as we take you through a day in the life of Justin Nation, a typical Just Energy family of companies Independent Contractor. • Attitude & Professionalism <ul style="list-style-type: none"> • Maintaining a positive attitude, polished look and professional demeanor significantly impact the outcome of a sale. • Acceptable Marketing Practices <ul style="list-style-type: none"> • The energy industry is highly regulated and there are several rules that need to be followed when approaching energy consumers. • Interacting with Customers with Disabilities <ul style="list-style-type: none"> • This section gives you some basic tips to help you interact with people with disabilities in a positive way. • Corporate & Consumer Relations (CCR) <ul style="list-style-type: none"> • The Corporate and Consumer Relations Department ensures Just Energy family of companies’ sales processes meet market specific regulatory and legal standards.

<p>Summary</p>	<p>Module Four is essential and MUST be covered in full detail prior to any Independent Contractor being allowed to market. Independent Contractors must be aware of how important it is to be respectful to customers and understand how negative actions, taken by them in the field, will have consequences as per the compliance matrix. This Module isn't meant to put a negative take on sales or the opportunity provided to so many others.</p>
<p style="text-align: center;">Module Five – The Customer Experience</p>	
<p>Module Recap</p>	<p>Module Five provides guidance on the interaction of an Independent Contractors and consumer. It breaks down the sales process into five easy steps. This module will also require interaction between you, the Regional Distributor, and your candidates, as role playing sessions will need to be used to illustrate the sales process. It is important that candidates have a clear understanding of what to expect when they market for their first day and have all the necessary tools needed to succeed quickly. We also strive to illustrate the work that happens on the operations side of processing customers and provide tips and suggestions on how to ensure verification calls are run smoothly, with less challenges, and how they can work to have a higher conversion ratio so that they maximize the most commissions that they possibly can by reducing standard errors that are sometimes seen when processing agreements.</p> <p>The main sections of the Module are recapped below:</p> <ul style="list-style-type: none"> • Customer Interaction <ul style="list-style-type: none"> • Obtain a complete view of the sales process, from the moment you greet the customer to the moment you receive compensation. • The Sales Process <ul style="list-style-type: none"> • Our sales process has been tried and tested to perfection. We'll take you through greetings and introductions, explaining the program, signing the Agreement, the Verification Call and wrap-up. • Post Sales Process <ul style="list-style-type: none"> • It is important to understand the many operational and customer support strategies that are in place, which occur after a sale is made. • Personal & Professional Development

	<ul style="list-style-type: none"> • Gain invaluable skills that will benefit you throughout your entire career.
Summary	<p>Module Five should go hand in hand with field shadowing. Being a direct marketer is very much a “watch & learn” type of educational process, however, this module allows you to speak to the methods of approaching, speaking, engaging and selling to a customer. It is also important to provide perspective on each step of the sales process. Remember, you have a roomful of individuals who probably have never sold before or did door to door sales. This is your opportunity to let them know that they can sell effectively as long as they are willing to put in the effort.</p>

A solid orientation session will:

1. **Improves morale of Independent Contractors** - Orientation helps the Independent Contractor overcome their concerns about knocking doors and making commissions.
2. **Less supervision**- A well trained Independent Contractor will feel comfortable selling the product and will need less of supervision. Thus, there will be less wastage of time and efforts.
3. **Fewer compliance**- Errors are likely to occur if the Independent Contractor lacks knowledge and skills. The more solid the orientation, the less likely they are to commit compliance errors.
4. **Chances of growth**- Independent Contractors acquire skills during orientation. The more skills they develop, the greater their chances are to growing their business.
5. **Increased productivity**- Orientation improves efficiency and productivity of Independent Contractors. Get up to speed faster and more likely to give the opportunity of retention.

This is Exhibit "G"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

JUST ENERGY CORP.

Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: James Peter Acton
Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): Jamie

SOCIAL INSURANCE NUMBER (required): [REDACTED]

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 25 King St.
No. Street Apt #

Richmond Ontario K0A 2Z0
City Province Postal Code

TELEPHONE NUMBER: (613) 838-5955 CELL NUMBER: (613) 897-6784

START DATE: July 18 IDENTIFICATION PROVIDED (No.): _____

BUSINESS No. (if applicable): _____ GST No. (if applicable): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., Just Energy Ontario L.P., or any of its affiliates?

Yes, my contractor number was _____ No.

Are you currently employed or do you currently contract for any other companies? Yes No.

If you are currently employed or contract for any other companies, what is the name of the company or companies?

Can we contact any of the above companies? Yes No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Kayla Hebert have examined the identification of James Acton.
Print Name of JEC Representative Print Name of Contractor

and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

Kayla Hebert July 19th 2011
Signature of JEC Representative Date

FOR HEAD OFFICE USE ONLY

Background check: Completed by: _____ (print name) _____ (Initialed)

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. ("JEC") and you, an independent contractor (the "Contractor").

WHEREAS, JEC has been retained by Just Energy Ontario L.P. ("JEOLP") to assist JEOLP in obtaining natural gas, electricity and green energy contracts ("Contracts") from consumers located in Ontario. JEC has developed a door to door solicitation program designed to obtain Contracts for the benefit of JEOLP. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to JEC, to assist JEC in obtaining Contracts for the benefit of JEOLP.

FOR VALUE RECEIVED, the parties agree as follows:

- 1. Marketing Activity:** The Contractor agrees to market Contracts for the benefit of JEOLP as an independent contractor of JEC. The Contractor understands and agrees that the terms and conditions of the Contracts may not be amended by the Contractor, and the Contractor shall have no authority to enter into any agreements of any kind on behalf of JEC, JEOLP, or any of their affiliates (collectively, "JUST ENERGY"), except as specifically provided in this Agreement. In no event shall the Contractor represent that he or she is an employee of, or connected with, JEC or JEOLP in any way, other than as provided herein. The Contractor shall not operate under or otherwise use the trademarks or tradenames or logos of JUST ENERGY, except as expressly permitted in writing by JEC. The Contractor is responsible for ensuring that only the most recent form of Contract is used for marketing activity, and JEC may designate times when new Contract forms may be obtained from JEC and Contracts are to be returned to JEC. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.
- 2. Applicable Law and Code of Behaviour:** The Contractor shall comply with all applicable present and future federal, state and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of JUST ENERGY unless said representation is either contained in the written material published by JUST ENERGY from time to time for use by the Contractor or is absolutely true and not in any way misleading to the potential or actual customer. The Contractor understands that JEOLP has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of JEC in the solicitation of Contracts for JEOLP. At all times when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, the JUST ENERGY manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. If the Contractor breaches any of the foregoing obligations, JEC may terminate this Agreement immediately, the Contractor shall return all JUST ENERGY material, and the Contractor may be pursued at law for all damages caused by its conduct. The Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law or contrary to JUST ENERGY's code of conduct to JUST ENERGY immediately upon request. The Contractor acknowledges having received a copy of, and having read the Ontario Energy Board "Codes of Conduct" for natural gas marketers and electricity retailers (the "Codes"). The Contractor agrees to abide by the terms and conditions of Codes and to abide by the terms and conditions or any codes of behaviour prepared and delivered to the Contractor by JEC, and to follow all instructions or directions provided by JEC from time to time.
- 3. Confidentiality:** Except for disclosure to JUST ENERGY, the Contractor agrees to keep confidential (both during the term of this Agreement and afterwards) all information provided by potential and actual customers of JEOLP and all information provided to the Contractor by JUST ENERGY. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify JUST ENERGY in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to JUST ENERGY keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to JUST ENERGY's customer service department are recorded and consents to the recording of the contractor's calls.

4. Compensation: A Medium Volume Customer Contract or a Large Volume Customer Contract shall be deemed "Effective" when it is (i) properly completed and signed by the customer, (ii) approved and affirmed by JEC or JEOLP; and (iii) approved by the applicable local utility. A Small Volume Customer Contract shall be deemed "Effective" when it is properly completed and signed by the customer, and the customer has been provided a welcome call code and a registered pre paid card. For each Effective Contract that is not cancelled by the customer, the Contractor will be compensated according to the commission schedule in place at the time of submission of the Contract, which schedule may be amended from time to time by JEC in its sole discretion. JEC will notify the Contractor of any change in such schedule by posting the amended schedule at the JUST ENERGY office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. The amended schedule is effective for all Contracts submitted after the schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any current commission schedule upon request. The Contractor understands and agrees that JEC may advance potential commission prior to approval of Contracts by JEOLP and the applicable local utility or prior to becoming aware of any ineffectiveness or cancellation of the Contract.

JEC will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of setoff and recovery are in addition to the right of JEC to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor agrees and acknowledges that all payments made and due by Just Energy hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the residual payment (i.e., if the Contractor does not cash his/her cheque), and if Just Energy is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment.

5. Independent Status: The Contractor is, and will always be considered, an independent contractor under this Agreement. The Contractor understands and agrees that the Contractor shall be responsible for and neither JEC nor JEOLP will reimburse the Contractor for any transportation, accommodation, food or any other expenses incurred by the Contractor in the performance of the Contractor's services hereunder. The Contractor has control, independent of JUST ENERGY, over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are to be solicited, so long as such manner is in accordance with Applicable Law, the Codes and JEC's reasonable policies regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). JUST ENERGY does not employ Contractors and there is no employer/employee relationship between JUST ENERGY and the Contractor.

The Contractor is not, and shall make no claim that the Contractor is, an employee of JEC. The Contractor shall be responsible (as applicable) for the payment of, and JEC shall not deduct, withhold or pay, income tax, employment insurance premiums, government pension plan premiums, employer health tax premiums or any other similar amounts with respect to the Contract. The Contractor is also responsible for the payment of workers compensation premiums or contributions and is not entitled to workers compensation. The Contractor is solely responsible for making all of these payments, if required.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR OTHER EMPLOYMENT BENEFITS. CONTRACTORS WHO MUST COLLECT G.S.T., MUST HAVE THEIR OWN G.S.T. NUMBER.

6. The Contractor shall not: (i) do anything that might harm the reputation or goodwill of JEC; (ii) disparage JEC or its products, employees, consumers or customers; or (iii) present false or misleading information about JEC to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

7. Not Exclusive: The Contractor and JEC agree that the Contractor's services are not, and are not intended to be, exclusive to JEC. Notwithstanding the foregoing, the Contractor agrees not to provide services to other business entities that compete directly with the business carried on by JUST ENERGY during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor

agrees not to solicit any employee, contractor or customer of JUST ENERGY for a period of two (2) years after the termination of this Agreement.

8. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, without any damages being owed to the other party except as set out herein, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate this Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive", if the Contractor does not submit any Contracts for three consecutive weeks.

On termination the Contractor must immediately return to JEC all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments, (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been given out. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been given out, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law, the Codes, or any JUST ENERGY information manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of JEC's investigation into such breach, the damages for such breach, and rectification of breach, and JUST ENERGY shall have the right to sue for damages caused, directly or indirectly, by said breach.

9. Forgery, Fraud and Misrepresentation: The Contractor understands that falsification of information (including a customer signature), and obtaining information through misrepresentation, deceit or falsehood may constitute forgery and/or fraud. Forgery and fraud are criminal offences. The penalties for forgery and fraud include imprisonment. The Contractor agrees not to commit forgery or fraud while representing JUST ENERGY and understands and agrees that committing forgery, fraud or any other criminal offence while representing JUST ENERGY are actions that will result in termination of this Agreement. In addition, any wrongful behaviour by the Contractor, whether or not criminally punishable, will result in immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Bulletin: Independent Contractor Conduct" and that they have reviewed and understand the contents regarding any act that falsifies or includes erroneous information on contracts or during fixed price/price protection reservation code ("FPRC/PPRC") calls.

10. Integrity of Sales: JUST ENERGY is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of JUST ENERGY, the Contractor may be subject to any remedies prescribed or permitted by law. JUST ENERGY has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations (up to \$50 per investigation). JEC may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

11. Subcontracting. The Contractor shall not, without the express written consent of JEC, subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by JEC and/or its affiliates; (ii) has consented to a background check by JEC, its affiliates and/or backgroundchecks.com and been approved by JEC and/or its affiliates; (iii) agrees to display a photo identification tag provided by JEOLP at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the JUST ENERGY information manual and code of conduct. If the Contractor breaches this obligation, JEC may terminate this Agreement immediately, Contractor shall return all JUST ENERGY material, and Contractor may be pursued at law for all damages caused by its conduct.

12. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor

may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges JEC, JEOLP and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold JEC, JEOLP and its affiliates and its respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' activities hereunder.

13. Criminal Background Check. The Contractor understands and agrees that JEC conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor agrees to immediately notify JEC if the Contractor is convicted of any crime following the date hereof.

14. OEA Standardized Training Module. The Contractor agrees to complete the Ontario Energy Association ("OEA") standardized training module on an annual basis, or as otherwise may be required by JEC. The Contractor agrees not to disclose the contents of any test administered by the OEA to any other person, whether or not such person would be taking the test, and is responsible for payment of any fees in taking the test or training module. It is the Contractor's responsibility to ensure the training module is completed on an annual basis.

15. OEA Registry. The Contractor understands that JEC is required by the OEA to register all Contractors in a centralized registry administered by the OEA, and agrees to provide JEC with the necessary information to effect such registration. Failure by the Contractor to comply with the foregoing may result in immediate termination of this Agreement and any benefits attached thereto.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of Ontario, and the parties expressly agree that such court shall have personal jurisdiction over the parties. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof. This Agreement can be amended at any time by JUST ENERGY by providing notice to the Contractor by means of posting said amended Agreement at the JUST ENERGY office at which the Contractor retrieves the Contractor's commission and by making copies of such amended Agreement available to the Contractor upon request. No amendment to this Agreement by the Contractor shall be binding on JEC unless agreed to in writing by JEC.

BE SURE THAT YOU HAVE READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

James Asten
CONTRACTOR NAME (Printed)

James Asten
CONTRACTOR SIGNATURE

July 18, 2011
DATE

WITNESS NAME (Printed)

WITNESS SIGNATURE

DATE

FOR HEAD OFFICE USE ONLY

JEC AUTHORIZED SIGNATURE

DATE

Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of criminal record information for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): James		Middle Name(s): Peter	
Surname: Aiton			Gender: Check One <input type="checkbox"/> Female <input checked="" type="checkbox"/> Male
Maiden Name & Other names used, either past or present, including aliases and nicknames:			Birth Date: (yyyy/mm/dd) 1983/07/28
Place of Birth: Ottawa		On Canada	
Current Address: 25 King		K0A2Z0	
Current Address Continued: Richmond		On Canada	
Previous Address - if less than 5 years ago:			
Previous Address Continued:			
Telephone: 6138976784 Ext.		Alternate Telephone: 6138385955 Ext.	

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences	Have you been convicted of a criminal offence for which a pardon has not been granted?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
	Have you been granted a conditional discharge within the past three (3) years?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
	Have you been granted an absolute discharge within the past year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
	If you have answered Yes to any of the above questions, please provide details on ALL convictions (attach additional pages if required):			
	Offence	Date (yyyy/mm/dd)	Location	Penalty

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a criminal record check which searches the RCMP Canadian Police Information Centre (CPIC) database. BackCheck conducts these investigations on behalf of Just Energy Corp. I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting the criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that such records may include information relating to criminal convictions under the Criminal Code (Canada) for which a pardon has not been granted and conditional and absolute discharges which have not been removed from the CPIC database in accordance with the Criminal Records Act.

I authorize BackCheck to release all information obtained to Just Energy Corp. and its affiliates and hold harmless BackCheck upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.

Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute.

This request is made in compliance with any applicable provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request, and in particular in accordance with the Nova Scotia Municipal Government Act and the Ontario Municipal Freedom of Information and Protection of Privacy Act.

Candidate Signature: 	Date: (yyyy/mm/dd) 2011/07/18
--------------------------	----------------------------------

Just Energy Corp. Internal Use Only. Please Fax this Form & a Copy of Photo ID to 1-866-323-3097


Hiring Manager: Rosalba Gullo	Email Results to: ahackland@justenergy.com	Phone Number: 905-670-4440 ext 4428	Faxed by: Anne Hackland	Position Applied For: Independent Contractor
Location: <input type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC			Services Requested: <input checked="" type="checkbox"/> CDN Criminal Record Check	

Type of Photo ID:	ID #:
Kayla Hebert	James Aiton

_____ have examined the identification of _____ and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Just Energy Corp
Signature Confirming ID Check:

Ontario






Health • Santé

JAMES PETER ACTON
4030 - 426 - 391 - TX

BORN/ NÉ(E)
 1983 - 07 - 28
YRAN MON DAJ

SEX/ SEXE
 M


ISS/ DEL
 2009 - 09 - 04 2014 - 07 - 28
YRAN MON DAJ YRAN MON DAJ

Ontario

Driver's Licence
 Permis de conduire

ON
 CANADA



1,2 NAME/ NOM
**ACTON,
 JAMES, PETER**

8 25 KING ST
 RICHMOND, ON, K0A 2Z0

44 NUMBER/
 NUMERO
A1759 - 38378 - 30728

46 ISS/ DEL
 2009/07/28

5 DD/ REF
 AL5425913

15 SEX/ SEXE
 M

9 CLASS/
 CATEG
 G

12 REST/
 COND
 X


3 DATE OF BIRTH/ DATE DE NAIS
 1983/07/28

46 EXP/ EXP
 2014/07/28

16 HGT/ HAUT
 178 cm

A1759-38378-30728
 1983/07/28

2521559





JUST ENERGY CORP. Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: Daniel Barbieri
Given Middle Surname (Last)
 NAME(S) COMMONLY USED (if applicable): Daniel
 SOCIAL INSURANCE NUMBER (required): XXXXXXXXXX
 BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 820 Burnhamthorpe RD PH1
No. Street Apt #
Etobicoke ontario M9C 4W2
City Province Postal Code

TELEPHONE NUMBER: (647) 349-0262 CELL NUMBER: (416) 888-0678
 START DATE: 19/03/12 IDENTIFICATION PROVIDED (No.): _____
 BUSINESS No. (if applicable): _____ GST No. (if applicable): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., Just Energy Ontario L.P., or any of its affiliates?

Yes, my contractor number was _____ No.

Are you currently employed or do you currently contract for any other companies? Yes No.

If you are currently employed or contract for any other companies, what is the name of the company or companies?

Can we contact any of the above companies? Yes No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____
 I, ASHLIE ROCKS have examined the identification of DANIEL BARBIERI
Print Name of JEC Representative Print Name of Contractor
 and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.
A. Rocks March 19, 2012
Signature of JEC Representative Date

FOR HEAD OFFICE USE ONLY

Background check: Completed by: _____ (print name) _____ (Initialed)

EMAIL:

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "**Agreement**") between Just Energy Corp. ("**JEC**") and you, an independent contractor (the "**Contractor**").

WHEREAS, JEC has been retained by Just Energy Ontario L.P. ("**JEOLP**") to assist JEOLP in obtaining natural gas, electricity and green energy contracts ("**Contracts**") from consumers located in Ontario. JEC has developed a door to door solicitation program designed to obtain Contracts for the benefit of JEOLP. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to JEC, to assist JEC in obtaining Contracts for the benefit of JEOLP.

FOR VALUE RECEIVED, the parties agree as follows:

1. Marketing Activity: The Contractor agrees to market Contracts for the benefit of JEOLP as an independent contractor of JEC. The Contractor understands and agrees that the terms and conditions of the Contracts may not be amended by the Contractor, and the Contractor shall have no authority to enter into any agreements of any kind on behalf of JEC, JEOLP, or any of their affiliates (collectively, "**JUST ENERGY**"), except as specifically provided in this Agreement. In no event shall the Contractor represent that he or she is an employee of, or connected with, JEC or JEOLP in any way, other than as provided herein. The Contractor shall not operate under or otherwise use the trademarks or tradenames or logos of JUST ENERGY, except as expressly permitted in writing by JEC. The Contractor is responsible for ensuring that only the most recent form of Contract is used for marketing activity, and JEC may designate times when new Contract forms may be obtained from JEC and Contracts are to be returned to JEC. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law and Code of Behaviour: The Contractor shall comply with all applicable present and future federal, state and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies license requirements, official directives, or the like ("**Applicable Law**"). The Contractor shall not make any representation to any potential or actual customer of JUST ENERGY unless said representation is either contained in the written material published by JUST ENERGY from time to time for use by the Contractor or is absolutely true and not in any way misleading to the potential or actual customer. The Contractor understands that JEOLP has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of JEC in the solicitation of Contracts for JEOLP. At all times when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, the JUST ENERGY manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. If the Contractor breaches any of the foregoing obligations, JEC may terminate this Agreement immediately, the Contractor shall return all JUST ENERGY material, and the Contractor may be pursued at law for all damages caused by its conduct. The Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law or contrary to JUST ENERGY's code of conduct to JUST ENERGY immediately upon request. The Contractor acknowledges having received a copy of, and having read the Ontario Energy Board "Codes of Conduct" for natural gas marketers and electricity retailers (the "**Codes**"). The Contractor agrees to abide by the terms and conditions of Codes and to abide by the terms and conditions or any codes of behaviour prepared and delivered to the Contractor by JEC, and to follow all instructions or directions provided by JEC from time to time.

3. Confidentiality: Except for disclosure to JUST ENERGY, the Contractor agrees to keep confidential (both during the term of this Agreement and afterwards) all information provided by potential and actual customers of JEOLP and all information provided to the Contractor by JUST ENERGY. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify JUST ENERGY in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to JUST ENERGY keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to JUST ENERGY's customer service department are recorded and consents to the recording of the contractor's calls.

4. Compensation: A Medium Volume Customer Contract or a Large Volume Customer Contract shall be deemed "Effective" when it is (i) properly completed and signed by the customer, (ii) approved and affirmed by JEC or JEOLP; and (iii) approved by the applicable local utility. A Small Volume Customer Contract shall be deemed "Effective" when it is properly completed and signed by the customer, and the customer has been provided a welcome call code and a registered pre paid card. For each Effective Contract that is not cancelled by the customer, the Contractor will be compensated according to the commission schedule in place at the time of submission of the Contract, which schedule may be amended from time to time by JEC in its sole discretion. JEC will notify the Contractor of any change in such schedule by posting the amended schedule at the JUST ENERGY office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. The amended schedule is effective for all Contracts submitted after the schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any current commission schedule upon request. The Contractor understands and agrees that JEC may advance potential commission prior to approval of Contracts by JEOLP and the applicable local utility or prior to becoming aware of any ineffectiveness or cancellation of the Contract.

JEC will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of setoff and recovery are in addition to the right of JEC to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor agrees and acknowledges that all payments made and due by Just Energy hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the residual payment (i.e., if the Contractor does not cash his/her cheque), and if Just Energy is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment.

5. Independent Status: The Contractor is, and will always be considered, an independent contractor under this Agreement. The Contractor understands and agrees that the Contractor shall be responsible for and neither JEC nor JEOLP will reimburse the Contractor for any transportation, accommodation, food or any other expenses incurred by the Contractor in the performance of the Contractor's services hereunder. The Contractor has control, independent of JUST ENERGY, over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are to be solicited, so long as such manner is in accordance with Applicable Law, the Codes and JEC's reasonable policies regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). JUST ENERGY does not employ Contractors and there is no employer/employee relationship between JUST ENERGY and the Contractor.

The Contractor is not, and shall make no claim that the Contractor is, an employee of JEC. The Contractor shall be responsible (as applicable) for the payment of, and JEC shall not deduct, withhold or pay, income tax, employment insurance premiums, government pension plan premiums, employer health tax premiums or any other similar amounts with respect to the Contract. The Contractor is also responsible for the payment of workers compensation premiums or contributions and is not entitled to workers compensation. The Contractor is solely responsible for making all of these payments, if required.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR OTHER EMPLOYMENT BENEFITS. CONTRACTORS WHO MUST COLLECT G.S.T., MUST HAVE THEIR OWN G.S.T. NUMBER.

6. The Contractor shall not: (i) do anything that might harm the reputation or goodwill of JEC; (ii) disparage JEC or its products, employees, consumers or customers; or (iii) present false or misleading information about JEC to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

7. Not Exclusive: The Contractor and JEC agree that the Contractor's services are not, and are not intended to be, exclusive to JEC. Notwithstanding the foregoing, the Contractor agrees not to provide services to other business entities that compete directly with the business carried on by JUST ENERGY during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor

agrees not to solicit any employee, contractor or customer of JUST ENERGY for a period of two (2) years after the termination of this Agreement.

8. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, without any damages being owed to the other party except as set out herein, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate this Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive", if the Contractor does not submit any Contracts for three consecutive weeks.

On termination the Contractor must immediately return to JEC all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments, (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been given out. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been given out, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law, the Codes, or any JUST ENERGY information manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of JEC's investigation into such breach, the damages for such breach, and rectification of breach, and JUST ENERGY shall have the right to sue for damages caused, directly or indirectly, by said breach.

9. Forgery, Fraud and Misrepresentation: The Contractor understands that falsification of information (including a customer signature), and obtaining information through misrepresentation, deceit or falsehood may constitute forgery and/or fraud. Forgery and fraud are criminal offences. The penalties for forgery and fraud include imprisonment. The Contractor agrees not to commit forgery or fraud while representing JUST ENERGY and understands and agrees that committing forgery, fraud or any other criminal offence while representing JUST ENERGY are actions that will result in termination of this Agreement. In addition, any wrongful behaviour by the Contractor, whether or not criminally punishable, will result in immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Bulletin: Independent Contractor Conduct" and that they have reviewed and understand the contents regarding any act that falsifies or includes erroneous information on contracts or during fixed price/price protection reservation code ("FPRC/PPRC") calls.

10. Integrity of Sales: JUST ENERGY is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of JUST ENERGY, the Contractor may be subject to any remedies prescribed or permitted by law. JUST ENERGY has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations (up to \$50 per investigation). JEC may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

11. Subcontracting. The Contractor shall not, without the express written consent of JEC, subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by JEC and/or its affiliates; (ii) has consented to a background check by JEC, its affiliates and/or backgroundchecks.com and been approved by JEC and/or its affiliates; (iii) agrees to display a photo identification tag provided by JEOLP at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the JUST ENERGY information manual and code of conduct. If the Contractor breaches this obligation, JEC may terminate this Agreement immediately, Contractor shall return all JUST ENERGY material, and Contractor may be pursued at law for all damages caused by its conduct.

12. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor

may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges JEC, JEOLP and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold JEC, JEOLP and its affiliates and its respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' activities hereunder.

13. Criminal Background Check. The Contractor understands and agrees that JEC conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor agrees to immediately notify JEC if the Contractor is convicted of any crime following the date hereof.

14. OEA Standardized Training Module. The Contractor agrees to complete the Ontario Energy Association ("OEA") standardized training module on an annual basis, or as otherwise may be required by JEC. The Contractor agrees not to disclose the contents of any test administered by the OEA to any other person, whether or not such person would be taking the test, and is responsible for payment of any fees in taking the test or training module. It is the Contractor's responsibility to ensure the training module is completed on an annual basis.

15. OEA Registry. The Contractor understands that JEC is required by the OEA to register all Contractors in a centralized registry administered by the OEA, and agrees to provide JEC with the necessary information to effect such registration. Failure by the Contractor to comply with the foregoing may result in immediate termination of this Agreement and any benefits attached thereto.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of Ontario. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of Ontario, and the parties expressly agree that such court shall have personal jurisdiction over the parties. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof. This Agreement can be amended at any time by JUST ENERGY by providing notice to the Contractor by means of posting said amended Agreement at the JUST ENERGY office at which the Contractor retrieves the Contractor's commission and by making copies of such amended Agreement available to the Contractor upon request. No amendment to this Agreement by the Contractor shall be binding on JEC unless agreed to in writing by JEC.

BE SURE THAT YOU HAVE READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

Daniel Barbieri [Signature] 19/03/12
CONTRACTOR NAME (Printed) CONTRACTOR SIGNATURE DATE

A. Rocks. ↔ ASHLIE ROCKS March 19, 2012
WITNESS NAME (Printed) WITNESS SIGNATURE DATE

JEC AUTHORIZED SIGNATURE DATE

ONTARIO ENERGY BOARD ("OEB")

CONTRACTOR CERTIFICATION

TO: JUST ENERGY ONTARIO L.P. and JUST ENERGY CORP.

The undersigned Independent Contractor (known as an Independent Contractor, Crew Coordinator, Regional Distributor and/or National Distributor) acknowledges, confirms and certifies as follows:

1. I have received and read the OEB Code of Conduct for Gas Marketers and the Electricity Retailer Code of Conduct.
2. JUST ENERGY has provided training in, and I agree to abide by, the Code of Conduct for Gas Marketers and the Electricity Retailer Code of Conduct.

Daniel Barbieri [Signature] 29/03/12
 CONTRACTOR NAME CONTRACTOR SIGNATURE DATE

ASHLIE ROCKS [Signature] March 19, 2012
 WITNESS NAME WITNESS SIGNATURE DATE

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CONTRACTOR NUMBER

ONTARIO ENERGY ASSOCIATION ("OEA")

PRIVACY NOTICE & CONSENT

The Ontario Energy Association ("OEA") requires its retail energy members (i.e. Just Energy Ontario L.P.) involved in door-to-door consumer solicitations/sales to confirm that each of their respective sales agents has completed the OEA standardized training module on an annual basis. The OEA members must also register their sales agents in a specific registry established for this purpose (the "OEA Registry".)

OEA members will require you to confirm your identity for the purpose of the registration. You must present two pieces of identification, one of which must be a government-issued photo identification (e.g. a driver's licence.) Please note that identification numbers submitted (ex. driver's licence numbers) will not be inputted or otherwise stored in the OEA Registry.

OEA members will input your name, date of completion of the training, and information that may be used to identify you (e.g. office location, or contract number.) Your date of birth will also be used for the purpose of registering and accurately identifying sales agents with the same last name. To protect your privacy, your date of birth will not be retained, but will instead be electronically converted into a substitute code.

The OEA has implemented reasonable administrative, physical, and technical safeguards in an effort to protect your information from loss, theft, or unauthorized access, use, and disclosure. Your information is password-protected, and only accessible by the OEA member that has engaged you as a sales agent and any authorized OEA Registry personnel involved in the administration.

If you would like to review your record in the registry, or have any questions, please contact your Regional Distributor.

By signing below, I consent to the manner in which my personal information will be collected, used, disclosed and otherwise managed in the manner set-out above.

Daniel Barbieri [Signature] 19/03/12
 CONTRACTOR NAME CONTRACTOR SIGNATURE DATE

A Rocks. ← ASHLIE ROCKS MARCH 19, 2012
 WITNESS NAME WITNESS SIGNATURE DATE

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CONTRACTOR NUMBER

Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): Daniel Middle Name(s): Gender: [X] Male [] Female

Surname: Barbieri Maiden name:

Aliases, nicknames and any other names:

Place of Birth: Stobricke Ontario Canada Date of Birth: 09/21/06/19

Current Address: 142 820 Bannockburn Street From: 05/02/15 To: Present

Current Address Continued: Stobricke Ontario Canada M9C 4W2

Previous Address - if less than 5 years ago: From: To:

Previous Address - Continued: City Province Country Postal Code

Telephone Number: 647-849-0262 Alternative Telephone Number: 416-888-0678 Position Applied For: INDEPENDANT CONTRACTOR

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Declaration of Offences: Have you been convicted of a criminal offence... [] Yes [] No

Table with columns: Offence, Date (yyyy/mm/dd), Location, Penalty

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates.

Statement of Understanding and Consent: I have applied to Just Energy Corp. to provide services as an independent contractor... I authorize BackCheck to release all information obtained to Just Energy Corp.

Candidate Signature: [Signature] Date: 12/03/19

Just Energy Corp. Internal Use Only: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo.


Hiring Manager: Zeina Gray Email Results to: zgray@justenergy.com Phone Number: 905-670-4440 x71266 Faxed by: Position Applied For: Independent Contractor

Location: [X] Ontario [] Montreal [] Manitoba [] Alberta [] BC Services Requested: [X] Name Based Canadian Criminal Record Verification

Type of Photo ID: (1st) Identification Number: (1st) Type of Photo ID: (2nd) Identification Number: (2nd)

ASHLIE ROCKS have examined the identification of DANIEL BARBIERI and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Hiring Mangers Signature: [Signatures] Date: 12/03/19


Driver's Licence
Permis de conduire




1 NAME/NOM
BARBIERI, DANIEL GREGORY
 2 2301-320 BURNHAMTHORPE ROAD
 ETOBICOKE, ON, M9C 4W2

4 NUMBER/NUMERO
B0544 - 15349 - 20619

4a ISS/DEL 2011/01/26 4b EXP/EXP 2015/05/04


5 DD/REF. AX3852885 16 HGT/HAUT. 173 cm

15 SEX/SEXE M


6 CLASSI/CATEG. G2

12 REST/COND. *8269637*

1992/06/19


 Government of Canada / Gouvernement du Canada

SOCIAL INSURANCE NUMBER / NUMÉRO D'ASSURANCE SOCIALE



DANIEL GREGORY BARBIERI

9 CLASSI/CATEGORIE
 Automobile/combin. (max. 11,000 kg),
 towed vehicle (max. 4500 kg), with G2
 restrictions - Auto./ens. véh.
 11,000 kg max., véh. remorque
 4500 kg max. - restrict. niv. G2

12 RESTRICTIONS/CONDITIONS

AX3852885



INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Commodity</u>	<u>Initial</u> ⁽¹⁾	<u>Reconciliation</u> ⁽⁴⁾	<u>E-CLIPSE Residuals</u> ⁽⁵⁾
Residential (SVC) (less than 10,000 kWh or 8,000 m ³ , as applicable for electricity and gas)			
<i>Just Clean Essential</i>	\$30	\$10	\$5
<i>Just Clean Complete</i>	\$50	\$15	\$5
<i>Electricity(MyTime)</i> (per kWh)	\$35	\$27	\$5
<i>Gas (Predict-a-Bill)</i> (per Effective Contract)	\$35	\$27	\$5

- (1) The Initial commission payment, in the amount indicated in the chart above, is earned per Effective Contract (as defined in the Independent Contractor Agreement) submitted by the Contractor and is paid or advanced on a regular commission date that is at least 2 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week).
- (2) A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Affiliate and local utility, and (ii) becomes effective in accordance with Applicable Law. A contract that has been terminated shall be deemed not to be an Effective Contract.
- (3) JEMC will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of JEMC to seek damages from the Contractor for any claimed wrongful act or omission.
- (4) Reconciliation commission payment is earned after the flow of gas and electricity have commenced for at least 60 days with respect to a submitted Effective Contract and is advanced or paid in the amount indicated in the chart above on a Reconciliation commission date that is at least 60 days after the flow of gas and electricity has commenced with respect to the Effective Contract submitted, provided that gas continues to flow pursuant to said Effective Contract on the Reconciliation commission date (Reconciliation commission dates occur once per month). Deductions in respect of amounts paid or prepaid prior to the Reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts will be made on the Reconciliation commission date (which can result in negative payments and amounts owing by the Contractor to Just Energy). Just Clean reconciliation would take place 90 days from flow date.
- (5) Provided the Contractor is an Active Contractor (defined below), E-CLIPSE Residual commission payment is made for each Effective Contract that is still flowing one year after commencement of flow of energy (the "Anniversary Date") under the Effective Contract and is paid by the end of the month following the month of the Anniversary Date. E-CLIPSE Residual Commission payment may occur annually for the life of the Effective Contract. An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the E-CLIPSE Residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the E-CLIPSE Residual payment date; and (iii) has not provided services to any competitor of Just Energy or its Affiliates during the eligibility period. Contractors that become inactive prior to the payment of any Residual payments will not be entitled to any Residual payment not yet paid.

- (6) Payment is advanced or paid in the amount indicated above per m³ of total annual gas consumption in m³ (based on historical usage as supplied by the utility) for each Effective Contract.
- (7) Payment is advanced or paid in the amount indicated above per Just Greengas unit sold multiplied by the total annual gas consumption in m³ (based on historical usage as supplied by the utility) for each Effective Contract.
- (8) Notwithstanding the foregoing, Just Energy and its Affiliates reserve the right to, at any time (including, without limitation, following the Reconciliation commission payment date) make deductions and/or offset against future commissions any amounts that have been paid or prepaid by Just Energy or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.
- (9) Where there has been discounted pricing, or reduced Term, under an Effective Contract, Just Energy or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following Bonus amounts (subject to the notes below):

Residential Bonus

<u>Number of Approved Contracts per Week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
10 - 14	\$150
15 - 19	\$300
20 - 29	\$500
30 - 39	\$750
40 or more	\$1,000

- (1) A “week” begins on a Monday and ends on the following Sunday. “Approved” contracts are defined as a contract that has a welcome call code and an approved status from the utility. An Independent Contractors start date is determined by the date in which the Independent Contractor Agreement has been submitted.
- (2) The Residential Bonus amount payable corresponds to the total number of approved contracts submitted by the Contractor for Effective Contracts submitted during a week (i.e. if a Contractor has 55 approved contracts in a week with respect to Effective Contracts submitted, the total Bonus payable for that week will be \$1,000). Bonus amounts will be paid once on the next Initial commission date that is at least 2 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of Bonus amounts paid for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the Reconciliation commission date will be made on the next Reconciliation commission date (which can result in negative payments and amounts owing by the Contractor to Just Energy). Bonuses are offered at the discretion of Just Energy or its Affiliate and calculations may be revised from time to time. Just Energy and its Affiliates reserve the right to, at any time (including, without limitation, following the Reconciliation commission payment date), make deductions and/or offset against future commissions any Bonus amounts that have been paid or advanced by Just Energy or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Just Energy Corp. V100112
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME JENNIFER BERG

Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SIN (required): 

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 320 Dixon Rd. 1511

No. Street Apt #

Toronto ont M9R 1S9

City Province Postal Code

TELEPHONE NUMBER: (647) 994-4390 CELL NUMBER: () _____

EMAIL ADDRESS: jenniferberg@gmail.com DATE OF BIRTH (MM/DD/Year) 02-10-81

REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?

Yes, my contractor number was 340153 No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Nicole La2 have examined the identification of Jennifer Berg
Print Name of JEC Representative Print Name of Contractor

and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

Nicole La2
Signature of JEC Representative

JAN. 07. 2014
Date

Consent for Disclosure of Personal Information - Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): **JENNIFER** Middle Name(s): _____ Gender: Check One Male Female

Surname: **BORG** Maiden name: _____

Aliases, nicknames and any other names: _____

Place of Birth: **PIETA MALTA** Date of Birth: **1981 / 02 / 10**

City: _____ Province: _____ Country: _____

Current Address: **1511 320 Dixon Rd** From: **2013/07/01** To: **2014/01/07**

Unit Number: _____ Street Number: _____ Street Name: _____

City: **Toronto** Province: **ONT** Country: **CANADA** Postal Code: **M9R 1S9**

Previous Address - if less than 5 years ago: **B 1724 Eglinton** From: **2013-12-01** To: **2011-11-01**

Unit Number: _____ Street Number: _____ Street Name: _____

City: **Toronto** Province: **ONT** Country: **CANADA** Postal Code: **M6E 3K2**

Telephone Number: _____ Alternative Telephone Number: _____ Position Applied For: **Independent Contractor**

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Only adult convictions under the Criminal Code or other Canadian Federal Statutes for which you have not received a pardon/record suspension should be disclosed. Do not disclose: A conviction for which you received a pardon/record suspension in accordance with the Criminal Records Act, a conviction where you were considered a 'young person' under the Youth Criminal Justice Act, Young Offenders Act, or Juvenile Delinquents Act, absolute or conditional discharges (pursuant to section 730 of the Criminal Code), an offence for which you were not convicted, any provincial or municipal offence and any charges dealt with outside of Canada.

Have you been convicted of an offence for which a pardon/record suspension has not been granted? Yes No

If you have answered Yes to the question above, please provide details on those criminal convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty
	/ /		
	/ /		

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP, using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp.

I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the Criminal Code and other Federal Statutes (Canada) for which a pardon has not been granted.

I authorize BackCheck to release all information obtained to Just Energy Corp. and hold harmless BackCheck, its police partners and the RCMP upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates.

Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request. Also the 'Supplemental Information Sheet Regarding Name Based Criminal Record Checks' has been made available to me.

Candidate Signature: **[Signature]** Date (yyyy/mm/dd): **2014/01/07**

Authorizing Name Based Criminal Record Check: _____

Internal Use: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: **Rosalba Gullo** Email Results to: **salessupport@justenergy.com** Faxed By: _____ Telephone No.: **905-670-4440** Position Applied For: **Independent Contractor**

Location: Ontario Montreal Manitoba Alberta BC Services Requested: Name Based Canadian Criminal Record Verification

Type of Photo ID: (1st) **Health Card** Identification Number: (1st) **3190 663 865 KC** Type of Photo ID: (2nd) _____ Identification Number: (2nd) _____

I, **Nicole Lacz** have examined the identification of **Jennifer Borg** and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Print Name of Representative: _____ Print Name of Candidate: _____

Just Energy Employee Signature: **[Signature]** Date: (yyyy/mm/dd): **2014 101 107**

Witnessing the candidate's signature & Confirming ID Check: _____

The Jurisdiction is:

- Ontario
- Alberta
- British Columbia
- Manitoba
- Quebec
- Saskatchewan

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

JENNIFER

Contractor Name (Printed)

[Signature]

Contractor Signature

7th JAN 2014.

Date

Nicole Lee

Witness Name (Printed)

[Signature]

Witness Signature

JAN 07 2014

Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "Contractor").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("Contracts") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy. and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information

related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the

Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective

officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Residential</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Residential Predict-a-bill (per Effective Contract)</i>	\$35	\$35	\$5
<i>Electricity – Residential MyTime/MyEnergy (per 10,000 kWh)</i>	\$35	\$35	\$5
<i>JustClean Complete</i>	\$50	\$15	\$5
<i>JustGreen Residential – Natural Gas and Electricity⁽⁴⁾</i>	100% - \$15 per RCE	100% - \$15 per RCE	-
<u>Commercial</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Commercial (per 3,000 m³)^{(3) (6)}</i>	\$90	\$5	\$5
<i>Electricity – Commercial (per 10,000 kWh)^{(3) (6)}</i>	\$40	\$4	\$5
<i>JustGreen Natural Gas (per RCE)⁽⁴⁾</i>	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity (per RCE)⁽⁴⁾</i>	100% - \$35 per RCE	100% - \$15 per RCE	-

- (1) The Up-Front commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The amount payable at the Up-Front commission date is capped at and shall not exceed \$2,500, with any commission owing over \$2,500, payable on the reconciliation commission date.

A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Reconciliation commission payment is earned after the flow of natural gas and/or electricity has commenced for at least 60 days with respect to a submitted Effective Contract. It is advanced or paid in the

amount indicated in the chart above on a reconciliation commission date that is at least 60 days after flow of natural gas and/or electricity has commenced with respect to the Effective Contract submitted. This payment is provided in the event that natural gas and/or electricity continue to flow pursuant to said Effective Contract on the reconciliation commission date (reconciliation commission dates occur once per month). For residential contracts reconciliation will be paid approximately 125 days from the date that the Up-Front payment was made.

Deductions, in respect of amounts paid or advanced prior to the reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts, will be made on the reconciliation commission date (which can result in negative payments). Notwithstanding the foregoing, Just Energy Corp. and its affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any amounts that have been paid or advanced by Just Energy Corp. or its affiliates with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract. **Only Contractors who have submitted Effective Contracts within the 45 day period prior to the reconciliation payment date are entitled to receive positive reconciliation payments.** Notwithstanding the foregoing, any portion of an Up-Front payment which has been deferred as a reconciliation payment because of the cap outlined in note (1) may be paid even if Contractor is in "inactive" status.

- (3) Payment is advanced or paid in the amount indicated above per 3,000 m³ or 10,000 kWh of total annual natural gas and/or electricity consumption in cubic meters or kWh (based on historical usage as supplied by the utility) for each Effective Contract.
- (4) Payment of the amount indicated in the chart above is based on the percentage of *JustGreen* sold to a customer to a maximum of 100% per customer. *JustGreen* commissions will be reduced at the reconciliation commission date if the customer reduces the percentage purchased prior to the reconciliation commission date.
- (5) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. **An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period.** Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.
- (6) Where there has been discounted pricing under an Effective Contract, Just Energy Corp. or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

<u>Number of Customer Equivalents per week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
<u>RESIDENTIAL</u>	
5 – 14	\$250
15 – 19	\$400
20 – 29	\$600
30 – 39	\$750

40 and greater	\$1,000
<u>Number of Commercial Points per week⁽¹⁾</u>	<u>Bonus Payable⁽²⁾</u>
COMMERCIAL	
75 – 149	\$200
150 – 299	\$500
300 – 599	\$1,000
600 – 799	\$2,500
800 and greater	\$5,000

“Commercial Bonus Points are awarded per week as follows:

- (a) *Commercial Natural Gas*: 6 Bonus Points per RCE.
 (b) *Commercial Electricity*: 2 Bonus Points per RCE.

- (1) For the purposes of bonuses payable, (i) with respect to residential Contracts, a “customer equivalent” means 1 residential Effective Contract; and (ii) with respect to commercial Contracts, a “customer equivalent” means 3,000 m3 or 10,000 kWh of total annual gas and/or electricity consumption per Effective Contract. A “week” begins on a Monday and ends on the following Sunday. Customer Equivalent values are calculated at full annualized value when customer is signed at full term. Term and rate discounts (i.e. three year term, one year term, etc...) will result in the value of the Customer Equivalent to be discounted as well (each year reduction off of term from 5 years will result in a 20% discount; i.e. 3 year term will result in 60% of the Customer Equivalent to be calculated for the purposes of weekly bonuses and incentives).
- (2) The bonus amount payable corresponds to the total number of customer equivalents a Contractor submits in a week (i.e. if a Contractor submits 21 customer equivalents in a week, the total bonus payable for that week will be \$600 or if a Contractor accumulates 350 Commercial points in a week, the total bonus payable for that week will be \$1,000). Bonus amounts will be paid or advanced once on the next initial commission date that is at least 3 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of bonus amounts paid or advanced for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the reconciliation commission date will be made on reconciliation commission date (which can result in negative payments).

Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Commercial Structured Deal Referral Bonus

If a Contractor enters into a competitive bid for a commercial customer that requires customized terms and conditions and/or a request for proposal (a “Commercial Structured Deal” or the “Deal”), he/she must contact their Regional Distributor for direction on how to proceed as Just Energy may provide an internal resource to ensure that the Deal is properly documented, priced and booked.

The standard commission rates and bonuses outline above do not apply to a Commercial Structured Deal. A Contractor will be compensated based on an amount solely determined by a Just Energy VP of Sales based on the profit margin of the Deal and paid either shortly after the Deal is signed or on a residual basis. This amount and the payment terms will be determined on a case by case basis. There will be no Bonus Points or any points for any sales related trip(s) awarded for any such Deal.

Ontario



Health • Santé

JENNIFER BORG
3490 - 663 - 865 - KG

BORN/ NÉ(E)			SEX/ SEXE		
1981 - 02 - 10			F		
YEAR	MON	DAY			

ISSUED			EXPIRES		
2011 - 01 - 11			2016 - 02 - 11		
YEAR	MON	DAY	YEAR	MON	DAY







Health • Santé

JENNIFER BORG

3490 - 663 - 865 - TD



BORN/NÉ(E)
1981 - 02 - 10
YRAN MOM DAY

SEX/SEXE
F

ISS/DÉL. EXPI/EXP.
2014 - 07 - 15 2016 - 02 - 10
YRAN MOM DAY YRAN MOM DAY



1. NAME / NOM

BORG,
JENNIFER

2. 616-800 LANSLOWNE AVE
TORONTO, ON, M6H 4K3

4d NUMBER / NUMÉRO **B6590 - 39508 - 15210**

4e ISS/DÉL. 2010/08/13

4b EXP/EXP. 2010/11/30

5 DOY/RÉF AT6299276

16 HGT/HAUT. 168 cm

3 SEX/SEXE F

9 CLASSY / CATÉG. G1

B6590-39508-15210
1991/02/10

J Borg

12 REST / COND

3 DOB/DOB 1981/02/10

6548296

Just Energy Corp.
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: JENNIFER BORG
Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SIN (required): 

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 259 RUE CHAMPLAIN 201
No. Street Apt #
GATINEAU QUEBEC JBX 3R9
City Province Postal Code

TELEPHONE NUMBER: (819) 205-3319 CELL NUMBER: (613) 700-4390

EMAIL ADDRESS: jenniferborg@gmail.com DATE OF BIRTH (MM/DD/Year): 02/10/81

REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?

Yes, my contractor number was 302710. No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Berna Rozman have examined the identification of Jennifer Borg
Print Name of JEC Representative Print Name of Contractor
and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

 04/06/2015
Signature of JEC Representative Date

Consent for Disclosure of Personal Information - Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): JENNIFER		Middle Name(s):	Gender: <input checked="" type="checkbox"/> Check One <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female	
Surname: BORG		Maiden name:		
Aliases, nicknames and any other names:				
Place of Birth: PIETA	MALTA	Date of Birth: 1981 / 02 / 10		
City: PIETA	Province:	Country: MALTA	From: 2014 / 01 / 09	To: 2015 / 06 / 04
Unit Number: 201	Street Number: 259	Street Name: Rue Champlain	mm: 01	dd: 09
Current Address Continued: Gatineau		QUEBEC	CANADA	Postal Code: J8X 3R9
City: Gatineau	Province: QUEBEC	Country: CANADA	Postal Code: J8X 3R9	
Previous Address - if less than 5 years ago: 2		1724	Eglinton AVE	2012 / 06 / 1
Unit Number: 2	Street Number: 1724	Street Name: Eglinton AVE	From: 2012 / 06 / 1	To: 2014 / 01 / 09
Previous Address - Continued: Toronto		ONTARIO	CANADA	Postal Code: M6E 2H3
City: Toronto	Province: ONTARIO	Country: CANADA	Postal Code: M6E 2H3	
Telephone Number: 613-700-4370	Alternative Telephone Number:		Position Applied For: I.C	

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Only adult convictions under the Criminal Code or other Canadian Federal Statutes for which you have not received a pardon/record suspension should be disclosed. Do not disclose: A conviction for which you received a pardon/record suspension in accordance with the Criminal Records Act, a conviction where you were considered a 'young person' under the Youth Criminal Justice Act, Young Offenders Act, or Juvenile Delinquents Act, absolute or conditional discharges (pursuant to section 730 of the Criminal Code), an offence for which you were not convicted, any provincial or municipal offence and any charges dealt with outside of Canada.

Have you been convicted of an offence for which a pardon/record suspension has not been granted? Yes No

If you have answered Yes to the question above, please provide details on those criminal convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty
	/ /		
	/ /		


Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP, using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp.. I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the Criminal Code and other Federal Statutes (Canada) for which a pardon has not been granted. I authorize BackCheck to release all information obtained to Just Energy Corp. and hold harmless BackCheck, its police partners and the RCMP upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates. Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request. Also the 'Supplemental Information Sheet Regarding Name Based Criminal Record Checks' has been made available to me.

Candidate Signature: **X**  Date: (yyyy/mm/dd) **2015 / 06 / 04**

Authorizing Name Based Criminal Record Check

Internal Use: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: Rosalba Gullo	Email Results to: salessupport@justenergy.com	Faxed By:	Telephone No.: 905-670-4440	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st) Health Card	Identification Number: (1 st) 3490-663-865-TD	Type of Photo ID: (2 nd) Drivers Licence	Identification Number: (2 nd) 36590-39508-15210	
I Brenda Rozman have examined the identification of Jennifer Borg		and I am satisfied that the candidate and person depicted in the photo identification are one and the same.		
Just Energy Employee Signature: X 		Date: (yyyy/mm/dd) 2015 / 06 / 04		
Witnessing the candidate's signature & Confirming ID Check				

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "Contractor").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("Contracts") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy. and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper

commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail

establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

The Jurisdiction is:

- Ontario
- Alberta
- Manitoba
- Quebec

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

JENNIFER BORG
Contractor Name (Printed)


Contractor Signature

06/04/15
Date

Berna Rozman
Witness Name (Printed)


Witness Signature

04/06/2015.
Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

Residential & Commercial			
<u>Commodity</u>	<u>Initial</u> ⁽¹⁾	<u>Reconciliation</u> ⁽²⁾	<u>Residuals</u> ⁽⁵⁾
<i>Natural Gas (per 3,000 m3)</i> ^{(3) (6)}	\$90	\$10	\$5
<i>Electricity (per 10,000 kWh)</i> ^{(3) (6)}	\$40	\$4	\$5
<i>JustGreen Natural Gas- Residential (per RCE)</i> ⁽⁴⁾	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity- Residential (per RCE)</i> ⁽⁴⁾	100% - \$35 per RCE	100% - \$15 per RCE	-
<i>JustGreen Natural Gas-Commercial (per RCE)</i> ⁽⁴⁾	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity-Commercial (per RCE)</i> ⁽⁴⁾	100% - \$20 per RCE	100% - \$10 per RCE	-

- (1) The Initial commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The amount payable at the Initial commission date is capped at and shall not exceed \$2,500, with any commission owing over \$2,500, payable on the reconciliation commission date.

A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Reconciliation commission payment is earned after the flow of natural gas and/or electricity has commenced for at least 60 days with respect to a submitted Effective Contract. It is advanced or paid in the amount indicated in the chart above on a reconciliation commission date that is at least 60 days after flow of natural gas and/or electricity has commenced with respect to the Effective Contract submitted. This payment is provided in the event that natural gas and/or electricity continue to flow pursuant to said Effective Contract on the reconciliation commission date (reconciliation commission dates occur once per month). For residential contracts reconciliation will be paid approximately 125 days from the date that the Up-Front payment was made.

Deductions, in respect of amounts paid or advanced prior to the reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts, will be made on

the reconciliation commission date (which can result in negative payments). Notwithstanding the foregoing, Just Energy Corp. and its affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any amounts that have been paid or advanced by Just Energy Corp. or its affiliates with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract. **Only Contractors who have submitted Effective Contracts within the 45 day period prior to the reconciliation payment date are entitled to receive positive reconciliation payments.** Notwithstanding the foregoing, any portion of an Up-Front payment which has been deferred as a reconciliation payment because of the cap outlined in note (1) may be paid even if Contractor is in "inactive" status.

- (3) Payment is advanced or paid in the amount indicated above per 3,000 m3 or 10,000 kWh of total annual natural gas and/or electricity consumption in cubic meters or kWh (based on historical usage as supplied by the utility) for each Effective Contract.
- (4) Payment of the amount indicated in the chart above is based on the percentage of *JustGreen* sold to a customer to a maximum of 100% per customer. *JustGreen* commissions will be reduced at the reconciliation commission date if the customer reduces the percentage purchased prior to the reconciliation commission date.
- (5) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. **An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period.** Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.
- (6) Where there has been discounted pricing under an Effective Contract, Just Energy Corp. or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

<u>Number of Customer Equivalents per week⁽¹⁾</u> <u>RESIDENTIAL/COMMERCIAL</u>	<u>Bonus Payable⁽²⁾</u>
5 – 9	\$100
10 – 14	\$250
15 – 19	\$400
20 – 29	\$750
30 and greater	\$1,000

- (1) For the purposes of bonuses payable, (i) with respect to residential Contracts, a "customer equivalent" means 1 residential Effective Contract; and (ii) with respect to commercial Contracts, a "customer equivalent" means 3,000 m3 or 10,000 kWh of total annual gas and/or electricity consumption per Effective Contract. A "week" begins on a Monday and ends on the following Sunday. Customer Equivalent values are calculated at full annualized value when customer is signed at full term. Term and rate discounts (i.e. three

year term, one year term, etc...) will result in the value of the Customer Equivalent to be discounted as well (each year reduction off of term from 5 years will result in a 20% discount; i.e. 3 year term will result in 60% of the Customer Equivalent to be calculated for the purposes of weekly bonuses and incentives).

- (2) The bonus amount payable corresponds to the total number of customer equivalents a Contractor has approved in a week (i.e. if a Contractor has 21 customer equivalents approved in a week, the total bonus payable for that week will be \$750. Bonus amounts will be paid or advanced once on the next initial commission date that is at least 3 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of bonus amounts paid or advanced for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the reconciliation commission date will be made on reconciliation commission date (which can result in negative payments).

Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Commercial Structured Deal Referral Bonus

If a Contractor enters into a competitive bid for a commercial customer that requires customized terms and conditions and/or a request for proposal (a "Commercial Structured Deal" or the "Deal"), he/she must contact their Regional Distributor for direction on how to proceed as Just Energy may provide an internal resource to ensure that the Deal is properly documented, priced and booked.

The standard commission rates and bonuses outline above do not apply to a Commercial Structured Deal. A Contractor will be compensated based on an amount solely determined by a Just Energy VP of Sales based on the profit margin of the Deal and paid either shortly after the Deal is signed or on a residual basis. This amount and the payment terms will be determined on a case by case basis. There will be no Bonus Points or any points for any sales related trip(s) awarded for any such Deal.

Ontario Driver's Licence / Permis de conduire ON CANADA



1 NAME / NOM
LAVIGNE, ROLAND, DRAKE
1 7 AUGUSTA ST
CAMBRIDGE, ON, N1R 1G2

4 NUMBER / NUMERO
L0916 - 66528 - 40407

4a ISS / DÉL. 2014/02/13 4b EXP / EXP 2018/02/12

5 DD / RÉF. CV3917197 16 HGT / HAUT. 185 cm

15 SEX / SEXE M

8 CLASS / CATÉG. G2

12 REST / COND.

3 DOP/DON 1984/04/07

Human Resources Development Canada / Développement des ressources humaines Canada

SOCIAL INSURANCE NUMBER / NUMÉRO D'ASSURANCE SOCIALE

[REDACTED]

ROLAND DRAKE LAVIGNE

App ID# 5281504

**Just Energy Corp.
Independent Contractor File Information**

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: Roland Drake Lavigne
Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SIN (required):  _____

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 7 Augusta Street
No. Street Apt #
Cambridge Ontario N1R 1G2
City Province Postal Code

TELEPHONE NUMBER: (519) 222 1820 CELL NUMBER: (_____) _____

EMAIL ADDRESS: lavigne349@hotmail.com DATE OF BIRTH (MM/DD/Year): April/7/1984

REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?

Yes, my contractor number was _____ . No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Gloria Herrera have examined the identification of Roland Lavigne
Print Name of JEC Representative Print Name of Contractor
 and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.


 Signature of JEC Representative

MAR 17 2015
 Date



Consent for Disclosure of Personal Information - Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): Roland	Middle Name(s): Drake	Gender: <input checked="" type="checkbox"/> Check One <input type="checkbox"/> Male <input type="checkbox"/> Female
Surname: Lavigne	Maiden name: <input type="checkbox"/>	

Aliases, nicknames and any other names:

Place of Birth: Toronto Ontario Canada	Date of Birth: 1984 1 04 1 07
---	--------------------------------------

Current Address: 7 Augusta Street	From: 2012 06 10	To: 2015 1 1
--	-------------------------	---------------------

Current Address Continued: Cambridge Ontario Canada	Postal Code: N1R 1G2
--	-----------------------------

Previous Address - if less than 5 years ago: 4 29 Russ Street	From: 2011 1 1	To: 2012 05 29
--	-----------------------	-----------------------

Previous Address - Continued: Cambridge Ontario Canada	Postal Code: N3H 4B1
---	-----------------------------

Telephone Number: 519 222 1820	Alternative Telephone Number: <input type="checkbox"/>	Position Applied For: Sales/Marketing
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I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Only adult convictions under the Criminal Code or other Canadian Federal Statutes for which you have not received a pardon/record suspension should be disclosed. Do not disclose: A conviction for which you received a pardon/record suspension in accordance with the Criminal Records Act, a conviction where you were considered a 'young person' under the Youth Criminal Justice Act, Young Offenders Act, or Juvenile Delinquents Act, absolute or conditional discharges (pursuant to section 730 of the Criminal Code), an offence for which you were not convicted, any provincial or municipal offence and any charges dealt with outside of Canada.

Have you been convicted of an offence for which a pardon/record suspension has not been granted? Yes No

If you have answered Yes to the question above, please provide details on those criminal convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty
	/ /		
	/ /		

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP, using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp. I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the Criminal Code and other Federal Statutes (Canada) for which a pardon has not been granted. I authorize BackCheck to release all information obtained to Just Energy Corp. and hold harmless BackCheck, its police partners and the RCMP upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates. Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request. Also the 'Supplemental Information Sheet Regarding Name Based Criminal Record Checks' has been made available to me.

Candidate Signature: Roland Lavigne	Date: (yyyy/mm/dd) 2015 03 17
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Internal Use: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: Rosalba Gullo	Email Results to: salessupport@justenergy.com	Faxed By: <input type="checkbox"/>	Telephone No.: 905-670-4440	Position Applied For: Independent Contractor
--------------------------------------	--	------------------------------------	------------------------------------	---

Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC	Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification
--	--

Type of Photo ID: (1 st) Drivers License	Identification Number: (1 st) L09116-06528-40407	Type of Photo ID: (2 nd) SIN CARD	Identification Number: (2 nd) [REDACTED]
---	---	--	---

I, **Gloria Herrera** have examined the identification of **Roland Lavigne**

and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Just Energy Employee Signature: [Signature]	Date: (yyyy/mm/dd) 2015 03 17
--	--------------------------------------

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "**Agreement**") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "**Contractor**").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("**Contracts**") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("**Applicable Law**"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (**both during and after the term of this Agreement**) all information provided by potential and actual customers of Just Energy. and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper

commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail

establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractor's commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

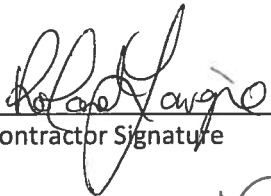
16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

The Jurisdiction is:

- Ontario
- Alberta
- Manitoba
- Quebec


BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

Roland Lavigne
Contractor Name (Printed)


Contractor Signature

MAR 17 2015
Date

Gloria Herrera
Witness Name (Printed)


Witness Signature

MAR 17 2015
Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

JECP Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Just Energy Conservation Program (JECP)</u>		
<u>JECP</u>	<u>Initial</u> ⁽¹⁾	<u>Residuals</u> ⁽³⁾
<i>Thermostat Installation</i> ⁽²⁾	\$50	NA
<i>Electricity – JECP</i> ⁽¹⁾ <i>(per 10,000 kWh)</i>	\$40	\$5
<i>Gas – JECP</i> ⁽¹⁾ <i>(Per Effective Contract)</i>	\$40	\$5

- (1) The Initial commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 2 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week).

A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Thermostat installation Commission is payable upon the successful completion of a Smart Stat installation approved installs. "Approved" installs are defined as a contract that has a welcome call code and an installation of a thermostat has been confirmed and has not been cancelled.
- (3) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. **An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period.** Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

<u>Number of Approved Installs per Week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
3 - 4	\$200
5 - 9	\$300
10 - 14	\$500
15 - 24	\$750
25 or more	\$1000

- (1) A "week" begins on a Monday and ends on the following Sunday.
- (2) The Residential Bonus amount payable corresponds to the total number of approved installed thermostats based on the contracts submitted by the Contractor for Effective Contracts submitted during a week (i.e. if a Contractor has 15 approved installations in a week with respect to Effective Contracts submitted, the total Bonus payable for that week will be \$750). Bonus amounts will be paid once on the next Initial commission date that is at least 2 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Just Energy Corp. V100112
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME Bahram Nemati
Given Middle Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SIN (required): 

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 32 Yongehurst Rd
No. Street Apt #
Richmond Hill Ont L4C-3T2
City Province Postal Code

TELEPHONE NUMBER (647) 518-0199 CELL NUMBER: () _____

EMAIL ADDRESS: Bahram1@live.ca DATE OF BIRTH (MM/DD/Year) 02/26/1995

REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?

Yes, my contractor number was 340278 No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Nicole Laez have examined the identification of Bahram Nemati
Print Name of JEC Representative Print Name of Contractor
and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

Nicole Laez JAN. 07. 2014.
Signature of JEC Representative Date

Consent for Disclosure of Personal Information - Name Based Canadian Criminal Record Check

To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): Bahram		Middle Name(s):	Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	
Surname: Nemati		Maiden name:		
Aliases, nicknames and any other names				
Place of Birth: tehran iran		Date of Birth: 1995 / 02 / 26		
Current Address: 32 Yonahurst Rd		From: 2008/06/01 To: N/10/1W		
Current Address Continued: Richmond Hill ON Canada L4C 3T2		Postal Code		
Previous Address - if less than 5 years ago:		From: To:		
Previous Address - Continued:		From: To:		
Telephone Number: 647-518-0199		Alternative Telephone Number:		Position Applied For: IC

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Only adult convictions under the Criminal Code or other Canadian Federal Statutes for which you have not received a pardon/record suspension should be disclosed. Do not disclose: A conviction for which you received a pardon/record suspension in accordance with the Criminal Records Act, a conviction where you were considered a 'young person' under the Youth Criminal Justice Act, Young Offenders Act, or Juvenile Delinquents Act, absolute or conditional discharges (pursuant to section 730 of the Criminal Code), an offence for which you were not convicted, any provincial or municipal offence and any charges dealt with outside of Canada.

Have you been convicted of an offence for which a pardon/record suspension has not been granted? Yes No

If you have answered Yes to the question above, please provide details on those criminal convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to Just Energy Corp. or any of its affiliates. Details of the offence are requested to enable Just Energy Corp. to determine whether the offence is related to your position.

Statement of Understanding and Consent: I have applied to Just Energy Corp. to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP, using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of Just Energy Corp. I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of Just Energy Corp. the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the Criminal Code and other Federal Statutes (Canada) for which a pardon has not been granted. I authorize BackCheck to release all information obtained to Just Energy Corp. and hold harmless BackCheck, its police partners and the RCMP upon the release of this information or its findings to Just Energy Corp. and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to Just Energy Corp. and/or its affiliates or result in the termination of any existing employment or contract to provide services to Just Energy Corp. and/or its affiliates. Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute. This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request. Also the 'Supplemental Information Sheet Regarding Name Based Criminal Record Checks' has been made available to me.

Candidate Signature: **[Signature]** Date: **2014/01/07**

Authorizing Name Based Criminal Record Check: **[Signature]**

Internal Use: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: Rosalba Gullo	Email Results to: salessupport@justenergy.com	Faxed By:	Telephone No.: 905-670-4440	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st) Social Insurance	Identification Number: (1 st)	Type of Photo ID: (2 nd) Driver's License	Identification Number: (2 nd) N2453 07109 50226	
I Nicole Lacz have examined the identification of Bahram Nemati		and I am satisfied that the candidate and person depicted in the photo identification are one and the same.		
Just Energy Employee Signature: [Signature]		Date: 2014 / 01 / 07		

The Jurisdiction is:

- Ontario
- Alberta
- British Columbia
- Manitoba
- Quebec
- Saskatchewan

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

Bahram

Contractor Name (Printed)

[Signature]

Contractor Signature

Jan, 07, 2014

Date

Nicole Lee

Witness Name (Printed)

[Signature]

Witness Signature

Jan. 07. 2014

Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the "Agreement") between Just Energy Corp. (also referred to as "Just Energy or JEC") and you, an independent contractor (the "Contractor").

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers ("Contracts") for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, "Just Energy") other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a "notice of termination", "notice of cancellation", or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer's contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like ("Applicable Law"). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor's photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy's information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy. and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor's commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information

related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the

Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective

officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractor's commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Residential</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Residential Predict-a-bill (per Effective Contract)</i>	\$35	\$35	\$5
<i>Electricity – Residential MyTime/MyEnergy (per 10,000 kWh)</i>	\$35	\$35	\$5
<i>JustClean Complete</i>	\$50	\$15	\$5
<i>JustGreen Residential – Natural Gas and Electricity⁽⁴⁾</i>	100% - \$15 per RCE	100% - \$15 per RCE	-
<u>Commercial</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Commercial (per 3,000 m3)^{(3) (6)}</i>	\$90	\$5	\$5
<i>Electricity – Commercial (per 10,000 kWh)^{(3) (6)}</i>	\$40	\$4	\$5
<i>JustGreen Natural Gas (per RCE)⁽⁴⁾</i>	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity (per RCE)⁽⁴⁾</i>	100% - \$35 per RCE	100% - \$15 per RCE	-

- (1) The Up-Front commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The amount payable at the Up-Front commission date is capped at and shall not exceed \$2,500, with any commission owing over \$2,500, payable on the reconciliation commission date.

A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Reconciliation commission payment is earned after the flow of natural gas and/or electricity has commenced for at least 60 days with respect to a submitted Effective Contract. It is advanced or paid in the

amount indicated in the chart above on a reconciliation commission date that is at least 60 days after flow of natural gas and/or electricity has commenced with respect to the Effective Contract submitted. This payment is provided in the event that natural gas and/or electricity continue to flow pursuant to said Effective Contract on the reconciliation commission date (reconciliation commission dates occur once per month). For residential contracts reconciliation will be paid approximately 125 days from the date that the Up-Front payment was made.

Deductions, in respect of amounts paid or advanced prior to the reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts, will be made on the reconciliation commission date (which can result in negative payments). Notwithstanding the foregoing, Just Energy Corp. and its affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any amounts that have been paid or advanced by Just Energy Corp. or its affiliates with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract. Only Contractors who have submitted Effective Contracts within the 45 day period prior to the reconciliation payment date are entitled to receive positive reconciliation payments. Notwithstanding the foregoing, any portion of an Up-Front payment which has been deferred as a reconciliation payment because of the cap outlined in note (1) may be paid even if Contractor is in "inactive" status.

- (3) Payment is advanced or paid in the amount indicated above per 3,000 m³ or 10,000 kWh of total annual natural gas and/or electricity consumption in cubic meters or kWh (based on historical usage as supplied by the utility) for each Effective Contract.
- (4) Payment of the amount indicated in the chart above is based on the percentage of *JustGreen* sold to a customer to a maximum of 100% per customer. *JustGreen* commissions will be reduced at the reconciliation commission date if the customer reduces the percentage purchased prior to the reconciliation commission date.
- (5) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period. Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.
- (6) Where there has been discounted pricing under an Effective Contract, Just Energy Corp. or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

<u>Number of Customer Equivalents per week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
RESIDENTIAL	
5 – 14	\$250
15 – 19	\$400
20 – 29	\$600
30 – 39	\$750

40 and greater	\$1,000
Number of Commercial Points per week⁽¹⁾	Bonus Payable⁽²⁾
COMMERCIAL	
75 – 149	\$200
150 – 299	\$500
300 – 599	\$1,000
600 – 799	\$2,500
800 and greater	\$5,000

"Commercial Bonus Points are awarded per week as follows:

- (a) *Commercial Natural Gas*: 6 Bonus Points per RCE.
- (b) *Commercial Electricity*: 2 Bonus Points per RCE.


- (1) For the purposes of bonuses payable, (i) with respect to residential Contracts, a "customer equivalent" means 1 residential Effective Contract; and (ii) with respect to commercial Contracts, a "customer equivalent" means 3,000 m3 or 10,000 kWh of total annual gas and/or electricity consumption per Effective Contract. A "week" begins on a Monday and ends on the following Sunday. Customer Equivalent values are calculated at full annualized value when customer is signed at full term. Term and rate discounts (i.e. three year term, one year term, etc...) will result in the value of the Customer Equivalent to be discounted as well (each year reduction off of term from 5 years will result in a 20% discount; i.e. 3 year term will result in 60% of the Customer Equivalent to be calculated for the purposes of weekly bonuses and incentives).
- (2) The bonus amount payable corresponds to the total number of customer equivalents a Contractor submits in a week (i.e. if a Contractor submits 21 customer equivalents in a week, the total bonus payable for that week will be \$600 or if a Contractor accumulates 350 Commercial points in a week, the total bonus payable for that week will be \$1,000). Bonus amounts will be paid or advanced once on the next initial commission date that is at least 3 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of bonus amounts paid or advanced for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the reconciliation commission date will be made on reconciliation commission date (which can result in negative payments).


Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Commercial Structured Deal Referral Bonus

If a Contractor enters into a competitive bid for a commercial customer that requires customized terms and conditions and/or a request for proposal (a "Commercial Structured Deal" or the "Deal"), he/she must contact their Regional Distributor for direction on how to proceed as Just Energy may provide an internal resource to ensure that the Deal is properly documented, priced and booked.

The standard commission rates and bonuses outline above do not apply to a Commercial Structured Deal. A Contractor will be compensated based on an amount solely determined by a Just Energy VP of Sales based on the profit margin of the Deal and paid either shortly after the Deal is signed or on a residual basis. This amount and the payment terms will be determined on a case by case basis. There will be no Bonus Points or any points for any sales related trip(s) awarded for any such Deal.


 Human Resources Development Canada / Développement des ressources humaines Canada

SOCIAL INSURANCE NUMBER / **NUMÉRO D'ASSURANCE SOCIALE**


BAHRAM NEMATI


Ontario / **Driver's Licence** / **Permis de conduire** / **ON CANADA**




NAME: NEMATI, BAHRAM
 ADDRESS: 33 YONGEHURST RD, RICHMOND HILL, ON, L4C 3T2
 LICENCE NUMBER: N2453 - 07109 - 50226
 EXPIRES: 2013/06/18 / 16 NOT/HAUT: 180 CM
 SEX: M / HAIR: BRN
 EYES: BRN / HAIR: BRN
 HEIGHT: 180 CM / WEIGHT: 75 KG

1985/02/25 / AGE 19/ANS 20/02/25

SIGNATURE *Pauline M. ...*

- SIGN THIS CARD.
- KEEP THIS CARD IN A SAFE PLACE.
- TO CHANGE YOUR NAME AS SHOWN ON THIS CARD, OBTAIN THE NECESSARY FORM FROM ANY CANADA HUMAN RESOURCE CENTRE.
- SIGNEZ CETTE CARTE.
- GARDEZ CETTE CARTE DANS UN LIEU SÛR.
- POUR FAIRE CHANGER LE NOM APPARAISSANT SUR CETTE CARTE, DEMANDEZ LE FORMULAIRE APPROPRIÉ À TOUT CENTRE DE RESSOURCES HUMAINES DU CANADA.

NAS 2683 (05-00) B (09-01-5)




ServiceOntario.ca

CANADIAN CATEGORY: CP6855357


• Maximum weight: (max. 11.300 kg)
 • Maximum length: (max. 6600 kg, with 62
 • ...
 • ...
 • ...




 Human Resources
 Development Canada

 Développement des
 ressources humaines Canada

SOCIAL INSURANCE NUMBER
 NUMÉRO D'ASSURANCE SOCIALE



KATLYN ELIZABETH SCHWANTZ


Ontario

Driver's Licence
Permis de conduire

ON
 CANADA



1,2 NAME/ NOM
**SCHWANTZ,
 KATLYN, ELIZABETH**

3 925 AVENUE RD
 CAMBRIDGE, ON, N1R 5S4

4d NUMBER/
 NUMERO **S1569 - 42838 - 95305**

4a ISS/DEL 2010/03/16 4b EXP/EXP 2015/03/05

5 DD/REF AP9036012 16 HGT/HAUT. 157 cm

6 SEX/SEXE F

9 CLASS/ CATEG. G

12 REST/ COND.

3 DORDON 1989/03/05 *4807490*

Just Energy Corp. V100112
Independent Contractor File Information

Contractor Information (PLEASE PRINT CLEARLY)

INDIVIDUAL NAME: Katlyn Elizabeth Schwartz

Given

Middle

Surname (Last)

NAME(S) COMMONLY USED (if applicable): _____

SIN (required): [REDACTED]

BUSINESS NAME (if applicable): _____

(The above information will not be applied unless accompanied by business registration documents.)

CURRENT ADDRESS: 127 Ann Street 7

No.

Street

Apt #

Kitchener

Ontario

N2B 1Y2

City

Province

Postal Code

TELEPHONE NUMBER: (519) 277-3355 CELL NUMBER: (519) 277-3355

EMAIL ADDRESS: Kschwartz@live.ca DATE OF BIRTH (MM/DD/Year): 03/05/1989

REFERRED BY (INDEPENDENT CONTRACTOR NUMBER): _____

Additional Information

Have you previously entered into an Independent Contractor Agreement with Just Energy Corp., or any of its Affiliates?

Yes, my contractor number was _____ No.

FOR SALES OFFICE USE ONLY

CONTRACTOR NUMBER: _____

I, Courtney Macfarlane have examined the identification of Katlyn Elizabeth Schwartz
Print Name of JEC Representative Print Name of Contractor

and I am satisfied that the contractor and person depicted in the photo identification are one and the same. I have also reviewed all of the information submitted by the contractor and certify that it is complete and accurate.

Courtney Macfarlane
Signature of JEC Representative

Oct. 16 / 2013
Date

Consent for Disclosure of Personal Information - Name Based Canadian Criminal Record Check
To ensure accuracy, you must PRINT in clear CAPITAL letters and complete this form in its entirety.

PLEASE NOTE: The following information and photocopies of identification are for identification purposes only, allowing BackCheck to accurately proceed with the assembly of a name based criminal record check for employment/contractor screening purposes. BackCheck will hold all personal information confidential.

Given Name(s): KATLYN		Middle Name(s): ELIZABETH		Gender: <input type="checkbox"/> Male <input checked="" type="checkbox"/> Female	
Surname: SCHWANTZ			Maiden name: Schwantz		
Aliases, nicknames and any other names: N/A					
Place of Birth: Kitchener Ontario Canada		Date of Birth: 1989 / 03 / 05			
Current Address: 7 127 Ann Street		From: 2009 06 / 01		To: 2013 10 / 16	
Current Address Continued: Kitchener Ontario Canada N2B 1Y2					
Previous Address - if less than 5 years ago: 925 Avenue Rd.		From: 1989 03 / 05		To: 2009 06 / 01	
Previous Address - Continued: Cambridge Ontario Canada N1R 5S4					
Telephone Number: (519) 277-3355		Alternative Telephone Number: N/A		Position Applied For: 	

I certify that the information in this Disclosure for Personal Information is true and correct to the best of my ability.

Only convictions under the *Criminal Code* or other Canadian Federal Statutes for which you **have not** received a pardon/record suspension should be disclosed. **Do not disclose:** A conviction for which you received a pardon/record suspension in accordance with the Criminal Records Act, a conviction where you were considered a 'young person' under the Youth Criminal Justice Act, absolute or conditional discharges (pursuant to section 730 of the Criminal Code), an offence for which you were not convicted, any provincial or municipal offence and any charges dealt with outside of Canada.

Have you been convicted of an offence for which a pardon/record suspension has not been granted? Yes No

If you have answered **Yes** to the question above, please provide details on those criminal convictions (attach additional pages if required):

Offence	Date (yyyy/mm/dd)	Location	Penalty
	/ /		
	/ /		

Disclaimer: The existence of a conviction will not preclude you from consideration for employment or to provide services as an independent contractor to **Just Energy Corp.** or any of its affiliates. Details of the offence are requested to enable **Just Energy Corp.** to determine whether the offence is related to your position.

Statement of Understanding and Consent

I have applied to **Just Energy Corp.** to provide services as an independent contractor, or to become an employee. Part of the screening process includes a search of the National Criminal Records repository, accessed through the Canadian Police Information Centre (CPIC) database, maintained by the RCMP, using the name(s) and date of birth provided above. BackCheck conducts these investigations on behalf of **Just Energy Corp.**

I hereby consent and authorize a Canadian Police Department to search for and disclose on my behalf to BackCheck who is requesting a name based Canadian criminal record check on behalf of **Just Energy Corp.** the fact that records may exist on me and are registered on the CPIC database. I acknowledge that these records include information relating to criminal convictions under the *Criminal Code* and other *Federal Statutes* (Canada) for which a pardon has not been granted.

I authorize BackCheck to release all information obtained to **Just Energy Corp.** and hold harmless BackCheck, its police partners and the RCMP upon the release of this information or its findings to **Just Energy Corp.** and its affiliates. I understand that failing to provide accurate information or omission of facts herein may disqualify me from consideration for employment or to provide services as an independent contractor to **Just Energy Corp.** and/or its affiliates or result in the termination of any existing employment or contract to provide services to **Just Energy Corp.** and/or its affiliates.

Furthermore, if there is a discrepancy with the information provided by myself on this form and that disclosed by a Canadian Police Department during this investigation of my criminal records history, I understand that I have the option to provide my fingerprints to resolve any discrepancy or dispute.

This request is made in compliance with any applicable federal, provincial or municipal public sector privacy legislation which allows a public body or municipality to disclose my personal information to me or my agent upon my request. Also the 'Supplemental Information Sheet Regarding Name Based Criminal Record Checks' has been made available to me.

Candidate Signature: **X [Signature]** Date: (yyyy/mm/dd) **2013 / 10 / 16**

Authorizing Name Based Criminal Record Check

Internal Use: 2 pieces of legible ID are required; one must be gov't-issued and include the applicant's name, date of birth, signature and photo. Please fax or e-mail all appropriate documents to BackCheck at 1-866-323-3097/orders@backcheck.ca.

Hiring Manager: Rosalba Gullo	Email Results to: salessupport@justenergy.com	Faxed By: 	Telephone No.: 905-670-4440	Position Applied For: Independent Contractor
Location: <input checked="" type="checkbox"/> Ontario <input type="checkbox"/> Montreal <input type="checkbox"/> Manitoba <input type="checkbox"/> Alberta <input type="checkbox"/> BC		Services Requested: <input checked="" type="checkbox"/> Name Based Canadian Criminal Record Verification		
Type of Photo ID: (1 st) Drivers License	Identification Number: (1 st) S1569-42838-95305	Type of Photo ID: (2 nd) S.I.N	Identification Number: (2 nd) [Redacted]	

I, **Courtney Macfarlane** have examined the identification of **Katlyn Elizabeth Schwantz** and I am satisfied that the candidate and person depicted in the photo identification are one and the same.

Hiring Managers Signature: **X [Signature]** Date: (yyyy/mm/dd) **/ /**

Witnessing the candidate's signature & Confirming ID Check

INDEPENDENT CONTRACTOR AGREEMENT

This is an agreement (the “**Agreement**”) between Just Energy Corp. (also referred to as “Just Energy or JEC”) and you, an independent contractor (the “**Contractor**”).

Just Energy Corp. has developed a door to door solicitation program designed to acquire energy contracts from consumers (“**Contracts**”) for its own benefit. The purpose of this Agreement is to confirm the terms and conditions under which the Contractor, acting as an independent contractor, will provide door to door solicitation services to Just Energy Corp., to assist Just Energy Corp. in obtaining Contracts. The Contractor is not required to solicit and/or acquire Contracts for any minimum number of hours and Just Energy Corp. does not have any set or minimum number of Contracts that must be solicited by the Contractor.

Just Energy Corp. and the Contractor agree to the following:

1. Marketing Activity: You agree to market Contracts for the benefit of Just Energy Corp. as an Independent Contractor. The Contractor shall turn in weekly to Just Energy Corp. all completed Contracts obtained that week. The Contractor cannot amend the terms and conditions of the Contracts. The Contractor shall have no authority whatsoever to enter into any agreements of any kind on behalf of Just Energy Corp. or its affiliates (collectively, “Just Energy”) other than to enter into Contracts with customers. In no event shall the Contractor represent that he or she is an employee of, or connected with, Just Energy Corp. or its affiliates in any way other than as provided herein. Contractor shall not operate under or otherwise use the trademarks or trade names or logos of Just Energy Corp. or its affiliates, except as expressly permitted in writing by Just Energy Corp. The Contractor acknowledges that they may not accept a “notice of termination”, “notice of cancellation”, or any other such document that intends or purports to terminate a customer agreement between Just Energy and a customer. The Contractor shall direct customers to abide by the notice or cancellation provisions in the customer’s contract.

2. Applicable Law: The Contractor shall comply with all applicable present and future federal, state/provincial and local laws, legislation, regulations, codes, common law, bulletins, rules, guides, ordinances, judgments, policies, license requirements, official directives, or the like (“**Applicable Law**”). The Contractor shall not make any representation to any potential or actual customer of Just Energy unless said representation is either contained in the written material published by Just Energy. The Contractor understands that Just Energy has no affiliation to any government agencies or local utilities, and that the Contractor is only acting on behalf of Just Energy in the solicitation of Contracts. At all times, when rendering services in furtherance of this Agreement, the Contractor shall display the Contractor’s photo identification tag. The Contractor acknowledges having received a copy of, and having read, Just Energy’s information manual and code of conduct and agrees to abide by the provisions of same related to appropriate treatment of potential customers. The Contractor agrees to abide by the terms and conditions of any codes of behaviour prepared and delivered to the Contractor by Just Energy, and to follow all instructions or directions provided by Just Energy. If the Contractor breaches any of the foregoing obligations, Just Energy Corp. may terminate this Agreement immediately. Contractor shall return all Just Energy Corp. material, and Contractor may be pursued at law for all damages caused by its conduct. Contractor shall return all sums received and earned during the course of engaging in actions prohibited by Applicable Law to Just Energy Corp. immediately upon request.

3. Confidential Information: Except for disclosures to Just Energy Corp. or an affiliate, the Contractor agrees to keep confidential (both during and after the term of this Agreement) all information provided by potential and actual customers of Just Energy. and all information provided to the Contractor by Just Energy Corp. or any of its affiliates. The Contractor consents to the Contractor’s commission information being disclosed to other Contractors or has notified or will notify Just Energy Corp. in writing to the contrary, after which point such information will be maintained in confidence, other than such disclosure as is necessary to ensure proper commission payments in accordance with the commission structure. The Contractor consents to Just Energy Corp. keeping personal information with respect to the Contractor, including, without limitation, information

related to compensation and customer allegations and comments. The Contractor understands that calls to Just Energy Corp.'s Customer Service Department are recorded and consents to the recording of the Contractor's calls. The Contractor consents to the Contractor's information being disclosed to regulatory bodies, the police and similar organizations upon their request.

4. Compensation: A Contract shall be deemed "Effective" when it (i) is properly completed, signed by the customer, approved by the applicable Just Energy affiliate and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, and (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

The Contractor is entitled to compensation for Effective Contracts that are not cancelled by the customer, meet minimum credit standards, has been verified in accordance with Applicable Law, or has not been rejected by the local utility. The Contractor will be compensated for Effective Contracts according to the commission schedule in place at the time of submission of the Contracts to Just Energy Corp., which schedule may be amended from time to time by Just Energy Corp. in its sole discretion. Just Energy Corp. will notify the Contractor of any change in such commission schedule by posting the amended commission schedule at the Just Energy Corp. office at which the Contractor retrieves his or her commission and making copies available for the Contractor upon request. Each amended commission schedule shall be effective for all Contracts submitted to Just Energy Corp. after the amended commission schedule has been posted. The Contractor acknowledges having received a copy of the current commission schedule and understands that the Contractor may obtain copies of any then-current commission schedule upon request.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

The Contractor may refer a Request for Proposal ("RFP") or other such energy supply agreements that require a proposal and bidding process to Just Energy Corp. or an affiliate. The Contractor understands and accepts that commission will not be paid for such RFP referrals but Contractors may be eligible for a referral fee, or finder's fee, at the sole discretion of Just Energy Corp., or an affiliate.

The Contractor agrees and acknowledges that all payments made and due by Just Energy Corp. hereunder will expire after 6 months from the date of the payment if the Contractor does not redeem the payment (i.e. if the Contractor does not cash his/her check), and if Just Energy Corp. is not otherwise able to contact the Contractor, within 6 months of the date of the issued payment. If the Contractor is a registered charity any and all payments made by Just Energy Corp. or an affiliate are for services rendered; at no time shall any payments be construed to be a charitable donation or a donation of any kind.

5. Independent Contractor Status: The Contractor is, and will continue to be considered, an independent business person and engaged in an independent trade or occupation. The Contractor shall not be an employee of Just Energy Corp. and nothing in this Agreement, nor the solicitation of Contracts for Just Energy Corp., shall be construed to constitute the Contractor as an employee, principal, agent, joint venture, partner or co-partner of, or any other similar relationship with Just Energy Corp., the existence of which relationship is hereby expressly denied by Just Energy Corp. and Contractor. The Contractor is engaged in the business of selling (or soliciting the sale of) consumer products (natural gas and electricity) otherwise than in a permanent retail establishment and all remuneration (whether or not paid in cash) for the performance of the direct selling services is directly related to the sales or other output (including the performance of services) rather than to the number of hours worked. The Contractor understands and agrees that Just Energy Corp. will not reimburse the

Contractor for transportation, accommodation, food or any other expenses incurred. The Contractor has control; independent of Just Energy Corp., over the time the Contractor chooses to solicit Contracts, the areas in which the Contractor chooses to solicit Contracts, and the manner in which Contracts are solicited, so long as such manner is in accordance with Applicable Law and Just Energy reasonable policies, developed in response to provincial regulatory requirements, regarding treatment of potential customers (as described in any JUST ENERGY manual, code of conduct or other document provided to the Contractor by JUST ENERGY). Just Energy Corp. does not employ Contractors and there is no employer/employee relationship between Just Energy Corp. (or any of its affiliates) and the Contractor.

The Contractor shall not: (i) do anything that might harm the reputation or goodwill of Just Energy; (ii) disparage Just Energy or its products, employees, consumers or customers; or (iii) present false or misleading information about Just Energy to consumers or to the general public; in any form or media, including, but not limited to, in telephone calls, newspaper, radio, television, or the Internet.

The Contractor shall not carry any weapon, gun or other firearms on his/her person in any Just Energy office or while performing the services outlined herein.

The Contractor is not, and shall make no claim that he/she is, an employee of Just Energy Corp. The Contractor shall be responsible (as applicable) for the payment of, and Just Energy Corp. will not deduct or pay, income tax, unemployment insurance premiums, FICA or FUTA or similar taxes, provincial disability plan premiums, government pension plan premiums, or any other similar amounts. Depending on the province, the Contractor may also be responsible for payment of workers compensation premiums or contributions and may not be entitled to workers compensation. The Contractor is solely responsible for making these payments, if required. Just Energy Corp. shall issue a Form T4A, as may be required, reporting all amounts paid to the Contractor for services rendered under this Agreement.

THIS INDEPENDENT CONTRACTOR RELATIONSHIP DOES NOT QUALIFY THE CONTRACTOR FOR MINIMUM WAGE, WORKERS COMPENSATION OR UNEMPLOYMENT BENEFITS. THE CONTRACTOR SHOULD OBTAIN INSURANCE.

6. Not Exclusive, Non-competition and Non-solicitation: The Contractor's services are not and are not intended to be exclusive to Just Energy Corp. The Contractor may render services for other business entities that do not compete with Just Energy Corp. or its affiliate's business. The Contractor agrees not to provide services to other business entities that compete directly with the business carried on by Just Energy Corp. or its affiliates during the term of this Agreement and for a period of three (3) weeks following the termination of this Agreement. The Contractor agrees not to solicit any employee, contractor or customer of Just Energy Corp. or its affiliates for a period of two years after the termination of this Agreement.

7. Term and Termination: This Agreement is for an initial term of one year, with automatic one year renewals thereafter. This Agreement will continue in force until terminated by either party, at either party's sole and unfettered discretion, whether before or after one year. Termination is effective immediately upon written notice by either party to the other, and neither party is required to have or provide any reason to terminate the Agreement. Additionally, this Agreement will be considered terminated without notice, and the Contractor's status will be converted to "inactive" if the Contractor does not submit any Effective Contracts (as defined in the Commission Schedule) for three consecutive weeks.

This Agreement may be amended at any time by Just Energy Corp. by providing notice to the Contractor by means of posting said amended Agreement at the Just Energy office at which the Contractor retrieves his or her commission payments and by making copies of such amended Agreement available upon request. The Contractor continuing to render services to Just Energy thereafter shall serve to confirm the Contractor's acceptance and ratification of such amended Agreement.

On termination, the Contractor must immediately return to Just Energy Corp. all materials and property relating in any way to JUST ENERGY, including, without limitation, all Contracts, contract forms, training materials, customer information, and the photo identification tag. Upon termination for any reason, the Contractor shall only be entitled to receive commissions on Effective Contracts in accordance with the then applicable commission schedule, and shall not be entitled to receive: (i) monetary commissions in the nature of "residual" payments or "reconciliation" payments (ii) non-monetary prizes, such as trips, that have not yet taken place, and (iii) other incentive rewards such as bonuses that have not yet been distributed. Additionally, upon termination, non-monetary prizes such as trips that have not yet taken place, or other incentive rewards that have not yet been distributed, will be forfeited by the Contractor. Notwithstanding anything contained herein, where termination is as a result of breach of this Agreement by the Contractor, including, without limitation, breach of Applicable Law or any Just Energy orientation manual or code of conduct, or where upon termination, the Contractor fails to abide by its continuing obligations hereunder, all of the Contractor's unpaid commissions shall be set off against the cost of Just Energy's investigation into such breach, the damages for such breach, and rectification of breach, and Just Energy shall have the right to sue for damages caused, directly or indirectly, by said breach.

8. Forgery, Fraud and Misrepresentation: Falsifying information (including a customer signature or other contract elements), and obtaining information through misrepresentation, deceit or falsehood (each being a "Prohibited Act") may constitute a criminal act under Applicable Law, the penalty for which may include imprisonment. The Contractor shall not commit any Prohibited Act in the solicitation of Contracts or otherwise in furtherance of rendering services pursuant to this Agreement. Prohibited Acts shall result in the immediate termination of this Agreement. The Contractor acknowledges that they have received a copy of the "Compliance Matrix and Contractor Code of Conduct" and that they have reviewed and understands the contents regarding any act that falsifies or includes erroneous information on contracts or during verification calls.

9. Integrity of Sales: Just Energy is serious about upholding the highest standards of integrity and professionalism with respect to its representations to the public and its public image. If the Contractor deliberately misleads potential or actual customers or in any way impairs or damages the good image and reputation of Just Energy, the Contractor may be subject to any remedies prescribed or permitted by law. Just Energy has a compliance department to ensure integrity of sales and the Contractor may be held responsible for costs associated with compliance investigations. Just Energy may also require that the Contractor re-train or suspend or terminate marketing activity in response to customer concerns.

10. Subcontracting. The Contractor shall not, without the express written consent of Just Energy Corp., subcontract with or assign or transfer any of its rights or obligations under this Contract to any person or entity (each a "subcontractor"), unless the subcontractor (i) has undergone the product and consumer protection orientation program provided by Just Energy Corp. and/or its affiliates; (ii) has consented to a background check by Just Energy Corp., its affiliates and/or backgroundchecks.com and been approved by Just Energy Corp. and/or its affiliates; (iii) agrees to display a photo identification tag provided by Just Energy at all times when rendering services in furtherance of this Agreement; and (iv) acknowledges having received a copy of, and having read, the Just Energy information manual and code of conduct. If the Contractor breaches this obligation, Just Energy Corp. may terminate this Agreement immediately, Contractor shall return all Just Energy material, and Contractor may be pursued at law for all damages caused by its conduct.

11. Release and Indemnity: The Contractor agrees to assume the full and complete risk of any injuries, damage or loss of any kind whatsoever, regardless of type or severity (collectively, "Loss") which the Contractor may sustain arising out of, or in connection with, or in any way associated with, the Contractor soliciting Contracts. The Contractor hereby fully releases and discharges Just Energy Corp. and its affiliates and their respective

officers, directors, agents, servants and employees from any and all claims for any Loss sustained by the Contractor or related in any way to the Contractor soliciting Contracts. The Contractor further agrees to indemnify and hold Just Energy Corp. and its affiliates and their respective officers, directors, agents, servants and employees harmless from any claims, lawsuits, allegations, or liability, including costs of court and attorneys' fees, arising out of the Contractor's failure to comply with any Applicable Law or arising out of the Contractors' commission of a Prohibited Act or any negligent or other tortuous act or omission by the Contractor.

12. Criminal Background Check: The Contractor understands and agrees that Just Energy Corp. conducts criminal background checks as part of its screening process and the Contractor agrees to complete the Consent for Disclosure of Personal Information form attached to this Agreement in accordance with the instructions thereon. The Contractor acknowledges and consents that Just Energy Corp. and its affiliates reserves the right to conduct a background check during your tenure with Just Energy Corp. The Contractor acknowledges that subsequent to conducting the background check, Just Energy Corp. may, in its sole discretion and without notice, disqualify the Contractor from consideration or terminate any ongoing independent contractor agreement. Upon such disqualification or termination, the Contractor consents and agrees to receiving notification of disqualification or termination by regular mail. The Contractor agrees to immediately notify Just Energy Corp. if the Contractor is convicted of any crime following the date hereof.

13. Set-Off: You agree that Just Energy Corp. may set off any amounts due to Contractor hereunder or otherwise against any amount owed by Contractor to Just Energy Corp. Without limiting the generality of the foregoing, Just Energy Corp. shall be entitled to collect any amounts owed by you to Just Energy Corp. by way of deduction from any commission payments payable to you hereunder.

14. Notices: Any notice or other communication in connection with this Agreement shall be deemed to be delivered by Just Energy Corp. to you when actually delivered to the address provided by you above or three (3) working days shall have elapsed after a letter addressed to the said address shall have been deposited in the Canadian mail by first class mail, postage pre-paid.

15. Entire Agreement: This Agreement sets forth the entire agreement between the parties hereto, and supersedes any and all prior agreements or understanding (whether oral or written) between the parties pertaining to the subject matter hereof.

16. Miscellaneous: If any provision of this Agreement, or part thereof, is deemed unenforceable or invalid, the parties agree that said provision, or part thereof, is severable only to the extent of its unenforceability or invalidity. This Agreement shall be governed by and construed in accordance with the laws of the Province of the Affiliate's Jurisdiction. Any dispute arising out of or relating to this Agreement shall be resolved in a court of competent jurisdiction in the Province of the Affiliate's Jurisdiction, and the parties expressly agree that such court shall have personal jurisdiction over the parties. No amendment to this Agreement shall be binding on Just Energy Corp. unless agreed to by an officer of Just Energy Corp. in writing. This Agreement contains the entire understanding of the parties and merges into it all prior oral and written communications between the parties with respect to the subject matter hereof.

The Jurisdiction is:

- Ontario
- Alberta
- British Columbia
- Manitoba
- Quebec
- Saskatchewan

BY SIGNING BELOW YOU CONFIRM AND ACKNOWLEDGE THAT YOU READ AND UNDERSTOOD THIS AGREEMENT BEFORE SIGNING.

Kathlyn Schwartz
Contractor Name (Printed)

[Signature]
Contractor Signature

Oct. 16/13
Date

Courtney Macfarlane
Witness Name (Printed)

Courtney Macfarlane
Witness Signature

Oct. 16/2013
Date

Just Energy Corp.

Just Energy Corp.
Authorized Signature

Date

INDEPENDENT CONTRACTOR COMMISSION SCHEDULE FOR EFFECTIVE CONTRACTS

Commissions (Ontario)

Commission shall be payable to the Contractor in the amounts indicated in the following chart (subject to the notes below):

<u>Residential</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Residential Predict-a-bill (per Effective Contract)</i>	\$35	\$35	\$5
<i>Electricity – Residential MyTime/MyEnergy (per 10,000 kWh)</i>	\$35	\$35	\$5
<i>JustClean Complete</i>	\$50	\$15	\$5
<i>JustGreen Residential – Natural Gas and Electricity⁽⁴⁾</i>	100% - \$15 per RCE	100% - \$15 per RCE	-
<u>Commercial</u>			
<u>Commodity</u>	<u>Up-Front⁽¹⁾</u>	<u>Reconciliation⁽²⁾</u>	<u>Residuals⁽⁵⁾</u>
<i>Natural Gas – Commercial (per 3,000 m3)^{(3) (6)}</i>	\$90	\$5	\$5
<i>Electricity – Commercial (per 10,000 kWh)^{(3) (6)}</i>	\$40	\$4	\$5
<i>JustGreen Natural Gas (per RCE)⁽⁴⁾</i>	100% - \$20 per RCE	100% - \$10 per RCE	-
<i>JustGreen Electricity (per RCE)⁽⁴⁾</i>	100% - \$35 per RCE	100% - \$15 per RCE	-

- (1) The Up-Front commission payment, in the amount indicated in the chart above, is earned per Effective Contract submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The amount payable at the Up-Front commission date is capped at and shall not exceed \$2,500, with any commission owing over \$2,500, payable on the reconciliation commission date.

A Contract shall be deemed “Effective” when it (i) is properly completed, signed by the customer, approved by Just Energy and approved by the applicable local utility, (ii) becomes effective in accordance with Applicable Law, (iii) is verified by a Just Energy third party vendor, where the customer consents, verbally, to the parameters of the contract, and (iv) passes the necessary credit check mandate, if the market the Contractor acquires contracts requires such validation.

Just Energy Corp. will offset against future commissions or collect through other means: (a) an amount equal to the commission advanced for a Contract that is subsequently determined not to be an Effective Contract; and (b) an amount equal to the commission advanced for any Effective Contract that is subsequently cancelled. Such rights of offset and recovery are in addition to the right of Just Energy Corp. to seek damages from the Contractor for any claimed wrongful act or omission.

- (2) Reconciliation commission payment is earned after the flow of natural gas and/or electricity has commenced for at least 60 days with respect to a submitted Effective Contract. It is advanced or paid in the

amount indicated in the chart above on a reconciliation commission date that is at least 60 days after flow of natural gas and/or electricity has commenced with respect to the Effective Contract submitted. This payment is provided in the event that natural gas and/or electricity continue to flow pursuant to said Effective Contract on the reconciliation commission date (reconciliation commission dates occur once per month). For residential contracts reconciliation will be paid approximately 125 days from the date that the Up-Front payment was made.

Deductions, in respect of amounts paid or advanced prior to the reconciliation commission date for Contracts that are subsequently cancelled or are determined not to be Effective Contracts, will be made on the reconciliation commission date (which can result in negative payments). Notwithstanding the foregoing, Just Energy Corp. and its affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any amounts that have been paid or advanced by Just Energy Corp. or its affiliates with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract. **Only Contractors who have submitted Effective Contracts within the 45 day period prior to the reconciliation payment date are entitled to receive positive reconciliation payments.** Notwithstanding the foregoing, any portion of an Up-Front payment which has been deferred as a reconciliation payment because of the cap outlined in note (1) may be paid even if Contractor is in "inactive" status.

- (3) Payment is advanced or paid in the amount indicated above per 3,000 m³ or 10,000 kWh of total annual natural gas and/or electricity consumption in cubic meters or kWh (based on historical usage as supplied by the utility) for each Effective Contract.
- (4) Payment of the amount indicated in the chart above is based on the percentage of *JustGreen* sold to a customer to a maximum of 100% per customer. *JustGreen* commissions will be reduced at the reconciliation commission date if the customer reduces the percentage purchased prior to the reconciliation commission date.
- (5) Residual payments are earned by Active Contractors (defined below) in the amount indicated in the chart above once per Effective Contract that is still flowing on the anniversary date of the Effective Contract and are paid by the end of the month following the month of the anniversary date of the Effective Contract. **An "Active Contractor" is a Contractor that: (i) has submitted Effective Contracts equal to at least 65 residential customer equivalents during the 3 month period prior to the residual payment date; (ii) has submitted Effective Contracts within the 30 day period prior to the residual payment date; and (iii) has not provided services to any competitor of Just Energy Corp. or its affiliates during the eligibility period.** Contractors that become inactive prior to the payment of any residual payments will not be entitled to any residual payment not yet paid.
- (6) Where there has been discounted pricing under an Effective Contract, Just Energy Corp. or its Affiliate may, at its sole discretion, discount the commission payable.

Bonuses

In addition to any commissions paid to the Contractor, the Contractor may be advanced or paid the following bonus amounts (subject to the notes below):

<u>Number of Customer Equivalents per week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
<u>RESIDENTIAL</u>	
5 – 14	\$250
15 – 19	\$400
20 – 29	\$600
30 – 39	\$750

40 and greater	\$1,000
<u>Number of Commercial Points per week</u> ⁽¹⁾	<u>Bonus Payable</u> ⁽²⁾
COMMERCIAL	
75 – 149	\$200
150 – 299	\$500
300 – 599	\$1,000
600 – 799	\$2,500
800 and greater	\$5,000

*Commercial Bonus Points are awarded per week as follows:

- (a) *Commercial Natural Gas*: 6 Bonus Points per RCE.
- (b) *Commercial Electricity*: 2 Bonus Points per RCE.

- (1) For the purposes of bonuses payable, (i) with respect to residential Contracts, a “customer equivalent” means 1 residential Effective Contract; and (ii) with respect to commercial Contracts, a “customer equivalent” means 3,000 m3 or 10,000 kWh of total annual gas and/or electricity consumption per Effective Contract. A “week” begins on a Monday and ends on the following Sunday. Customer Equivalent values are calculated at full annualized value when customer is signed at full term. Term and rate discounts (i.e. three year term, one year term, etc...) will result in the value of the Customer Equivalent to be discounted as well (each year reduction off of term from 5 years will result in a 20% discount; i.e. 3 year term will result in 60% of the Customer Equivalent to be calculated for the purposes of weekly bonuses and incentives).
- (2) The bonus amount payable corresponds to the total number of customer equivalents a Contractor submits in a week (i.e. if a Contractor submits 21 customer equivalents in a week, the total bonus payable for that week will be \$600 or if a Contractor accumulates 350 Commercial points in a week, the total bonus payable for that week will be \$1,000). Bonus amounts will be paid or advanced once on the next initial commission date that is at least 3 weeks following submission of the Contracts by the Contractor and only in connection with Contracts that are Effective Contracts. Deductions in respect of bonus amounts paid or advanced for Contracts that are subsequently cancelled or are determined not to be Effective Contracts prior to the reconciliation commission date will be made on reconciliation commission date (which can result in negative payments).

Bonuses are offered at the discretion of Just Energy Corp. or its Affiliate and calculations may be revised from time to time. Just Energy Corp. and its Affiliates reserve the right to, at any time (including, without limitation, following the reconciliation commission payment date), make deductions and/or offset against future commissions any bonus amounts that have been paid or advanced by Just Energy Corp. or its Affiliate with respect to a Contract that is subsequently cancelled or determined not to be an Effective Contract.

Commercial Structured Deal Referral Bonus

If a Contractor enters into a competitive bid for a commercial customer that requires customized terms and conditions and/or a request for proposal (a “Commercial Structured Deal” or the “Deal”), he/she must contact their Regional Distributor for direction on how to proceed as Just Energy may provide an internal resource to ensure that the Deal is properly documented, priced and booked.

The standard commission rates and bonuses outline above do not apply to a Commercial Structured Deal. A Contractor will be compensated based on an amount solely determined by a Just Energy VP of Sales based on the profit margin of the Deal and paid either shortly after the Deal is signed or on a residual basis. This amount and the payment terms will be determined on a case by case basis. There will be no Bonus Points or any points for any sales related trip(s) awarded for any such Deal.

AMENDING AGREEMENT

THIS AMENDING AGREEMENT made as of the 16 day of Oct, 2013,

BETWEEN:

JUST ENERGY CORP, a corporation incorporated pursuant to the laws of the province of Ontario ("JE")

- and -

Katlyn Schwantz [insert Contractor's name], residing at
7-127 Main St., Kitchener, Ont. [insert address of Contractor]
 ("Contractor") N2B 1Y2

RECITALS:

- A. Pursuant to an Independent Contractor Agreement dated Oct. 16/2013 between JE and Contractor (the "ICA").
- B. The parties hereto desire to amend the ICA to add paragraph for bonuses to be paid to the Contractor on a pre-paid Visa debit card.

FOR VALUE RECEIVED, the receipt and sufficiency of which is hereby acknowledged by the parties hereto, the parties agree as follows:

1. Capitalized terms not otherwise defined herein shall have the meanings ascribed thereto in the ICA.
2. Paragraph 4 "Compensation" is hereby amending by adding the following:

The Contractor agrees and acknowledges that they will also be paid bonuses and these bonuses will be paid to them on a pre-paid Visa debit card ("Visa Card") and is subject to the cardholder fees outlined in the JE Agent VISA Card Agreement. If this Agreement is terminated or expires for any reason, the Visa Card will be cancelled within 30 days from the date of termination/expiry, and the Contractor will need to spend or withdraw their funds from the Visa Card prior to the 30th day. Should the Contractor owe Just Energy any money on the date of termination/expiry (e.g., for an unreturned uniform), Contractor acknowledges that Just Energy may withdraw the money owing to it from the Visa Card or set-off said amount from any bonuses owing to

the Contractor. The Contractor is not permitted to independently deposit money onto the Visa Card.

3. All other terms of the ICA remain unchanged and in force and effect.
4. This Amending Agreement shall be governed by the laws of the province of Ontario and the federal laws applicable therein.
5. A party's transmission by facsimile or other electronic format of a copy of this Amending Agreement duly executed by that party shall constitute effective delivery by that party of an executed copy of this Amending Agreement to the party receiving the transmission. This Amending Agreement may be executed in counterparts, each of which shall constitute an original and with the same effect as if the parties had signed the same copy of it and all of which taken together shall constitute one and the same instrument.
6. The Parties have executed this Amending Agreement.

JUST ENERGY CORP

By: Courtney Macfarlane
Name: Courtney Macfarlane
Title: Recruiter

[CONTRACTOR]

By: Katlyn Schwantz
Name: Katlyn Schwantz

This is Exhibit "H"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: IC Regional Fairview (Mithra)[msaunders@fairview.justenergysales.com]
Cc: Rosalba Gullo[rgullo@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]; Regional Fairview (Brian)[BMarsellus@fairview.justenergysales.com]
From: Ravi Maharaj
Sent: Thur 11/13/2014 3:01:14 PM (UTC)
Subject: RE: Fairview Recruiting Schedule
[Badge Request Process.msg](#)

0358

Hey Mithra,

Thanks for the feedback.

Please see attached for some previous communication from Rosie about the timelines.

To the point, based on your time lines below; you should be more than good.

I would recommend ensuring the badge requests are submitted prior to 3PM to ensure receipt for the following day (as indicated in the attachment).

Let us know if you need anything else.

Thanks,

Ravi
(x71245)

(416.817.9508)

From: IC Regional Fairview (Mithra)
Sent: Wednesday, November 12, 2014 12:48 PM
To: Ravi Maharaj
Subject: Fairview Recruiting Schedule

Hi Brian,

I want to give you a heads up with respect to our current recruiting Schedule at Fairview.

We conduct Orientation Classes on Tuesday and Thursday of each week.

We submit our tests and badge requests by the end of business day on Tuesday and Thursday.

We invite the newly hired IC's back for Role Playing Class the follow day (Wednesday and Friday) at 11:00am.

Our General Sales Meeting is from 11:30am – 12 noon.

We then have the new IC's meet with their Crew Coordinators and head to field.

We need to have new IC badges printed by 12:00 noon on Wednesday and Friday in order to complete our process.

My question at this point is, assuming we have completed the paperwork properly, can we receive our badges for new IC's by 12:00 noon on Wednesday and Friday?

If this is not possible, can you give me a timeframe so we can adjust accordingly.

Thanks

This is Exhibit "I"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



6345 Dixie Road, Suite 200
Mississauga, Ontario L5T 2E6

T 905.670.4440
F 905.670.9160

Just Energy (JE) and Ontario Energy Board (OEB) Training Proctor Step By Step

In 2011, the Ontario Energy Board (OEB) initiated a process in which all Independent Contractors (IC) marketing Energy Programs, on behalf of Energy Retailers (such as Just Energy), are subject to an eight (8) module information session outlining key industry information and compliance reminders. The following is an approved guideline to ensure compliance to the Ontario Energy Board (OEB) requirements.

NOTE: All aspects of this process must be followed in full. Failure to complete any aspect of this process will result in an Independent Contactor (IC) being ineligible to market on behalf of Just Energy.

Day 1 – Just Energy Module (2) OEB Module (8) and OEB Test.

1.1. The New Prospective Independent Contractors (IC) will:

- a) Arrive at the Regional Office.
- b) Sign In.
- c) Attend Regional Office Orientation Room.
- d) Complete Independent Contractor Agreement (ICA).

1.2. The Regional Distributor (or designate) will:

- a) Collect all Independent Contractor Agreements (ICA) and:
- b) Confirm they have been completed.

NOTE: Independent Contractor Agreements (ICA) are kept on site and uploaded to the Extranet once all new applicants' complete the Ontario Energy Board (OEB) Module Orientation Process.

1.3 The Regional Distributor (or designate) provides New Prospective Independent Contractors (IC) with:

- a) All Just Energy approved Orientation Material.

1.4 The Regional Distributor (or designate) and New Prospective Independent Contractors (IC) will complete the following two (2) Just Energy Orientation Modules:

- 1) Your Opportunity at Just Energy (The Company).
- 2) Energy Explained (The Product)

1.5 The Regional Distributor will introduce the Regional Office Proctor.

1.6 The Office Proctor **MUST**:

- a. Explain their role as someone who will oversee the Industry Portion of the OEB Modules and corresponding OEB Test.
- b. Play each OEB Module in order.
 1. Players in the Energy Sector
 2. Electricity
 3. Natural Gas
 4. Your Role as a Salesperson or Verification Representative
 5. Executing an Agreement
 6. Verification
 7. Renewals and Amendments
 8. Consumer Cancellation Rights
- c. Hand out each OEB Module Test after every Module has been played and viewed by the new applicants.
- d. **Ensure ALL training material; especially the Participant Guide is removed PRIOR to applicants completing the testing process.**
- e. Ensure that the applicant properly completes the OEB Test; ensuring that the Applicant's Name is reflected on every page.

NOTE: The Office Proctors cannot benefit by the on-boarding of a new applicant; i.e. bonus, incentive, etc...

NOTE: The Office Proctors will be allowed to go over a Just Energy approved Module Summary prior to the writing of the Module Test. The summary **must** also be removed during the writing of the OEB Test.

NOTE: During the playing of the following OEB Module, the Office Proctor should be grading the preceding portion of the test.

NOTE: The Office Proctor cannot answer any questions while the OEB Modules are being played or while the OEB Test is being completed.

1.7 At the completion of the eight (8) OEB Modules and corresponding OEB Test, the Office Proctor will:

- a) Complete grading the OEB Test and forward the results to the Office Administrator and/or Office Recruiter, so that the New Prospective Independent Contractors' (IC) ICA and OEB Tests can be entered onto the Extranet.
- b) Ensure and state that they have reviewed each individual's identification which must consist of valid government issued photo identification; i.e. driver's license, passport, health card, etc...

NOTE: The Office Proctor can also use the copies of identification, provided prior for the ICA, as proof of identification.

- c) Ensure that the OEB Testing process is fully complete and done fairly.
- d) **Be present for the entire process of the OEB Modules and Test.** This includes the writing of the actual OEB Test by the new applicants; as well as the viewing of the OEB Modules.

NOTE: Proctors **MUST** remain in the Training Room during the testing process and ensure that no one is copying, providing answers, using notes, cheating, and upholding the integrity of the testing process.

NOTE: An applicant **MUST** score higher than **80%** overall (across all modules) in order to proceed further on in the orientation process.

NOTE: All new applicants are permitted to write the OEB Module Test twice (2). If an applicant does not pass the first time, they will have to return to the Regional Office earlier on Day Two; and complete the OEB Module Test process for a second time, prior to continuing on with the orientation.

1.8 The Regional Distributor (or designate) and New Prospective Independent Contractors (IC) will complete the following one (1) Just Energy Orientation Modules:

- 1) Commissions, Incentives, and Reward

1.9 The Office Proctor shall:

- 1) Advise all New Prospective Independent Contractors what time to attend the Regional Office for Day Two of Orientation. These times will vary depending on whether they passed or failed the OEB Test completed on Day One.
- 2) Advise all New Prospective Independent Contractors to Dress Appropriately for the following day.
- 3) Upload the Complete Contractor Package to the Extranet to begin the Badging and Background Check process (please see Regional Office Manual for further details on extranet uploading).

NOTE: Both **PASSED** and **FAILED** OEB Tests are uploaded.

2.0 End of Day One Orientation.

Day 2 – OEB Module (8) and OEB Test (if Failed on Day One) JE Module (3) (if Passed OEB Test on Day One)

2.1 All New Prospective Independent Contractors who **FAILED** the OEB Test shall:

- a) Arrive early to go through the process a second and final time. The same process outlined during Day One, with respect to the OEB Module Process is to be adhered to for Day Two (Step 1.6).
- b) If the New Prospective Independent Contractor (IC) **FAILS** the second time, they will not be permitted to market on behalf of Just Energy, as per OEB Regulations.
- c) If the New Prospective Independent Contractor (IC) has **PASSED** the OEB Test on their second attempt, their ICA is to be immediately entered into the Extranet so that the Badging and Background Check process can begin (refer to Regional Office Manual). These New Prospective Independent Contractors (IC) may also continue on in the orientation process (Step 2.2).

2.2 All New Prospective Independent Contractors who **PASSED** the OEB Module Process shall:

- a) Arrive later in the day for Day Two of Just Energy's Orientation.
- b) Convene in the Regional Office Training/Meeting room.

2.3 The Regional Distributor (or Designate) will complete the remaining two (2) Just Energy Modules:

- 4) The Customer Experience
- 5) The Customer Interaction

2.4 New Prospective Independent Contractors who have completed the Orientation process may complete the following two (2) advanced training activities:

- a) Role Playing and Presentation Review (time permitting)
- b) Field Shadowing with experienced Independent Contractors (time permitting)

2.5 Depart for Day Two and recap meeting times for Day Three.

Day 3 – Role Playing / Field Shadowing

3.1 New Prospective Independent Contractors will attend the Regional Office and:

- a) Complete Role Playing exercises.
- b) Complete Field Shadowing with experienced ICs.

The completion of these modules is NOT optional; and the step by step process outlined above **MUST** be adhered to in its entirety. Any deviation from the process stated above will result in progressive discipline (up to termination) of any individual at the Regional Office found to be responsible for circumventing policy and/or being non-compliant.

Please ensure that you are completely familiar with the process outlined above. The exact dates and times in which you go through the OEB module process is completely up to you; however it is imperative that you follow all the aforementioned steps while conducting the orientation process.

Thank you,

Sales Department

This is Exhibit "J"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

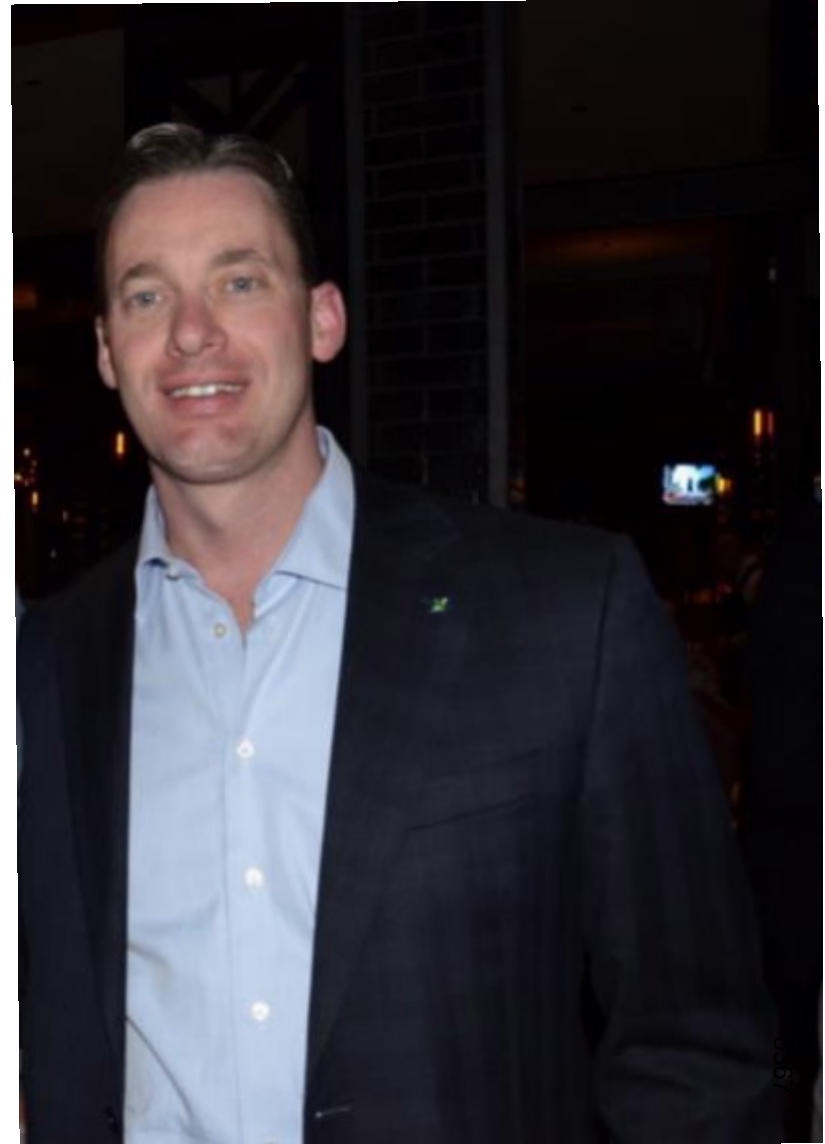


Your
opportunity
at Just Energy.



“I saw Just Energy as a vehicle to make dreams come true.”

– Dan Camirand, National Distributor



Agenda – Module One

- **Who is the Just Energy family of companies?**
- **The Opportunity**
- **Your Role**
- **Testimonials**

The Just Energy Family of Companies

Just Energy family of companies are providers of energy solutions to residential and commercial customers through fixed and variable electricity and natural gas products, green energy products, and more.





Just Energy

A full-service retail electricity, natural gas and green energy provider for North America.



Tara Energy

A leading affinity-based marketer with numerous trade associations.



Amigo Energy

A full-service retail electricity, provider to residential and commercial customers in Texas and New York.



Hudson Energy

Energy solutions for medium to large commercial customers across North America.



Green Star Energy

Green Star Energy provides residential consumers in the United Kingdom, with a fresh alternative for their gas and electricity supply needs



Commerce Energy

A retail electricity and natural gas provider to residential customers in Georgia, California, Maryland, New Jersey and Pennsylvania.



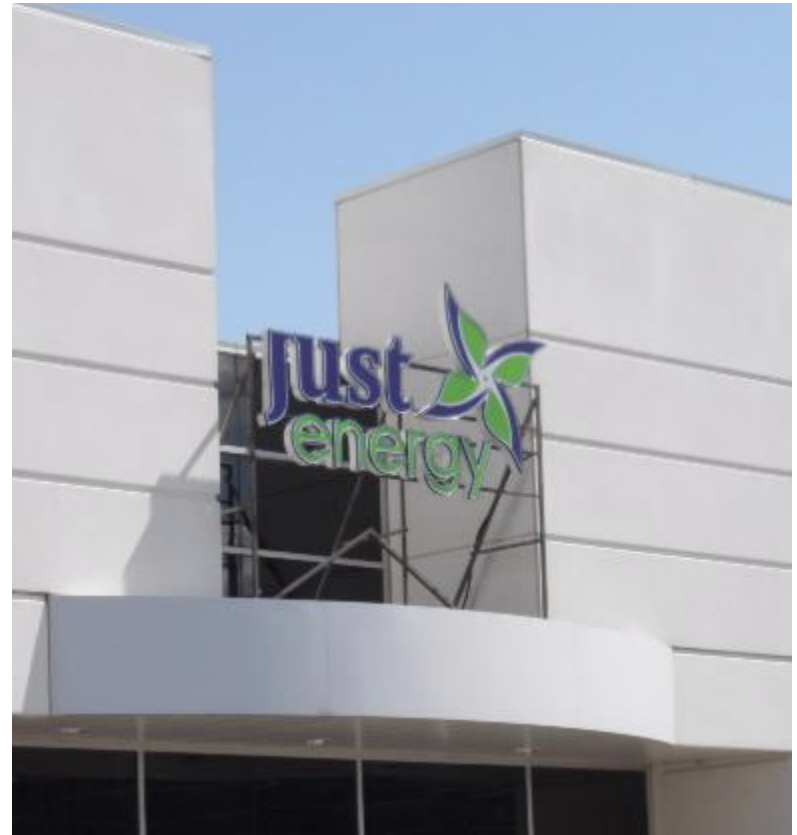
Just Energy Foundation

The Just Energy Foundation is committed to enhancing the livelihood of the communities in which we live, work and play.

Who is Just Energy family of companies?

Just Energy family of companies:

- Is the leading North America natural gas, electricity and green energy retailer established in 1997
- Is a publicly traded company (NYSE:JE and TSX:JE)
- Was established in 1997
- Is currently serving 2 million customers across North America and United Kingdom



Who is Just Energy family of companies?

Just Energy family of companies:

- Operates in over 13 states and 6 provinces
- Has over 1,200 full time employees and 1,100 Independent Contractors across North America
- Has head offices in Ontario and Texas
- Has over 50 regional sales offices across Canada and the U.S. and still growing



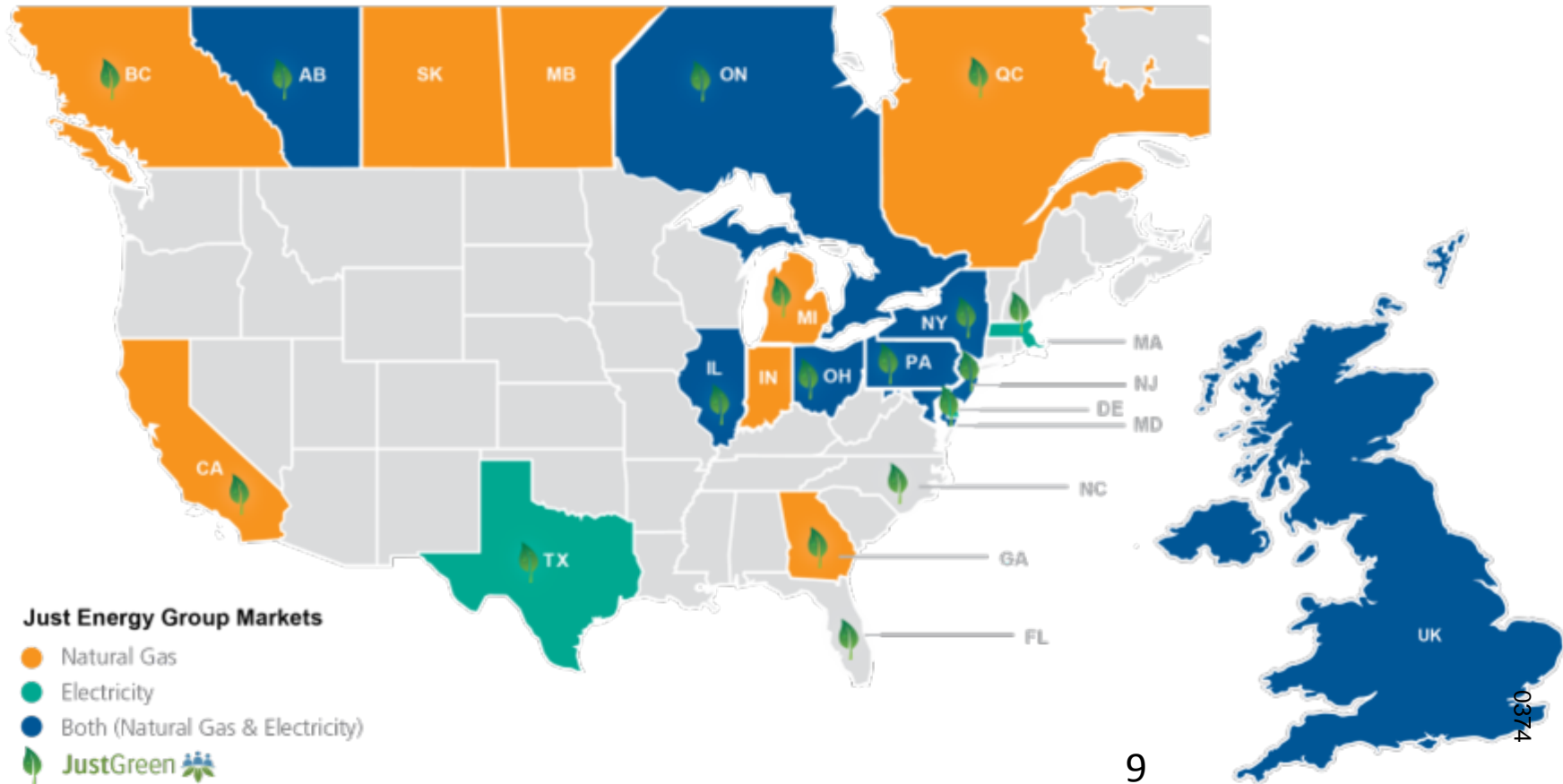
Why Just Energy family of companies?

Just Energy family of companies' energy programs provide a real and convenient solution for consumers to reduce the environmental impact associated with their everyday energy use and provide value through programs that help with managing their energy costs.



Our Markets

The map below represents the markets we serve.



Our Vision and Pillars

Our vision, to be the gold standard in retail energy delivering stability, value and innovation in every customer, shareholder, employee and community relationship.



The Pillars

VALUE

Striving to deliver the highest satisfaction and greatest benefit to every customer, shareholder, employee and community partner.



STABILITY

Ensuring we consistently deliver dependable, predictable products and service, reliable investor return, and a strong commitment to the community.

INNOVATION

Challenging ourselves daily to explore forward-thinking solutions and progressive options to deliver gold standard products and services.



Our Commitments

At Just Energy family of companies, we are committed to our team, customers, communities and the environment.



To our team we provide:

- Safe, healthy and productive environment
- Extensive orientation, learning and mentoring programs
- Recognition of hard work, determination and success



To our customers we:

- Serve our customers truthfully and fairly
- Provide innovative products
- Respect the customer's privacy and protect all of their confidential information



To our communities we:

- Operate responsibly
- Actively participate in local events, sponsorships and charities



To the environment we:

- Always do business in an environmentally friendly way
- Promote personal responsibility to make the environment a better place
- Offer innovative and sustainable energy solutions



Our Lifestyle

Energy is something we all use everyday to cook, clean, heat, cool and light our homes. It is a commodity we can't live without, which is why it's a great industry to work in.



Our Opportunity

Not only will this opportunity provide you with the knowledge you need to succeed in this recession proof industry, it will also help you establish yourself as a sales professional while providing ample opportunity for advancement and earnings.

As a member of our team, you will benefit from:

Education and Mentorship

We don't go looking for successful sales people, we create them. You will have the opportunity to be mentored by a seasoned sales professional who will help you build sales experience and gain valuable skills.



As a member of our team, you will benefit from:

Flexible Lifestyle and Earnings

With our **100%** commission model, you have the flexibility to control your income and lifestyle. You could make \$50,000, \$100,000 or even \$200,000 if you're dedicated and willing to work for it.



As a member of our team, you will benefit from:

Awards and Recognition

Each year, The Just Energy family of companies sends hundreds of its best and brightest sales professionals on trips to some luxurious places in the world, and there's no reason why you can't join them! We also offer scholarships, weekly bonuses and awards.



As a member of our team, you will benefit from:

Professional Advancement Opportunities

We have helped hundreds of people, just like you, achieve success. They worked with mentors, developed their skills and became Crew Coordinators, Regional Distributors and even National Distributors.



As a member of our team, you will benefit from:

Ability to make a Difference

Energy is the perfect product to offer, everyone needs it; everyone understands it; and everyone would like more control over their choices.

In the role, you will provide customers with cost effective natural gas and electricity supply solutions and present renewable energy alternatives that help in create a cleaner more sustainable environment.



Growth

Just Energy family of companies prides itself on providing opportunities to those who are willing to learn the skills required to succeed in this business. We have a proud track record of talented individuals who have walked through our doors and changed their lives for the better. The opportunities to advance yourself are endless in the world of sales!

Your Career Path:



- Independent Contractor
- Assistant Crew Coordinator
- Crew Coordinator
- Assistant Regional Distributor
- Regional Distributor
- Senior Regional Distributor
- National Distributor
- Senior National Distributor

Your Role

Customer Care

Just Energy family of companies believes in reaching out to our customers at a grass-roots level. Consumers use energy to power their homes, so it only makes sense to visit them at home to discuss their energy options. When visiting homes, our approach is both convenient and informative.

Our aim is to:

Educate consumers about:

- Their right to choose their energy supplier
- Our innovative commodity and environmentally friendly energy products
- Ways to reduce their pollution without changing their lifestyle through renewable energy options



Our goal is to:

Motivate consumers to:

- Think about energy supply alternatives
- Choose Just Energy family of companies as their preferred energy supplier
- Join the green community to help make a difference



Our plan is to:

Demonstrate our support and investment in their community through:

- Investments in sustainable energy projects
- Donations to local charities
- Our commitment to helping individuals lead a cleaner greener lifestyle



THANK YOU



Energy
explained.



Agenda – Module Two

- **Energy Markets**
- **What is Energy?**
- **The Price of Energy**
- **Pollution & Green Energy**

Here's an important question...

What is the difference between a Regulated and Deregulated Market?

Energy Markets:

Regulated Markets:

- All energy providing processes(natural gas and electricity) are set by a regulatory body or the government
- Consumers can only get energy from their local utility
- Retailers like the Just Energy family of companies, cannot sell energy in these markets

Regulated = No choice



Deregulated Markets:

- Energy suppliers, can enter the markets and offer their energy supply products to consumers
- Consumers are free to choose who they buy their energy from
- Energy prices are not regulated

Bottom line, deregulated customers have choice and Just Energy family of companies provides options for that choice!



Why is Deregulation important?

Deregulation gives the consumers the right to choose the following:

- Competitive rates
- Innovative products
- No service interruptions



What is Energy?

There are two major commodities that power and fuel our daily activities: **electricity** and **natural gas**



Electricity:

- Electricity is used to turn on the lights, play your favorite video games, watch TV or even dry your hair
- Electricity is generated by burning fossil fuels (coal, natural gas, etc.), nuclear power and also renewable sources (wind, hydro, etc.)
- It is commonly measured by kilowatt hour (kWh)
- Electricity generators offer their electricity output to retailers. The retailers then re-price the electricity and take it to market

How electricity gets to your home

How Electricity Gets to Your House with the Utility

This diagram shows how electricity is transformed when the consumer is receiving their electricity in a traditional manner from the utility.



GENERATION

Electricity is generated using various methods.

TRANSMISSION

Transmission lines carry electricity long distances.

DISTRIBUTION

Distribution lines carry electricity to your house.

How Electricity Gets to Your House with Just Energy family of companies

This diagram shows how electricity is transported when the consumer has enrolled in a program with Just Energy family of companies.



GENERATION

Electricity is generated using various methods.

JUST ENERGY

buys electricity to guarantee rate and distributes to customer.

TRANSMISSION

Transmission lines carry electricity long distances.

DISTRIBUTION

Distribution lines carry electricity to your house.

Where does Just Energy family of companies fit in?

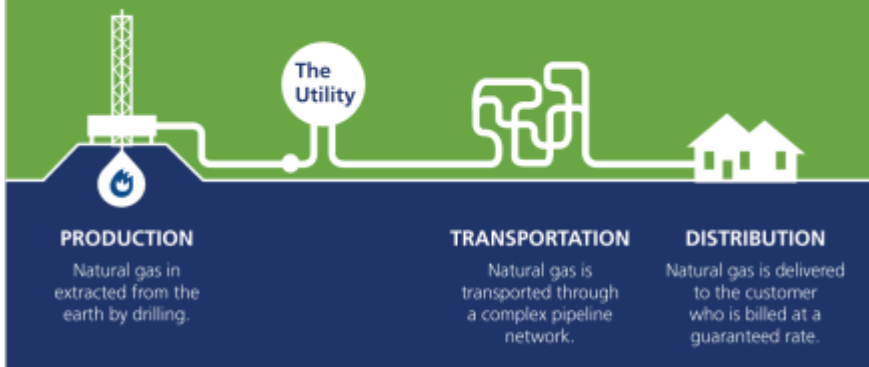
Natural Gas:

- Natural Gas is used to heat homes and buildings, cook food, dry clothes, warm water and produce electricity
- The gas itself goes through a filtration process, which involves the removal of water, acid, mercury and nitrogen before it can be used as an energy source
- It is commonly measured in gigajoules (GJ) or cubic meters (m³) in Canada and in the United States its measured in Therms, 100 cubic feet (CCF) and 1000 cubic feet (MCF)
- Natural Gas is delivered to consumers via pipelines.

How natural gas gets to your home

How Natural Gas Gets to Your House with the Utility

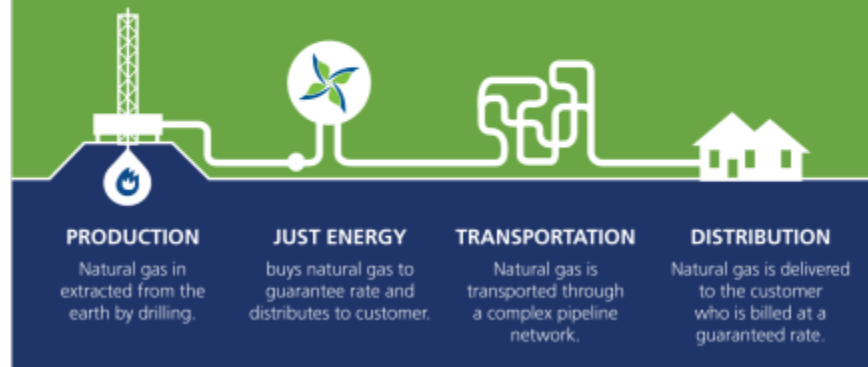
This diagram shows how natural gas is transported when the consumer has enrolled in a program with the Utility.



Where does Just Energy group of families fit in?

How Natural Gas Gets to Your House with Just Energy family of companies

This diagram shows how natural gas is transported when the consumer has enrolled in a program with Just Energy family of companies.



The Price of Energy?

Energy prices change all of the time as a result of supply and demand.

There are many factors that impact energy supply/demand including the weather and economy.



Weather



Economy



Supply

What is price volatility?

Price volatility describes how quickly or widely prices can change. There are factors beyond the control of consumers which make prices volatile.

As a result, Just Energy family of companies offers products geared towards helping our customers better manage their energy supply costs.



Why can't we guarantee savings?

Just Energy family of companies cannot predict customer energy usage and the market price of energy. As such, Just Energy family of companies' programs provide customers **true value.**



Pollution & Green Energy

Most energy is generated through the burning of fossil fuels such as coal, natural gas and oil, which releases greenhouse gases into the atmosphere. These gases can have a negative impact on our environment and personal health.



Pollution & Green Energy

We all contribute to environmental damage through our daily activities. The harmful impact we leave behind is referred to as “carbon footprint” – the amount of Carbon Dioxide (CO₂) that is emitted into the atmosphere.



Pollution & Green Energy

Just Energy family of companies offers green energy alternatives in many markets we serve. They're designed to help our customers reduce their environmental impact, support green energy projects and contribute to a cleaner and more sustainable environment.



The name of that program...

JustGreen™

by Just Energy



What is JustGreen?

JustGreen™ is Just Energy family of companies' green energy initiative that helps consumers work towards a cleaner planet by pursuing renewable and sustainable energy solutions that support green projects across North America.



What is JustGreen?

In addition to providing people with the opportunity to offset their natural gas and electricity use with green energy options such as carbon offsets and renewable energy credits (RECs), we educate and empower consumers to take action to reduce and offset their carbon footprint.



What is JustGreen Power?*

Just Energy family of companies purchases Renewable Energy Credits (RECs) on the customer's behalf for the equivalent of up to 100% of the power used in the customer's home.

These renewable resources include hydro, wind and solar.

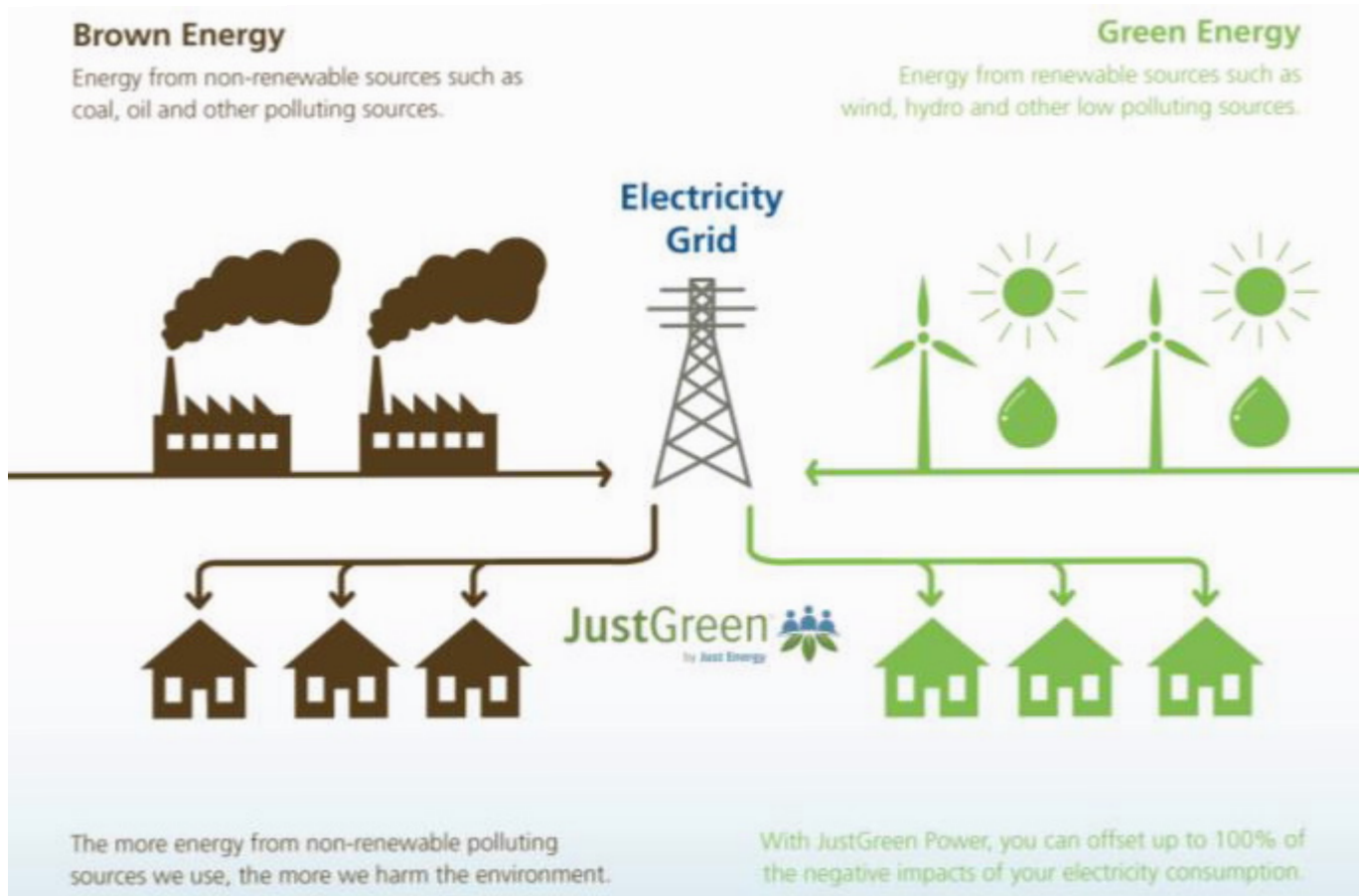
*Not applicable for the State of Massachusetts – See Green Mission handout for details

What is JustGreen Natural Gas?

Just Energy family of companies purchases and retires Carbon Offsets on the customer's behalf to ensure that the equivalent of up to 100% of the carbon emissions caused by your home are offset.

These Carbon Offsets are associated with various emission reduction projects. This is tied to the customer's home natural gas consumption.

How JustGreen Electricity Works



How JustGreen Natural Gas Works

Just Energy family of companies invests in local emission reduction projects that enable our JustGreen product to help make households carbon neutral!



Harmful greenhouse gas emissions from your home.



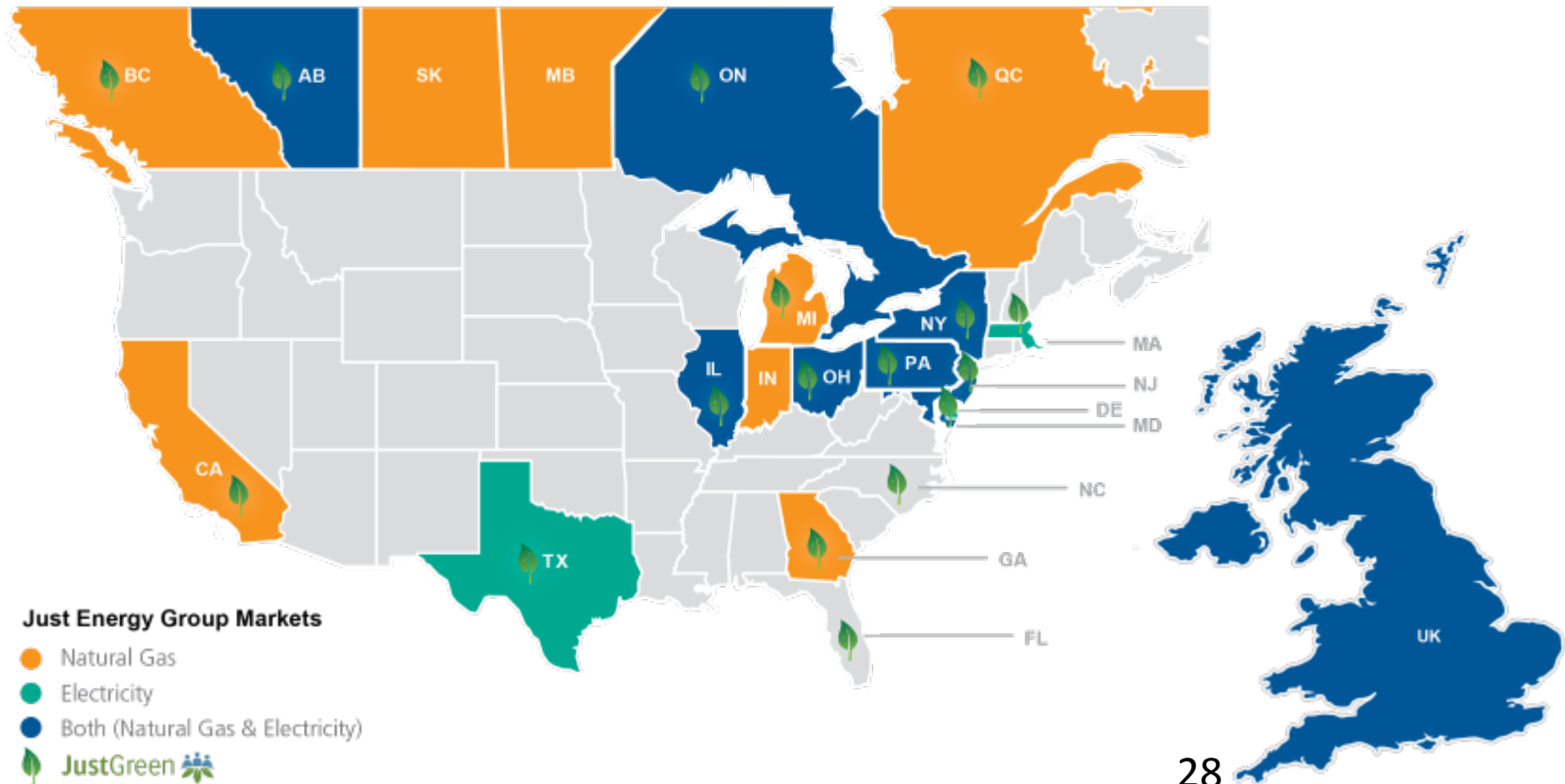
JustGreen
LIFESTYLE by Just Energy



With JustGreen Natural Gas, your home can become carbon neutral. Be a part of creating a greener world!

Where is JustGreen offered?

The map below shows where our green alternatives are offered and the various types of projects we support in each market.



Our Green Mission (See Handout)

Our goal is to help customers become aware of the amount of carbon pollution every one of us creates—and develop an action plan to reduce and neutralize our personal and household carbon footprints.

- ✓ Through Just Energy family of companies, JustGreen has spent over \$70 Million on green projects.
- ✓ Offset over **4.2 billion lbs** of carbon emissions. *That's like taking 458,000 cars off the road for an entire year!*
- ✓ Purchased over **8 million MWh** of renewable energy credits. *That's enough electricity to power over 500,000 homes for a year!*

Local Projects

The JustGreen Lifestyle carbon offsets come from projects located in the United States and Canada and includes wind, solar, large and light hydro, ozone-depleting substances, ethanol, and N2O projects.



All Just Energy family of companies' projects and associated offsets are listed on either the Climate Action Reserve (CAR), Voluntary Carbon Standard Registry (VCS), Canadian Standards Association's GHG Clean Projects Registry, or the Markit Environmental Registry and verified by independent third-party verifiers.



THANK YOU



Commissions,
Incentives
& Rewards

Agenda – Module Three

- **Commissions**
- **Incentives**
- **Just Energy Nation**
- **The Opportunity**

Commissions

As an Independent Contractor for Just Energy family of companies, you have unlimited earning potential. Our sales commission structure consists of three levels:

- Initial Commission
- Reconciliation commission
- Residual commission

(Review Commission Example & Commission Schedule Handouts)



Incentives

In addition to weekly commissions, Just Energy family of companies offers Contractors a variety of incentives when they market on our behalf:

- Extravagant prizes and cash bonuses
- Scholarship Programs (Handout)
- Referral Program (Handout)
- Luxurious Trips (Handout)
- Just Energy's Annual Awards Gala



Dominican Republic Spain
BALI HAWAII Costa Rica Italy
Cancun Los Cabos Jamaica
EGYPT LONDON Fiji Portugal
Australia Brazil HONG KONG

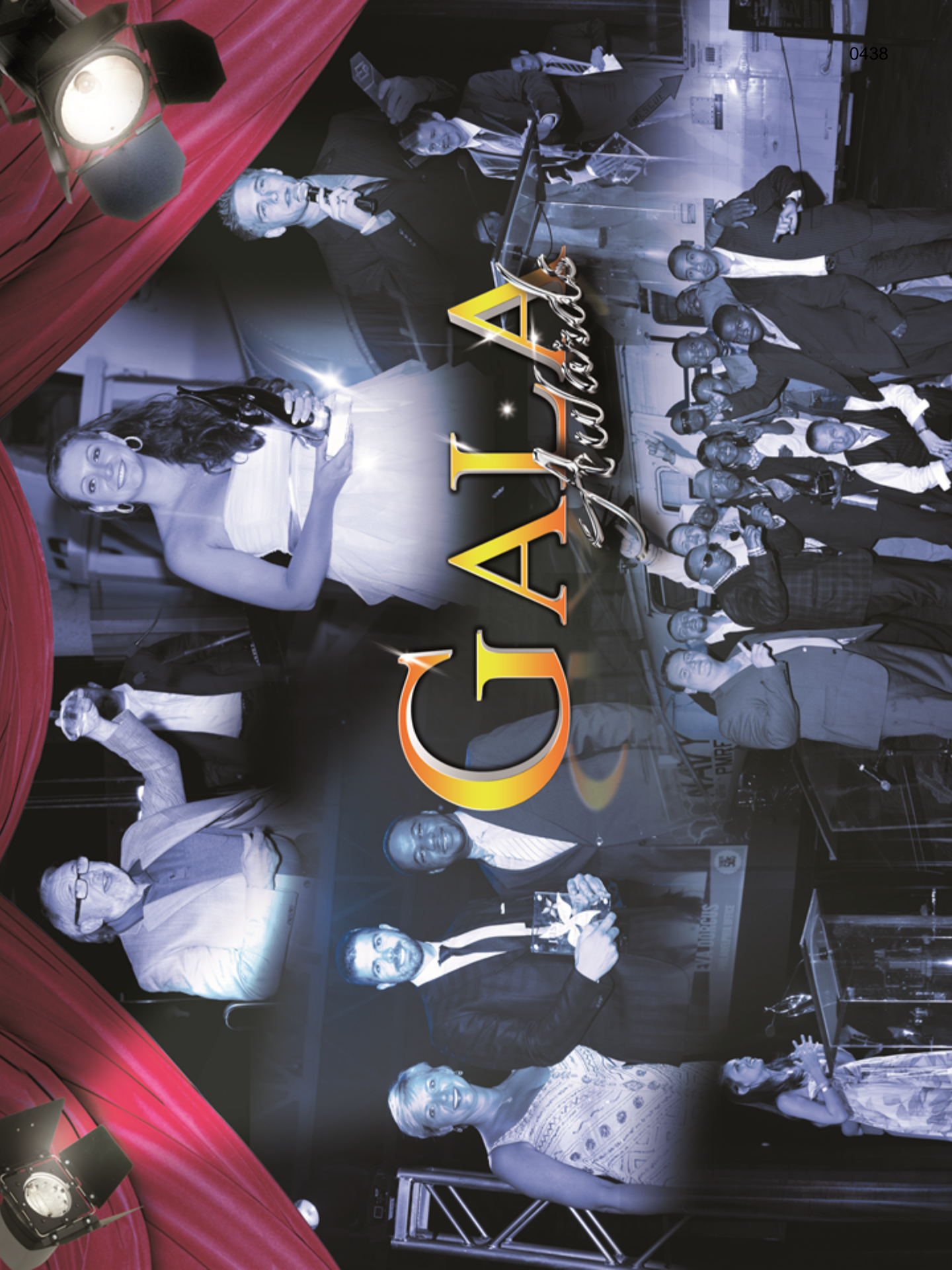


Be a part of our
ADVENTURE!









GALA



Just Energy Group's Annual Awards Gala

Just Energy family of companies believes in recognizing individuals for their hard work. As such, once a year we recognize the best of the best here at Just Energy family of companies by hosting an Awards Gala.



Achievement Awards

Pins awarded by Just Energy family of companies to recognize individuals who have marketed with the company for 1, 3, 5, 10 and 15 years.

Superstar Awards

We recognize our top salespersons for a specific area of sales within a incentive trip period.

Megastar Awards

We recognize our top salespersons for their efforts throughout the year in a specific sales category.

Most Valuable Recruiter Award

Awarded to a Recruiter who has excelled in recruiting new Independent Contractors throughout the year.

Humanitarian Award

This award is to honor the Independent Contractor(s) who have demonstrated the highest ideals of courage, compassion, qualities of citizenship and humanitarian service while in pursuit of excellence in work and voluntary community service.

Millionaires Club

Recognized Independent Contractors who have achieved specific milestones in their lifetime commission earnings, 1, 3, 5 and 10 million in commissions.

Pearson MacDonald Award

This award is presented to the Independent Contractor who has demonstrated sales excellence, professionalism, integrity and leadership throughout the year.

Office of the Year Award

Presented to the Top Regional Office who excels throughout the year.



The logo for Just Energy Nation. It features a green banner with the words "JUST ENERGY" in white, uppercase letters. Below the banner, the word "NATION" is written in large, bold, blue, uppercase letters.

is a gateway for our sales force to connect to a forum that is designed to serve their social, networking, education and motivational needs. This website is also a powerful resource for Regional Distributors to reward and recognize their sales professionals, and a place where you can redeem for thousands of exciting JE rewards.



CONNECT, LEARN and EARN.

CONNECT

with other reps anywhere in the JE world. You can gain insight into what inspires top performers in different markets, share sales tips and gain complete access to all the reports and materials to help drive your success.

LEARN

from this dedicated online resource that will house the most comprehensive and up-to-date market specific information, skills-building materials and sales support tools to help you achieve your professional goals.

EARN

Points for your achievements that can be redeemed for amazing rewards. You can get a feel for future trips and be recognized for your success in an online community of highly motivated sales-oriented peers.

The Opportunity

This is a career, not a job. We're looking for people who have a drive to learn and succeed.

Just Energy family of companies shows how you to develop your personal and business skills and build your career. You will be part of a driven, growth oriented team with an industry leading company.



Your Journey...

- Independent Contractor
- Assistant Crew Coordinator
- Crew Coordinator
- Assistant Regional Distributor
- Regional Distributor
- Senior Regional Distributor
- National Distributor
- Senior National Distributor



THANK YOU



The
Customer
Experience.



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“The key to success at a high level in this business is very simple:
You must take the unrealistic and make it realistic.”



International Distributor

Agenda – Module Four

- **A Day in the Life of an Independent Contractor**
- **Attitude & Professionalism**
- **Acceptable Marketing Practices**
- **Interacting with Disability Customers**
- **Corporate & Consumer Relation**
(CCP)

A Day in the Life of an Independent Contractor



Introducing Justin Nation,
a typical Just Energy Group Independent Contractor

Each day for Justin represents a fresh new start filled with opportunity to:

- Enhance his skills as an energy sales professional
- Make a positive and lasting impression on prospective Just Energy family of companies' customers
- Break sales records and earn the recognition and rewards he deserves

Preparing for Success

As is the case of many other customer-facing professions, Justin's morning begins with:

- Personal grooming to reflect a neat, clean and professional appearance
- Dressing in Just Energy family of companies recommended business casual attire
- Having a positive attitude and outlook on the day ahead



Morning Motivator

Each morning the Regional Sales office in Justin's area hosts a meeting for:

- Inspiration and motivation
- Product, regulatory or market updates
- Awards, rewards and recognition
- Sales training techniques (ex. Roleplaying)
- Compliance
- Obtaining all the badges and paperwork he requires to market
- A copy of the '*Do Not Solicit*' lists to ensure that he respects consumers who do not wish to be approached



Hitting the Road

It's off to a neighborhood where Justin will educate prospective consumers about our (innovative) product options. Although hours are flexible, Justin will choose to spend many hours each day reaching out to consumers for one simple reason:





Regrouping at the Office

After a successful day of marketing, Justin will head home to share his accomplishments with family and friends. He'll then return all signed Agreements and paperwork to the office the next day.



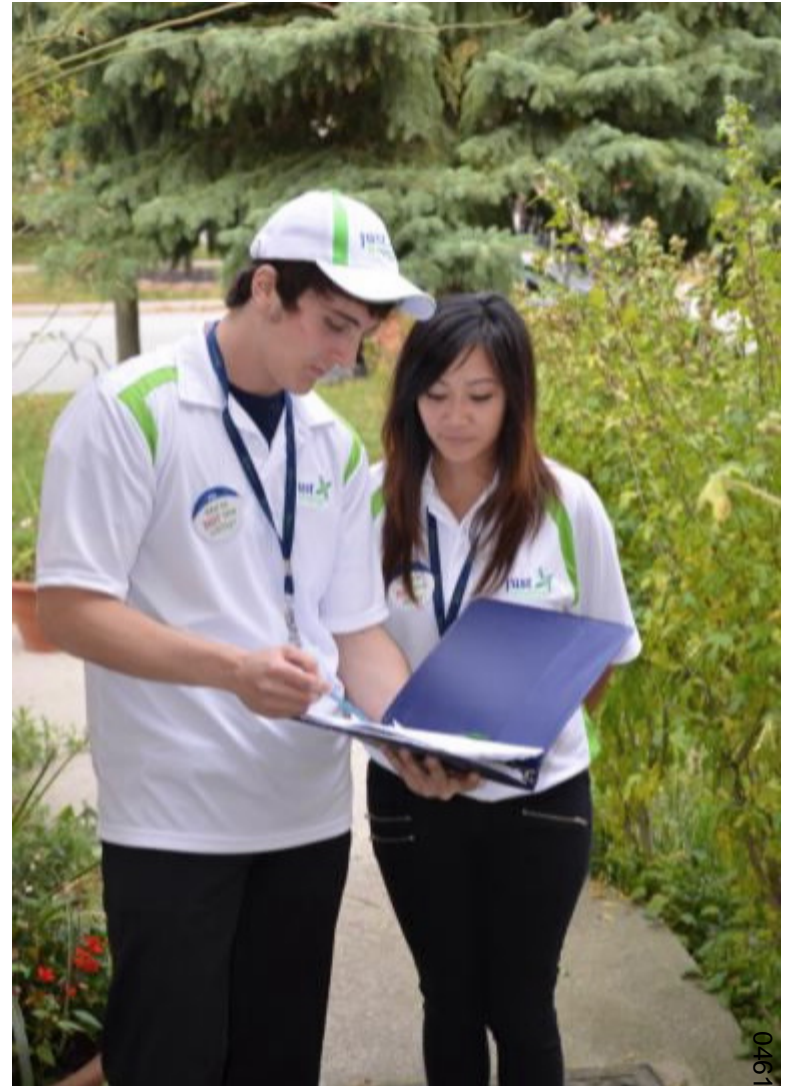
Attitude & Professionalism

To succeed as an Independent Contractor, you need more than a good understanding of our products and the energy industry. How you present yourself to consumers is equally important. Your attitude and professionalism can significantly impact the outcome of the sale.



Professionalism

Having a professional look and demeanor when you approach the door adds credibility to your pitch, which will increase a customer's willingness to accept your offer.



Dress for Success

Feeling good about the way you look increases your confidence and enhances your positive attitude. While representing Just Energy family of companies you should:

1. Display your identification badge at all times! – A MUST
2. Present yourself in a neat, clean and professional manner
3. Take advantage of (Just Energy family of companies branded clothing), which is available for purchase

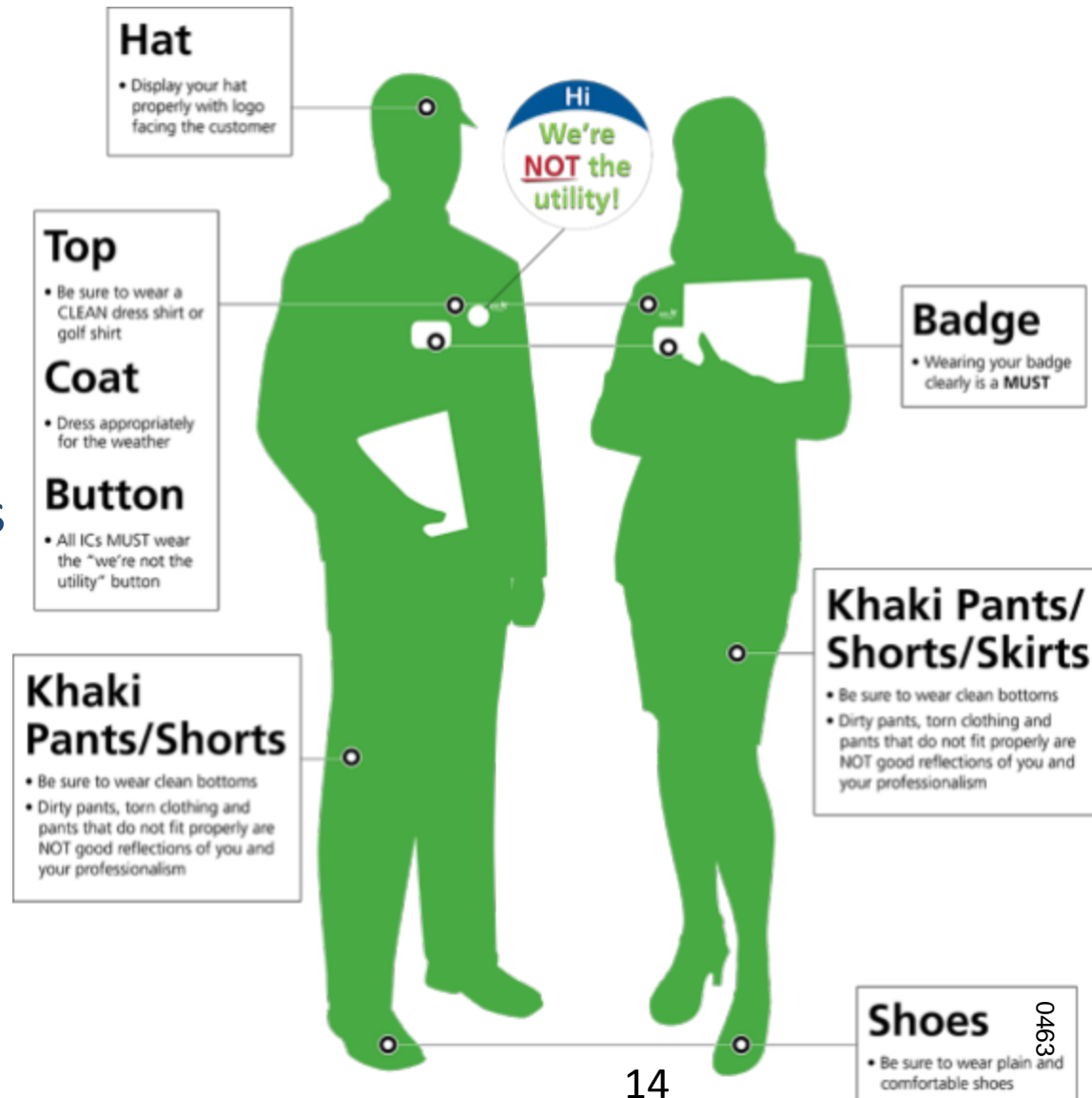
(See Handout)



How to Dress for Success:

Each market might have different clothing options due to regulatory requirements.

(See Handout)



What do you need prior to marketing?

Being prepared for your day is essential for your success, so ask yourself the following questions before you knock on the door:

- Are you dressed professionally?
- Do you have enough marketing materials?
- Are your marketing materials current?



What do you need prior to marketing?

- Are you aware of any Regulatory changes in your area?
- Do you have proper permits and licenses?
- Do you have the most up to date “Do Not Solicit” list for the area you are marketing in?
- Are you familiar with the product you will be explaining to potential customers?



Acceptable Marketing Practices

Be the professional (See Handout)

When you look and act like a professional, customers will treat you like one. When at the door it is important to:

- Always identify yourself by name and as an Independent Contractor of Just Energy family of companies. This includes showing your badge.
- Explain the reason for your visit (to sell an energy product)

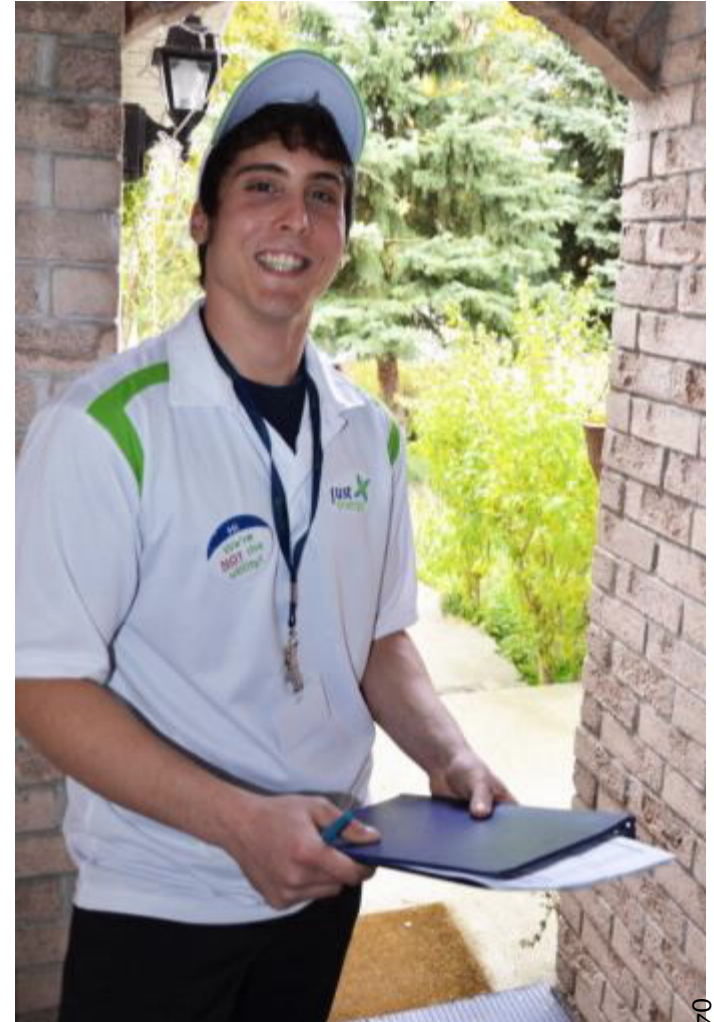
Be the professional

- Conduct the sale in a language understood by the customer and **DO NOT** proceed with the sale if there is a language barrier
- Only speak to the Account Holder or other authorized person who can legally bind the agreement (Speak to your Regional)
- Ensure the customer is clear that Just Energy family of companies **IS NOT** affiliated with the utility, government or a consumer group



Be the professional

- Be patient and a good listener
- Allow time for the customer to read through all the paperwork before signing
- Know when to walk away and leave graciously
- Do not exert any pressure on a customer



Be the professional

- Do not speak negatively about the competition or the utility
- Know your business and answers to the most frequently asked questions
- Always leave a person's door with a positive attitude, regardless of what happens



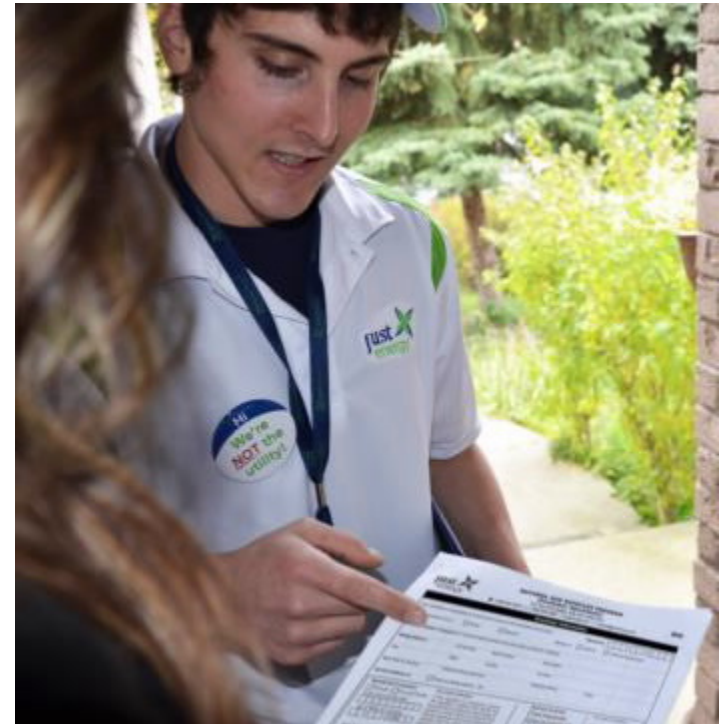
Acceptable Marketing Practices

Explanation of the program

When speaking to a customer, it's important to:

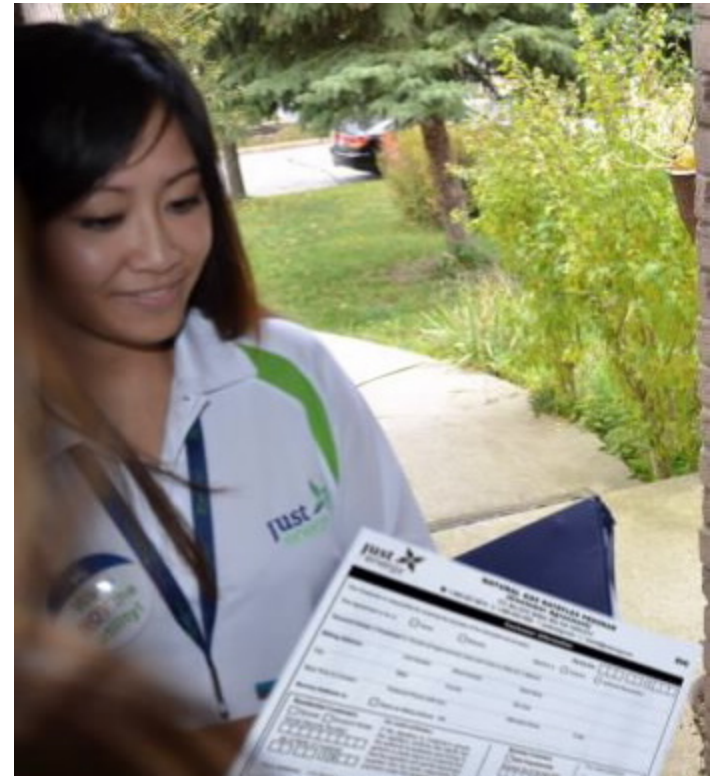
- Disclose all terms listed on the Agreement
- Disclose that the customer will continue to receive bills only from the utility and will continue to be charged by the utility for their commodity distribution in addition to Just Energy family of companies' charges

✓ *The exceptions to this are Georgia, Texas and Alberta; as Just Energy family of companies will directly bill those customers*



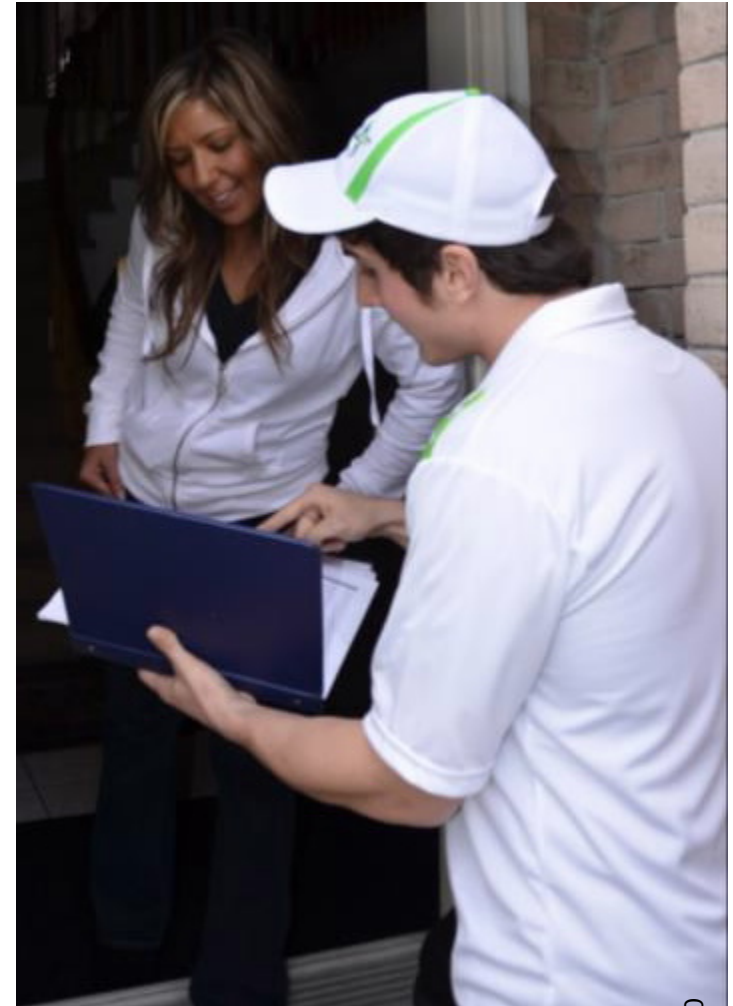
Explanation of the program

- Never make promises or guarantees of financial savings
- Make sure the customer understands they are signing up for a program and we **ARE NOT** providing them with discounts or conducting a survey



Explanation of the program

- Disclose that past performance is no guarantee of future performance
- Allow the consumer sufficient time to read, without harassment, all the documents you provided and disclose the length of the term of the Agreement
- Clearly and concisely disclose any exit fees associated with the product you are selling (if applicable)



Why can't Just Energy family of companies promise savings?

Just Energy family of companies cannot predict customer energy usage and the market price of energy. Rather, Just Energy family of companies' programs provide customers true value.



It's important that customers understand that Just Energy family of companies is **NOT** affiliated with their utility.

Take your time with the consumer and ensure they are clear on what services Just Energy family of companies can provide and how our services differ from the utility. Be proud of the products Just Energy family of companies offers and how we provide consumers with real choices that may not be available to them from their utility.



As a Just Energy family of companies Independent Contractor, it is critical that you:

- Follow the market specific code of conduct rules when approaching a customer
- Use only current and approved Just Energy family of companies sales and marketing materials
- Obtain and keep a record of all necessary permits for markets where permits are required

As a Just Energy family of companies Independent Contractor, it is critical that you:

- Honor “Do No Solicit” signs and do not approach customers on the “Do Not Solicit” list issued by Just Energy family of companies
- Do not sell to customers who do not understand the program you are trying to sell
- Never make false promises or guarantees of financial savings
- Do not speak negatively about competitors or the utility

Why is it important to speak to the right person?

Each state/province across North America has different standards and rules regarding who can enter into an agreement.

Unless identified otherwise, the **only two individuals*** that can enter into an agreement with Just Energy family of companies is the account holder who's name appears on the utility bill, or their spouse (*depending on the market*).

Sons, daughters, roommates, neighbors, etc. **do not have** the legal authority to enter into an agreement on behalf of the account holder.

** The exceptions to this are Georgia, Manitoba and Alberta; as **only** the account holder can sign.*

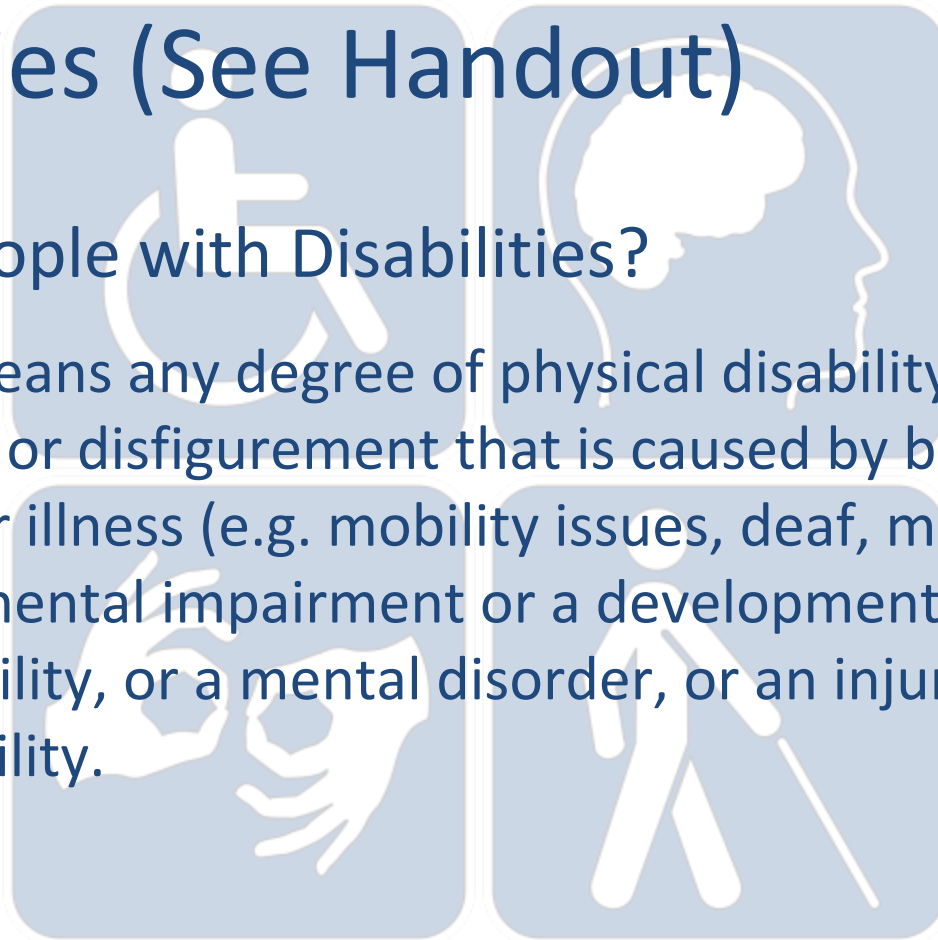
Remember, just because the account holder's daughter loves the program does not mean that the account holder will. So always speak to the account holder or their spouse.



Interacting with Customers with Disabilities (See Handout)

Who are People with Disabilities?

“Disability” means any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness (e.g. mobility issues, deaf, mute, etc.), a condition of mental impairment or a developmental disability, a learning disability, or a mental disorder, or an injury or any other physical disability.



How to Interact and Communicate with Customers who have Disabilities?

Listed below are some general tips on providing service to customers with disabilities:

- Introduce yourself clearly
- Speak directly to the person with a disability, not to his or her support person or companion
- Keep your customer informed of what you are doing
- Take the time to get to know your customer's needs and focus on meeting those needs



- If you cannot understand what your customer is saying, politely ask them to repeat themselves
- Don't touch or speak to service animals
- Don't touch assistive devices, including wheelchairs, without permission
- Be patient. People with some kinds of disabilities may take longer to understand and respond

Remember...See the Person, NOT the Disability.

What is the Process when dealing with a Customer who do not appear to understand the product due to Disabilities?

If you are unable to sell to the customer, leave a brochure behind with the Independent Contractor identification number written on the back, instruct the customer to call Just Energy's Customer Service Department if interested in the program (and reference the IC number) and then thank the customer and leave premises.

**Write your Full Name
And Independent
Contractor ID #**



Commercial Energy
is a leading energy
utility, delivering superior
customer experiences
and innovative products
to meet all your
energy needs.

Commercial Energy is a member of the just Energy Group™, a leading utility company with offices located across the United States, Canada and the United Kingdom. just Energy Group serves over 2 million residential and commercial customers through a wide range of energy programs and home comfort services.

When you choose Commercial Energy you benefit from:

- Superior experience and expertise
- Innovative products and pricing
- Environmental leadership
- Flexible programs
- Superior service

1-800-257-8878 centralus@commercialenergy.com

John Smith IC #: **123456**



Who is the Corporate and Consumer Relations (CCR)?

The Corporate and Consumer Relations Department ensures that Just Energy family of companies' sales process meet market specific regulatory and legal standards.

One of the CCR department's primary functions is to receive, investigate and manage IC related consumer complaints. They provide objective resolutions to any accusations of wrong-doing to ensure we are able to maintain good working relationships with industry participants, regulators, the government and you!



To succeed as a Just Energy family of companies Independent Contractor, it is important to avoid consumer complaints. Here are a few tips that can help:

- Clearly articulate to the customer that you represent an alternative energy supplier and not the utility or a regulatory body
- Ensure that the customer is aware of your intent to register them for an energy program



- Only sell to customer who can clearly speak and understand your language
- Be careful not to pressure the customer into signing an agreement and know when to close the sale or walk away
- Do not sell to customers who are elderly or do not understand the language
- Make sure that the customer signing the agreement is the account holder or spouse of the account holder



Code of Conduct & Ethics Policy:

Just Energy family of companies expects employees, officers, directors, consultants and others associated with the Just Energy family of companies and its affiliates to adhere to the expected level of conduct and ethics as described in the Policy.

(Review Handout)



Compliance Matrix:

Just Energy family of companies has put together guidelines to comply with business and regulatory policies. Each Independent Contractor is required to review and sign the document.

(Review Handout)



THANK YOU



The
Customer
Interaction.



“JUICE!!! Join Us In Creating Energy.”

– Brian Marsellus, National Distributor



Agenda – Module Five

- **Customer Interaction**
- **The Sales Process**
- **Post Sale Process**
- **Personal & Professional Development**

Customer Interaction

As our customers' first point of contact, you play a critical role in building lasting relationships. The Customer Lifecycle begins when you knock on their door and ends with our knowledgeable Customer Service team continuing to ensure they receive the service and support they deserve.

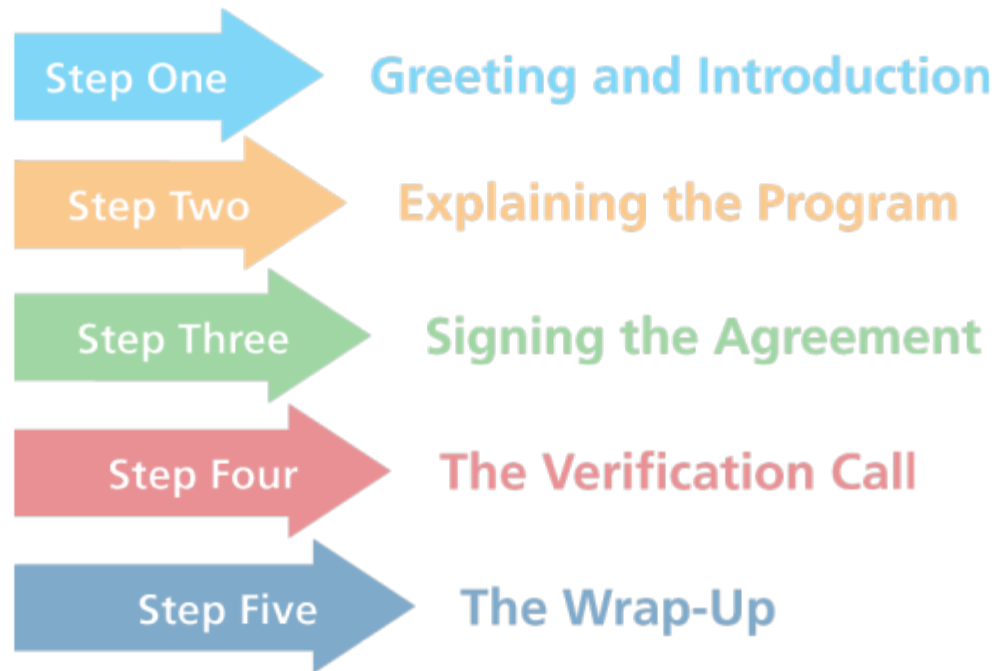


Customer Interaction



The Sales Process

The Sales Process starts as soon as you step onto the customer's property and ends when you leave with a signed Agreement and a completely satisfied customer.



Ontario Sales Script (See Handout)



The customer interaction



JUST ENERGY – Ontario Sales Script	
Action taking place	Script
The Introduction	
<ul style="list-style-type: none"> <input type="checkbox"/> Knock on door and step back from the door. <input type="checkbox"/> Keep eyes down so as not to pressure potential customer. Do not look straight at the customer <input type="checkbox"/> Agreement is held out in plain view, use open body language. <input type="checkbox"/> Look confident upon first meeting with the customer. Your demeanour is casual, professional not intimidating <input type="checkbox"/> Acknowledge the customer with a friendly wave and do not make eye contact <input type="checkbox"/> Point to Just Energy badge and <u>Immediately Hand the customer the business card and provide them with the purpose for your visit.</u> <input type="checkbox"/> Once you begin to speak, make consistent eye contact and be pleasant with the customer <input type="checkbox"/> Stand a bit sideways to the customer. This opens the space and is non-threatening body language. <p>Breaks eye contact after asking for the bill and step back a little bit.</p>	<p>Customer: Hello</p> <p>Contractor: Hi, how are you doing? I'm a representative of Just Energy. We are an independent energy retailer licensed by the Ontario Energy Board – Just Energy is not affiliated with your local utility, the Government or the Ontario Energy Board.</p> <p>I am here to offer you a natural gas or electricity supply product for your home that will allow you to manage your energy needs and budget better and take advantage of our \$50 registration incentive.</p> <p>To see whether or not you qualify I'll need a recent copy of both of your utility bills. I'll just wait here while you get those bills, thank you.</p> <p>Customer: Sure.</p>



Ontario Sales Script

Qualifying Customer – MyEnergy - Predict a Bill	
<ul style="list-style-type: none"> <input type="checkbox"/> Motion your hand for the bill (without making eye contact) while customer hands it over <input type="checkbox"/> Take the bill to involve customer in the process and keep the bill in plain view by placing it at the top of the binder. <input type="checkbox"/> During the explanation, continue to stand a little sideways and keep the Agreement in plain view. <input type="checkbox"/> While explaining program, try to maintain eye contact 70% of the time. <input type="checkbox"/> Turn slightly, holding Agreement square to the customer. Break eye contact, pen to paper and ask for last name. <input type="checkbox"/> After you asked for the last name, commence writing and answering questions. <input type="checkbox"/> Point to the customer's bill where the name and price will appear once on the program. <input type="checkbox"/> Circle the rate and term to emphasize those to the customer. <input type="checkbox"/> While holding binder and facing customer, explain the "Predict-a-Bill" and MyEnergy program. <input type="checkbox"/> Ensure the person you speak with is the Account Holder or authorized to sign the agreement. <input type="checkbox"/> After customer says yes, fill in the agreement. This is the time to build rapport. 	<p>Contractor:</p> <p><i>Thank you for obtaining your utility bills. I can see that you are not enrolled in an agreement for your Electricity and Natural Gas, so you do qualify for MyEnergy and "Predict-a-Bill"</i></p> <p><i>Like most Canadians, you've already made the decision to secure your costs on items such as your cell phone and internet use. Our programs combine the protection and stability of our Predict-a-Bill, with the cost effectiveness of our MyEnergy. For Predict-a-Bill, Just Energy ensures no more surprises with your natural gas costs as our flat monthly fee covers you and your family for the year and ensures that you pay the same, predictable, amount for your natural gas all year long. Predict-a-Bill is similar to a utility's equal billing program in that you'll know exactly what you are paying every month. The advantage to you is that there is no true-up at the end of the year.</i></p> <p><i>Just Energy's, MyEnergy program, provides you with a simple solution to a complicated pricing structure in Ontario. You currently pay a different rate at certain hours of the day which means that you probably avoid using items like your air condition, dishwasher, washer and dryer to avoid higher electricity prices. MyEnergy gives you control! You can now use your electricity when YOU want. You'll pay a single rate, as opposed to three which means that you do not have to change your lifestyle. MyEnergy is a variable program which starts at 4.99¢/kWh. The added advantage is that we'll guarantee that the variable rate never exceeds 5.99¢/kWh, giving you further piece of mind and control over your electricity usage and costs. In addition to your "MyEnergy" rate, a global adjustment pass-through, which is currently at x.xx¢/kWh, will also be added.</i></p> <p><i>Both of our programs provide an additional benefit to customers and that's the ability to make a positive contribution to the environment without having to change a single behaviour or lifting a finger.</i></p> <p><i>"Predict-a-Bill" offers a 100% Carbon Off-set program for an additional \$10/month to the base rate of \$39.99/month. MyEnergy offers a similar program for an additional 2.1¢/kWh to the base of 4.99¢/kWh, plus global adjustment.</i></p> <p><i>Again, these programs give you the ability to truly budget your home energy costs and make a positive change to the environment.</i></p>
8	

Ontario Sales Script

Qualifying Customer	
<ul style="list-style-type: none"> <input type="checkbox"/> Once the customer has shown interest in the product, begin filling out the agreement. <input type="checkbox"/> Answer the customers' questions as they may come up. <input type="checkbox"/> Be sure to provide further clarity with respect to the program. <input type="checkbox"/> Confirm the customer's interest in having 100% of their yearly Carbon footprint offset by Just Energy. <input type="checkbox"/> Ensure to get the customer's email address as so that a link can be sent to the customer 	<p>Contractor: So to get you started on the program, I'll need some information. Now, how do you spell your last name?</p> <p>Customer: J-O-N-E-S.</p> <p>Contractor: Okay. Just to confirm, you are the account holder here and you're interested in making your home 100% carbon neutral with respect to your natural gas and electricity usage.</p> <p>Contractor: Remember, you are choosing Just Energy as your supplier of natural gas and electricity. We will supply your natural gas and electricity to your utility company and they continue to deliver, read your meter and provide the same level of service you received in the past.</p> <p>This agreement only covers the cost of gas, electricity and JustGreen, if you choose it. You will also be responsible for regulated delivery, transportation. The only change you will see in a couple of months is our name and customer service phone number will appear on your bills, letting you know that you are now on the programs.</p> <p>Do you have any questions?</p> <p>Customer: Not at this time.</p>



Ontario Sales Script

Essential Agreement Information & Signatures, Welcome Call	
<ul style="list-style-type: none"> <input type="checkbox"/> Hold the binder and turn it to face customer and point to the Essential Agreement Information on the agreement. <input type="checkbox"/> Break eye contact when asking the customer to make a decision so as not to exert pressure. <input type="checkbox"/> Hand over your pen. The customer takes the agreement and reads over the Essential Agreement Information. <input type="checkbox"/> Customer takes the pen and you point to where the customer's signature is needed <input type="checkbox"/> Customer also signs off on the Price Comparison Form and Disclosure <input type="checkbox"/> Customer checkmarks the row for 100% JustGreen and signs the 'Predict-a-Bill' and MyEnergy Program section. <input type="checkbox"/> You are permitted to use your personal mobile phone for the welcome call or you may ask the customer to use their phone if they have a cordless phone. It's a toll-free number. <input type="checkbox"/> Ensure that the customer has no further questions before proceeding with the welcome call and that they fully understand the details of the programs. <input type="checkbox"/> Proceed with call once these items are covered and the customer has signed all documents. 	<p>Contractor: The full details of your agreement are set out in your Terms & Conditions. As you'll note, they're written on the back of these pages, in plain language for ease of reference.</p> <p>Let's take a moment to review the key terms of your agreement, specifically the monthly rate, term, JustGreen and further information set out here on the front pages, under "Essential Agreement Information".</p> <p>To get you started on the program, I simply need you to confirm your acceptance, print your name and sign here and here. In addition I am obligated by the OEB to provide you with the following forms to sign that shows you have reviewed and agree to them.</p> <p>This price comparison form is used to compare your current utility offering in comparison to our agreement. Keep in mind that this is not an apples to apples comparison as the utility natural gas prices will change every three months and every 6 months for electricity, whereas our commodity price is locked in for the next five years.</p> <p>The OEB also requires that we provide, you review and agree to the gas and electricity disclosure statement which ensures that you know your rights as a consumer in Ontario.</p> <p>So as I mentioned before, since you enrolled on both of our programs, you are entitled to the \$50 incentive in the form of a gift card to choose from in our list of offerings. Some options are Home Depot, BestBuy and a Prepaid MasterCard.</p> <p>The \$50 is given to you once you finalize your registration online. The next step is to verify your agreement with Just Energy's Customer Service Team, as they'll verify some information with you. At the end of the call an email will be sent to you, give it about twenty minutes, where a link will direct you to an enrollment and verification website. Follow the instructions on the website and you'll be registered and you'll receive your \$50 gift card. The other great part is that the online enrollment registration will replace this agreement and will save you the trouble of one last verification call that can take over twenty minutes due to OEB regulations. Sound good?</p> <p>Contractor: Before we proceed with the welcome call, I just want to make sure that you have no further questions, as I'm not permitted to answer them during the welcome call. They'll also confirm that you received a business card from me and that you understand the details of the program.</p> <p>Are you all set?</p>

Ontario Sales Script

Wrap up	
<ul style="list-style-type: none"> <input type="checkbox"/> <i>Customer takes all the paperwork. Keep the white copy of the agreement for you.</i> <input type="checkbox"/> <i>Once the call is completed, shake hands with the customer and leave the premise.</i> 	<p>Contractor: <i>So, of course I'm going to leave you a copy of your Agreement, as well as some follow up information.</i></p> <p><i>Again, as I mentioned to you, I'm a representative of Just Energy. We are an independent energy retailer licensed by the Ontario Energy Board – Just Energy is not affiliated with your local utility the Government or the Ontario Energy Board.</i></p> <p><i>Remember, you'll no longer see spikes in the winter on your rates with the Predict-a-Bill program. You simply pay one flat rate each month for your natural gas or supply that will take the worrying from opening your utility bill in the winter. Our MyEnergy program gives you control of your electricity use and allows you to use your appliances and run your AC when YOU want to.</i></p> <p><i>Our brochures provide you with great information with regards to the decision that you made and, with our JustGreen options, you'll know you're making a difference in the environment every time you heard about global warming or environmental issues in the news.</i></p> <p><i>You'll continue to be serviced by your current utility and receive the same level of customer service you get right now. Since you provided an email address on the welcome call, you will be receiving a link to our portal which will allow you to avoid receiving a phone call from us after 10 days to confirm the information you already gave me. Remember, in going online, you are enrolling for a new agreement but that will only make your life easier as you'll also have the added benefit of receiving an incentive for doing so.</i></p> <p><i>As mentioned earlier, after ten days, if you haven't enrolled online, we'll simply give you a follow up call to confirm your agreement. It is necessary for us to get a hold of you in order for you to start on the program and take advantage of our JustGreen options and commodity pricing and rates. Contractor: I've given you a copy of our agreement, including the disclosure statement and price comparison documents and in the case of electricity the Ontario supply mix and Just Energy's green energy supply mix. Have a great day and thank you for your time. It was nice to meet you.</i></p> <p><i>Customer: Thank you very much. Contractor: Take care. All the best.</i></p>

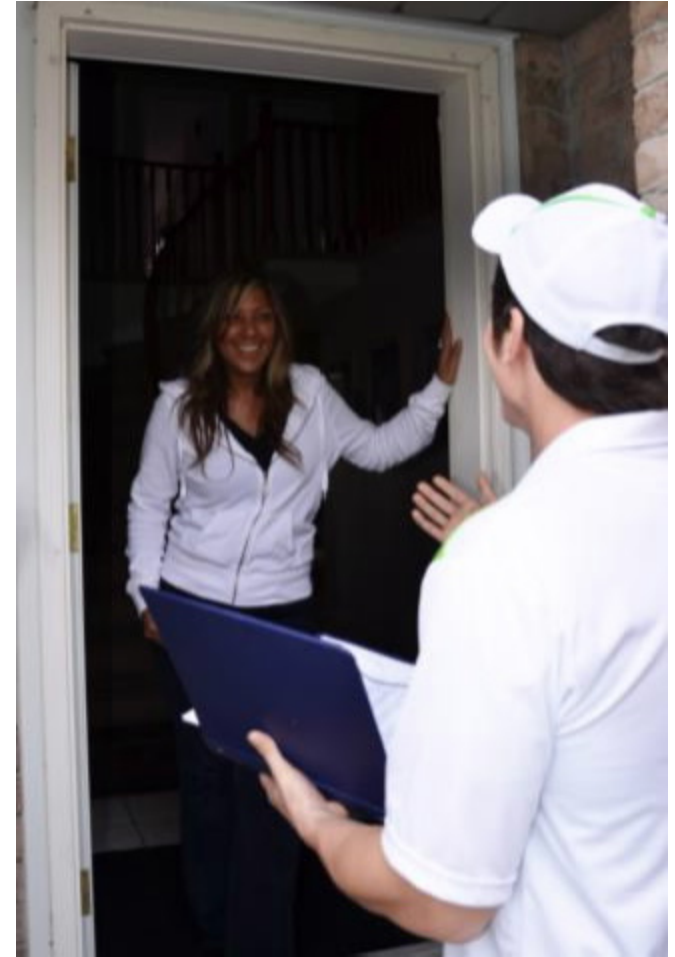
Step One: Greeting and Introduction

First impression will determine the outcome of the sale, within the first 10 seconds of your encounter, so it's important to make those seconds count.



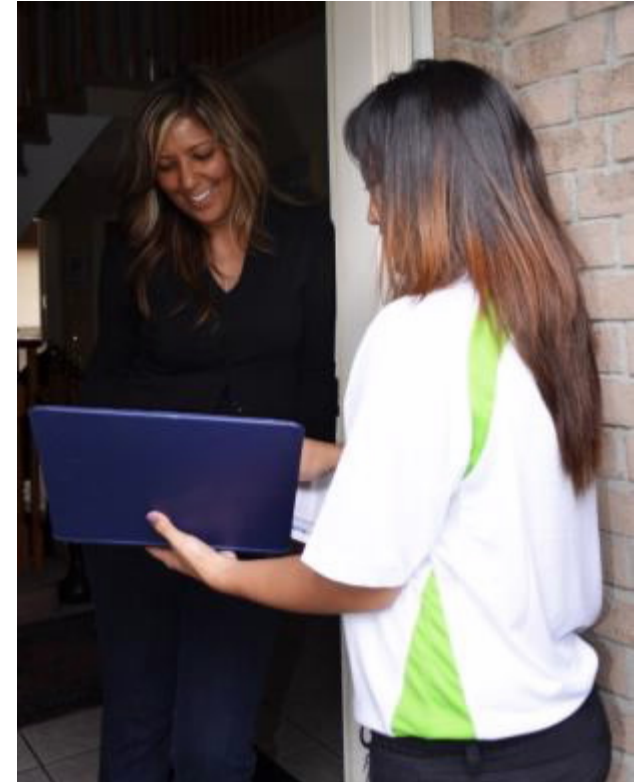
As soon as you approach the door you should:

- Knock on the door politely and take two steps back so the customer has space and doesn't feel pressured
- Have a copy of the Agreement on your clipboard in plain view
- *Make sure your badge and pin are clearly visible*



As soon as you approach the door you should:

- Keep busy by working off the clipboard and not looking straight at the customer
- When the customer answers, look confident, stand upright at attention, and have a casual but professional manner
- Greet the customer with a friendly wave, begin to speak, take a gentle step forward, point to your badge and raise your eyes from the clipboard to the customer



Before you begin explaining the product to consumers it is important to:

- Introduce yourself, by name and as a representative of Just Energy family of companies, an energy supplier, this includes showing your badge and 'We're not the Utility' pin
- Disclose that Just Energy family of companies is not affiliated with the utility, any government or Consumer Group
- Ensure you are speaking in a language they understand and can communicate in
- Let them know the purpose of your visit – to educate them on their right to choose an independent energy supplier, and to introduce them to the energy products made available by Just Energy family of companies

Before you begin explaining the product to consumers it is important to:

- Depending on the market you are in, you will provide the customer with either a contact sheet, business card and/or a brochure that contains both your name and personal ID number
- Ensure that you are speaking with the energy account holder or the spouse who can legally bind the Agreement
- Verify that the customer can participate to be enrolled in one of our programs – to do this, you will need to see the customer's energy bill

Securing the customer's energy bill

- Simply inform the customer that you would like to see a copy of their energy bill to verify that they can participate to register for our program
- When the customer returns with the bill, motion to obtain the bill without making eye contact. Keep the bill in plain view to keep the customer involved in the sales process

Examine the bill to determine:

- If the customer's current supplier is the utility, if so move on to explaining and selling our product
- If they are currently with another retailer. You may pitch them on our program however you **MUST** make them aware that they may be subject to cancellation fees for ending their agreement early
- If they are currently a Just Energy family of companies customer, compliment them, thank them and answer any questions they may have and move on to the next customer. Do not sell to these customers

Customer's Energy Bill (See Handout)

Page 1 of 3

Customer Name [REDACTED] **Account Number** [REDACTED]

Service #: JOHN Q. CUSTOMER
123 ANY STREET
ANYTOWN, PROV. XXX XXX

Service Address (taxes included)

100% Gas	XX.XX
Balance forward & past due - if paid, Thank You	XX.XX
BDP Instalment billed this month	X.XX
Rate adjustment	X.XX
New Home Service Charge	XX.XX
Late Payment Charge	XX.XX
Goods and Services Tax (GST)	X.XX

Delivery Charge [REDACTED]

Taxes [REDACTED]

Terms & Conditions
Your utility charges are regulated by the Ontario Energy Board.
Your charges are based on meter actual readings or estimations.
For additional information, please visit www.ontarioenergy.ca
GST Registration: XXXXXXXXXX

Service #: JOHN Q. CUSTOMER
123 ANY STREET
ANYTOWN, PROV. XXX XXX

RECEIPT#	AMOUNT DUE NOW	LATE PAYMENT EFFECTIVE DATE	AMOUNT PAID
XX-XX-XX XXXXX X	XXX.XX	MM/DD YY	

Billing Address [REDACTED]

Account Number [REDACTED]

How to pay your utility bill:
- Online: www.ontarioenergy.ca
- Mail
- Debit/credit card
- Cheque
- Payment kiosk
Please refer to this sheet with your payment

04-100122
ENR03



Customer Name & Service Address [REDACTED] **Account Number** [REDACTED]

Service #: JOHN Q. CUSTOMER
123 ANY STREET
ANYTOWN, PROV. XXX XXX

Just Energy Charges

Customer Charge	XX.XX
Delivery Charge	X.XX
Gas Supply Charge	X.XX

Your gas supplier is JUST ENERGY. For questions about the charges in this section, call them at 1-866-587-8674.

Just Energy Information [REDACTED]

As of MM/DD, YYYY your gas supply rate is: [REDACTED]
Gas cost adjustment (MMM DD - MMM DD, YYYY): [REDACTED]
Total effective gas supply rate: [REDACTED]



Biller's Stamp [REDACTED]

Page 2 of 3

Your Utility Distribution

Emergency, such as the smell gas	X-XXX-XXX-XXXX
Billing of moving	X-XXX-XXX-XXXX
Inspection or meter work	X-XXX-XXX-XXXX

Customer Charge

This is a fixed amount that is charged monthly per meter to help recover a portion of the many fixed costs that Your Utility incurs to keep our system ready for customer use at all times (e.g. pipeline maintenance, meter reading, and emergency service).

Meter Reading Information **Meter Reading**

Rate 1	XX,XXXg/M3
Current estimated meter reading	MMM DD, YY XXXXX
Less previous meter reading	MMM DD, YY XXXXX
Billing Period Days	XX

Gas used this period (m3)
PEF Value X,XXX Adjusted +/-0 XX

Comparing Your Gas Consumption
R=Actual D=Estimated A=Adjusted

Your gas consumption has increased as compared with the same period last year.

Payments

If you pay at the bank or by mail, to avoid the late payment charge, allow 7 days for your payment to reach our office.

Payments may be mailed to:
PO BOX XXX
ANYTOWN PROV. XXX XXX

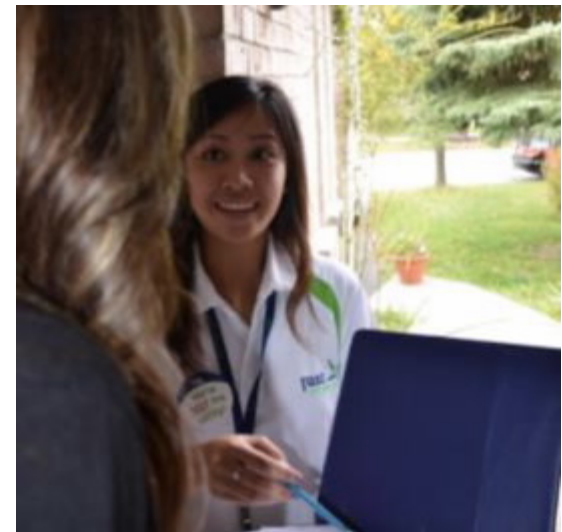
Please make cheques payable to: Your Utility

All payments made to Your Utility are accepted under the express condition that the company may demand payment of account deficiencies irrespective of any condition attached to the payments by the customers.

Step Two: Explaining the Program

During this part of the presentation, you are establishing trust by maintaining eye contact **70%** of the time. While you are explaining the program it is important that you disclose the following:

- The price the customer will pay for their energy supply (if applicable)
- Any administration fees (if applicable)



Explaining the Program

- All terms listed on the Acknowledgement Form and/or Essential Agreement Information Section of the Agreement.
- That the customer will continue to receive bills only from the utility (except Texas, Georgia and Alberta) and will continue to be charged by the utility for distribution in addition to Just Energy family of companies' charges for energy supply
- Their cancellation rights and any exit fees that may apply

Key Market Information (See Handout)

Information	Ontario
Commodity Offered	Natural Gas & Electricity
Regulatory Body	Ontario Energy Board (OEB)
Utilities	Enbridge Gas, Union Gas, and 75+ electricity utilities
Gas Measurement	m ³ & kWh
JustGreen Offered	YES
Agreement Languages	English
Authority to enter into energy Agreement	Account Holder or Spouse
Activation Time Period	2-5 months days after signing a natural gas Agreement and 15-120 days after signing a electricity Agreement.
Cancellation Parameters	Up to 30 days from the date of the first bill with Just Energy's name on it. After that there will be a \$100 charge a year remaining on their natural gas Agreement and \$50 charge a year remaining on their electricity Agreement for cancellation fees.
Cooling Off Period	Customers have 10 days to cancel without any reason after they have entered into a contract with Just Energy..
Mobility	Just Energy offers Rate Escape to customer's signed with another Energy Marketer. Just Energy will pay their exit fees of up to a maximum of \$300.
Billing	Customers are billed by their utility for all charges, including Just Energy charges.

The Benefits of the Rate Escape Program (See Handout & Product Brochure)

Just Energy's **Rate Escape Electricity Program** provides the following benefits:

- ✓ **Flexibility** – Benefit from the flexibility of a variable electricity supply price.
- ✓ **Protection** – The electricity rate will be capped, providing the customer with protection against volatile electricity prices.
- ✓ **Simplicity** – Avoid the confusion and hassle of having to change your lifestyle to accommodate winter and summer Time-of-Use pricing plans.

Just Energy's **Rate Escape Natural Gas Program** provides the following benefits:

- ✓ Designed to keep the customer's supply costs the same each and every month so they can budget their monthly energy costs more effectively.

The Benefits of the MyEnergy Program (See Handout & Product Brochure)

Just Energy's Rate MyEnergy Electricity Program provides the following benefits:

- ✓ **Flexibility** – Customers enjoy the same low rate regardless of when they use electricity.
- ✓ **Simplicity** – Customers will get the same rate all day long! Ignoring confusing Time-of-Use pricing.
- ✓ **Savings** – Customers variable rate is currently lower than the current on-peak rates!
- ✓ Customers receive a free smart thermostat!
- ✓ Customers have the opportunity to contribute to a cleaner and green environment with JustGreen.

The Benefits of the Predict-a-Bill Program (See Handout & Product Brochure)

Just Energy's Rate Predict-a-Bill Natural Gas Program provides the following benefits:

- ✓ **Comfort** – Customers won't have to worry about paying extremely high natural gas bills.
- ✓ **Budget** – Customers can control their natural gas supply costs.
- ✓ **Protection** – Customers are protected from price volatility.
- ✓ Customers have the opportunity to contribute to a cleaner and green environment with JustGreen.

Just Energy family of companies is one of the largest retail energy retailers in North America with approximately 1.8 million Customers. Customers are able to:

- ✓ Transfer their program when they move within their utility's service area.
- ✓ Customers who enroll online for Predict-a-Bill Natural Gas or MyEnergy Electricity will receive a \$25 prepaid Just Rewards Card (per commodity)
- ✓ Remain with their utility for delivery of their natural gas and continue to receive only one bill.
- ✓ Access our contact center five days a week, where customer service representatives are ready to help them.

Objection Handling (See Handout)

These are the common objections you will face when you are marketing.



Objection Handling - Ontario

These are the common objections you will face when you are marketing.

1	Customer:	I want to think about it.
	IC:	I understand sir. Most people do. In fact, that's why I'm here. What's great about this Program is that it gives you the ability to have a choice with respect to who supplies your energy. Now if you just want to go get a recent copy of your bill I'll see whether or not you are eligible to participate in the Program.
	Customer:	Okay
2	Customer:	I'm busy right now and don't have time.
	IC:	I understand. I still have a number of people I plan to talk to. In fact, if you just want to go get a recent copy of your utility bill, it will just take me a couple of minutes to explain the program so you can make an informed decision.
	Customer:	Okay
3	Customer:	I don't sign anything at the door.
	IC:	I understand sir. The reason why we come door to door is because there is a lot interest in this Program and how it may provide value to consumers. So, if you just want to go get a recent copy of your utility bill, I can run through it and then you can make an informed decision. I'll just wait here while you get your bill.
	Customer:	Okay
4	Customer:	I throw away my bills.
	IC:	I can understand that sir. I do get that on occasion. It doesn't have to be a recent bill. While I'm here today I can further explain the Program and your ability to make a positive contribution to the environment. If you can see if you can find something from a couple of months ago, I'll just wait right here.
	Customer:	Okay
5	Customer:	I don't want to switch companies.
	IC:	I understand sir. Your utility company is a great company and I wouldn't want you to switch away from their delivery service as well. Since deregulation, you now have the opportunity to choose your supplier. The great news is they will continue to deliver your commodity; they'll continue to bill you and continue to provide you the same level of service you've enjoyed in the past. I'll just wait right here while you go get that bill.
	Customer:	Okay



Objection Handling

6	Customer:	I've never heard of your company.
	IC:	Yes sir, I do get that on occasion and the reason is, instead of spending millions of dollars on marketing costs, we decided as an organization to come see you directly. We currently have over 1.8 million customers throughout the United States and Canada. We are part of a billion dollar, multi-national publicly traded company with over 40 offices across the US and Canada. Now, to get you started on the Program...
7	Customer:	Do I have to sign a contract?
	IC:	Yes, sir. In order for us to give you an Energy Program for the next four or five years we have to go out and buy supply to meet our obligations to you. That's how we're able to give you that choice and peace of mind. All you have to do is pay your monthly bill. So, to get you started on the Program...
8	Customer:	Why do you need to see my bill?
	IC:	Well sir, some people are already on an Energy Program . The best way I can tell is to see a recent copy of your bill. It's going to show me right on your bill whether or not you are already on an Energy Program . It just takes a second to check. I'll just wait here while you get a copy of the bill.
	Customer:	Okay
9	Customer:	Someone has already been here before.
	IC:	The reason I am here today is because we missed some of the people in the neighborhood. So, I'm here to check on whether you've had the opportunity to register for one of our natural gas or electricity Programs. I'll just wait here while you get a copy of the bill.
	Customer:	Okay



FAQ's

(See Handout)

You will find customers will have many questions, we have summarized the most important questions.



The customer interaction



FAQ's

Who is Just Energy family of companies?
Just Energy Group is a group of related corporations and partnerships that are licensed to provide energy as an independent natural gas marketer/electricity retailer.

Is Just Energy family of companies licensed to market natural gas/electricity?
Just Energy family of companies is licensed, certified or have an agreement to sell natural gas/electricity with the regulatory body or the utility/distribution company in all of the markets in which we operate. Currently we market in fourteen U.S. states and six provinces within Canada.

What are the benefits of enrolling in our Rate Escape Electricity Program?

- ✓ **Flexibility** – Benefit from the flexibility of a variable electricity supply price.*
- ✓ **Protection** – The electricity rate will be capped, providing the customer with protection against volatile electricity prices.*
- ✓ **Simplicity** – Avoid the confusion and hassle of having to change your lifestyle to accommodate winter and summer Time-of-Use pricing plans.

What are the benefits of enrolling in our Rate Escape Natural Gas Program?

- ✓ Designed to keep the customer's supply costs the same each and every month so they can budget their monthly energy costs more effectively.*

What are the benefits of enrolling in our Predict-a-Bill Natural Gas & MyEnergy Electricity Program?

- ✓ **Comfort** – Customers won't have to worry about paying extremely high natural gas bills and peak prices for your electricity.
- ✓ **Budget** – Customers can control their natural gas supply costs and protect themselves from peak electricity rates.
- ✓ **Protection** – Customers are protected from price volatility.
- ✓ Customers have the opportunity to contribute to a cleaner and green environment with JustGreen.

Can anybody join our Energy Programs?
Most residents residing in areas serviced by utilities with whom Just Energy has an agreement may be eligible to register for our program.

Will the customer be switching utility companies?
No, the utility continues to deliver energy to the customer. By choosing Just Energy, customers are selecting a natural gas or electricity supplier. The quality of service and delivery from the utility remains the same. The utility also continues to bill the customer and provide emergency services.

Is the customer going to have two bills?
No, the customer will continue to receive one bill from their local utility company.



FAQ's

How can the customer tell if the program has begun?

Once the program begins, Just Energy's name and rate will appear on the utility bill as the energy supplier, along with the toll-free customer service telephone number.

Is the program transferable if the customer moves?

Yes, the program may be transferable if the customer is moving within an area that Just Energy services. The customer must contact our customer service department at least 45 days prior to their moving date and we will attempt to transfer your account.

Can the customer cancel at any time?

The customer has a 10 day cooling off period from which they signed with Just Energy after that the customer has 45 days to verify the agreement and if they choose they can cancel at that time without exit fees. If the customer is on our program, they have 30 days from when they receive their bill with our name on it to cancel without exit fees.



Managing Questions

Questions asked by customers are great for three reasons:

1. They are a buying signal from the customer and a way for them to find out more.
2. They help fill in gaps where the customer needs more information to make an informed decision.
3. They provide you with the opportunity to answer every single one with another benefit.

Gaining agreement at various stages of the sale is vital!

What are the best ways to accomplish this?

- When you make a solid point or state a benefit, ask the customer, *“Does that make sense?”* And look for a positive nod or a “yes”.
- Look for buying signals that indicate the customer is on the same page as you. Often this can be seen in body language.

The Agreement


Customer agreements are in three parts:

1. Customer Agreement (a three-part carbon form) – This is the “registration form” which contains all the specific customer information to process the account.
2. Terms and Conditions This contains the specific terms and conditions of the customer’s agreement.

To properly complete the registration form you will:

1. Complete the customer information at the top of the registration form as it appears on the current utility bill. This includes the full name, billing and service address, and telephone number.
2. Select home or business and indicate the date.
3. Ensure the agreement is signed by someone who has authority. This includes:
 - a. The account holder – that is the person over the age of 18 whose name appears on the utility bill.
 - b. The legally married spouse of the account holder.
4. Record the customer’s gas account number and the utility code.
5. Review each point on the form called “Acknowledgement Form” with the customer. The customer must sign this section of the agreement.
6. Complete the pricing portion, including JustGreen if the customer chooses to participate. The customer must sign the natural gas section of the agreement.
7. Fill in the verification code given to you by the Third Party Customer Service. We will go over this process in the next chapter.
8. Ensure your Independent Contractor number, name and signature is also indicated on the Agreement and Acknowledgement Form as this will impact your commission.

The Agreement Sample Form (See Handout)



**PREDICT-A-BILL NATURAL GAS AND
MYENERGY ELECTRICITY PROGRAMS (Customer Agreement)**

80 Courtneypark Drive West, Units 3&4, Mississauga, Ontario L5W 0B3
 ☎ 1.866.587.8674 📠 1.888.548.7690 🌐 justenergy.com ✉ cs@justenergy.com

SVC

Customer Information

The Customer is responsible for ensuring the accuracy of the information set out below.

This Agreement is for a **Location** Home Business

Signatory is: Customer Authorized Representative

Customer/Business Name (Last Name, First Name, Title (if a business))

Signatory (Name & Title)

Billing Address (Unit Number, Street Number, Street Name, City, Province, Country, Postal Code)

Service Address if different from Billing (Unit Number, Street Number, Street Name, City, Prov., Country, Postal Code)

Your Agreement Details

Customer appoints Just Energy Ontario L.P. ("Just Energy") as its supplier of natural gas and/or electricity commodity ("Energy") to each Location enrolled under this Agreement for a Term of 5 years. You, the Customer, understand and agree:

a) In addition to the Prices below, as always, you will remain responsible for natural gas regulated delivery, transportation, storage and other charges billed by your Utility or Just Energy, and/or electricity delivery, debt retirement, regulatory and other charges billed by your Utility or Just Energy. My Transportation charge will be variable throughout the Term of the Agreement, and will always match the Utility transportation charge. If I do not sign this Agreement I will still pay my distributor for transportation over and above my current supply charges. My current Utility transportation rate for my service area is as follows: Enbridge Gas is 5.6948¢/m³; Union Gas Southern is 4.1877¢/m³; Union Gas NorthWestern is 0.3748¢/m³; Union Gas FortFrances is -0.2266¢/m³; Union Gas Northern is 2.4622¢/m³; Union Gas Eastern is 3.3500¢/m³; Kitchener Gas is 6.1820¢/m³.

b) If you sign up for the MyEnergy Electricity program you will have to settle your RPP variance with your Utility. The MyEnergy Price will not exceed 5.99¢/kWh throughout the initial Term of the Agreement. You will pay the related charges, including an \$0.80/month billing fee and a one time enrollment/de-enrollment fee of \$1.50. This Agreement only covers the cost of electricity commodity. You will also be responsible for regulated delivery, transmission, debt retirement, and other costs billed by your Utility. You will remain entitled to/bound by the Global Adjustment billed by your Utility.

c) You received a text-based copy of this Agreement, including the Disclosure Statement(s) and Price Comparison Document(s), before signing this Agreement.

Check here if you do not wish Just Energy, its affiliates or business partners to contact you with great new programs, special deals or offers. Just Energy will not sell your personal information.



The Agreement Sample Form (Continued)

Predict-a-Bill Natural Gas Program				36484
Monthly Natural Gas Supply Price \$39.99 for a 5 Year Term My Natural Gas Price will be my Monthly Natural Gas Supply Price above, plus a Variable Natural Gas Supply Price for consumption above 3,300 m ³ in a year. The Monthly Natural Gas Supply Price may be reviewed and adjusted by Just Energy on an annual basis based on your consumption pattern in the past 12 months and natural gas prices available to Just Energy, plus our marketing and overhead charges and margin. Just Energy agrees that your Monthly Natural Gas Supply Price will never exceed \$79.99/month or \$99.99/month if the JustGreen Gas option has been selected, during the initial term. The Variable Natural Gas Supply Price is based on the weighted average of Just Energy's short and medium term natural gas supply purchases, plus Just Energy's marketing and overhead charges and margin. Just Energy also agrees that the Variable Natural Gas Supply Price will not exceed 29.9¢/m ³ , or 34.9¢/m ³ , if JustGreen Gas has been selected, during the initial Term. See Paragraphs 1 & 6 for more details. You will also be responsible for the charges set out in paragraph a) above.			Required Signature for Gas Program including JustGreen Customer has read and accepts this Agreement, including the Just Energy Price and Term, as indicated, and agrees to be bound by it. The undersigned represents having authority to bind the Customer to this Agreement.	
Print Name Print Title Customer Signature			Just Energy Price (\$/Month)	
Monthly Natural Gas Supply Price \$39.99	JustGreen % Offset Gas 100% 0%	JustGreen (month) \$10.00 \$0.00	\$49.99 \$39.99	
Natural Gas Account Number (a "Location")				Utility Code
Billing Address Postal Code		First 4 Alpha-Numeric Registration Code		
MyEnergy Electricity Program			Reservation Code	
Electricity Supply Price (¢/kWh) for a 5 Year Term The MyEnergy Price will change throughout the Term of the Agreement and is equal to the weighted average of Just Energy's short and medium term natural gas supply purchases, plus Just Energy's marketing and overhead charges and margin. The MyEnergy Price will be variable and will start at 4.99¢/kWh, plus the Global Adjustment, and will not exceed 5.99¢/kWh, plus the Global Adjustment, for the duration of the Term. For more details please see paragraph 6 "Charges under this Agreement". JustGreen Electricity Price: If the JustGreen Electricity option is selected, a 2.1¢/kWh charge will apply in addition to the MyEnergy Price and Just Energy will ensure that an amount of electricity equal to 100% of my metered electricity consumption is generated from renewable sources and injected into the electricity grid.			Authorization Customer has read and accepts this Agreement, including the Just Energy Price and Term, as indicated, and agrees to be bound by it. The undersigned represents having authority to bind the Customer to this Agreement.	
Electricity Account Number (a "Location") and Premise Number (if applicable)			Utility Code	
Billing Address Postal Code		First 4 Alpha-Numeric Registration Code		
Account Number			Reservation Code	
Source Code	IC Name (print)	Customer Service Information		
IC Number	IC Signature	CSR ID	CSR Name (print)	
Customer IC Number is receiving a IC Name & Signature (including the Terms and Conditions).				
Customer Signature:		Signing Date:		
THIS AGREEMENT		CUSTOMERS. NO CHANGES TO THE		
Customer Signature		CSR Name		

The Agreement Sample Form (Continued)

**RATE ESCAPE NATURAL GAS AND
ELECTRICITY PROGRAMS (Customer Agreement)**

80 Courtneypark Drive West, Units 3&4, Mississauga, Ontario L5W 0B3

☎ 1.866.587.8674 📠 1.888.548.7690 🌐 justenergy.com ✉ cs@justenergy.com

SVC

Customer Information

The Customer is responsible for ensuring the accuracy of the information set out in this Agreement.

This Agreement is for a **Location** Home Business

Customer/Business Name _____
(Please print name as it appears on utility bill. Provide full legal business name.)

Billing Address

Unit Number	Street Number	Street Name	Street Name
City	Province	Country	Postal Code

Residential Phone (with area) _____ Alternate Phone _____ Fax _____ E-Mail _____

Service Address if different from Billing

Unit Number	Street Number	Street Name	City	Prov.	Country	Postal Code
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Customer Signature

Signatory is: Account Holder Authorized Representative

First _____ Last _____ Title (if a business) _____

Signatory (Name & Title)

Your Agreement Details

Customer appoints Just Energy Ontario L.P. ("Just Energy") as its supplier of natural gas and/or electricity commodity ("Energy") to each Location enrolled under this Agreement for a Term of 5 years. You, the Customer, understand and agree:

a) In addition to the Prices below, as always, you will remain responsible for natural gas regulated delivery, transportation, storage and other charges billed by your Utility or Just Energy, and/or electricity delivery, debt retirement, regulatory and other charges billed by your Utility or Just Energy. My Transportation charge will be variable throughout the Term of the Agreement, and will always match the Utility transportation charge. If I do not sign this Agreement I will still pay my distributor for transportation over and above my current supply charges. My current Utility transportation rate for my service area is as follows: Enbridge Gas is 5.6948¢/m³; Union Gas Southern is 4.1877¢/m³; Union Gas NorthWestern is 0.3748¢/m³; Union Gas FortFrances is -0.2266¢/m³; Union Gas Northern is 2.4622¢/m³; Union Gas Eastern is 3.3500¢/m³; Kitchener Gas is 6.1820¢/m³.

b) If you sign up for the Rate Escape Electricity program you will have to settle your RPP variance with your Utility. The Rate Escape Price will not exceed 5.99¢/kWh throughout the initial Term of the Agreement. You will pay the related charges, including an \$0.80/month billing fee and a one time enrollment/de-enrollment fee of \$1.50. This Agreement only covers the cost of electricity commodity. You will also be responsible for regulated delivery, transmission, debt retirement, and other costs billed by your Utility. You will remain entitled to/bound by the Global Adjustment billed by your Utility.

c) You received a text-based copy of this Agreement, including the Disclosure Statement(s) and Price Comparison Document(s), before signing this Agreement.

Check here if you do not wish Just Energy, its affiliates or business partners to contact you with great new programs, special deals or offers. Just Energy will not sell your personal information.



The Agreement Sample Form (Continued)

Rate Escape Natural Gas Program 36491

Monthly Natural Gas Supply Price \$39.99 for a 5 Year Term
 Plus an additional \$5/month for the first year only.

My Natural Gas Price will be my Monthly Natural Gas Supply Price above, plus a Variable Natural Gas Supply Price for consumption above 3,300 m³ in a year.

The Monthly Natural Gas Supply Price may be reviewed and adjusted by Just Energy on an annual basis based on your consumption pattern in the past 12 months and natural gas prices available to Just Energy, plus our marketing and overhead charges and margin. Just Energy agrees that your Monthly Natural Gas Supply Price will never exceed \$79.99/month or \$99.99/month if the JustGreen Gas option has been selected, during the initial term.

The Variable Natural Gas Supply Price is based on the weighted average of Just Energy's short and medium term natural gas supply purchases, plus Just Energy's marketing and overhead charges and margin. Just Energy also agrees that the Variable Natural Gas Supply Price will not exceed 29.9¢/m³, or 34.9¢/m³, if JustGreen Gas has been selected, during the initial Term. See Paragraphs 1 & 6 for more details.

You will also be responsible for the charges set out in paragraph a) above.

Required Signature for Gas Program including JustGreen

Customer has read and accepts this Agreement, including the Just Energy Price and Term, as indicated, and agrees to be bound by it. The undersigned represents having authority to bind the Customer to this Agreement.

Print Name
 Print Title
 Customer Signature

Monthly Natural Gas Supply Price	JustGreen % Offset Gas	JustGreen (month)	Just Energy Price (\$/Month)
\$39.99 Plus an additional \$5/month for the first year only.	100%	\$10.00	\$54.99
	0%	\$0.00	\$44.99

Natural Gas Account Number (a "Location") Utility Code Billing Address Postal Code First 4 Alpha-Numeric Registration Code

Rate Escape Electricity Program Reservation Code

Electricity Supply Price (¢/kWh) for a 5 Year Term Code

The Rate Escape Electricity Price will change throughout the Term of the Agreement and is equal to the weighted average of Just Energy's short and medium term electricity supply purchases, plus Just Energy's marketing and overhead charges and margin. The Rate Escape Price will be fixed at 5.99¢/kWh, plus the Global Adjustment for the first year and thereafter will be a variable price, not to exceed 5.99¢/kWh, plus the Global Adjustment for the duration of the Term. For more details please see paragraph 6 "Charges under this Agreement".

JustGreen Electricity Price: If the JustGreen Electricity option is selected, a 1¢/kWh charge will apply in addition to the MyEnergy Price and Just Energy will ensure that an amount of electricity equal to 100% of my metered electricity consumption is generated from renewable sources and injected into the electricity grid.

Utility Code:

Customer has read and accepts this Agreement, including the Just Energy Price and Term, as indicated, and agrees to be bound by it. The undersigned represents having authority to bind the Customer to this Agreement.

Print Name
 Print Title
 Customer Signature

Electricity Account Number (a "Location") and Premise Number (if applicable) Utility Code

Account Number Billing Address Postal Code First 4 Alpha-Numeric Registration Code

Reservation Code Customer Service Information

Source Code IC Name (print) CSR ID

IC Number IC Signature CSR Name (print)

Customer IC Number IC Name & Signature (including the Terms and Conditions).
 Customer Signature: Signing Date: MM/DD/20YY

THIS AGREEMENT Customer Signature CUSTOMERS. NO CHANGES TO THE CSR Name APPLY.

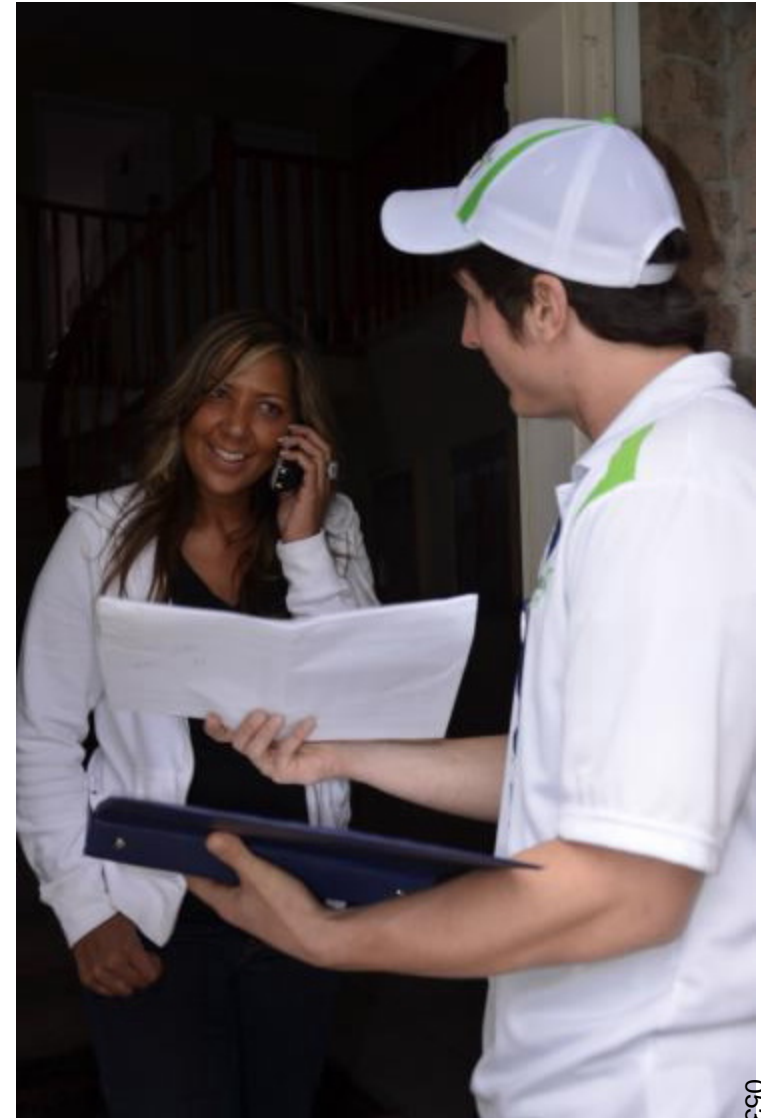
Step Three: Signing the Agreement

- Ensure that the customer signs & initials all applicable areas and that you complete all forms accurately and neatly.
- Ensure the customer is made aware and fully understands all of the details of the program prior to signing the agreement.
- You do not want to begin the verification call portion of the sale with any potential confusion.

Step Four: The Welcome/Verification Call

After the Agreement is completed, Contractors are **required to use the customer's phone** to contact a Third Party Customer Service Department and obtain a Registration Code.

During this call the Customer Service Representative (CSR) will review the Agreement with the customer and ensure they understand it.



The Welcome/Verification Call

One way to ensure the customer is prepared for the Welcome/Verification Call is to provide with example questions:

- Their name, address and phone number
- Their utility name and account
- Confirmation that they are the account holder/spouse and between 18-70 years of age
- If they are currently with an alternative supplier
- The rate they will be paying for their energy supply
- The fact that we are not with the utility
- The cancellation terms

The Welcome/Verification Call

The steps to initiating a Welcome/Verification call are as follows:

1. Call the verification number assigned to you from the customer's phone.
2. Obtain the CSR's indication number at the beginning of the call and write it on the Agreement.
3. Ensure that you give the customer the phone and the CSR will confirm details of the program and conclude the interaction with the customer.

The Welcome/Verification Call

The steps to initiating a Welcome/Verification call are as follows:

4. Pass the phone to the customer and the CSR will confirm details of the program and conclude the interaction with the customer.

It is important to note that the Customer Service Representative is not there to sell the Agreement. Please ensure to listen carefully to the CSR and respond only to the questions they ask. Interrupting, speaking too quickly or being rude to the CSR will only delay the call and frustrate the customer.

The Welcome/Verification Call

Denied Welcome/Verification Call Reasons:

Here are a few scenarios that would result in a CSR denying the verification call:

- A customer no longer wants to enroll in the program
- The customer still has questions regarding the program
- The customer is elderly and may not fully understand that they are entering into a binding agreement

The Verification Call

Denied Verification Call Reasons:

- There is a significant language barrier and the customer does not appear to understand that they are entering into a binding agreement
- The individual who signed the Agreement is not authorized to legally bind the Agreement
- The telephone number provided to Customer Service does not match the number on the call display
- The customer does not positively confirm the key Terms of Agreement

Step Five: The Wrap-Up

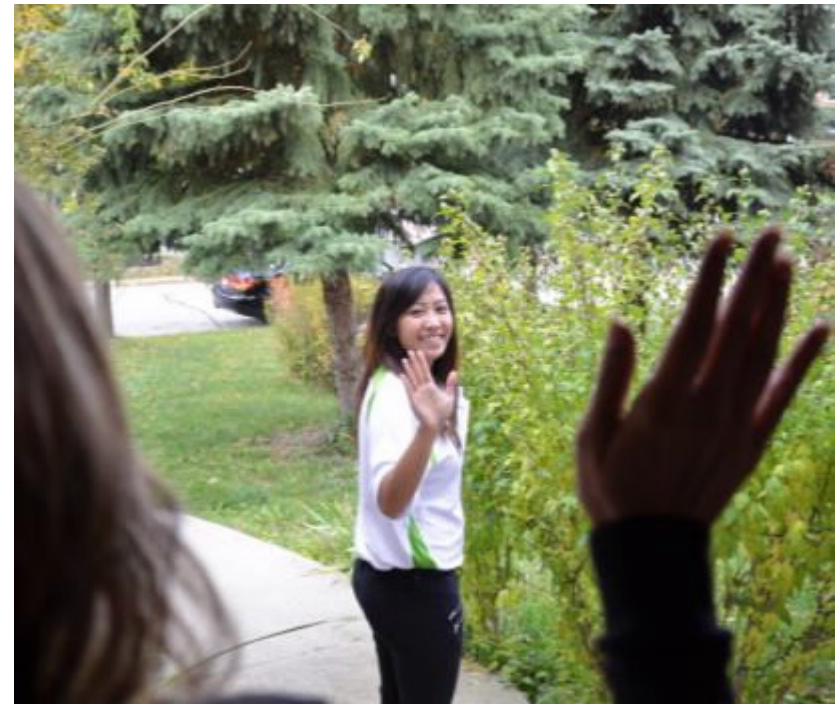
Wrapping up is just as important as any feature or benefit of the product itself.

Right after the customer signs, there's a sense of completion on the customer's part.



The Wrap-Up

After they sign, take an extra moment with the customer. Tell them it was nice to meet them, make small talk and build extra rapport by talking about anything except energy. It is important to leave them with a great impression of you.



The Wrap-Up

Review, Review, Review!

Take this opportunity to review the benefits of the program and the value it provides. Ensure to provide copies of all the materials to the customer and ensure they are left feeling confident about the decision they just made.

Remember, a customer who is confident and happy with their decision will remain a customer for years to come.

Marketing in Hot & Cold Weather Conditions

Just Energy family of companies encourages and promotes a healthy and safe work place for all its contractors. Due to the nature of our business, it is necessary that all contractors are equipped and prepared for adverse weather effects including extreme heat or cold, which can cause bodily harm. These conditions should not be ignored, but rather handled proactively and effectively.

The Post Sale Process

There are several pieces that need to come into place after you have completed the sale.



Submitting the Signed Agreements to Regional Office

After returning your completed Agreements to your Regional Office, they will be sent to Head Office. Incomplete Agreements may be cancelled and commissions are not paid on cancelled Agreements. It is therefore important that the Agreements you submit are complete and accurate.



Head Office Processes the Agreement

When Head Office receives the Agreements, they review them for completion. If there is any missing information, Customer Service will contact the customer to try and secure the correct information. If they are unable to secure the correct information or if the form is missing a customer signature, the Agreement will be cancelled.

Once all the information is in the system, the customer is placed on our program and Just Energy family of companies will supply the customer's energy consumption.

Continued Support for our Customers

Customer Service continues to build lasting relationships with our customers:

- Just Energy family of companies will continue to appear on the customer's bill every month
- If the customer ever has questions or concerns regarding their service or bill, they will contact our Contact Center.



Personal and Professional Development

As sales people, we're responsible for our own success. With so much opportunity for personal development our profession is one that is both exciting and challenging. We feel that
“what the mind can conceive and believe, it can achieve!”

Personal and Professional Development

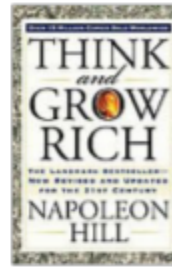
Sales is a skill that can be learnt, but that can only happen if YOU put in the effort. Always try reading, listening to audio books and attend seminars to make the most out of your opportunity. Seek out other successful Contractors and ask for advice.

Personal and Professional Development Books

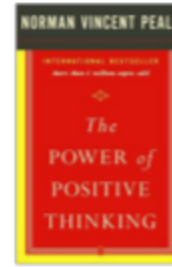
Attitude Books



The Magic of Thinking Big
David Schwartz



Think and Grow Rich
Napoleon Hill



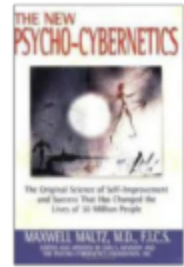
The Power of Positive Thinking
Norman Vincent Peale



Personal Power
Anthony Robbins

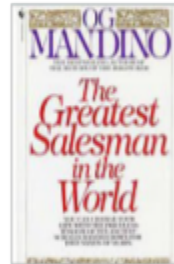


The Seven Habits of Highly Successful People
Stephen Covey

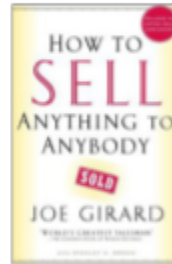


The New Psycho-Cybernetics
Maxwell Maltz

Sales Books



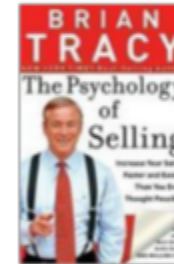
The Greatest Salesman in the World
Og Mandino



How to Sell Anything to Anybody
Joe Girard



Secrets of Closing the Sale
Zig Ziglar

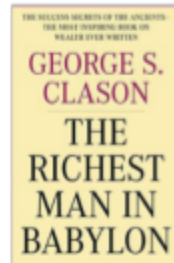


The Psychology of Selling
Brian Tracy



How to Master the Art of Selling
Tom Hopkins

Wealth Books



The Richest Man in Babylon
George S. Clason



Rich Dad, Poor Dad
Robert Kiyosaki



The Wealthy Barber
David Chilton



The Millionaire Next Door
Thomas Stanley

Pearson MacDonald's Iron Clad Rules

- 1. "A quitter never wins and a winner never quits."**
Anything worth having is worth fighting for, so **FIGHT FOR IT.**
- 2. "Work your plan and plan your work."**
Know what day, what time, and where you are going to work. You are your own boss and therefore you must **MANAGE YOURSELF AND/OR FAMILY RESPONSIBLY.**
- 3. "Action makes you positive; inaction makes you negative."**
Doing nothing makes you feel guilty; however, as soon as you start walking and talking, you feel **EXCELLENT.**
- 4. "Practice, practice, practice."**
One thing you always hear about the top sales performers is that they **ALWAYS PRACTICE MORE AND TRY HARDER.**
- 5. "Momentum is everything."**
Once you start work, don't stop for coffee, food etc., until your day is complete. **ONCE THE BALL IS ROLLING, DON'T STOP IT.**
- 6. "Treat a business like a business."**
Once at a presentation, do your presentation. Do not socialize during your business hours. **YOUR TIME IS TOO VALUABLE.**

Pearson MacDonald's Iron Clad Rules

- 7. "You always get exactly what you deserve."**
If you provide a lot of service, you will receive **A LOT** of reward.
If you provide little service, you will receive **LITTLE** reward.
- 8. "Set your goal, write it down, and repeat it twenty times a day."**
If you have no destination, you will never arrive. **GOAL SETTING IS A MUST FOR SUCCESS.**
- 9. "Visualize."**
What a human mind can conceive and believe, the human mind can **ACHIEVE.**
- 10. "Be an eternal optimist!"**
People are always telling you what you can't do; use this as fuel **TO PROVE** them wrong.
- 11. "Do It!"**
PROCRASTINATION is your worst enemy. Just go!
- 12. "Do it right!"**
Learn from the pros. **CHOOSE A ROLE MODEL** to achieve top skills and strategies.

THANK YOU

This is Exhibit "K"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



Commissions, incentives & rewards



Commission Example – Just Energy Conservation Program (Residential)

As an *average* Independent Contractor, you can earn an **above average** income.

Potential Weekly Earnings

Product Sold	Approved RCE's/week	Commission Rates	Potential Weekly Earnings	Potential Yearly Earnings
Installation	15	\$50	\$750.00	\$36,750.00
Verification	15	\$50	\$750.00	\$36,750.00

Additional Bonus & Incentives

Incentive Trip	\$3,000.00
Referral Bonus	\$500.00

Potential Yearly Income **\$1,500.00** **\$77,000.00**

As an *above average* Independent Contractor, you can earn an **extraordinary** income.

Potential Weekly Earnings

Product Sold	Approved RCE's/week	Commission Rates	Potential Weekly Earnings	Potential Yearly Earnings
Installation	30	\$50	\$1,500.00	\$73,500.00
Verification	30	\$50	\$1,500.00	\$73,500.00

Additional Bonus & Incentives

Incentive Trip	\$3,000.00
Referral Bonus	\$1,500.00

Potential Yearly Income **\$3,000.00** **\$151,500.00**

The illustrative commission example assumes:

- Example takes into consideration 3 week's time off to attend incentive trips and personal time (49 weeks).
- Each customer enrolls for 100% level of participation for JustGreen Natural Gas/Electricity
- Incentive trips approximate value is \$3,000 per trip.
- Referral Bonus is when an existing IC refers a new IC, who is successful in the proceeding through the new IC recruiting program, that IC receives a \$500 Referral Bonus once the new IC gets paid on their 20th RCE.

Residential			
Commodity	Installation ⁽¹⁾	Verification ⁽¹⁾	Total
Ontario Energy Conservation Program	\$50	\$50	\$100

- (1) The Installation commission payment, in the amount indicated in the chart above, is earned upon confirmation of installation of the SmartStat Thermostat submitted by the Contractor and is paid or advanced on a regular commission date that is at least 3 weeks following the submission of the Effective Contract by the Contractor (regular commission dates occur once per week). The Verification commission payment, in the amount indicated in the chart above, is earned once the Agreement has been reaffirmed.

This is Exhibit "L"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



ONTARIO ENERGY BOARD

Electricity Retailer Code of Conduct

**Restated
November 17, 2010**

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PART C

1 TRANSITIONAL PROVISIONS

PART A

1 GENERAL PROVISIONS

1.1 The Purpose of this Code

The purpose of this Electricity Retailer Code of Conduct (the "Code") is to set out the minimum standards that a licensed retailer must meet when retailing electricity to consumers.

1.2 Definitions

In this Code:

“account holder” has the meaning given to it in the ECPA;

“account holder’s agent” has the meaning given to it in the ECPA Regulation;

“Act” means the *Ontario Energy Board Act, 1998*, S.O. 1998, c. 15, Schedule B;

“Board” means the Ontario Energy Board;

“consumer” means a person who uses, for the person’s own consumption, electricity that the person did not generate;

“consumer information” means information relating to a specific consumer obtained by a retailer, its salesperson or its verification representative, and includes information obtained without the consent of the consumer;

“contract” has the meaning given to it in section 2 of the ECPA;

Restated Electricity Retailer Code of Conduct
November 17, 2010

"contract price" has the meaning given to it in section 2 of the ECPA Regulation;

"customer" means a consumer with whom a retailer has a contract for the supply of electricity;

"disclosure statement" has the meaning given to it in the ECPA Regulation;

"ECPA" means the *Energy Consumer Protection Act, 2010*, S.O. 2010, c. 8;

"ECPA Regulation" means Ontario Regulation 389/10 made under the ECPA;

"Effective ECPA Date" means January 1, 2011;

"low volume consumer" means a consumer who annually uses less than 150,000 kilowatt hours of electricity or such other amount as may be prescribed for the purposes of section 2 of the ECPA;

"regulation" means a regulation made under the Act or the ECPA;

"retailing" includes door-to-door selling, internet selling, direct mail selling, and any other means by which a retailer or a salesperson or verification representative of a retailer interacts directly with a consumer;

"salesperson" has the meaning given to it in section 2 of the ECPA, and for greater certainty includes any person that offers or negotiates the renewal or extension of a contract on behalf of a retailer but excludes a verification representative when acting solely in that capacity;

"text-based" has the meaning given to it in section 2 of the ECPA; and

“verification representative” means a person that conducts the verification of a contract on behalf of a retailer.

1.3 Application

This Code applies to all retailers licensed under section 57(d) of the Act.

1.4 Interpretation

Unless otherwise defined in this Code, words and phrases shall have the meanings ascribed to them in the Act, the ECPA or the regulations, as the case may be. Where a word or phrase is defined in this Code, the Act, or the ECPA, other parts of speech and grammatical forms of the word or phrase have a corresponding meaning. Headings are for convenience only and shall not affect the interpretation of this Code. Words importing the singular include the plural and vice versa. Words importing a gender include any gender. Words importing a person include: (i) an individual; (ii) a company, sole proprietorship, partnership, trust, joint venture, association, corporation or other private or public body corporate; and (iii) any government, government agency or body, regulatory agency or body or other body politic or collegiate. A reference to a person includes that person's successors and permitted assigns. A reference to a body, whether statutory or not, that ceases to exist or whose functions are transferred to another body is a reference to the body that replaces it or that substantially succeeds to its powers or functions. A reference to a document (including a statutory instrument) or a provision of a document includes any amendment or supplement to, or any replacement of, that document or that provision. The expression "including" means including without limitation.

1.5 Low volume consumer contracts only with account holder

A retailer shall not enter into, verify, renew or extend a contract with any low volume consumer for the supply of electricity to premises other than:

- (a) the account holder for the premises; or
- (b) an account holder's agent for the premises,

and references in Parts A and B of this Code to “consumer” or “low volume consumer” shall be interpreted accordingly.

1.6 Obligation to comply with the law

1.6.1 A retailer shall comply with all applicable provisions of the Act, the ECPA and the regulations. Nothing in this Code affects the obligation of a retailer, its salespersons or its verification representatives to comply with all applicable provincial and federal law.

1.6.2 The requirements set out in this Code apply in addition to any other requirements imposed by law, whether dealing with the same subject-matter or not.

1.7 Obligation to ensure persons comply

1.7.1 A retailer shall ensure that its salespersons and verification representatives adhere to the same standards required of the retailer as set out in this Code.

1.7.2 Any acts or omissions of a salesperson or a verification representative acting on behalf of a retailer shall be deemed to be the acts or omissions of the retailer.

1.8 Determinations by the Board

1.8.1 Any matter under this Code requiring a determination of the Board may be determined by the Board without a hearing or through an oral, written or electronic hearing, at the Board’s discretion.

1.9 Breach of this Code

A breach of this Code may occur in the course of retailing even if no contract is entered into, amended, renewed or extended.

1.10 Coming into Force

1.10.1 This Code shall come into force on the Effective ECPA Date.

Restated Electricity Retailer Code of Conduct
November 17, 2010

1.10.2 This Code replaces the Electricity Retailer Code of Conduct dated December 20, 2004 as of the Effective ECPA Date, and the Electricity Retailer Code of Conduct dated December 20, 2004 is revoked as of the Effective ECPA Date.

1.10.3 Except where expressly stated otherwise, any amendment to this Code shall come into force on the date that the Board publishes the amendment by placing it on the Board's website after it has been made by the Board.

PART B

1 FAIR MARKETING PRACTICES

- 1.1 A retailer or salesperson of a retailer, when retailing to a consumer, shall:
- (a) immediately and truthfully give the name of the salesperson and the retailer to the consumer, and state that the retailer is not the consumer's electricity distributor and is not associated with the Ontario Energy Board or the Government of Ontario;
 - (b) if retailing to a low volume consumer in person at a place other than the retailer's place of business, provide the low volume consumer with a business card that meets the requirements of this Code;
 - (c) if retailing to a low volume consumer in person at a place other than the retailer's place of business, display an identification badge that meets the requirements of this Code;
 - (d) state the price to be paid under the contract for the supply of electricity, and state the term of the contract;
 - (e) not exert undue pressure on a consumer;
 - (f) allow a consumer sufficient opportunity to read all documents provided;
 - (g) not make any offer or provide any promotional material to a consumer that is inconsistent with the contract being offered to or entered into with the consumer; and
 - (h) not make any representation or statement or give any answer or take any measure that is false or is likely to mislead a consumer.

2 BUSINESS CARDS AND IDENTIFICATION BADGES

Business cards

- 2.1 A retailer shall ensure that every salesperson that is acting on its behalf and that is retailing to a low volume consumer in person at a place other than the retailer's place of business provides the low volume consumer with a business card that meets the requirements set out in section 2.2 before making any representation to the low volume consumer about the retailer's products, services or business and before requesting any information about the low volume consumer, including asking that the low volume consumer locate any utility bills.
- 2.2 The business card referred to in section 2.1 shall be clear and legible and include the following information:
- (a) the licence number issued to the retailer under the Act;
 - (b) the name and address of the retailer;
 - (c) the name of the salesperson acting on behalf of the retailer;
 - (d) the toll-free telephone number of the retailer; and
 - (e) the website address of the retailer.

Identification badges

- 2.3 A retailer shall ensure that every salesperson that is acting on its behalf and that is retailing to a low volume consumer in person at a place other than the retailer's place of business at all times wears, on the front of the salesperson's outer clothing, an identification badge that meets the requirements set out in section 2.4.
- 2.4 The identification badge referred to in section 2.3 shall be clear and legible and:

Restated Electricity Retailer Code of Conduct
November 17, 2010

- (a) clearly identify that the salesperson is acting on behalf of the retailer, is not a representative of the low volume consumer's electricity distributor and is not associated with the Ontario Energy Board or the Government of Ontario;
 - (b) include a photograph of the salesperson's face that is not more than 2 years old at any time;
 - (c) identify the retailer;
 - (d) identify the name of the salesperson acting on behalf of the retailer;
 - (e) identify the title or position of the salesperson;
 - (f) include an identification number for the salesperson that has been issued by the retailer for that purpose; and
 - (g) include an expiry date that is not more than 2 years after the date on which the identification badge was issued to the salesperson.
- 2.5 The salesperson's photograph and all of the information required by section 2.4 to appear on an identification badge must be shown on the same side of the identification badge, and must at all times be facing the low volume consumer.

3 CONTRACTS AND TRANSFER REQUESTS

Contracts with low volume consumers

- 3.1 A contract between a retailer and a low volume consumer shall clearly state:
- (a) the time period for which the contract is in effect;
 - (b) the type and frequency of bills the low volume consumer will receive; and
 - (c) any terms and conditions for renewal, extension or amendment.
- 3.2 A retailer shall not enter into any contract with a low volume consumer that has a term of more than five years.

Transfer requests and supply (low volume consumers - where verification is required)

3.3 A retailer shall not submit a request to an electricity distributor for a change of electricity supply for a low volume consumer to that retailer or supply electricity to a low volume consumer under a contract to which verification applies unless:

- (a) the retailer has given a text-based copy of the contract to the low volume consumer;
- (b) the retailer has given the applicable Board-approved disclosure statement to the low volume consumer;
- (c) the retailer has given to the low volume consumer the applicable price comparison that complies with this Code;
- (d) the low volume consumer has acknowledged receipt of the text-based contract, the disclosure statement and the price comparison; and
- (e) the contract has been validly verified.

Transfer requests and supply (low volume consumers - where verification is not required)

3.4 A retailer shall not submit a request to an electricity distributor for a change of electricity supply for a low volume consumer to that retailer or supply electricity to a low volume consumer under a contract to which verification does not apply unless:

- (a) the retailer has given a text-based copy of the contract to the low volume consumer;
- (b) the retailer has given the applicable Board-approved disclosure statement to the low volume consumer;
- (c) the retailer has given to the low volume consumer the applicable price comparison that complies with this Code;
- (d) the low volume consumer has acknowledged receipt of the text-based contract, the disclosure statement and the price comparison; and

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- (e) the low volume consumer has not given notice of cancellation of the contract under section 19(1) of the ECPA and the time for doing so has expired.

Transfer requests and supply (other consumers)

- 3.5 A retailer shall not submit a request to an electricity distributor for a change of electricity supply for a consumer who is not a low volume consumer to that retailer or supply electricity to a consumer that is not a low volume consumer unless the retailer has the permission of the consumer in writing to do so.
- 3.6 If a retailer discovers that a transfer request that it has submitted to an electricity distributor for a consumer who is not a low volume consumer is supported by a contract that does not comply with the Act, the regulations made under the Act, the retailer's licence or this Code, or does not contain the signature of the consumer, the retailer shall contact the affected consumer, clearly explain the non-compliance, and offer that consumer a compliant contract; and
- (a) if the consumer accepts the compliant contract, provide a copy of the compliant contract to the consumer within 14 days of acceptance by that consumer; or
 - (b) if the consumer does not accept the compliant contract, immediately reverse the transfer request.

Transfer requests where contract with low volume consumer is cancelled

- 3.7 Where a retailer receives notice of cancellation of a contract from a low volume consumer, the retailer shall submit a request to the applicable electricity distributor for a change of electricity supply for that low volume consumer to the electricity distributor, within 10 days of receipt of the notice of cancellation.

Transfer requests where low volume consumer enters into contract with another retailer

3.8 A retailer that is notified of a pending transfer request by an electricity distributor under section 10.5.4 of the Retail Settlement Code that pertains to a contract with a low volume customer shall, within 5 business days of the date of receipt of that notification, notify the low volume consumer to whom the transfer request relates of the pending transfer request and of the consequences to the low volume consumer if processing of the transfer request is completed. The notification to the low volume consumer shall, at a minimum, identify any cancellation fee or other financial amounts that may be payable to the retailer if the processing of the transfer request is completed. The notification to the low volume consumer may be:

- (a) text-based; or
- (b) by telephone, provided that the retailer makes a voice recording of the telephone call and the recording of the call has associated with it a verifiable date and time stamp.

Subject to section 28 of the ECPA Regulation, where a retailer makes a recording of a telephone call under this section, the retailer shall provide a copy of the recording to the low volume consumer within 10 days after the low volume consumer requests it.

3.9 Section 3.8 only applies where the low volume consumer's contract with the retailer will expire after the proposed transfer date.

4 DISCLOSURE STATEMENTS, PRICE COMPARISONS, VERIFICATION AND RENEWALS OR EXTENSIONS

Disclosure statements for low volume consumers

- 4.1 A retailer shall not offer a contract to a low volume consumer unless the contract is accompanied by a disclosure statement in the applicable form approved by the Board.
- 4.2 A retailer shall not renew or extend a contract with a low volume consumer unless the retailer has given the low volume consumer a disclosure statement in the applicable form approved by the Board.
- 4.3 If a low volume consumer asks whether a Board-approved disclosure statement is available in a language other than English or requests one, the retailer shall inform the low volume consumer that the Board-approved disclosure statement is available from the Board in the languages listed on the disclosure statement.
- 4.4 If a retailer wishes to provide a low volume consumer with a Board-approved disclosure statement in a language other than English:
- (a) if the disclosure statement is available from the Board in that language, the retailer may only provide the low volume consumer with the disclosure statement that is available from the Board in that language; or
 - (b) if the disclosure statement is not available from the Board in that language, the retailer may provide the low volume consumer with a translation of the Board-approved disclosure statement provided that the translation is true, accurate and complete.
- 4.5 A retailer shall not alter or redact a Board-approved disclosure statement except where expressly contemplated by the disclosure statement and then only in

respect of the information specifically called for by the disclosure statement. Where a retailer that prepares a translation of a Board-approved disclosure statement as permitted by section 4.4(b), the retailer shall not include any information in the translated disclosure statement other than the information set out in or specifically called for by the Board-approved disclosure statement.

Price comparisons

- 4.6 A retailer shall ensure that a disclosure statement provided to a low volume consumer is accompanied by a price comparison. For that purpose, the retailer shall:
- (a) use the applicable price comparison template approved by the Board, in the form and with the content that is made available by the Board at the relevant time and without alteration or redaction other than to include details of the retailer's contract price offer and such other information as is required by the instructions contained in the template; and
 - (b) complete the Board-approved price comparison template by including details of the retailer's contract price offer and such other information as is required by the instructions contained in the template, and shall do so in accordance with the instructions contained in the template.
- 4.7 A retailer shall ensure that the information regarding the contract price being offered to a low volume consumer that is included by the retailer in the price comparison is an accurate reflection of the contract price over the term of the contract and is not presented in a manner that is misleading in any way.
- 4.8 A retailer shall not include in the price comparison any statements of a promotional nature about the products, services or business of the retailer.
- 4.9 If a retailer wishes to provide a low volume consumer with a price comparison in a language other than English, the retailer may provide the low volume consumer

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with a translation of the price comparison provided that the translation includes a true, accurate and complete translation of the content that is made available by the Board referred to in section 4.6(a), and the translated price comparison otherwise complies with sections 4.6 to 4.8.

Verification of contracts with low volume consumers

- 4.10 A retailer shall ensure that the verification of a contract with a low volume consumer complies with section 4.11.
- 4.11 The verification of a contract with a low volume consumer shall be effected within the period and in the manner prescribed by the ECPA Regulation, and shall comply with the following requirements:
- (a) the verification representative shall use the applicable script approved for that purpose by the Board;
 - (b) the verification representative shall not deviate from the applicable Board-approved script except to comply with paragraph (e), to provide a factual answer to a question from the low volume consumer or to provide a factual clarification where the low volume consumer has indicated that he or she does not understand a statement made by the verification representative;
 - (c) except where expressly permitted by the terms of the applicable Board-approved script, where the script calls for a “yes” or “no” answer from the low volume consumer, the verification representative shall terminate the verification call if the low volume consumer does not provide a clear affirmative response;
 - (d) the verification representative shall not at any time during the verification call make any statements of a promotional nature about the products, services or business of the retailer;
 - (e) the verification representative shall terminate the verification call where the ECPA Regulation or the applicable Board-approved script so requires, and

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shall do so in accordance with the requirements of the ECPA Regulation or the applicable Board-approved script, as applicable; and

- (f) the recording of the verification call has associated with it a verifiable date and time stamp.

4.12 Where a low volume consumer notifies a retailer that the consumer does not wish to verify a contract, whether as part of a verification call or by separate notice, the retailer shall not thereafter contact the low volume consumer for the purposes of obtaining verification of that contract.

Renewal or extension of contracts with low volume consumers

4.13 A retailer shall ensure that the renewal or extension of a contract with a low volume consumer complies with section 4.14.

4.14 The renewal or extension of a contract with a low volume consumer shall be effected within the period and in the manner prescribed by the ECPA Regulation and shall, where effected by telephone, comply with the following requirements:

- (a) the salesperson shall ensure that the call includes all of the statements and questions set out in the applicable script approved for that purpose by the Board;
- (b) the salesperson shall not make any representation that is inconsistent with or contrary to any of the statements or questions set out in the applicable Board-approved script;
- (c) except where expressly permitted by the terms of the applicable Board-approved script, where the script calls for a “yes” or “no” answer from the low volume consumer, the salesperson shall terminate the renewal or extension call if the low volume consumer does not provide a clear affirmative response;

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- (d) the salesperson shall terminate the renewal or extension call where the applicable Board-approved script so requires, and shall do so in accordance with the requirements of the applicable Board-approved script; and
 - (e) the recording of the renewal or extension call has associated with it a verifiable date and time stamp.
- 4.15 Where, following receipt of the material referred to in section 15 of the ECPA Regulation, a low volume consumer notifies a retailer that the consumer does not wish to renew or extend a contract, whether as part of a renewal or extension call or by separate notice, the retailer shall not thereafter contact the low volume consumer for the purposes of obtaining the renewal or extension of that contract.
- 4.16 If, within the last year of a contract but prior to receipt of the material referred to in section 15 of the ECPA Regulation, a customer that is a low volume consumer notifies a retailer that the customer does not wish to renew or extend the contract, the retailer shall not renew or extend the contract unless the retailer reminds the customer of the notice of non-renewal or non-extension as part of the contract renewal or extension process referred to in section 15 of the ECPA Regulation and obtains positive acceptance of the renewed or extended contract from the customer.

5 TRAINING

- 5.1 A retailer shall ensure that no salesperson or verification representative that acts on its behalf retails to a low volume consumer or negotiates, enters into, verifies, renews or extends a contract with a low volume consumer unless the salesperson or verification representative has successfully completed training as set out in this Code.

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5.2 A retailer shall ensure that the training referred to in section 5.1 includes the following for a salesperson other than a person involved solely in the renewal or extension of contracts:

- (a) training in relation to all of the legal and regulatory requirements applicable to the sales process, contract verification, consumer cancellation rights and the renewal or extension process, in each case as they pertain to low volume consumers; and
- (b) adequate and accurate material covering the following areas as they pertain to low volume consumers:
 - (i) electricity market structure;
 - (ii) how to complete a contract application;
 - (iii) behaviour that constitutes an unfair practice;
 - (iv) use of business cards;
 - (v) use of identification badges;
 - (vi) disclosure statements;
 - (vii) price comparisons;
 - (viii) verification;
 - (ix) consumer cancellation rights;
 - (x) renewals and extensions;
 - (xi) how electricity pricing works, including the pricing of electricity supplied by electricity distributors;
 - (xii) persons with whom a retailer may enter into, verify, renew or extend a contract; and
 - (xiii) all relevant Board regulatory requirements not already covered above, including those set out in this Code.

5.3 A retailer shall ensure that the training referred to in section 5.1 includes the following for a verification representative:

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- (a) training in relation to all of the legal and regulatory requirements applicable to the verification process, including the use of the Board-approved script referred to in section 4.11; and
- (b) adequate and accurate material covering the following areas as they pertain to low volume consumers:
 - (i) electricity market structure;
 - (ii) behaviour that constitutes an unfair practice;
 - (iii) disclosure statements;
 - (iv) price comparisons;
 - (v) verification;
 - (vi) consumer cancellation rights;
 - (vii) how electricity pricing works, including the pricing of electricity supplied by electricity distributors;
 - (viii) persons with whom a retailer may enter into and verify a contract; and
 - (ix) all other relevant Board regulatory requirements not already covered above, including those set out in this Code.

5.4 A retailer shall ensure that the training referred to in section 5.1 includes the following for a salesperson involved solely in the renewal or extension of contracts:

- (a) training in relation to all of the legal and regulatory requirements applicable to the renewal or extension process applicable to low volume consumers, including the use of the Board-approved script referred to in section 4.14; and
- (b) adequate and accurate material covering the following areas as they pertain to low volume consumers:
 - (i) electricity market structure;

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- (ii) behaviour that constitutes an unfair practice;
- (iii) use of business cards, unless renewals and extensions are conducted solely by telephone;
- (iv) use of identification badges, unless renewals and extensions are conducted solely by telephone;
- (v) disclosure statements;
- (vi) price comparisons;
- (vii) consumer cancellation rights;
- (viii) renewals and extensions;
- (ix) how electricity pricing works, including the pricing of electricity supplied by electricity distributors;
- (x) persons with whom a retailer may renew or extend a contract; and
- (xi) all relevant Board regulatory requirements not already covered above, including those set out in this Code.

5.5 A retailer shall ensure that the training referred to in section 5.1 is conducted or, in the case of internet-based training (or “e-training”), developed only by an employee of the retailer or by a person under contract, provided that such person is not also under contract to the retailer for the purpose of providing salespersons or verification representatives or of otherwise carrying out retailing or verification activities. A retailer shall also ensure that training is conducted or, in the case of internet-based training (or “e-training”), developed only by persons with detailed knowledge of all of the elements listed in section 5.2, 5.3 or 5.4, as applicable, of this Code.

5.6 For the purposes of section 5.1:

- (a) a retailer shall determine the successful completion of training by means of a training test that is designed to assess the state of the salesperson’s or verification representative’s knowledge of the elements listed in section 5.2, 5.3 or 5.4, as applicable;

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- (b) the training test questions may be fixed or taken randomly from a test question repository;
 - (c) in order to be considered to have successfully complete training, the salesperson or verification representative must achieve a minimum 80% pass mark on the training test;
 - (d) if a salesperson or verification representative fails a training test, the salesperson or verification representative may be permitted to re-take the training test once, provided that before re-taking the training test the salesperson or verification representative must also re-take the full training described in section 5.2, 5.3 or 5.4, as applicable; and
 - (e) the retailer shall ensure that the training test is not conducted in a manner that would permit the persons taking the training test to share questions and answers with one another while taking the training test.
- 5.7 In sections 5.1 to 5.6, a reference to a salesperson or a verification representative includes a reference to a prospective salesperson or a prospective verification representative.
- 5.8 A retailer shall ensure that each salesperson and verification representative that acts on its behalf in relation to low volume consumers re-takes the training referred to in section 5.2, 5.3 or 5.4, as applicable, and re-takes and passes a training test in accordance with section 5.6 once every 12 months as a condition of continuing to act on behalf of the retailer.
- 5.9 A retailer shall ensure that any salesperson or verification representative that has not acted in that capacity on behalf of the retailer in relation to low volume consumers for a continuous period of 60 days or more re-takes the training referred to in section 5.2, 5.3 or 5.4, as applicable, and re-takes and passes a training test in accordance with section 5.6 prior to resuming activities as a salesperson or verification representative on behalf of the retailer in relation to low volume consumers.

5.10 A retailer shall maintain, for each salesperson and verification representative that acts on its behalf in relation to low volume consumers, complete records of the following:

- (a) the training material used (updated for each time the person undergoes training);
- (b) the name and title or position of the person(s) who conducted the training (updated for each time the person undergoes training);
- (c) proof of identity of the person;
- (d) the date(s) any training of the person was conducted;
- (e) the date(s) any testing of the person was conducted;
- (f) the training test questions, answers and score (for each time the person undergoes testing);
- (g) a signed statement from the person that he or she will comply with all applicable legal and regulatory requirements in relation to the activities the person will conduct on behalf of the retailer in relation to low volume consumers; and
- (h) a copy of all business cards and identification badges issued to the person.

The records referred to above shall be retained for a period of not less than two years from the date on which the salesperson or verification representative ceases to act on behalf of the retailer in relation to low volume consumers, and shall be provided to the Board on request.

6 CERTIFICATION

6.1 A retailer shall not enter into, renew, extend or amend a contract with a low volume consumer on and after the Effective ECPA Date unless the retailer has filed with the Board a certificate of compliance in the form set out in Appendix A

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and received from the Board the written acknowledgement referred to in section 3 of Ontario Regulation 90/99.

- 6.2 Where a retailer indicates “N/A” on the certificate of compliance referred to in section 6.1 in relation to a given statement, the retailer shall not conduct the activity to which that statement relates unless the retailer has filed with the Board a further certificate of compliance in respect of that activity in the form set out in Appendix B and has received from the Board written acknowledgement of that certification.
- 6.3 A certificate of compliance referred to in section 6.1 or section 6.2 shall be signed by the retailer’s Chief Executive Officer, Chief Operating Officer, President or person of equivalent position.
- 6.4 Commencing in 2012, a retailer shall provide in the form and manner required by the Board, annually by April 30, a self-certification statement on compliance with the Act, the ECPA, the regulations and this Code in relation to retailing to low volume consumers.

7 CONSUMER COMPLAINTS AND COMPLIANCE MONITORING

Consumer complaints

- 7.1 A retailer shall provide to its low volume consumer customers and prospective customers in all written offers, contracts, contract amendment forms and contract renewal or extension forms, the retailer's toll-free telephone number and the telephone number of the Board's Consumer Relations Centre.
- 7.2 If any low volume consumer makes a complaint to a retailer regarding retailing or verification by or on behalf of the retailer, the conduct of the retailer's salespersons or verification representatives, the contract the low volume consumer has with the retailer, or any other matter related to the retailer, the retailer shall expeditiously investigate the complaint and take all appropriate and necessary steps to resolve the complaint. If the complaint is not resolved to the satisfaction of the low volume consumer, the retailer shall provide to the low volume consumer the telephone number of the Board's Consumer Relations Centre.
- 7.3 In cases where a consumer complaint has been referred to the retailer from the Board and resolution of that complaint is reached, the retailer shall implement the resolution immediately and shall confirm this, in writing, with the Board.

Compliance monitoring

- 7.4 A retailer shall maintain a compliance monitoring and quality assurance program that enables the retailer to monitor compliance with the Act, the ECPA, the regulations and all applicable Board regulatory requirements in relation to retailing to low volume consumers and to identify any need for remedial action.

7.5 The program referred to in section 7.4 shall:

- (a) include regular quality assurance assessments of the performance of all salespersons and verification representatives acting on behalf of the retailer in relation to compliance with the Act, the ECPA, the regulations and all applicable Board regulatory requirements;
- (b) make provision for appropriate support to salespersons and verification representatives acting on behalf of the retailer; and
- (c) facilitate the identification of any need for specific training and/or coaching that a salesperson or verification representative may require.

7.6 Where a retailer receives a bona fide complaint that alleges that a salesperson or verification representative has failed to comply with a material requirement of the Act, the ECPA, the regulations or an applicable Board regulatory requirement in relation to retailing to low volume consumers, the retailer shall ensure that the salesperson or verification representative successfully undergoes remedial training on the subject-matter of the complaint (i.e., re-training on the applicable legal or regulatory requirement that the person is alleged to have violated) as a condition of continuing to act on behalf of the retailer in relation to low volume consumers.

8 SERVICES TO BE MAINTAINED BY A RETAILER

8.1 A retailer shall have a current mailing address in Ontario and a current telephone number listed in Ontario, , and shall provide them to every customer. If the retailer retails electricity to low volume consumers, the retailer shall have a telephone number which may be reached by the general public without charge, and shall provide the telephone number to every low volume consumer.

9 CONFIDENTIALITY OF CONSUMER INFORMATION

9.1 A retailer shall not disclose consumer information as defined in this Code to any person other than the consumer or the Board without the consent of the consumer in writing, except when the information has been sufficiently aggregated such that an individual consumer's information cannot be identified, or where consumer information is required to be disclosed:

- (a) for billing or market operation purposes;
- (b) for law enforcement purposes;
- (c) to comply with a statute or an order of a court or tribunal;
- (d) when past due accounts of the consumer have been passed to a debt collection agency; or
- (e) for the purpose of complying with the Market Rules.

9.2 A retailer shall inform consumers regarding the conditions described in section 9.1 under which consumer information may be released to a third party without the consumer's consent.

9.3 A retailer shall not use consumer information obtained for one purpose from a consumer for any other purpose without the consent of the consumer in writing.

10 TRANSFER AND ASSIGNMENT OF CONTRACTS

10.1 A retailer shall not sell, transfer or assign the administration of a contract with a customer to another person who is not a licensed retailer.

10.2 A retailer must notify the Board of any sale, transfer or assignment of contracts within 10 days of the sale, transfer or assignment.

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10.3 Within 60 days of any sale, transfer or assignment of a contract to another retailer, the new retailer must notify the affected customers of the new retailer's address for service and toll-free telephone number.

PART C

1 TRANSITIONAL PROVISIONS

Application

- 1.1 This Part only applies to a contract with a low volume consumer that was signed by the consumer on or after November 22, 2010 and before the Effective ECPA Date.
- 1.2 Except as otherwise provided in sections 1.4 and 1.5 of this Part, Parts A and B of this Code apply to a contract referred to in section 1.1.

Definitions

- 1.3 In this Part, “notice of reaffirmation” means the written notice to the retailer that indicates an intention of the consumer to reaffirm the contract, as set out in section 30 of the ECPA Regulation.

Transfer requests

- 1.4 A retailer shall not:
- (a) submit a request to an electricity distributor for a change of electricity supply for a low volume consumer to that retailer unless the retailer has the permission of the low volume consumer in writing to do so; or
 - (b) supply electricity to a low volume consumer unless the retailer has the permission of the low volume consumer in writing to do so, and has received the notice of reaffirmation from the low volume consumer, where reaffirmation is required.
- 1.5 If a retailer discovers that a transfer request that it has submitted to an electricity distributor for a low volume consumer is supported by a contract that does not

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comply with the Act, the regulations made under the Act, the retailer's licence or the Electricity Retailer Code of Conduct as it read immediately prior to the Effective ECPA Date, or does not contain the signature of the low volume consumer, the retailer shall contact the affected low volume consumer, clearly explain the non-compliance, and offer that low volume consumer a contract that complies with the Act, the ECPA, the regulations, the retailer's licence and Parts A and B of this Code. If the low volume consumer does not enter into and validly verify the compliant contract, the retailer shall immediately reverse the transfer request.

APPENDIX A

Form of Certificate of Compliance under Section 6.1 of the Code

Electricity Retailer Certificate of Compliance Under Section 6.1 of the Electricity Retailer Code of Conduct

Part I: Definitions and Interpretation

1.1 In this Certificate:

“applicable legal and regulatory requirements” means all applicable requirements under the *Energy Consumer Protection Act, 2010*, the *Ontario Energy Board Act, 1998*, regulations made under those Acts, a licence issued under section 57(d) of the *Ontario Energy Board Act, 1998* and any code issued by the Board under section 70.1 of the *Ontario Energy Board Act, 1998* that are in force on the Effective ECPA Date;

“Effective Certification Date” means the later of the Effective ECPA Date and the date on which this Certificate is signed by the Retailer and filed with the Board;

“Effective ECPA Date” means January 1, 2011;

“low volume consumer” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct;

“Retailer” means the licensed retailer identified in the opening paragraph of section II;

“salesperson” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct;

“text-based” has the meaning given to it in the *Energy Consumer Protection Act, 2010*; and

“verification representative” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct.

1.2 Unless otherwise defined in this Certificate, words and phrases shall have the meanings given to them in the *Ontario Energy Board Act, 1998*, the *Energy Consumer Protection Act, 2010* or the regulations made under those Acts.

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1.3 In this Certificate, “N/A” in relation to a given statement means that the Retailer will not, as of the Effective Certification Date and for a period of not less than 1 month thereafter, carry on the activity to which the statement relates.

1.4 All statements in this Certificate pertain to retailing to low volume consumers.

Part II: Certification

I, <identify (i) the certifying officer; (ii) his/her position with the Retailer; and (iii) the name of the Retailer>, having made all necessary enquiries, certify on behalf of the Retailer that:

Confirmation of Retailing Activities		
The channels that the Retailer intends to use for the purpose of retailing electricity as of the Effective Certification Date are the following:	Yes	No
(A) Door-to-Door		
(B) Exhibitions		
(C) Trade shows		
(D) Direct Mail		
(E) Retailer’s place of business		
(F) Internet		
(G) Telephone Renewals		
(H) Other (please specify below)		

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Certificate of Compliance		
	Yes	N/A
1. Salespersons		
(A) All salespersons acting on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		
(B) Each salesperson acting on behalf of the Retailer has been provided with business cards that meet all applicable legal and regulatory requirements		
(C) Each salesperson acting on behalf of the Retailer has been provided with an identification badge that meets all applicable legal and regulatory requirements		
(D) The Retailer's practices for hiring or contracting for salespersons are such that on and after the Effective Certification Date, those persons can be expected to conduct their activities in compliance with all applicable legal and regulatory requirements and with integrity and honesty.		
(E) Adequate processes and controls, designed to ensure that the conduct of salespersons on and after the Effective Certification Date is in accordance with all applicable legal and regulatory requirements, are in place		
2. Sales using a text-based contract		
(A) All contract offers, contracts and promotional material pertaining to the sale of electricity to consumers have been prepared or revised as required to comply with all applicable legal and regulatory requirements and only offers, contracts and promotional material that so comply will be used on and after the Effective Certification Date		
(B) The required disclosure statement and price comparison will be used on and after the Effective Certification Date in accordance with all applicable legal and regulatory requirements		
(C) Adequate processes and controls, designed to ensure that the text-based contracting process on and after the Effective Certification Date is conducted in accordance with all applicable legal and regulatory requirements, are in place		
3. Sales using the Internet		
(A) The Retailer's internet website and internet contracting process have been prepared or revised to comply with all applicable legal and regulatory requirements		
(B) All contract offers, contracts and promotional material pertaining to the sale of electricity to consumers have been prepared or revised as required to comply with all applicable legal and regulatory requirements and only offers, contracts and promotional material that so comply will		

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Certificate of Compliance		
	Yes	N/A
be used on and after the Effective Certification Date		
(C) The required disclosure statement and price comparison will be used on and after the Effective Certification Date in accordance with all applicable legal and regulatory requirements		
(D) Adequate processes and controls, designed to ensure that the internet contracting process on and after the Effective Certification Date is conducted in accordance with all applicable legal and regulatory requirements, are in place		
4. Verification		
(A) No verification representative acting on behalf of the Retailer will be remunerated on and after the Effective Certification Date in a manner contrary to any applicable legal and regulatory requirements		
(B) All verification representatives acting on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		
(C) All verification representatives acting on behalf of the Retailer have been instructed to do so using the verification call script approved by the Board		
(D) Adequate processes and controls, designed to ensure that each verification call made or received by the Retailer on and after the Effective Certification Date (including a call from a consumer for the purpose of giving notice not to verify) is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
(E) Adequate processes and controls, designed to ensure that the verification of electricity contracts with consumers on and after the Effective Certification Date is conducted in accordance with all applicable legal and regulatory requirements, are in place		
5. Contract Renewals and Extensions		
(A) All contract renewal/extension offers, contract renewal/extension forms and promotional material pertaining to the renewal/extension of electricity contracts with consumers have been prepared or revised in accordance with all applicable legal and regulatory requirements and only contract renewal/extension offers, renewal/extension forms and promotional material that so comply will be used		
(B) The required disclosure statement and price comparison will be used on and after the Effective Certification Date in accordance with all applicable legal and regulatory requirements		
(C) All salespersons conducting telephone renewals on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		

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Certificate of Compliance		
	Yes	N/A
(D) All salespersons conducting renewal calls on behalf of the Retailer have been instructed to do so using the renewal call script approved by the Board		
(E) Adequate processes and controls, designed to ensure that each renewal/extension call made or received by the Retailer on and after the Effective Certification Date (including a call from a consumer for the purpose of giving notice not to renew/extend) is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
(F) Adequate processes and controls, designed to ensure that the renewal/extension of electricity contracts with consumers on and after the Effective Certification Date is conducted in accordance with all applicable legal and regulatory requirements, are in place		
6. Contract Amendments		
(A) Adequate processes and controls, designed to ensure that the amendment of any electricity contract with a consumer on and after the Effective Certification Date is conducted in accordance with all applicable legal and regulatory requirements, are in place		
7. Cancellations and Retractions		
(A) Adequate processes and controls, designed to ensure that the cancellation of any contract with a consumer on and after the Effective Certification Date is processed in accordance with all applicable legal and regulatory requirements, including as to the payment of any refund to which the consumer may by law be entitled and to the switching of the consumer back to the consumer's utility, are in place		
(B) Adequate processes and controls, designed to ensure that the retraction of the renewal/extension of any electricity contract by a consumer on and after the Effective Certification Date is processed in accordance with all applicable legal and regulatory requirements, including as to the switching of the consumer back to the consumer's utility, are in place		
(C) Adequate processes and controls, designed to ensure that each cancellation call and each retraction call received by the Retailer on and after the Effective Certification Date is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
8. Complaint Handling		
(A) Adequate processes and controls are in place to ensure that consumer complaints on and after the Effective Certification Date alleging non-compliance with any applicable legal or regulatory requirement can be		

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Certificate of Compliance		
	Yes	N/A
received and are reviewed by the Retailer in a timely manner		
(B) Adequate processes and controls are in place to ensure that remedial action is taken in a timely manner to address consumer complaints referred to in (A) above, with the consumer and/or with any person that is the subject of the complaint		

Date: <insert date of filing>

[Signature]
[Title]

Notes:

1. In accordance with section 6.3 of the Board’s Electricity Retailer Code of Conduct, this Certificate must be signed by the Retailer’s Chief Executive Officer, Chief Operating Officer, President or other person of equivalent position.
2. It is an offence under section 126(1)(b) of the *Ontario Energy Board Act, 1998* to knowingly furnish false or misleading information in any application, statement or return made under that Act or in any circumstances where information is required or authorized to be provided under that Act.

APPENDIX B

Form of Certificate of Compliance under Section 6.2 of the Code

Electricity Retailer Certificate of Compliance Under Section 6.2 of the Electricity Retailer Code of Conduct

Part I: Definitions and Interpretation

1.2 In this Certificate:

“applicable legal and regulatory requirements” means all applicable requirements under the *Energy Consumer Protection Act, 2010*, the *Ontario Energy Board Act, 1998*, regulations made under those Acts, a licence issued under section 57(d) of the *Ontario Energy Board Act, 1998* and any code issued by the Board under section 70.1 of the *Ontario Energy Board Act, 1998* that are in force on the Effective Date;

“Effective Date” means the date this Certificate is signed by the Retailer and filed with the Board;

“low volume consumer” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct;

“Retailer” means the licensed retailer identified in the opening paragraph of section II;

“salesperson” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct;

“text-based” has the meaning given to it in the *Energy Consumer Protection Act, 2010*; and

“verification representative” has the meaning given to it in the Board’s Electricity Retailer Code of Conduct.

1.2 Unless otherwise defined in this Certificate, words and phrases shall have the meanings given to them in the *Ontario Energy Board Act, 1998*, the *Energy Consumer Protection Act, 2010* or the regulations made under those Acts.

1.3 All statements in this Certificate pertain to retailing to low volume consumers.

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Part II: Certification

Whereas on <insert date> the Retailer filed with the Board a Certificate of Compliance under section 6.1 of the Electricity Retailer Code of Conduct in which the Retailer indicated “no” or “N/A” in relation to one or more statements.

And whereas the Retailer now intends to conduct the activities to which those statements relate.

I, <identify (i) the certifying officer; (ii) his/her position with the Retailer; and (iii) the name of the Retailer>, having made all necessary enquiries, certify on behalf of the Retailer that:

Note: Indicate “yes” for any statement for which “no” or “N/A” was indicated in the certificate filed under section 6.1 of the Electricity Retailer Code of Conduct and in relation to which the Retailer now intends to conduct the relevant activities.

Confirmation of Retailing Activities		
The channels that the Retailer intends to use for the purpose of retailing electricity as of the Effective Date are the following:	Yes	No
(A) Door-to-Door		
(B) Exhibitions		
(C) Trade shows		
(D) Direct Mail		
(E) Retailer’s place of business		
(F) Internet		
(G) Telephone Renewals		
(H) Other (please specify below)		

Restated Electricity Retailer Code of Conduct
November 17, 2010

Certificate of Compliance		
	Yes	N/A
9. Salespersons		
(A) All salespersons acting on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		
(B) Each salesperson acting on behalf of the Retailer has been provided with business cards that meet all applicable legal and regulatory requirements		
(C) Each salesperson acting on behalf of the Retailer has been provided with an identification badge that meets all applicable legal and regulatory requirements		
(D) The Retailer's practices for hiring or contracting for salespersons are such that those persons can be expected to conduct their activities in compliance with all applicable legal and regulatory requirements and with integrity and honesty.		
(E) Adequate processes and controls, designed to ensure that the conduct of salespersons is in accordance with all applicable legal and regulatory requirements, are in place		
10. Sales using a text-based contract		
(A) All contract offers, contracts and promotional material pertaining to the sale of electricity to consumers have been prepared or revised as required to comply with all applicable legal and regulatory requirements and only offers, contracts and promotional material that so comply will be used		
(B) The required disclosure statement and price comparison will be used in accordance with all applicable legal and regulatory requirements		
(C) Adequate processes and controls, designed to ensure that the text-based contracting process is conducted in accordance with all applicable legal and regulatory requirements, are in place		
11. Sales using the Internet		
(A) The Retailer's internet website and internet contracting process have been prepared or revised to comply with all applicable legal and regulatory requirements		
(B) All contract offers, contracts and promotional material pertaining to the sale of electricity to consumers have been prepared or revised as required to comply with all applicable legal and regulatory requirements and only offers, contracts and promotional material that so comply will be used		
(C) The required disclosure statement and price comparison will be used in accordance with all applicable legal and regulatory requirements		
(D) Adequate processes and controls, designed to ensure that the internet contracting process is conducted in accordance with all applicable legal and regulatory requirements, are in place		

Restated Electricity Retailer Code of Conduct
November 17, 2010

12. Verification		
(A) No verification representative acting on behalf of the Retailer will be remunerated in a manner contrary to any applicable legal and regulatory requirements		
(B) All verification representatives acting on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		
(C) All verification representatives acting on behalf of the Retailer have been instructed to do so using the verification call script approved by the Board		
(D) Adequate processes and controls, designed to ensure that each verification call made or received by the Retailer (including a call from a consumer for the purpose of giving notice not to verify) is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
(E) Adequate processes and controls, designed to ensure that the verification of electricity contracts with consumers is conducted in accordance with all applicable legal and regulatory requirements, are in place		
13. Contract Renewals and Extensions		
(A) All contract renewal/extension offers, contract renewal/extension forms and promotional material pertaining to the renewal/extension of electricity contracts with consumers have been prepared or revised in accordance with all applicable legal and regulatory requirements and only contract renewal/extension offers, renewal/extension forms and promotional material that so comply will be used		
(B) The required disclosure statement and price comparison will be used in accordance with all applicable legal and regulatory requirements		
(C) All salespersons conducting telephone renewals on behalf of the Retailer have undergone training and testing in accordance with all applicable legal and regulatory requirements		
(D) All salespersons conducting renewal calls on behalf of the Retailer have been instructed to do so using the renewal call script approved by the Board		
(E) Adequate processes and controls, designed to ensure that each renewal/extension call made or received by the Retailer (including a call from a consumer for the purpose of giving notice not to renew/extend) is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
(F) Adequate processes and controls, designed to ensure that the renewal/extension of electricity contracts with consumers is conducted in accordance with all applicable legal and regulatory requirements, are in place		

Restated Electricity Retailer Code of Conduct
 November 17, 2010

14. Contract Amendments		
(A) Adequate processes and controls, designed to ensure that the amendment of any electricity contract with a consumer is conducted in accordance with all applicable legal and regulatory requirements, are in place		
15. Cancellations and Retractions		
(A) Adequate processes and controls, designed to ensure that the cancellation of any contract with a consumer is processed in accordance with all applicable legal and regulatory requirements, including as to the payment of any refund to which the consumer may by law be entitled and to the switching of the consumer back to the consumer's utility, are in place		
(B) Adequate processes and controls, designed to ensure that the retraction of the renewal/extension of any electricity contract by a consumer is processed in accordance with all applicable legal and regulatory requirements, including as to the switching of the consumer back to the consumer's utility, are in place		
(C) Adequate processes and controls, designed to ensure that each cancellation call and each retraction call received by the Retailer is recorded and that a copy of the call recording can be retrieved and provided to the consumer upon request in accordance with all applicable legal and regulatory requirements, are in place		
16. Complaint Handling		
(A) Adequate processes and controls are in place to ensure that consumer complaints alleging non-compliance with any applicable legal or regulatory requirement can be received and are reviewed by the Retailer in a timely manner		
(B) Adequate processes and controls are in place to ensure that remedial action is taken in a timely manner to address consumer complaints referred to in (A) above, with the consumer and/or with any person that is the subject of the complaint		

Date: <insert date of filing>

[Signature]
 [Title]

Restated Electricity Retailer Code of Conduct
November 17, 2010

Notes:

1. In accordance with section 6.3 of the Board's Electricity Retailer Code of Conduct, this Certificate must be signed by the Retailer's Chief Executive Officer, Chief Operating Officer, President or other person of equivalent position.
2. It is an offence under section 126(1)(b) of the *Ontario Energy Board Act, 1998* to knowingly furnish false or misleading information in any application, statement or return made under that Act or in any circumstances where information is required or authorized to be provided under that Act.

This is Exhibit "M"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



Ontario Industry Training Module Participant Guide

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Introduction

Introduction

Just Energy has made every effort to bring to you all the information you need in order to comply with the Ontario Energy Board code of conduct, rules and regulations and other applicable legislation to market our products in Ontario.

On behalf of Just Energy, we thank you for your participation.

Retailer Marketer

Just Energy is a natural gas marketer and electricity retailer. We offer customers a choice of products such as fixed pricing and variable pricing under long term agreements. By fixing the price of natural gas or electricity under protected program agreements for a period of up to five years, Just Energy customers offset their exposure to changes in the price of these essential commodities

Green Energy

Just Energy is proud to be a green energy company offering products such as JustGreen electricity and JustGreen Gas for natural gas. With these products customers can make a positive difference in offsetting carbon emissions that would otherwise contribute to global warming and poorer air quality. Customers have the ability to off-set up to 100% of the harmful greenhouse gas emissions produced by their household.

Learning Objectives

At the end of this training module you will be able to:

1. Identify the key players in the energy sector
 2. Define the commodity and market structure
 3. How pricing and billing work and the benefits of deregulation
 4. Respond appropriately by altering behaviour to constitute a fair practice when interacting with customers
 5. Apply the practices outlined by the OEB when marketing
-

Topics

1. Players in the Energy Sector
 2. Electricity
 3. Natural Gas
 4. Your Role as a Salesperson or Verification Representative
 5. Executing an agreement; including the new disclosure Statement and Price Comparison Form
 6. Verification
 7. Agreement Renewals and Amendments
 8. Consumer Cancellation Rights and our role during a Contest
-

The Participant Guide

This participant guide is designed to be used as supplemental information. It should be used with the presentation you are about to see. Feel free to take down your notes or questions. Close this participant guide each time you are prompted with a quiz.

Section 1 - Players in the Energy Sector

Introduction

The energy industry is the totality of all of the industries involved and listed below.



- The Government of Ontario sets the legal and policy framework that governs the energy sector in the province through the Ministry of Energy.
 - The OEB implements and oversees the regulatory framework established by the Ontario Government.
 - The Ontario Power Authority agency is responsible for ensuring an adequate, long term supply of electricity in Ontario.
 - OPG generates about 60 percent of Ontario's electricity at its hydroelectric, nuclear and fossil fuel stations.
 - The Independent Electricity System Operator or IESO acts as system controller of Ontario's power system and ensures reliable supply of electricity is available. The IESO also sets the spot market price.
 - There are approximately 73 licensed electricity distributors; and five natural gas distributors in Ontario. The major ones being Enbridge Gas Distribution, and Union Gas.
 - In addition there are 2 municipally owned gas utilities: the City of Kitchener and Utilities Kingston.
-




Please close this book now.

Section 2 - Electricity

Introduction

In this section you will learn how electricity flows to customers and the options customers have for buying electricity. You will also discover the important role you will play in this process.



- The channel of electricity is from the plants that generate, transmission, these are the power lines that deliver and distribution, the smaller wires owned by the LDC and carried to homes
- 
- The unit that electricity customers are billed by is based on kilowatt hours
 - As demand for electricity increases, higher offers are accepted from generators, raising the spot price
 - Electricity is consumed as it is produced, it must reach areas of demand quickly and is carried over distribution wires to homes
 - The Market Opening is also referred to as Deregulation
 - The electricity market in Ontario was opened up to competition by the provincial government on May 1st, 2002
 - Residential and low volume commercial customers have two options for electricity supply
 - RPP or electricity retailer: RPP stands for Regulated Price Plan and the forecast price changes take effect May 1 and November 1 each year
 - RPP is based on estimation of costs paid to generators for power consumed
 - If a consumer signs with Just Energy then they leave the RPP and any variance is settled with a final 'one time' charge or credit
 - All customers on the two-tier RPP are being switched to smart meters and time of use rates. The vast majority of Ontario electricity users pay time-of-use prices



- Time of use pricing results in the customer paying less for hydro in off-peak periods
 - Electricity commodity charge is the charge for the electricity you use, which you buy either from your LDC or through an electricity retailer
 - The Delivery charge makes up the Distribution and transmission costs, which is approved by the OEB
 - If customers pay the RPP the Global Adjustment is included
 - Customers who sign with a retailer or marketer will see this charge on a separate line item
-



Please close this book now.

Section 3 - Natural Gas

Introduction

In this section you will learn how natural gas flows to customers and the options customers have for buying natural gas. You will also discover the important role you will play in this process.



- The flow of natural gas is from the producers, via the Transmission companies to Local utilities, then to homes



- In 1986 natural gas market deregulated in Ontario
- Natural gas is colourless and odorless
- Natural gas is an energy source that can be stored
- Non-municipal LDCs review gas prices quarterly
- Natural gas commodity charge is a charge for the gas a consumer uses, which they purchase either through their LDC or a natural gas marketer like Just Energy
- Natural gas supply adjustment represents a gas supply surcharge or credit if forecasts by the LDC for prices in the previous quarter were incorrect
- The Delivery charge includes the cost to deliver the natural gas to the home or business
- The Customer Charge is for administration of your natural gas account. It is a fixed charge approved by the OEB
- The Transportation Charge includes the cost of transporting the natural gas from Western Canada and the United States to Ontario



Please close this book now.

Section 4 - Your Role as a Salesperson or Verification Representative

Introduction



In this section we will discuss the OEB Code of Conduct for energy retailers and marketers and focus on the parts that impact your day to day activities as a salesperson.

Fair Marketing Practice

The Code of Conduct in Ontario states that energy salespeople must:

- Give a business card to the consumer as soon as you introduce yourself
 - Immediately and truthfully give your name and the company name to the consumer, and state that the company is offering an agreement for the supply of natural gas or electricity and is not the consumers distributor, and not associated with the OEB or the Government
 - State the price to be paid per unit under the agreement and state the term of the agreement. Show the customer the agreement
 - Not exert pressure on a consumer
 - Allow the consumer sufficient opportunity to read all documents provided
 - Sales people must provide copies of all marketing materials to customers used during the sales presentation if requested
 - All marketing material and statements made must be truthful, factual and current, and not mislead the customer
 - Not make any offer or provide any promotional material to a consumer that is inconsistent with the agreement being offered to, or entered into with the consumer
 - Not make representation, statement, give answer or take any measure that is false or is likely to mislead a consumer
 - Display your ID badge: it must be worn on your outer clothing and be visible to consumers at all times
-

Business Card and ID Badge Requirements

Business Card	
<ol style="list-style-type: none"> 1. Supplier OEB License Number 2. Supplier Name and Address 3. Salesperson's Name 4. Supplier toll-free telephone number 5. Supplier website address 	
ID Badge	
<ol style="list-style-type: none"> 1. Salesperson is acting on behalf of the supplier, and is not a representative of the consumer's LDC, or associated with the OEB or Government 2. Display the supplier's Name 3. ID Number 4. Photo ID not more than 2 years old 5. Salesperson's Name and Title 6. Expiry Date not more than 2 years after its issuance date <p>The ID badge must at all times be facing the consumer</p>	

Unfair Practices

The following acts or omissions of an electricity retailer or natural gas marketer are considered unfair practices with respect to the consumer.



Making any false, misleading or deceptive statement to the consumer, including but not limited to a false, misleading or deceptive statement relating to the following;

- The terms and conditions of any contract: for example stating there is no cancellation rights when there are
- The quality or other characteristics of any electricity or gas provided by any electricity retailers or gas marketer: for example stating that electricity is “green” energy when it’s not
- The status of any marketer and retailer of electricity or gas or the business relationship, affiliation or connection between any electricity retailer or gas marketer and any other person; for example, stating that we’re affiliated with the local distribution company when we’re not
- The amount of or the method of calculating the agreement price, any component of the agreement price, or any other additional energy charges to the contract price
- The difference in agreement prices or additional energy charges by a different marketer or retailer or energy distributors: for example, stating the agreement price includes the local distribution delivery costs/all-inclusive price when it doesn’t
- Price, financial advantage, cost savings or amount of cost savings the consumer may experience from entering into the agreement from the marketer or retailer, instead of another marketer or retailer or the LDC. For example: promising the customer that they can save money by signing on our agreement, when we cannot guarantee this will happen
- The period of time during which a consumer may enter into an agreement for the provision of electricity or gas at a specified price: for example, advising the consumer that the offer is only available to them at that time and that they must sign the contract to secure the price that day
- The consequences if the consumer does not enter into or verify an agreement with the electricity retailer or gas marketer: for example, telling the consumer that if he or she does not sign up, the supply of gas to his or her home will be disconnected, which is untrue
- Consumers’ rights under the Energy consumer protection act, Regulations or OEB Code: for example, telling the consumer he or she does not have a 10-day cooling off period, when there is one

Continued on next page

Unfair Practices, Continued

2

Taking an unconscionable action with respect to the consumer

If you know or ought to know that the consumer is not able to protect his/her own interest or pressured into signing an agreement: for example, if you take advantage of a consumer such as; where the consumer has a comprehension/language barrier; where a consumer is elderly and does not clearly understand the offer being made; or where someone is disabled or mentally challenged or telling a consumer that they need to sign now

3

Failing to disclose information about the products, services, or business of an electricity retailer or natural gas marketer, if; the failure misleads the consumer in any way to influence his or her decision to enter into; verify; agree to amend; renew; extend the term of, or cancel an agreement with a marketer or retailer

4

Additional Energy Charges: Failing to make clear that the consumer will pay additional energy charges if the consumer enters into a contract with Just Energy; that the charges are not included in the agreement price; or, that those additional energy charges are included in the price charged by the LDC

5

In Person Sales

Failure to prominently display your ID Badge; or, offer the consumer your business card before beginning any discussion; or, failure to provide the consumer with a text-based copy of any document on request

6

In Person sales

When executing an agreement with a consumer; failure to give the consumer a text-based copy of the agreement; disclosure statements; price comparison statement, before the consumer enters into the agreement; or failure to provide the signed documents to the consumer immediately after the consumer has entered into the agreement or failure to give the customer a copy of any document you show the customer, if they request it

Continued on next page

Unfair Practices, Continued



Authorized Persons.

Entering, verifying, amending, renewing or extending an agreement with a person other than the account holder or the account holder's agent in respect of the service address

Privacy

Companies who collect personal information must have a standard policy for protecting this information. As a salesperson you are responsible for keeping customer information safe.



The information you collect are personal and should be treated carefully.

1. Be prepared to inform customers why we require the personal information; for example, to complete their enrollment in our program
 2. Never disclose customer information to anyone (including showing others their bills or applications)
 3. Do not use the customer's information for anything other than the application
 4. Do not keep copies of customer information any longer than is necessary; return all incomplete agreements and any bills to your office
-

Fraud, Impersonation and Forgery

Any person who is found to have committed fraud, impersonation or forgery will be terminated and criminal charges may be laid.

Fraud Definition

Anyone who, by deceit, falsehood or other fraudulent means, whether or not it is a false pretense within the meaning of the Canadian Criminal Code, defrauds the public or any person, whether ascertained or not, of any property, money or valuable security or any service

Impersonation Definition

Anyone who fraudulently impersonates any person, living or dead, with the intent to gain advantage for himself or herself or another person

Forgery Definition

The creation of a false document, knowing it to be false, with intent

No Solicitation

When selling door-to-door; You should not approach properties with Non-Solicitation signs, such as; Do Not Solicit; No Soliciting; No Salespeople; No Trespassing

If you do speak with a customer who has a No Soliciting sign that you did not see:

1. Apologize to the customer for the error
 2. Do not pursue your sales presentation
 3. Record the address and submit to your supervisor so the company can update the information on our do not solicit list
 4. Close the conversation with a simple customer friendly statement, such as, Good evening
-



Vulnerable Consumers

Individuals With Whom Door to Door Agents Should Exercise Diligence When Selling to the following people:

- Seniors. Elderly over the age of 70. Provide seniors with information to review or have seniors repeat the offer and their understanding
 - Language Barriers. Anyone who is not able to communicate effectively in English
 - Minors (under the age of 18). Agents are not permitted by law to sign up minors under any circumstances
 - Always ensure you are speaking to an authorized individual before proceeding with your sales presentation
-



- Regulations governing the Energy Sector in Ontario are: the OEB Code of Conduct, the Energy Consumer Protection Act and privacy act
 - The OEB is responsible for: Setting rules for the energy industry, Handling customer concerns and licensing utilities and energy marketer or retailer
 - The OEB Code of Conduct states that energy salespeople must comply with fair marketing practices including: Providing a business card as soon as they introduce themselves to the consumer, and not exerting pressure on a consumer
 - The ID badge that a salesperson wears must be visible at all times to the consumer.
 - It is considered an unfair practice under the law to make any false, misleading, or deceptive statement to a consumer
 - Enrolling a customer under false pretenses, acting as the customer during the verification call, and signing the customer's name on the agreement are all examples of fraud or forgery
 - You should not approach a home or business that has a Do Not Solicit sign posted
 - Salespeople should not attempt to sell services to a person with a language barrier or where the salesperson ought to know that the consumer does not understand the sale being offered
 - In terms of customer's privacy, salesperson responsibilities include keeping the customer's information safe, and not sharing or keeping customer information.
-



Please close this book now.

Section 5 - Executing an Agreement

Agreement Authorization

We will look at the components of an Agreement and the process of completing the Agreement. An agreement is made between the customer and the natural gas marketer or the electricity retailer to complete the sale. Whether this agreement is for a new agreement or for renewal/Amendments of an existing agreement, the agreement must be authorized by a valid signing authority.

Residential agreements:

- Account holder
- Spouse
- Common law Spouse

Commercial agreements:

- Business owner
- Representative with authority



Agreement Requirements



The following information must be completed by you in order for an agreement to be valid:

- Customer's printed name
- Customer's signature
- Agent's Name
- Agent's Signature
- Customer's Service Address
- Customer's Mailing Address, if different from Service Address; Account Holders name
- Agreement Sign date

The agreement must contain: The Price and Term; an Acknowledgement Statement, that the consumer has received a text based copy of the agreement, signed and dated by the consumer.

In addition the agreement must be accompanied by a Disclosure Statement which must be signed by the consumer; and a Price Comparison statement which must be signed; and the agreement must be subsequently verified by phone.



- An agreement with a consumer must be accompanied by a disclosure statement and a price comparison form, and all documents must be signed by an authorized account holder
 - The OEB approved disclosure statement must not be altered
 - The disclosure statement and price comparison form is required whether it is a new contract or the renewal of an existing contract
 - Price comparison forms are designed to Compare the LDC and energy marketer or retailer prices. All new agreements must be verified by phone
-



Please close this book now.

Section 6 – Verification

The Verification process ensures that the consumer understands the details of the agreement by confirming some details.

Both the Regulation under the ECPA and section 4 of the OEB Code of Conduct outline the Verification requirements. In summary:

- All door-to-door energy marketer or retailer agreements need to be verified by the consumer before the transfer request to the new marketer or retailer is sent to the LDC
 - The verification must be completed between the the 10th day and 45th day after the consumer is left with a text-based copy of the agreement
 - Verification can only be done by telephone on a recorded call.
 - By a person who is not compensated for the outcome of the Verification result
 - Use the OEB standard verification script.
 - The script must be read verbatim
 - The account holder, spouse and common law or agent of the account holder can complete the Verification
 - Cannot subsequently contact the consumer again to verify that agreement thereafter.
-

The Verification

Confirming the following

- That the call is being recorded
 - They have the right to obtain a copy of the verification call recording within 10 days from requesting a copy
 - Need to confirm they have received a copy of the agreement Disclosure Statement, and Price Comparison Form
 - The price and term of the agreement, and that they wish to continue with the agreement
 - Entering into the agreement is voluntary and any customer cancellation rights
 - Savings are not guaranteed
 - By entering into the agreement the marketer or retailer will be your new marketer or retailer for the commodity
-

Verification Agent Responsibilities

On the Call

Both the OEB Codes of Conduct and the Energy Consumers protection act Regulation set out your responsibilities in completing the Verification Call, which are as follows:



- Only use the applicable script approved for that purpose by the OEB
 - Do not deviate from the applicable Board-approved script except
 - To provide a factual answer to a question from the consumer
 - To provide a factual clarification where the consumer has indicated that he or she does not understand a statement made by the verification representative
 - When required to terminate the call
-



- The verification must be completed before the enrolment transfer request is sent to the LDC
 - The account holder, their agent, their spouse, or their common law spouse can complete the verification on behalf of the customer
 - The script for the verification call is standard for all Ontario energy marketers or retailers
 - The verification agent can only deviate from the applicable OEB approved script to provide a factual answer from the consumer and when required must terminate the call
 - Verification agents are not allowed to - Make a statement of a promotional nature; Ignore statements that suggest an unfair practice has occurred; Deviate from the script in certain circumstances.
-



Please close this book now.

Section 7 - Renewals and Amendments

Ontario Regulations Outline Rules

We will review the process involved when renewing or extending a consumer agreement. Ontario Regulations outline the rules for the renewal or Amendments of an existing agreement. The following rules apply for renewal or Amendments packages sent to small volume consumers.

- Prior to the expiry of an existing agreement a marketer or retailer must provide renewal information to a customer if the marketer or retailer wishes to offer the customer an option to renew their agreement
 - The marketer or retailer needs to send the renewal package to the customer between 120 and 60 days before the expiry of the current agreement
 - The Package will include: proposed agreement, 2 copies each of the disclosure statement, price comparison form and renewal form
 - The new term and pricing as well as changes to comply with applicable laws are the only changes allowed for the renewal of an agreement
-

Automatic Renewal

In the case of electricity agreements a marketer or retailer is not allowed to offer an automatic renewal, however a natural gas agreement may be automatically renewed in accordance with the following conditions:

- Maximum term for automatic renewal is one year
 - The renewal price may not be higher than the price of the current agreement
 - Customer or marketer can cancel the renewed gas agreement anytime without penalty
 - Agreement may only be automatically renewed once only and for a term of up to 1 year
-

Renewal Cancellation Rights

The customer cancellation rights are different in the case of an agreement renewal. The consumer may notify us within 14 days after accepting the renewal agreement. Can be provided by phone or in writing. If by phone the Marketer is required to send written confirmation of the cancellation to the customer. Following the receipt of the renewal package, if the consumer notifies Just Energy that they do not wish to renew or extend an agreement, whether as part of a renewal call or by separate notice, Just Energy cannot contact the customer for the purpose of obtaining the renewal of that agreement.



- Renewal packages sent to customers
 - Must include the proposed agreement, Disclosure Statement, Price Comparison Form and Renewal Form, including Just Energy's toll free number
 - Customers will receive the renewal package between 120 and 60 days before their current agreement expires
 - In the case of a natural gas agreement, it will be automatically renewed if the customer does not notify just energy otherwise
 - There are no automatic renewals for electricity
 - Verification agents should follow the renewal script
 - The new term and pricing are the only changes allowed for the renewal of an agreement
-



Please close this book now.

Section 8 - Consumer Cancellation Rights

In this section we will look at the consumer rights as it pertains to cancellation and the rules surrounding cancellation of the agreement with Just Energy. In the event a consumer wishes to cancel their agreement with Just Energy early termination fees may not be applied in the following cases.

- 10-Day Cooling Off Period;
 - Within 10 days from being left with a copy of the text-based agreement, the disclosure statement, and price comparison form
 - Verification Call: consumer advises they do not wish to proceed with the agreement
 - Consumer cannot/does not verify that the agreement
 - Disclosure Statement or Price Comparison documents were left
 - The verification agent identifies or has reason to believe that an unfair practice has occurred during the sales process
 - In the case of Electricity agreements, 30-Days after receiving their first bill under the agreement
 - In the case of customer Moves. If the consumer permanently moves to another location
 - Where the consumer is currently with another Marketer or Retailer
 - If the consumer's new contract term with Just Energy overlaps with another marketer or retailer's existing contract term, and the consumer subsequently requests cancellation of Just Energy's agreement during the term. That would have been remaining on the original marketer or retailer's contract
 - Incomplete or non-compliant agreement; if the agreement, disclosure form, or the price comparison forms were not fully and accurately completed, or were not compliant with the regulations
 - Unfair Practice: if the Marketer or retailer or anyone acting on behalf of the marketer or retailer engages in unfair practices
 - In the case of a natural Gas agreement which has been Automatically Renewed
 - The customer may cancel the renewal at any time without paying exit fees
 - The marketer or retailer may automatically renew or extend the term of a contract for a period of up to one year
-

- Where a marketer or retailer's agreement provides for the payment of Exit Fees in the case of early agreement termination, the marketer or retailer may not charge a consumer more than the prescribed amounts
- For Natural gas agreements, no more than \$100 per year or partial year remaining on the agreement if customer's last 12 months consumption is less than 3,500 cubic meters
- If the customers consumption is higher than the exit fee can be charged at 5 cents per cubic meter for the expected consumption over the remaining term of the agreement
- For electricity agreements, \$50 per year or partial year remaining on the agreement term if customers last 12 months consumption is less than 15,000 kWh per year; otherwise 1.5 cents per kWh on expected consumption, for the remaining term



- All customers have a 10-day cooling off period in which to cancel the agreement without fees
- In the case of an electricity agreements customers have an extended cancellation right of up to 30 days after the issuance of their first bill without fees
- Consumers may cancel an agreement at any time without fees if an unfair practice has taken place
- In all cases the marketer or retailer must process the cancellation within 10 days of notification from the customer.
- If the consumer permanently moves location exit fees cannot be applied
- The consumer can cancel without penalty if the contract, Disclosure Statement or Price Comparison Form were not fully and accurately completed
- If a typical natural gas residential consumer decides to cancel a valid agreement the energy marketer or retailer may not charge more than \$100 per remaining year left on the agreement or \$50 for year remaining for electricity
- In the case of a contest the existing marketer or retailer must notify the consumer within 5 days of fees payable or due under the contract in the case of cancellation



Please close this book now.

This is Exhibit "N"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Cc: Regional Fairview (Brian)[BMarsellus@fairview.justenergysales.com]; Regional Fairview Calgary (Martha)[mwalt@fairview.justenergysales.com]

0622

From: Nareg Sagatelian

Sent: Tue 6/9/2015 7:14:52 PM (UTC)

Subject: DNS LIST (June 9/15)

[ICDNSList.pdf](#)

Hello Fairview Calgary LEADERS !!!!!

I have kindly attached the recently updated DNS list for all of ALBERTA ! make sure to look over the list EVERY MORNING before drops and notify your agents of the homes to avoid! Do not hesitate to ask me any questions or notify me if you have issues opening this email.

JUICE!

Thank you,

Nareg

This is Exhibit "O"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

06/24

To: Johnny Lavoie[jlavoie@justenergy.com]; Regional Fairview (Brian)[BMarsellus@fairview.justenergysales.com]; Regional Kitchener (Daniel)[DCamirand@kitchener.justenergysales.com]; Daniel Gadoua[DGadoua@cambridge.justenergysales.com]; Regional (Ray)[rrahaman@justenergysales.com]; Regional Islington (Kambiz)[KAvanestan@islington.justenergysales.com]; Regional Kitchener (Joel)[jStewart@cambridge.justenergysales.com]; Regional (Andrew)[andrewd@cambridge.justenergysales.com]; Regional Yorkland (Gintaras)[gintaras.slizauskas@hudsonenergysales.com]; Regional Kitchener Commercial (Jamie)[JBradstock@kitchener.justenergysales.com]; Regional (Jahan)[jsaffari@justenergysales.com]; Regional Oshawa (Daniel)[dbromell@oshawa.justenergysales.com]; Valerie Green[Valerie.Green@hudsonenergysales.com]; Nadia Fertile[NFertile@fairview.justenergysales.com]; Anita Perras[aperras@justenergy.com]; Ashley Miles[amiles@justenergy.com]; Bailey Dittburner[bdittburner@nationalhs.ca]; Admin Cambridge[admin@cambridge.justenergysales.com]; Admin Kitchener[Admin@kitchener.justenergysales.com]; Admin Ottawa (JE)[admin@ottawa.justenergysales.com]; Admin Viking[admin@viking.justenergysales.com]; Una Karanovic[ukaranovic@viking.justenergysales.com]; Kayla Hebert[khebert@nationalhs.ca]; Regional Viking (Andrija)[apopovic@viking.justenergysales.com]; Regional Etobicoke (John)[john.roche@hudsonenergysales.com]; Leanne Evans[Leanne.Evans@hudsonenergy.net]; Evelyn McDonald[EMacDonald@islington.justenergysales.com]; Regional (Ali)[azamany@justenergysales.com]; Courtney Macfarlane[CMacfarlane@justenergy.com]; Sydney Hogan[SHogan@justenergy.com]; Regional Oshawa (Finlay)[farnold@oshawa.justenergysales.com]; Bailey Dittburner[bdittburner@nationalhs.ca]; Indranie Persaud[IPersaud@fairview.justenergysales.com]; NHS Admin Ottawa[AdminOttawa@nationalhs.ca]

Cc: Jason Herod[JHerod@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]; Jody Kelly[JoKelly@justenergy.com]; Steve Weber[SWeber@justenergy.com]; Karthik Aravind[KAravind@justenergy.com]; Bibiana Zovic[bzovic@justenergy.com]; Lora Futia[lfutia@justenergy.com]; Karen Marson[kmarson@justenergy.com]; Jacob Watson[jawatson@justenergy.com]; Alan Shulman[ashulman@justenergy.com]; Darren Pritchett[DPritchett@justenergy.com]; Humera Siddiqui[hsiddiqui@nationalhs.ca]; Henna Baig[hbaig@justenergy.com]; Steve Copeland[SCopeland@justenergy.com]; Arlene Young[AYoung@justenergy.com]; Ryan Parnell[rparnell@justenergy.com]; Ryan Howie[rhowie@justenergy.com]; Vanessa Ramnath[vramnath@justenergy.com]; Vanessa Anesetti-Parra[vanesetti@justenergy.com]; Nola Ruzycki[nruzycki@justenergy.com]; Dist_VendorManagement_Canada[Dist_VendorManagement_Canada@justenergy.com]; Eli Cranley[ecranley@justenergy.com]; Patti Chan[PaChan@justenergy.com]; Navik Mehta[NMehta@justenergy.com]; Jalani Williams[jawilliams@justenergy.com]; Megan Taylor[mtaylor@justenergy.com]; Navik Mehta[NMehta@justenergy.com]; Mahjabeen Choudhry[mchoudhry@justenergy.com]

From: Ravi Maharaj
Sent: Fri 9/19/2014 5:23:25 PM (UTC)
Subject: RE: MEMO: Ontario Reminders
[Sudbury \(Cease Marketing _ Permits\).msg](#)
[iOS8 iPad.msg](#)
[Just Energy Nation Transition .msg](#)
[2014 Humanitarian Award.pdf](#)

Hi Guys,

Just a few items to pass along:

Please ensure your Business Card Orders are up to date. This IC item is a non-negotiable OEB regulated requirement (along with their Badge and “We are not the utility” Pin). If you are having any issues with acquiring these items; please call me directly.

Just Energy Nation 2.0 will be released shortly! Please see attached for a summary of the exciting new changes.

Who would you nominate for the Humanitarian Award? (see attached)

A reminder of the Permit Tracker feature on the Extranet. The reason for this new feature is due to certain municipalities in Ontario becoming excessively rigid with their Permit request. If you plan on visiting any of the municipalities on the list below; we strongly suggest you complete this permit process, to avoid any issues. An unfortunate alternative is also to proactively avoid these locations. The following areas have been placed on this list:

- Timmins
- Thunder Bay

- Ingersoll
- Renfrew
- Woodstock.
- Smiths Falls
- Town of Perth
- Espanola
- Sudbury – please note that we are not to market in Sudbury without valid permits (see attached).

0625

Please advise iPad ICs not to upgrade to iOS8 until we can test that our application works correctly. I will send out a notification when it is safe to update.

Please remember that at no time should any IC be present and/or assist a CX with the Portal Enrollment process. This is a non-negotiable requirement.

Sales Trip Qualification is based on a 2% compliance ratio – please sit down with every agent within your office who has a ratio above 2% and create a plan to bring the agents ratio to below 2%. The good news is no qualified IC in Ontario is currently above the 2%. That is a testament to all of you; keep up the great work!

Please send new pictures of your New Agent Bonus Tracker Boards. This week should be a great recruiting week to add additional names on the board for next week's JOJ Week!

Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

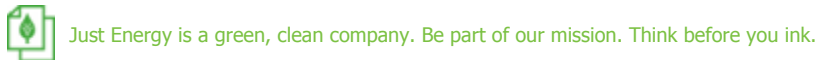
Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

T 905.670.4440 x.71245 | C 416.817.9508
6345 Dixie Road Suite 200, Mississauga, Ontario, L5T 2E6
E-mail rmaharaj@justenergy.com | Web justenergy.com



Just Energy is a green, clean company. Be part of our mission. Think before you ink.

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From: Ravi Maharaj

Sent: Friday, September 05, 2014 1:50 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Regional Oshawa (Finlay);

Bailey Dittburner; Indranie Persaud

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Humera Siddiqui; Henna Baig; Steve Copeland; Arlene Young; Ryan Parnell; Ryan Howie; Vanessa Ramnath; Vanessa Anesetti-Parra; Nola Ruzycski; Dist_VendorManagement_Canada; Eli Cranley; Patti Chan; Navik Mehta; Jalani Williams; Megan Taylor; Ravi Maharaj; Navik Mehta

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few items:

- A friendly reminder that ICs are not able to be present when potential CXs call into their LDC for personal account information. This is a privacy issue, and members of our teams should not be present during this timeframe. Let's make sure we empower them for success.
- Please ensure ICs are aware, and proactively reviewing the Do Not Solicit List prior to attending locations to work. This attention to detail will greatly assist with avoiding any complaints.
- A revised version of the New Agent Bonus Template has been sent your way. I have attached it here as a reference as well.
- A friendly reminder of the Permit Tracker feature on the Extranet. This was discussed at length during your recent Bi-Weekly Calls with Vanessa. The reason for this new feature is due to certain municipalities in Ontario becoming excessively rigid with their Permit request. If you plan on visiting any of the municipalities on the list below; we strongly suggest you complete this proactive and voluntary permit process, to avoid any issues. An unfortunate alternative is also to proactively avoid these locations. The following areas have been placed on this list:
 - Timmins
 - Thunder Bay
 - Ingersoll
 - Renfrew
 - Woodstock.
 - Smiths Falls
 - Town of Perth
- Once again, "door to door sales" will be a focus this fall. That being said, because we do things the right way; we should have nothing to worry about. Let's ensure we maintain the high level of excellence we expect of ourselves.
- Next Week is another Jump Out the Jar (JOJ); which leads us to our Quote of the Week, "Plan Your Work; then Work Your Pan".
- The Leadership Summit is almost here; will you order the Kobe Beef like Shaquille O'Neal?
- Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

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From: Ravi Maharaj

Sent: Friday, August 29, 2014 11:24 AM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Regional Oshawa (Finlay); Bailey Dittburner

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Humera Siddiqui; Henna Baig; Steve Copeland; Arlene Young; Ryan Parnell; Ryan Howie; Vanessa Ramnath; Vanessa Anesetti-Parra; Nola Ruzycki; Alex Ahmed; Dist_VendorManagement_Canada; Eli Cranley; Patti Chan

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few items:

- Please be advised that the City of Sarnia DO NOT require us to get permits; as our OEB License will suffice. That being said, if you plan on visiting that area; we strongly suggest you print off the attached documentation and ensure your ICs have this on their person when working the area. This will ensure we put our teams in a position of empowerment and avoid any unwanted misconceptions.
- There are New PC Forms for Kitchener Utilities; effective September 1st, 2014. I have attached soft copies to this email. To clarify, we are only able to sell some of our current Commercial MVC Offers in that area; not our current Residential Offers (JECF).
- Please be advised that the next two (2) JOJ Weeks will be:
 - September 8th, 2014
 - September 22nd, 2014
- Please remember that at no time should any IC be present and/or assist a CX with the Portal Enrollment process. This is a non-negotiable requirement.
- Please review the article (attached) regarding Essex Power now offering their own version of the Smart Stat. Knowledge is Power!
- Please see attached for a few pictures of Great New Agent Bonus Tracker Boards!!!
- A New JECF Brochure will be sent to you this week. The only change is the “enroll date” on the front will be October 31st (the old version ended August 31st). She attached for a soft copy.
- The Leadership Summit is almost here; how do you take you Steak?
- The Quote of the Week is; “Motivation will get you going; HABIT will get you there” Zig Ziglar.

- Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

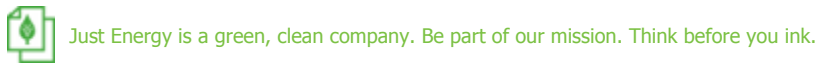
Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

T 905.670.4440 x.71245 | C 416.817.9508
6345 Dixie Road Suite 200, Mississauga, Ontario, L5T 2E6
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From: Ravi Maharaj

Sent: Friday, August 22, 2014 2:16 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Regional Oshawa (Finlay); Bailey Dittburner

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Humera Siddiqui; Henna Baig; Steve Copeland; Arlene Young; Ryan Parnell; Ryan Howie; Vanessa Ramnath; Vanessa Anesetti-Parra; Ryan Howie; Nola Ruzycski; Alex Ahmed; Sarah Khan; Dist_VendorManagement_Canada; Eli Cranley; Patti Chan; Mahjabeen Choudhry; Megan Taylor; Ravi Maharaj

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few quick hit items:

- The MVC 13th Month Free Offer has now been extended for both the PPP and MPP products (effective August 25th, 2014). We have also included a Leave Behind Insert for the ICs to utilize (see attached) and promote the MVC Portal Reaffirmation. That being said, our current MVC MPP offers have been revised. Please see below for a summary of the changes:
 - PPP Electricity and Gas remain the same.
 - MPP Electricity:
 - 0% Green – 1.19c/kWh
 - 20% Green -1.65c/kWh
 - 100% Green – 2.39c/kWh
- Please be advised that for the Payroll Date of August 11th, 2014 the MVC Paper Contract Conversion Ratio was 17.31%; whereas the MVC Portal Contract Conversion Ratio was 100%... “Men Lie, Women Lie, Numbers Don’t”. I would be remiss if I did not acknowledge Kam (Islington), Jamie (Kitchener Commercial), and Finlay (Oshawa Commercial) for really

committing to this expectation. That being said, please be reminded that our MVC Offers are only applicable to Commercial CXs; not Residential.

0629

- Please be advised of the New Permit Tracker feature on the Extranet. This will be discussed at length during your next Bi-Weekly Calls with Vanessa. The reason for this new feature is due to certain municipalities in Ontario becoming excessively rigid with their Permit request. If you plan on visiting any of the municipalities on the list; we strongly suggest you complete this proactive and voluntary permit process, to avoid any issues. The following areas have been placed on this list:
 - Timmins
 - Thunder Bay
 - Sarnia
 - Ingersoll
 - Renfrew
 - Woodstock.

- As a friendly reminder, our current Rate Escape Option is only valid for our current Residential JECF product. This additional feature is currently not available for our Commercial MVC Offers.

- The New iPad Ordering process is coming; have you sent in your broken and unusable iPads back to Head Office? (see attached)

- Please be advised that if there are any Call Center / CSR issues that require us to review the call; any combination of the following items would be very helpful to expedite the process:
 - CSR Name and ID
 - Customer Name and Account Number
 - Customer phone number
 - FPRC Code(s)
 - Date and Time of Call

- Please be advised that the next three (3) JOJ Weeks will be:
 - August 25th, 2014
 - September 8th, 2014
 - September 22nd, 2014

- The Leadership Summit is almost here; will you be eating Steak... or Beans?

- **Admins / Recruiters** – please send me a picture of your amazing New Agent Bonus Tracker Board!!

- Please review the previous reminders (below) as a refresher was well.

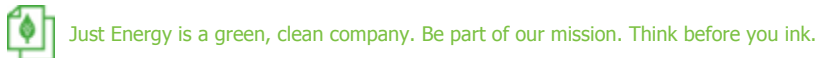
As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada



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From: Ravi Maharaj

Sent: Friday, August 15, 2014 12:22 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Regional Oshawa (Finlay); Bailey Dittburner

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Humera Siddiqui; Henna Baig; Steve Copeland; Arlene Young; Ryan Parnell; Ryan Howie; Vanessa Ramnath; Vanessa Anesetti-Parra; Ryan Howie; Nola Ruzycski; Alex Ahmed

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few quick hit items:

- The New New Agent Bonus by Mr. Jody Kelly, your Favorite Director of Independent Contractor Thermostat Sales; is now Rocking and Rolling in Ontario. I have attached his initial email as a reference. At this point you should also be receiving and updated FPRC Report (inclusive of IC Start Date) as well as a Daily Install Report. Both of these items should provide you with the information to maintain continuous daily updates to your New Agent Tracker Boards. That being said, please see attached (and shout out to Erika!) for an awesome example of one of these NAB Boards! Let's commit to the expectation!
- When communicating with the Call Center; feel free to utilize the alpha-phonetic alphabet (Alpha, Bravo, Charlie, Delta) when conveying crucial validators. These include addresses, email addresses, ect. Attention to detail on these items will help us avoid unwanted data entry errors.
- I had sent out a significant email this week about some communication from Enbridge Gas to their customers. I have also attached that email here as a reference. Knowledge is Power.
- Please review and communicate another great article I have attached regarding Milton Hydro issuing a FREE Smart Stat to their customers. Knowledge is Power.
- The Bi-Weekly Compliance Calls are a great asset for us, to ensure we are on top of any minor issues, before they become major problems. One of the most important aspects of these calls, is attendance... :)
- The Next JOJ Week is 25AUG14; plan your work, then work your plan.
- Please review the previous reminders (below) as a refresher was well.

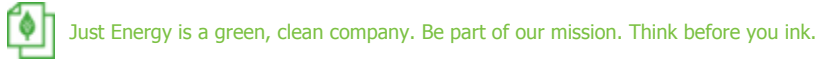
As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM



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From: Ravi Maharaj
Sent: Friday, August 08, 2014 12:39 PM
To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Regional Oshawa (Finlay); Bailey Dittburner; Ravi Maharaj
Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Pareet Rahul; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Rosalba Gullo; Humera Siddiqui; Henna Baig; Sif Ali; Steve Copeland; Dist_VendorManagement_Canada; IC_Escalation_Canada; Stephanie Hamann; Arlene Young; Ryan Parnell; Ryan Howie; Vanessa Ramnath; Vanessa Anesetti-Parra
Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few quick hit items:

1. Please ensure your Business Card Orders are up to date. This IC item is a non-negotiable OEB regulated requirement (along with their Badge and “We are not the utility” Pin). If you are having any issues with acquiring these items; please call me directly.
2. I am pleased to announce that **Gananoque** is now able to be sold JECP. I am told this has not previously been the case. Please see the attached email for specific information on the issue; and shout out to Joel Stewart and Dan Gadoua for initiating the investigation. I know they are excited to share the great news with you all!!!
3. There have been some revisions to the current valid Ontario Utility Account Format List. I have attached the latest copy to this email. **Admins** – please print off and have visible for your teams.
4. I would like to remind everyone of two (2) very important emails for you to utilize for Call Center issues. These Email Distribution Lists were solely created to better assist your teams in the field.

- IC_Escalation_Canada@justenergy.com;

• Dist_VendorManagement_Canada@justenergy.com

0632

- To clarify, the IC Escalation email should be used for crisis level Call Center issues that require immediate action. This can include Call Center Down, Call Center Closed, ect. There are numerous persons on this email group capable of handling a variety of time sensitive issues. Lastly, please be sure when forwarding these types of concerns, that you have also completed a test call to confirm the details you will be reporting.
- The Vendor Management email should be used for non-crisis Call Center issues that also need to be addressed. This can include CSR coaching opportunities, constructive criticism, and general Call Center feedback. Once again, when submitting these issues, the more information you can provide the better.
- Please add these emails to your address books and utilize them when needed; and as always, CC me on everything.

5. I will be visiting you starting next week to follow up on items I observed during my own Office Audits. Please ensure any pending items have been resolved by that time; especially with regards to the OEB requirements and Proctor process.

6. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

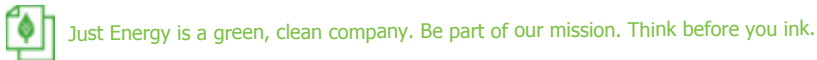
Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

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From: Ravi Maharaj

Sent: Thursday, July 31, 2014 5:10 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane; Sydney Hogan; Ravi

Maharaj; finlay arnold (finarnold@yahoo.com); Finlay Arnold (NationalHS)

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Pareet Rahul; Karthik Aravind; Bibiana Zovic; Lora Futia; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett; Rosalba Gullo; Humera Siddiqui; Henna Baig; Sif Ali; Steve Copeland; Natania Jackson

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few quick hit items:

1. The Conversion Ratio of Deals that are reaffirmed via the MVC Portal since the re-launch has been **92%**! There were only two (2) deals that were not converted; both due to Accounts in Arrears. This is a very empowering stat to reference to your teams. If at this point you are not aggressively pushing the portal option; you're not doing it right. That being said, special acknowledgement to Adam (Kitchener), Brenda (Kitchener), Oran (Islington), and Finlay (Oshawa); for setting the pace and doing it right.
2. A friendly reminder that the JECF program is a Residential Product; and should not be used to sign-up Commercial Business. These deals will not be processed.
3. I recently visited you all; and am pleased to advise that no major issues were observed with regards to processes and procedures. That being said, there were minor items that were left to be resolved; so please ensure these are completed. I will be completing a follow up to ensure you are all put in positions to succeed.
4. A friendly reminder that when completing Test Calls; please use **Testzzz** for both the First and Last Name. This will ensure the Test Account and Call is appropriately flagged.
5. Please ensure that Independent Contractors are wearing their Badge and "We Are Not the Utility" Pin. This is a non-negotiable requirement.
6. Please ensure your Proctors are adhering to the OEB Proctor Step by Step. This document is a tool to ensure you are fully compliant to the very regulated process; use it to your advantage.
7. Please remember to submit your NAB Bonuses in a timely manner.
8. Please remember to utilize your JE Nation Points; prior to the end of the Month.
9. Please be advised that we have paired with a new Call Center. I actually went down to visit the team in Mississippi; and reinforced the Sales mentality that will ensure they are successful. That being said, please be mindful of this fact; and exhibit patience through their understandable learning curve. However, as always, feel free to forward specific examples to assist and expedite our new and eager teammates through their learning process.
10. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

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From: Ravi Maharaj

Sent: Friday, July 04, 2014 12:40 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane

Cc: Jason Herod; Richard Teixeira; Jody Kelly; Steve Weber; Romina Ruben; Pareet Rahul; Karthik Aravind; Bibiana Zovic; Lora Futia; Stephanie Williams; Hugo Mazariegos; Karen Marson; Jacob Watson; Alan Shulman; Darren Pritchett

Subject: MEMO: Ontario Reminders

Hey Guys,

I just wanted to pass along a few quick hit items:

- Please see attached for some helpful MVC Portal info. ICs should be aware of these requirements to avoid any issues on the CX side during the enrollment process.
- That being said, I would like to congratulate “The Brad Stock from Bad Stock” aka Jamie (Kitchener) for already having 10+ Deals successfully reaffirmed on the MVC Portal! You’re a Pillar in the Community Young Man!
- Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

T 905.670.4440 x.71245 | C 416.817.9508
6345 Dixie Road Suite 200, Mississauga, Ontario, L5T 2E6
E-mail rmaharaj@justenergy.com | Web justenergy.com

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From: Ravi Maharaj

Sent: Thursday, July 03, 2014 12:37 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane

Cc: Jason Herod; Richard Teixeira; Rosalba Gullo; Markus Feldhofer; Vanessa Ramnath; Jody Kelly; Steve Weber; Stephanie Hamann; Romina Ruben; Nola Ruzycski; Eli Cranley

Subject: MEMO: Ontario Reminders

0635

Hey Guys,

I just wanted to pass along a few quick hit items:

1. Soft copy of the Business Cards. Please save this item, and order as needed (attached).
2. Soft Copy of the Ontario JECF FAQ. This [Binder Approved](#) item can be very useful for new ICs (attached)..
3. Soft Copy of the Ontario JECF Market Details and Benefits. This [Binder Approved](#) item can be very useful for new ICs (attached).
4. Please ensure all ICs are wearing their "We Are Not The Utility" Pin; and let me know if you require additional stock at your offices.
5. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM

Thanks,

Ravi

(x71245)

(416.817.9508)

From: Ravi Maharaj

Sent: Monday, June 30, 2014 12:38 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali); Courtney Macfarlane

Cc: Romina Ruben; Steve Weber; Tetyana Dudnyk; Jody Kelly; Jason Herod; Richard Teixeira; Vanessa Ramnath; Bibiana Zovic; Vanessa Anesetti-Parra; Megan Taylor; Darren Pritchett; Steve Copeland; Karen Marson; Rosalba Gullo; Nola Ruzycski; Ravi Maharaj

Subject: MEMO: Ontario Reminders

Hi Guys,

Please be reminded of the following items:

1. Numerous new forms (effective July 1st) were sent your way (attached); please ensure to discard all old forms.
2. The Ontario Welcome Call Scripts have been revised (attached); with a few exciting changes; including some verbiage to assist with IC misrepresentation allegations.
3. Please remember to read and communicated the very important reminder email sent out by Richard (attached).
4. Please remember to submit your New Agent Bonuses (NABs). As a reminder, this bonus is calculated as 1 JECF Deal = \$10. Please ensure to list the IC Start Date as well as corresponding FPRC Report #s to expedite the process.
5. A friendly reminder that the Q2 Trip Points are coming to a close. That being said, IC's must have a compliance ratio of 2% and under in order to receive trip credits.
6. The MVC Portal is now operational; please ensure your ICs are aware, and are motivated to use this exciting tool.
7. Last but not least; please see below for some information on certain municipalities that you may want to keep "top of mind" while planning your Road Trips.
 - Milton – Aggressive Utility; directs CXs to contact the OEB directly.
 - Sudbury - \$600 Fine for working without a Peddlers Permit; strictly enforced.
 - Thunder Bay – very diligent with requesting permits above and beyond our OEB License.
 - Ingersoll - very diligent with requesting permits above and beyond our OEB License.
 - Renfrew - very diligent with requesting permits above and beyond our OEB License.
 - Woodstock – Do Not Solicit Area.
 - Burlington – Do Not Solicit Area.
8. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.


Thanks,

Your Friendly Neighborhood RSM



Ravi Maharaj
Regional Sales Manager – Eastern Canada

T 905.670.4440 x.71245 | C 416.817.9508
6345 Dixie Road Suite 200, Mississauga, Ontario, L5T 2E6
E-mail maharaj@justenergy.com | Web justenergy.com

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From: Ravi Maharaj
Sent: Tuesday, June 17, 2014 11:06 AM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson; Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald; Regional (Ali)
Cc: Romina Ruben; Steve Weber; Tetyana Dudnyk; Jody Kelly; Jason Herod; Richard Teixeira; Vanessa Ramnath; Keith Hudson; Ravi Maharaj
Subject: MEMO: Ontario Reminders

Hi Guys,

Please be reminded of the following items:

1. An updated Utility Account Format List was recently sent to you; please utilize this helpful tool and have it readily available, especially for newer ICs.
2. For any Account related inquiries; when able, please ensure to include a Contract ID and/or Account Number. This will help expedite the process.
3. A MEMO was sent this week regarding the current list of new business products being offered in Ontario. Please review this document if you have not already done so.
4. The Fixed Price for the Electricity PPP product has changed to 5.49 (3 Year) and 5.69 (5 Year). Please discard all old paperwork.
5. Same Day Installer Protocol: please ensure when ICs are calling in a same day installation; that they are referencing their Regional Office (for example, "Same Day Hespeler"). Also, please ensure ICs are requesting a same day installation only when they are actually capable of this feature.
6. Please remember to submit your New Agent Bonuses (NABs) Monthly. As a reminder, this bonus is calculated as 1 JECPC Deal = \$10. Please ensure to list the IC Start Date as well as corresponding FPRC Report #s to expedite the process.
7. The next JOJ Week will be June 30th; please remember to advise of your Road Trip locations well in advance so we can ensure you are set up for success.
8. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Ravi

(x71245)

(416.817.9508)

From: Ravi Maharaj

Sent: Monday, June 02, 2014 1:08 PM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson (NJackson@justenergy.com); Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert; Regional Viking (Andrija); Regional Etobicoke (John); Leanne Evans; Evelyn McDonald

Cc: Romina Ruben; Steve Weber; Sif Ali; Tetyana Dudnyk; Jody Kelly; Steve Copeland; Jason Herod; Richard Teixeira; Vanessa Ramnath; Keith Hudson; Ravi Maharaj (rmaharaj@justenergy.com)

Subject: MEMO: Ontario Reminders

Hi Guys,

0638

Please be reminded of the following items:

1. If an IC comes across a Commercial SVC CX; please utilize MVC Paper to sign the CX.
2. If a potential CX is 15 RCE or above; please utilize Hudson Paper.
3. Please be reminded that we are currently NOT working in Burlington or Woodstock.
4. Please review the previous reminders (below) as a refresher was well.

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM

From: Ravi Maharaj

Sent: Friday, April 25, 2014 11:49 AM

To: Johnny Lavoie; Regional Fairview (Brian); Regional Kitchener (Daniel); Daniel Gadoua; Regional (Ray); Regional Islington (Kambiz); Regional Kitchener (Joel); Regional (Andrew); Regional Yorkland (Gintaras); Regional Kitchener Commercial (Jamie); Regional (Jahan); Regional Oshawa (Daniel); Valerie Green; Natania Jackson (NJackson@justenergy.com); Nadia Fertile; Anita Perras; Ashley Miles; Bailey Dittburner; Admin Cambridge; Admin Kitchener; Admin Ottawa (JE); Admin Viking; Una Karanovic; Kayla Hebert

Cc: Romina Ruben; Lora Futia; Steve Weber; Sif Ali; Tetyana Dudnyk; sales support; Jody Kelly; Robert Ambrous; Stephanie Williams; Steve Copeland; Jason Herod; Richard Teixeira; Sumit Sutaria; Manpreet Virmani; Niusha Kompani

Subject: MEMO: Ontario Reminders

Hi Guys,

Please be reminded of the following items:

- The New JECPC Welcome Call Script has now been operational for a week. Please remind ICs of the exciting change at the beginning; where the IC & CSR interaction now includes a scheduling aspect to create a smoother call process with the CX.
- Please remind the ICs of the Rate Escape Policy specifics; and ensure they are communicating accurate timelines to the CX. If you require further info please feel free to contact me.
- New Electricity PC Forms will be effective May 1st. Please be mindful of the form change; and ensure ICs are discarding the old forms. Let's be diligent with this; as I have seen far too many deals compromised due to bad paperwork.
- The Red Light / Green Light Rule; which is utilized to determine eligible customers, is operational with no issues. Please deter ICs from attempting to circumvent this process. This workaround is not needed; and results in unnecessary work and effort from the great teams that process our contracts. Let's ensure their efforts are focused on processing our deals!

As always, if there are any concerns, please feel free to contact me.

Thanks,

Your Friendly Neighborhood RSM

**Ravi Maharaj**


Regional Sales Manager (Ontario)

T 905.670.4440 ext: 71245 | C 416.817.9508

6345 Dixie Road, Suite 200, Mississauga, Ontario, L5T 2E6

E-mail rmaharaj@justenergy.com | Web justenergy.com

Integrity | Innovation | Customer-Centricity | Responsibility | Enrichment | Excellence

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This is Exhibit "P"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



REGIONAL DISTRIBUTOR & ADMIN
PERMIT HANDBOOK

1. Door-to-Door Solicitation Permits

- a. Definition of Solicitation Permits
- b. Significance of Acquiring Permits
- c. Penalties Associated with Not Acquiring Permits

2. Permit Process Requirements

- a. 4 Week Sales Forecast
- b. Permit Requirements of specified area
 - i. Accessing the permit request tracker
 - ii. Logging a request for permit requirements
- c. Municipal Permit Confirmation Process

3. Questions and Escalations

1. Door to Door Solicitation Permits

Obtaining permits and liability insurance are crucial parts of our compliance for door-to-door marketing. As one of North America's largest energy retailers, it is absolutely mandatory for us to have the appropriate permits to market where applicable.

a. What is a door-to-door solicitation permit?

A permit is a legal document, certificate or license allowing an individual, team or business to sell a product or service within a village, town or city. Each municipality defines the permit eligibility requirements and marketing parameters differently, so it is important to be aware of the specific requirements.

A few examples include:

- Time Restrictions: one village may prohibit marketing before 10AM and after 6:00PM, while an adjacent town may not have any marketing solicitation hour requirements;
- Background checks: some municipalities require background checks from the independent contractors hometown while others conduct their own state background checks and some require both;
- Duration: the duration of the permits could vary. One municipality may issue a permit for one day, three months or even a year; and
- Individual vs. Company: some municipalities will issue a company permit, while most require each individual marketer to apply for a permit.

b. Why is it important?

If an independent contractor is found to be marketing without a permit, the consequences to your fellow marketers, yourself and the company can be severe. Independent contractors can be arrested, ticketed, fined, terminated and the permits for all Just Energy marketers can be revoked.

c. Penalties associated with not acquiring a permit?

Penalties associated with marketing without a valid permit vary from municipality to municipality, but usually include court appearances, monetary fines and permit revocation. From a Corporate standpoint, a complaint will be logged and filed against any Independent Contractor that is found marketing without a permit where a permit is required. Consequences vary depending on market

2. Permit Process Requirements

It is the responsibility of each Regional Office to track, obtain and market with permits required in any City, Municipality, and County (C.M.C). Although it is the responsibility of the Regional Sales office to cover the actual monetary amount required in obtaining specific permits, Just Energy will support all Sales Offices by obtaining the necessary information required in order to obtain permits.

All “Permit Trackers” (previously stored on the Extranet) have been converted and placed into a Permit Requirement Database. It is the responsibility of the Regional Sales Office to check this Permit Database for the applicable town/city/municipality/ village etc.. Permit requirements prior to marketing in said town/city/municipality/village etc...

This Permit Requirement Database will store all the data a Sale Office will require in obtaining permits for their Sales team.

a. 4-Week Sales Forecast Requirements

Since permit requirements are extremely different across the board, it is recommended that each Sales office creates a 4 week rolling Sales Forecast to enable them to plan accordingly on which area they wish to market in.

Suggested Template:

- Each month, develop a marketing plan before the 1st date of the upcoming month
- You will forward your marketing plan to your RSM – within the forecast template (*below*)

Week	Town Names
May 4 - 10	
May 11-17	
May 18 -24	
May 25 - 31	

Rule of thumb:

- **ONLY** forecast villages, towns or cities that **you wish to sell in** during the forecasted week
- If you have any change in your forecast before an upcoming week, any applicable permit requirement gathering is required to be sent 2 weeks prior to the predicted market entry.
- On an ongoing basis, we must immediately report any problems encountered in the permitting process, as well as any problems encountered with law enforcement or local officials, so head office can assist in mitigating issues.

b. Permit Requirements of specified area:

The Regional Sales Office will utilize the 4 week sales forecast to identify which areas require permits vs. not by searching through the Permit Requirement Database.

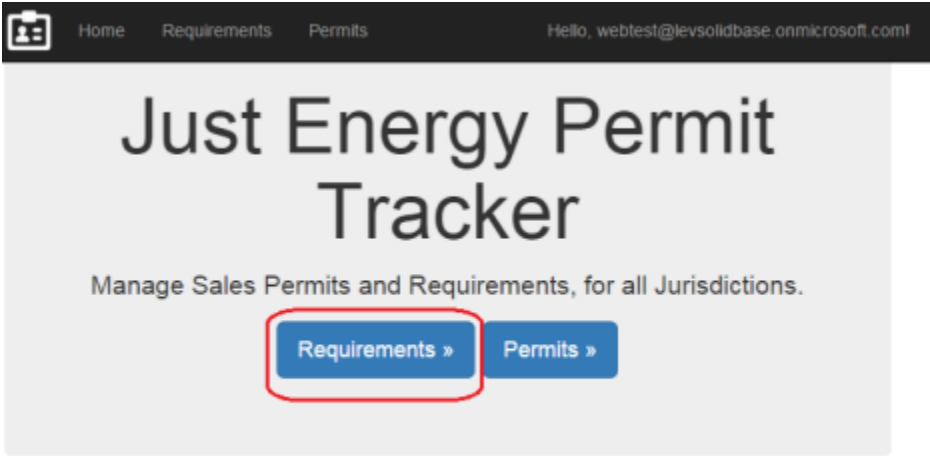
This Database is a tool designed to assist all Regionals, Crew Coordinators, IC's and Admins by giving a simplified view on the marketing requirements of each municipality, town, village, city etc...

Where permit information of said area does not exist or is required to be updated, the Regional Sales Office is required to request to have the information updated in the Permit Requirement Database (located on the Extranet), three weeks prior to the intended marketing date. Just Energy strives to control the turnaround time to be within 5 business days; however there might be times that there may be a delay.

Please Note: If the Independent Contractor is told the contrary or denied permit by a municipal office that differs from the requirements outlined in the database, the Regional Office should escalate the issue to our Regulatory Department to re-verify the requirements and update the database accordingly.

Accessing the Permit Requirement Database Tracker

The Permit tracker can be accessed on the extranet home page under the "Quick Links" option on the welcome page.



Just Energy © 2015 - Just Energy Permit Tracker

Requirements - Just Energy x

https://sb-dev-je-permit-tracker.azurewebsites.net/Requirements

Home Requirements Permits Hello, webtest@levsolidbase.onmicrosoft.com

New + Jurisdiction: Delaware (DE) County / Municipality: Type to search ...

Ref #	Jurisdiction	County	Municipality	Status	Marketing Permitted	Permits Required	Population	Marketing Hours
1	Delaware (DE)	New Castle County	Bellefonte	Open	Yes	Yes	0	9am - 9pm
2	Delaware (DE)	Kent County	Berrytown	Open	No	No	0	9am - 9pm
3	Delaware (DE)	Kent County	Berrytown	Open	Yes	No	0	9am - 9pm
1002	Delaware (DE)	New Castle County	Alton	Open	Yes	Yes	0	9am - 9pm

Showing 1 to 4 of 4 entries

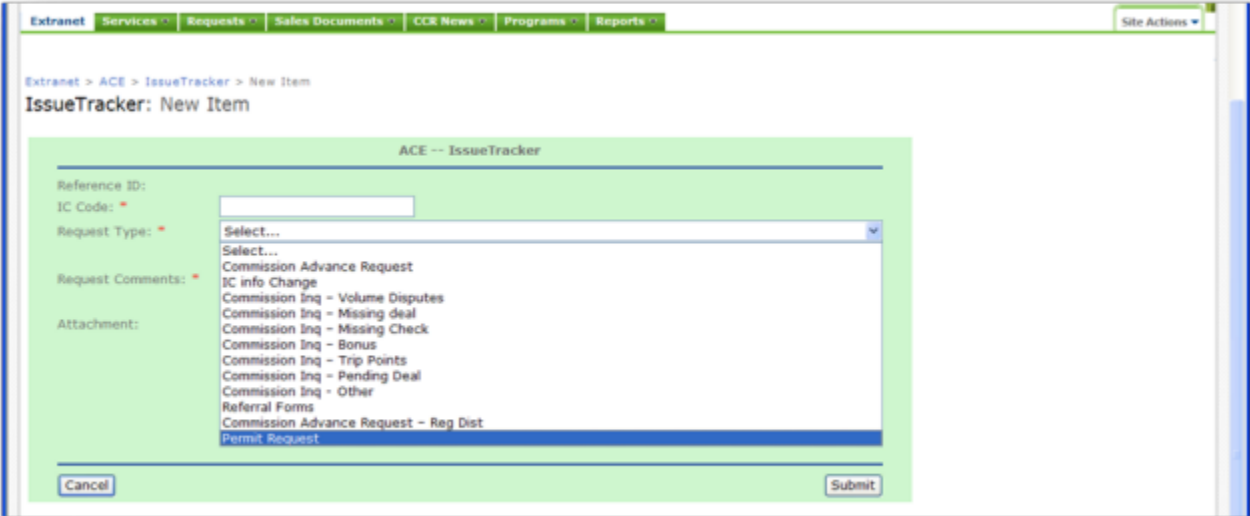
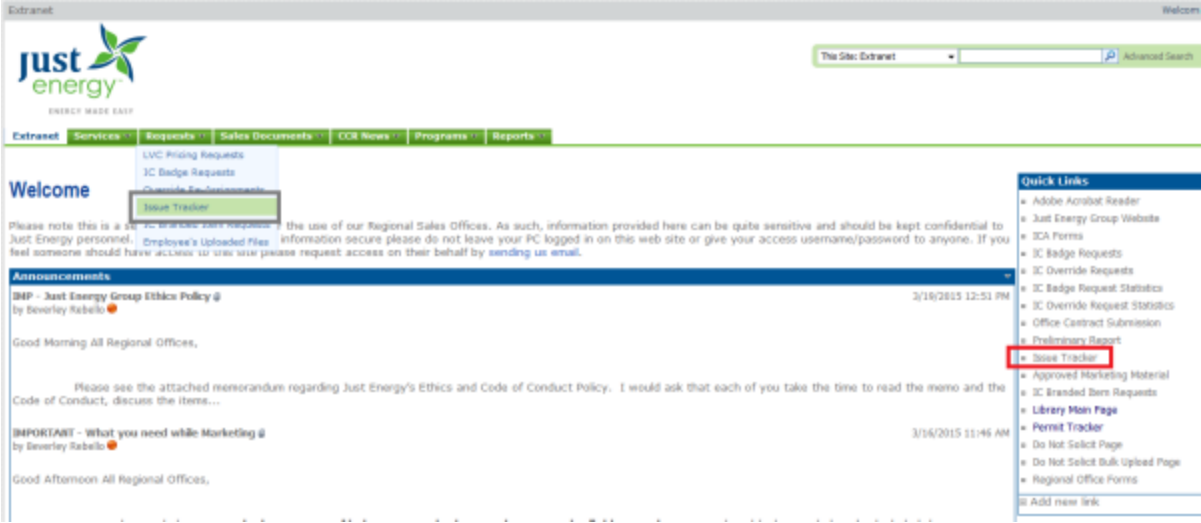
Previous 1 Next

Just Energy © 2015 - Just Energy Permit Tracker

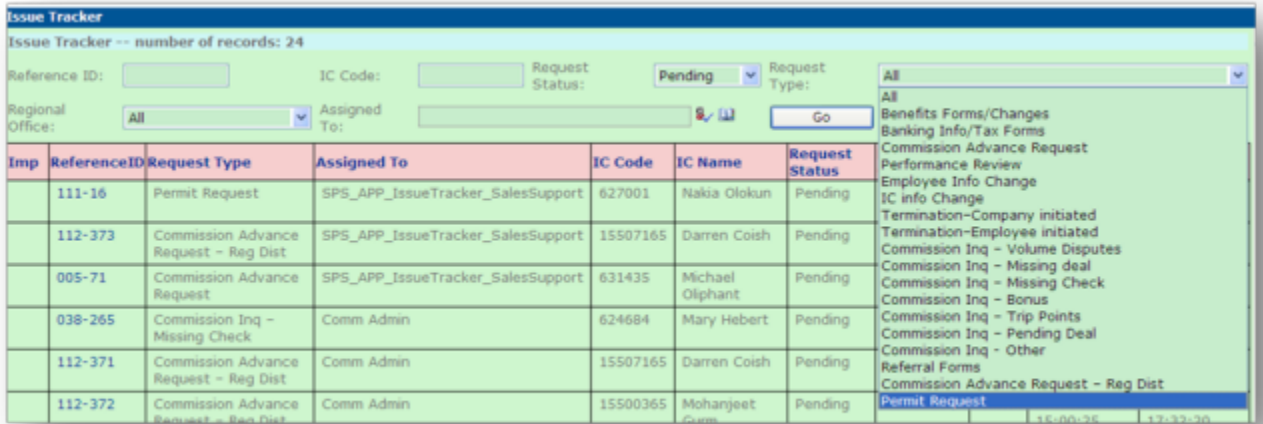
Logging a Request for Permit Requirements/Update to Permit Requirements

1. To access the “Issue Tracker on the extranet, you would need to sign into the Extranet – <https://portal.justenergy.com>
2. Once at the Just Energy Extranet Home Page, select the ‘Request’ tab and select the “Issue Tracker” option

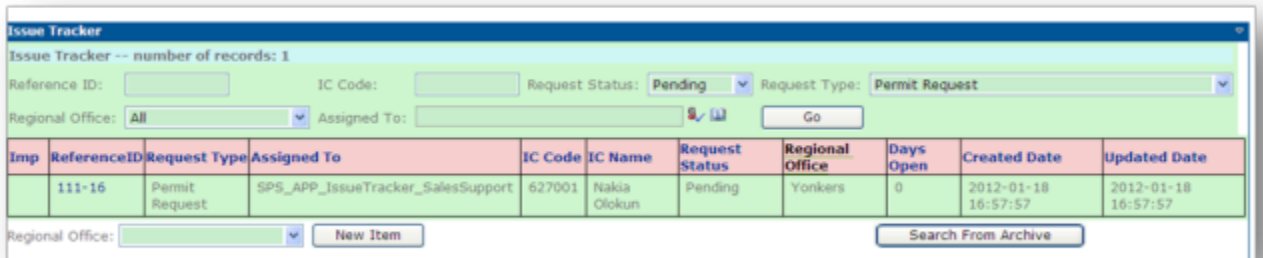
Also, you can use the “Issue Tracker” hyperlink in the “Quick Links” section, on the right hand side of the page, to access the Issue Tracker.



Once you have accessed the Issue Tracker, you will be able to log your Permit Request using the “Permit Request” option from the drop down list when creating a new Issue in the Issue Tracker.



Once you have entered all the pertinent information related to your request and have submitted it, the request can be viewed using the “Permit Request” option from the general drop down list to filter out all other requests.



From the list, you will be able to view your request and to see the responses have been provided.

Please note that the Permit Requests will automatically go to our Regulatory Department and that they will be the ones responding to the Request. It is important that your requests be clear and concise. If you need a permit for a specific municipality, be specific. General requests are not likely to provide you with the most accurate information.

Please Note: If the Regional Sales Office has more than one municipality / city / town etc... request, each has to be placed in individual issue trackers.

c. Municipal Permit Confirmation Process

Before Independent Contractors start their day, it is **imperative** that they obtain a permit as applicable for the area(s) where solicitor permits are required. Regionals and Crew Coordinators must provide proof of permit acquisition for all IC's with his/her crew before marketing by capturing an image (using your tablet or smart phone) of the IC's badge with the permit and submitting this to the applicable email outlined below for specified area:

Region	Jurisdiction	Email Address
Canada	Alberta	ABpermit@justenergy.com
	British Columbia	BCpermit@justenergy.com
	Manitoba	MBpermit@justenergy.com
	Ontario	ONpermit@justenergy.com
	Quebec	QBpermit@justenergy.com
Mid-West	Illinois	ILpermit@justenergy.com
	Indiana	INpermit@justenergy.com
	Michigan	MIpermit@justenergy.com
	Ohio	OHpermit@justenergy.com
East	Pennsylvania	PApermit@justenergy.com
	MA	MApermit@justenergy.com
	New Jersey	NJpermit@justenergy.com
	Georgia	GApermit@justenergy.com
	Maryland	MDpermit@justenergy.com
	New York	nypermit@justenergy.com
	Delaware	DEpermit@justenergy.com
SouthWest	California	CApermit@justenergy.com
	Texas	TXpermit@justenergy.com

Example shown below:

To: nypermit@justenergy.com

Subject: **Town Name Permit**

TOWN LAW SECTION 137

No. _____

TOWN LICENSE

Just Energy

is hereby licensed, pursuant to Section 137 of the Town Law of the State of New York, to

conduct door to door sales

in the Town of _____ for the period of _____

from the _____, to the _____, upon the payment to the supervisor of the

said Town the sum of _____

the fee fixed therefor by the Town Board, pursuant to Section 137 of the Town Law.

Dated this _____ day }
of _____ }

Town Clerk

* NOT MORE THAN ONE YEAR OR LESS THAN THREE MONTHS.



3. Questions and Escalations

For the EAST	Name	Title	Email	Phone
	Ryan Parnell	Regional Sales Manager - East	rparnell@justenergy.com	416-993-3626
	Karla Perez	Municipal Customer Service	kperez@justenergy.com	905-670-4440 x 78421
	Kandi Terry	Government Relations	kterry@justenergy.com	518-669-9847

This is Exhibit "Q"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: JE SmartStat Coordinators[Coordinators@justenergy.com]
Cc: Anthony Fusco[afusco@justenergy.com]; Regional Fairview (Brian)[BMarsellus@fairview.justenergysales.com]; Ravi Maharaj[rmaharaj@justenergy.com]; 'J Z (jahanzaeb@hotmail.com)'[jahanzaeb@hotmail.com] 0651
From: IC Regional Fairview (Mithra)
Sent: Sat 1/10/2015 3:33:25 PM (UTC)
Subject: FW: Next Weeks Same Day Locations

Hi

I have received several requests for the whereabouts of our Sales Teams this week.

Please see the email thread below.

We advised on Saturday January 3rd that this week's activity will be in Windsor and Richmond Hill.

A team is leaving on Sunday for the road and we are confirming that you have a SameDay Technician on route to Windsor for this week.

Thanks

From: IC Regional Fairview (Mithra)
Sent: Saturday, January 03, 2015 11:53 AM
To: JE SmartStat Coordinators
Cc: Regional Fairview (Brian); 'J Z (jahanzaeb@hotmail.com)'; Ravi Maharaj; Anthony Fusco; Regional Fairview (Daniel)
Subject: RE: Next Weeks Same Day Locations

Hi

Fairview will have two teams working in GTA this week and one team will road trip to Windsor next week. Be advised, our road trip team will drive to Windsor on Jan 11 to begin selling first thing Monday morning, Jan 12.

Jan 5 – Jan 11

Team 1 (5 IC's) – Richmond Hill

Team 2 (6 IC's) – Ajax

Jan 12 – Jan 18

Team 1 (5 IC's) – Richmond Hill

Team 2 (6 IC's) – Windsor

Thanks

From: JE SmartStat Coordinators
Sent: Saturday, January 03, 2015 11:44 AM
To: Regional (Andrew); Regional Kitchener (Joel); Regional (Ray); Regional Oshawa (Daniel); Regional Fairview (Brian); IC Regional Fairview (Mithra); J Z (jahanzaeb@hotmail.com)
Cc: Anthony Fusco; Arun Vyakaranam; JE SmartStat Coordinators; Ravi Maharaj
Subject: Next Weeks Same Day Locations

Hi,

Can you please let us know which areas you will be doing same day sales so we can assign tech to be available in those areas. I would need this information before 4 PM Today so I can make the schedule for Monday.

Thank you.



SHARMILAN VIJEYASEGARAM

This is Exhibit "R"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

agentoid	Name	Address	Province/State	Office
	19856 Rosey Dixon	444 Lumsden Ave Apt # 1001, Toronto, ON, M4C2L8	ON	Fairview
	19856 Rosey Dixon	444 Lumsden Ave Apt # 1001, Toronto, ON, M4C2L8	ON	Yorkland
	19984 MohamedNawas Assan	104 Berner Trail, Scarborough, ON, M1H1N2	ON	Fairview
	19984 MohamedNawas Assan	104 Berner Trail, Scarborough, ON, M1H1N2	ON	Yorkland
	21948 Pradeep Para	2786 Grand Canal St, Nepean, ON, K2J0T2	ON	Burnside
	21948 Pradeep Para	2786 Grand Canal St, Nepean, ON, K2J0T2	ON	Fairview
	21948 Pradeep Para	2786 Grand Canal St, Nepean, ON, K2J0T2	ON	Ottawa
	25540 Qiong Li	5793 Yonge St Apt 703, North York, ON, M2M0A9	ON	Fairview
	25540 Qiong Li	5793 Yonge St Apt 703, North York, ON, M2M0A9	SK	Fairview SK
	25540 Qiong Li	5793 Yonge St Apt 703, North York, ON, M2M0A9	ON	Yorkland
	26173 Tais Bangala	16 Piggott Mews, Toronto, ON, M9N0A4	ON	Islington
	26173 Tais Bangala	16 Piggott Mews, Toronto, ON, M9N0A4	ON	Toronto
	26173 Tais Bangala	16 Piggott Mews, Toronto, ON, M9N0A4	ON	Yorkland
	26653 Lu Kui	53A Sumac St, Ottawa, ON, K1J7T7	ON	Fairview
	26653 Lu Kui	53A Sumac St, Ottawa, ON, K1J7T7	ON	KPG Ottawa
	26653 Lu Kui	53A Sumac St, Ottawa, ON, K1J7T7	ON	Ottawa
	27198 Roman Razumov	8 Royal Colwood Crt, Concord, ON, L4K2J3	ON	Fairview
	27198 Roman Razumov	8 Royal Colwood Crt, Concord, ON, L4K2J3	ON	Yorkland
	27321 Cosmin Paul Serban	287 Rue Champlain Apt A, Salaberry de Valleyfield, QC, M2J4E2	ON	Cambridge
	27321 Cosmin Paul Serban	287 Rue Champlain Apt A, Salaberry de Valleyfield, QC, M2J4E2	ON	Yorkland
	28209 Paul Brady	2019 Ogilvie Road, Ottawa, ON, K1J7P2	ON	Fairview
	28209 Paul Brady	2019 Ogilvie Road, Ottawa, ON, K1J7P2	ON	Ottawa
	28904 Jing Miao	457 Dalmuir Mews, Mississauga, ON, L4G3W2	ON	Fairview
	28904 Jing Miao	457 Dalmuir Mews, Mississauga, ON, L4G3W2	ON	Yorkland
	28918 Syed Ahmed	1203 Wadebridge cres., Oshawa, ON, l1k2v5	ON	Islington
	28918 Syed Ahmed	1203 Wadebridge cres., Oshawa, ON, l1k2v5	ON	Oshawa
	29059 Arun Kumar Shrivastava	50 Kingsbridge Garden Circle Suite 311, Mississauga, ON, L5R1Y2	ON	Etobicoke
	29059 Arun Kumar Shrivastava	50 Kingsbridge Garden Circle Suite 311, Mississauga, ON, L5R1Y2	ON	Yorkland
	32781 Degni Salanic	7 Yarrow Crt, Kitchener, ON, N2E4C4	ON	Kitchener
	32781 Degni Salanic	7 Yarrow Crt, Kitchener, ON, N2E4C4	ON	Kitchener-Resi
	32808 Matt Pancer	54 Olive Ave, Toronto, ON, M6G1V1	AB	AB Perks
	32808 Matt Pancer	54 Olive Ave, Toronto, ON, M6G1V1	BC	Burnaby
	32808 Matt Pancer	54 Olive Ave, Toronto, ON, M6G1V1	ON	Cambridge
	32808 Matt Pancer	54 Olive Ave, Toronto, ON, M6G1V1	ON	Kitchener
	32846 Michael Wilson	2189 Dundas St Unit 34, London, ON, M5V1H3	ON	Cambridge
	32846 Michael Wilson	2189 Dundas St Unit 34, London, ON, M5V1H3	ON	Kitchener
	32846 Michael Wilson	2189 Dundas St Unit 34, London, ON, M5V1H3	ON	London
	32963 Richard Watt	1246 Grandview St N, Oshawa, ON, L1K2L2	ON	Fairview
	32963 Richard Watt	1246 Grandview St N, Oshawa, ON, L1K2L2	ON	Oshawa
	32963 Richard Watt	1246 Grandview St N, Oshawa, ON, L1K2L2	ON	Ottawa
	32963 Richard Watt	1246 Grandview St N, Oshawa, ON, L1K2L2	QC	Quebec
	33050 Dana Brown	265 Lawerence Ave Unit F1, Kitchener, ON, N2M5R1	AB	Calgary
	33050 Dana Brown	265 Lawerence Ave Unit F1, Kitchener, ON, N2M5R1	ON	Hespeler
	33050 Dana Brown	265 Lawerence Ave Unit F1, Kitchener, ON, N2M5R1	MB	Manitoba
	33295 Michael Stanley	27 McCulloch Cres, Ajax, ON, L1T3X1	ON	Fairview
	33295 Michael Stanley	27 McCulloch Cres, Ajax, ON, L1T3X1	ON	Islington
	33295 Michael Stanley	27 McCulloch Cres, Ajax, ON, L1T3X1	ON	York Mills
	33358 Brett Deguire	5812 Hwy 34, Lancaster, ON, K0C1N0	ON	Burnside
	33358 Brett Deguire	5812 Hwy 34, Lancaster, ON, K0C1N0	ON	Dundas
	33358 Brett Deguire	5812 Hwy 34, Lancaster, ON, K0C1N0	ON	Fairview
	33358 Brett Deguire	5812 Hwy 34, Lancaster, ON, K0C1N0	ON	Ottawa
	33358 Brett Deguire	5812 Hwy 34, Lancaster, ON, K0C1N0	ON	Yorkland
	33736 Hang Zhao	225 Van Horne Ave Apt 1106, North York, ON, M2J2T9	ON	Fairview
	33736 Hang Zhao	225 Van Horne Ave Apt 1106, North York, ON, M2J2T9	SK	Fairview SK
	33736 Hang Zhao	225 Van Horne Ave Apt 1106, North York, ON, M2J2T9	ON	Yorkland
	34271 Gaysha Bennett	45 Parsell Square, Scarborough, ON, M1B2A5	ON	Fairview
	34271 Gaysha Bennett	45 Parsell Square, Scarborough, ON, M1B2A5	ON	Yorkland
	34927 Paul Tremblay	10 Amblecote, Kitchener, ON, N2M4S4	ON	Hamilton
	34927 Paul Tremblay	10 Amblecote, Kitchener, ON, N2M4S4	ON	Kitchener
	35022 Daniel Syrus	105 Graydan Hall Drive Apt # 501, Toronto, ON, M3A3B1	ON	Fairview
	35022 Daniel Syrus	105 Graydan Hall Drive Apt # 501, Toronto, ON, M3A3B1	ON	Kitchener
	35022 Daniel Syrus	105 Graydan Hall Drive Apt # 501, Toronto, ON, M3A3B1	ON	London
	35536 Andrei Iliescu	3205 Stonebrook Rd., Brights Grove, ON, N0N1C0	ON	Hespeler
	35536 Andrei Iliescu	3205 Stonebrook Rd., Brights Grove, ON, N0N1C0	ON	London

agentoid	Name	Address	Province/State	Office
	36112 Julian Asiedu	212 111 Hickory Tree Road, Toronto, ON, M9N3P9	ON	Islington
	36112 Julian Asiedu	212 111 Hickory Tree Road, Toronto, ON, M9N3P9	ON	Toronto
	37541 Kalyan Gohain	11 Dunbloor Road Unit 1109, Toronto, ON, M9A0B2	ON	Islington
	37541 Kalyan Gohain	11 Dunbloor Road Unit 1109, Toronto, ON, M9A0B2	ON	Toronto
	37541 Kalyan Gohain	11 Dunbloor Road Unit 1109, Toronto, ON, M9A0B2	ON	Yorkland
	42367 Anthony Galiardi	100 Parkway Forest Dr Apt 1811, North York, ON, M2J1L7	ON	Fairview
	42367 Anthony Galiardi	100 Parkway Forest Dr Apt 1811, North York, ON, M2J1L7	ON	Yorkland
	44642 Jungnam Kim	58 Newton Drive, Toronto, ON, M2M2M9	ON	Fairview
	44642 Jungnam Kim	58 Newton Drive, Toronto, ON, M2M2M9	ON	Yorkland
	45271 Ramona Chis	435 Dicenso Dr, Hamilton, ON, L9B0B3	ON	Cambridge
	45271 Ramona Chis	435 Dicenso Dr, Hamilton, ON, L9B0B3	ON	Hamilton
	45449 Mike Doran	219 Kingswood Drive Apt 56, Kitchener, ON, N2E3J5	ON	Cambridge
	45449 Mike Doran	219 Kingswood Drive Apt 56, Kitchener, ON, N2E3J5	ON	Hamilton
	45449 Mike Doran	219 Kingswood Drive Apt 56, Kitchener, ON, N2E3J5	ON	Hespeler
	45449 Mike Doran	219 Kingswood Drive Apt 56, Kitchener, ON, N2E3J5	ON	Kitchener
	48929 Jerek Hodge	25 Tapiola Crescent, Ottawa, ON, K1T2J7	ON	Burnside
	48929 Jerek Hodge	25 Tapiola Crescent, Ottawa, ON, K1T2J7	ON	Fairview
	48937 Jian Dong Ma	54 Carey Cres, Markham, ON, L3R3E5	ON	Fairview
	48937 Jian Dong Ma	54 Carey Cres, Markham, ON, L3R3E5	SK	Fairview SK
	48955 Michael ChinAleong	172 Gas Lamp Lane, Markham, ON, L6B 1K5	ON	Fairview
	48955 Michael ChinAleong	172 Gas Lamp Lane, Markham, ON, L6B 1K5	ON	Yorkland
	48996 James Longhurst	69 Abbeywood Cr, Courtice, ON, L1E1P1	ON	Oshawa
	48996 James Longhurst	69 Abbeywood Cr, Courtice, ON, L1E1P1	ON	York Mills
	48997 Mousen (Jason) Guo	79 Hillmount Rd, Markham, ON, L6C2J2	ON	Fairview
	48997 Mousen (Jason) Guo	79 Hillmount Rd, Markham, ON, L6C2J2	SK	Fairview SK
	49030 Victor Paukstys	1006 Rambleberry Ave, Pickering, ON, L1V5X7	ON	Fairview
	49030 Victor Paukstys	1006 Rambleberry Ave, Pickering, ON, L1V5X7	ON	Fairview North
	49030 Victor Paukstys	1006 Rambleberry Ave, Pickering, ON, L1V5X7	ON	York Mills
	49046 Dong Du	135 Old Sheppard Ave, North York, ON, M2J3M1	ON	Fairview
	49046 Dong Du	135 Old Sheppard Ave, North York, ON, M2J3M1	SK	Fairview SK
	49071 Yizhou (Joe) Shen	361 The West Mall Apt 1606, Etobicoke, ON, M9C1E8	ON	Fairview
	49071 Yizhou (Joe) Shen	361 The West Mall Apt 1606, Etobicoke, ON, M9C1E8	SK	Fairview SK
	49087 Irina Muharsky	268 St Clarens Ave, Toronto, ON, M6H3W3	ON	Fairview
	49087 Irina Muharsky	268 St Clarens Ave, Toronto, ON, M6H3W3	ON	Yorkland
	49120 Neng Shan Zhang	43 Heatherside Dr, Scarborough, ON, M1W1T6	ON	Fairview
	49120 Neng Shan Zhang	43 Heatherside Dr, Scarborough, ON, M1W1T6	SK	Fairview SK
	49739 Andrew Elliott	106 Rouse Ave., Cambridge, ON, N1R4M8	ON	Hespeler
	49739 Andrew Elliott	106 Rouse Ave., Cambridge, ON, N1R4M8	ON	Kitchener
	51762 Robert Thompson	65 Endsleigh Cres., North York, ON, M2J3N8	ON	Fairview
	51762 Robert Thompson	65 Endsleigh Cres., North York, ON, M2J3N8	ON	Yorkland
	52587 Lei Zhang	47 Mandel cres, Richmond, ON, L4C9Z1	ON	Hamilton
	52587 Lei Zhang	47 Mandel cres, Richmond, ON, L4C9Z1	ON	Kitchener
	52587 Lei Zhang	47 Mandel cres, Richmond, ON, L4C9Z1	ON	Yorkland
	58762 Mohammad Khan	37 Gennela Sq, Scarborough, ON, M1B5A3	ON	Fairview
	58762 Mohammad Khan	37 Gennela Sq, Scarborough, ON, M1B5A3	ON	Fairview North
	61732 Corey Mayotte	46 Sahca Road, Cambridge, ON, N3C4A1	ON	Hespeler
	61732 Corey Mayotte	46 Sahca Road, Cambridge, ON, N3C4A1	ON	Kitchener
	62788 Kyle Kolay	671 St Clair Ave W, Toronto, ON, M6C1A7	AB	Edmonton
	62788 Kyle Kolay	671 St Clair Ave W, Toronto, ON, M6C1A7	ON	Fairview
	63945 LouisFrancois Courtemanche	19 Delaware ave apt 2, ottawa, ON, K2P0Z2	ON	Fairview
	63945 LouisFrancois Courtemanche	19 Delaware ave apt 2, ottawa, ON, K2P0Z2	ON	Ottawa
	66889 Bonita Walsh	4590 Lincoln Ave, Beamsville, ON, L0R1B3	ON	Hamilton
	66889 Bonita Walsh	4590 Lincoln Ave, Beamsville, ON, L0R1B3	ON	Kitchener
	68923 Scott Eger	344 Waverley St Apt 203, Ottawa, ON, K2P0W5	ON	Ottawa
	68923 Scott Eger	344 Waverley St Apt 203, Ottawa, ON, K2P0W5	AB	Unified - Edmonton
	72155 Truong Phung	5651 Whitehorn Ave, Mississauga, ON, L5V2H1	ON	Fairview
	72155 Truong Phung	5651 Whitehorn Ave, Mississauga, ON, L5V2H1	SK	Fairview SK
	78081 Ryan Hood	1325 10th Concession W , Puslinch, ON, N0B2J0	ON	Cambridge
	78081 Ryan Hood	1325 10th Concession W , Puslinch, ON, N0B2J0	ON	Hespeler
	81974 Paul Primeau	2065 Mandison Ave, Sudbury, ON, P3A2P7	ON	Fairview
	81974 Paul Primeau	2065 Mandison Ave, Sudbury, ON, P3A2P7	ON	Fairview North
	82410 Stephen Gerakopoulos	933 Erinbrook Crt, Kitchener, ON, N2E3S5	ON	Hamilton
	82410 Stephen Gerakopoulos	933 Erinbrook Crt, Kitchener, ON, N2E3S5	ON	Kitchener
	82916 Samir Ficic	271 Oprington Place, Kitchener, ON, N2M3P3	ON	Cambridge

agentoid	Name	Address	Province/State	Office
82916	Samir Ficic	271 Oprington Place, Kitchener, ON, N2M3P3	AB	Edmonton South
85519	Sarah Kingdon	895 Maxted Cres, Milton, ON, L9T4E2	ON	Fairview
85519	Sarah Kingdon	895 Maxted Cres, Milton, ON, L9T4E2	SK	Fairview SK
86488	Leonard CinqMars	1404250 Heath St West, Toronto, ON, M5P3L4	ON	Cambridge
86488	Leonard CinqMars	1404250 Heath St West, Toronto, ON, M5P3L4	ON	Yorkland
88297	Ashley Kidd	143 Main St Apt 201, Brampton, ON, L6Y1N4	ON	Fairview
88297	Ashley Kidd	143 Main St Apt 201, Brampton, ON, L6Y1N4	AB	Fairview Calgary
91572	Maria Panagakos	8 Scranton Rd, Scarborough, ON, M1G1W7	ON	Fairview
91572	Maria Panagakos	8 Scranton Rd, Scarborough, ON, M1G1W7	ON	Fairview North
91572	Maria Panagakos	8 Scranton Rd, Scarborough, ON, M1G1W7	ON	Yorkland
91654	Shuai Zhang	50 Governor's Road, Hamilton, ON, L9H5M3	ON	Hamilton
91654	Shuai Zhang	50 Governor's Road, Hamilton, ON, L9H5M3	ON	Kitchener
92219	Alyssa Sproul	35475 Lakeshore Road, Burlington, ON, L7L1E1	ON	Fairview
92219	Alyssa Sproul	35475 Lakeshore Road, Burlington, ON, L7L1E1	AB	Fairview Calgary
92479	Kyle Stewart	279 Pastern Trail, Waterloo, ON, N2K3W7	ON	Cambridge
92479	Kyle Stewart	279 Pastern Trail, Waterloo, ON, N2K3W7	ON	Ontario Ecobee
92571	Philip Driedger	1225 Rutherford Rd, Edmonton, AB, T6W1H4	AB	Unified - Edmonton
92571	Philip Driedger	1225 Rutherford Rd, Edmonton, AB, T6W1H4	ON	Unified Kingston
92961	Jesse Kjos	70 Elliot Drive, Camrose, AB, T4V3X7	AB	Unified - Edmonton
92961	Jesse Kjos	70 Elliot Drive, Camrose, AB, T4V3X7	ON	Unified Kingston
93035	Francesca Reid	242 Cedarbrae Apt# A, Waterloo, ON, N2L4S7	ON	Kitchener
93035	Francesca Reid	242 Cedarbrae Apt# A, Waterloo, ON, N2L4S7	ON	Kitchener-Resi
93116	Nicole Armstrong	920 Ormond Dr, Oshawa, ON, L1K3C2	ON	Fairview
93116	Nicole Armstrong	920 Ormond Dr, Oshawa, ON, L1K3C2	ON	Oshawa
93134	Goran Milojevic	1285 Queens Blvd Apt 5, Kitchener, ON, N2M1C6	ON	Hamilton
93134	Goran Milojevic	1285 Queens Blvd Apt 5, Kitchener, ON, N2M1C6	ON	Kitchener
93255	Ernest Turriziani	170 Maria Antonia Road, Woodbridge, ON, L4H2S8	ON	Don Mills
93255	Ernest Turriziani	170 Maria Antonia Road, Woodbridge, ON, L4H2S8	ON	Yorkland
93340	Antoniesha Bailey	41 Markbrook Lane Apt # 504, Toronto, ON, M9V5E6	ON	Islington
93340	Antoniesha Bailey	41 Markbrook Lane Apt # 504, Toronto, ON, M9V5E6	ON	Toronto
93553	Richard Maracle	833 St John Rd E, Port Dover, ON, N0A1N2	ON	Hamilton
93553	Richard Maracle	833 St John Rd E, Port Dover, ON, N0A1N2	ON	Kitchener
93738	Linda Ristevski	100 George Henry Blvd Apt 6, Toronto, ON, M2J1E7	ON	Don Mills
93738	Linda Ristevski	100 George Henry Blvd Apt 6, Toronto, ON, M2J1E7	ON	Yorkland
93739	Eugene Oleksiuk	35 Sunplains Crescent, Etobicoke, ON, M9C1M4	ON	Don Mills
93739	Eugene Oleksiuk	35 Sunplains Crescent, Etobicoke, ON, M9C1M4	ON	Yorkland
94158	Shayan Heravi	20 Harding Blvd Apt 601, Richmond Hill, ON, L4C9S4	ON	Dundas
94158	Shayan Heravi	20 Harding Blvd Apt 601, Richmond Hill, ON, L4C9S4	ON	Viking
94259	Al Shavel	6021 Yonge St Apt 815, Toronto, ON, M2M3W2	ON	Don Mills
94259	Al Shavel	6021 Yonge St Apt 815, Toronto, ON, M2M3W2	ON	Yorkland
94593	Melissa Grosse	45A Altamont Rd, North York, ON, M2M1S6	ON	Fairview
94593	Melissa Grosse	45A Altamont Rd, North York, ON, M2M1S6	SK	Fairview SK
94875	Neil Stanton	236347 Bowview Rd NW, Calgary, AB, T3B4L9	AB	Edmonton Commercial
94875	Neil Stanton	236347 Bowview Rd NW, Calgary, AB, T3B4L9	ON	Islington
95475	Ting Zheng	60 Calora Court, Scarborough, ON, M1V2Z9	ON	Fairview
95475	Ting Zheng	60 Calora Court, Scarborough, ON, M1V2Z9	SK	Fairview SK
95476	Ryan Bailey	19 Atkinson Ave, Scarborough, ON, M1E4B6	ON	Fairview
95476	Ryan Bailey	19 Atkinson Ave, Scarborough, ON, M1E4B6	AB	Fairview Calgary
95476	Ryan Bailey	19 Atkinson Ave, Scarborough, ON, M1E4B6	SK	Fairview SK
95895	Kirtan Vyas	25 McMaster Road, Orangeville, ON, L9W5K1	ON	Kitchener
95895	Kirtan Vyas	25 McMaster Road, Orangeville, ON, L9W5K1	ON	Viking
96187	Patrajie Sookdeo	337 Goldhawk Trail, Scarborough, ON, M1V4G2	ON	Fairview
96187	Patrajie Sookdeo	337 Goldhawk Trail, Scarborough, ON, M1V4G2	ON	Yorkland
96207	Hong Le	70 Hullmar Drive, North York, ON, M3N2E4	ON	Fairview
96207	Hong Le	70 Hullmar Drive, North York, ON, M3N2E4	SK	Fairview SK
96675	Annie Mburu	33 Snowcrest Ave, Toronto, ON, M2K2K9	ON	Fairview
96675	Annie Mburu	33 Snowcrest Ave, Toronto, ON, M2K2K9	ON	Yorkland
96676	Khieng Heng	1665 Bristol Road West, Mississauga, ON, L5M4B7	BC	BCC Elite
96676	Khieng Heng	1665 Bristol Road West, Mississauga, ON, L5M4B7	ON	Cambridge
96676	Khieng Heng	1665 Bristol Road West, Mississauga, ON, L5M4B7	ON	Hespeler
96874	Alysha McKenney	1233 Knight Trail, Milton, ON, L9T6C4	ON	Fairview
96874	Alysha McKenney	1233 Knight Trail, Milton, ON, L9T6C4	AB	Fairview Calgary
96874	Alysha McKenney	1233 Knight Trail, Milton, ON, L9T6C4	SK	Fairview SK
96934	Joseph Mukiibi	Suite 120 11215 Jasper Ave, Edmonton, AB, T5K0L5	ON	Fairview

agentoid	Name	Address	Province/State	Office
96934	Joseph Mukiibi	Suite 120 11215 Jasper Ave, Edmonton, AB, T5K0L5	AB	Unified - Edmonton
96987	Paul Bromberg	5722 Bishop Street, LaSalle, ON, N9H1N7	ON	Fairview
96987	Paul Bromberg	5722 Bishop Street, LaSalle, ON, N9H1N7	ON	Fairview North
97009	Chad Frison	6035 105th St. Northwes, Edmonton, AB, T6H2N3	AB	Edmonton South
97009	Chad Frison	6035 105th St. Northwes, Edmonton, AB, T6H2N3	ON	Kitchener
97052	Jin Ting Song	76 Whiteram Gate NE, Calgary, AB, T1Y5J6	AB	Calgary South
97052	Jin Ting Song	76 Whiteram Gate NE, Calgary, AB, T1Y5J6	ON	Fairview North
97372	Roberta Walt	2007 Amherst Heights Dr, Burlington, ON, L7P3R3	ON	Fairview
97372	Roberta Walt	2007 Amherst Heights Dr, Burlington, ON, L7P3R3	AB	Fairview Calgary
97372	Roberta Walt	2007 Amherst Heights Dr, Burlington, ON, L7P3R3	SK	Fairview SK
97489	MD Niaz	10 Tuxedo Crt Apt 1212, Toronto, ON, M1G3S4	ON	Fairview
97489	MD Niaz	10 Tuxedo Crt Apt 1212, Toronto, ON, M1G3S4	SK	Fairview SK
97518	Chong (Charlie) Liu	1 Fountainhead Road Apt 2315, North York, ON, M3J1K6	ON	Fairview
97518	Chong (Charlie) Liu	1 Fountainhead Road Apt 2315, North York, ON, M3J1K6	SK	Fairview SK
97585	Thomas Todd England Lehari	81 Saybrook Ave, Toronto, ON, M8Z2V6	ON	Fairview
97585	Thomas Todd England Lehari	81 Saybrook Ave, Toronto, ON, M8Z2V6	SK	Fairview SK
97610	Andrew Swatridge	380 Stillmeadow Circle, Waterloo, ON, N2L5M2	BC	BCC Elite
97610	Andrew Swatridge	380 Stillmeadow Circle, Waterloo, ON, N2L5M2	ON	Cambridge
97844	Jamshid (Jim) Hadioonzadeh	315 935 Sheppard Ave W, Toronto, ON, M3H2T7	ON	Fairview
97844	Jamshid (Jim) Hadioonzadeh	315 935 Sheppard Ave W, Toronto, ON, M3H2T7	ON	Yorkland
98127	Ryan McCreddie	20 Goldbeck Lane, Waterloo, ON, N2J4L1	AB	Edmonton Commercial
98127	Ryan McCreddie	20 Goldbeck Lane, Waterloo, ON, N2J4L1	ON	Kitchener
98310	Nadia Zenoglio	33 Gabian Way Apt 508, Toronto, ON, M6M5G8	ON	Fairview
98310	Nadia Zenoglio	33 Gabian Way Apt 508, Toronto, ON, M6M5G8	SK	Fairview SK
98967	Jahan Zaeb	48 Chad Cres, Scarborough, ON, M1B2Z6	ON	Fairview
98967	Jahan Zaeb	48 Chad Cres, Scarborough, ON, M1B2Z6	ON	Fairview North
99163	Kia Kordestani	122 S St Andrews Pl Apt 344, Los Angeles, CA, 90004	ON	Ottawa
99163	Kia Kordestani	122 S St Andrews Pl Apt 344, Los Angeles, CA, 90004	CA	San Bruno
99217	Yong Mei Zhang	278 Broadview Ave, Toronto, ON, M4M2G7	ON	Fairview
99217	Yong Mei Zhang	278 Broadview Ave, Toronto, ON, M4M2G7	SK	Fairview SK
99506	Danielle LaRose	218 Ellington Drive, Toronto, ON, M1R3Y4	ON	Fairview
99506	Danielle LaRose	218 Ellington Drive, Toronto, ON, M1R3Y4	AB	Fairview Calgary
99506	Danielle LaRose	218 Ellington Drive, Toronto, ON, M1R3Y4	ON	Oshawa
99506	Danielle LaRose	218 Ellington Drive, Toronto, ON, M1R3Y4	ON	Ottawa
99647	Susan Sampson	637 McCowan Road Apt 3, Scarborough, ON, M1J1K2	ON	Fairview
99647	Susan Sampson	637 McCowan Road Apt 3, Scarborough, ON, M1J1K2	ON	Yorkland
99684	Marilyn Sugarman	53 Combe Ave, North York, ON, M3H4J5	ON	Fairview
99684	Marilyn Sugarman	53 Combe Ave, North York, ON, M3H4J5	ON	Oshawa
101072	Vernon Tang	34 Clydesdale Rd, Markham, ON, L3R3S9	ON	Fairview
101072	Vernon Tang	34 Clydesdale Rd, Markham, ON, L3R3S9	AB	Fairview Calgary
101418	Eric Cheng	1101 Leslie St Apt 1201, North York, ON, M3C4G3	ON	Fairview
101418	Eric Cheng	1101 Leslie St Apt 1201, North York, ON, M3C4G3	ON	Islington
101818	Andre Marshall	98 Mountain Rd , Chapel Island, NS, B0E3B0	AB	Edmonton
101818	Andre Marshall	98 Mountain Rd , Chapel Island, NS, B0E3B0	ON	Kitchener
102097	Michael Witt	269 Pendermere Parkway, Toronto, ON, M1C2S9	ON	Fairview
102097	Michael Witt	269 Pendermere Parkway, Toronto, ON, M1C2S9	AB	Fairview Calgary
103636	Pierce Saunders	1091 Kingston Road Apt # 317, Toronto, ON, M1N4E5	ON	Fairview
103636	Pierce Saunders	1091 Kingston Road Apt # 317, Toronto, ON, M1N4E5	ON	Fairview West
103794	Denna White	2 Edward Street, Ajax, ON, L1S1T8	ON	Fairview
103794	Denna White	2 Edward Street, Ajax, ON, L1S1T8	AB	Fairview Calgary
104169	Tamara Porter	2041 Victoria Park Ave Apt # 10, Scarborough, ON, M1R1V4	ON	Fairview
104169	Tamara Porter	2041 Victoria Park Ave Apt # 10, Scarborough, ON, M1R1V4	AB	Fairview Calgary
104688	Mortuza Awal	77 Aylesbury Dr, Brampton, ON, L7A0W3	ON	Ottawa
104688	Mortuza Awal	77 Aylesbury Dr, Brampton, ON, L7A0W3	ON	Viking
105142	Joshua Jafry	17 Kerr street, Cambridge, ON, N1R4A2	ON	Kitchener
105142	Joshua Jafry	17 Kerr street, Cambridge, ON, N1R4A2	ON	Kitchener-Resi
105847	Brandon Yuen	66 Bradgate Drive, Thornhill, ON, L3T7L9	ON	Fairview
105847	Brandon Yuen	66 Bradgate Drive, Thornhill, ON, L3T7L9	AB	Fairview Calgary
105855	Andrew McMaster	318 Tagge Crescent, Kitchener, ON, N2K3R7	ON	Hespeler
105855	Andrew McMaster	318 Tagge Crescent, Kitchener, ON, N2K3R7	ON	Kitchener
105865	Jennifer Borg	259 Rue Champlain Apt. 201, Gatineau, QC, J8X3R9	ON	Fairview
105865	Jennifer Borg	259 Rue Champlain Apt. 201, Gatineau, QC, J8X3R9	ON	Kitchener-Resi
105865	Jennifer Borg	259 Rue Champlain Apt. 201, Gatineau, QC, J8X3R9	ON	Ottawa
105865	Jennifer Borg	259 Rue Champlain Apt. 201, Gatineau, QC, J8X3R9	ON	Viking

agentoid	Name	Address	Province/State	Office
106212	Nareg Sagatelian	34 BEAUMONT DR, Ajax, ON, L1T1P8	ON	Fairview
106212	Nareg Sagatelian	34 BEAUMONT DR, Ajax, ON, L1T1P8	AB	Fairview Calgary
107349	Christopher Charles	24 Fireside Drive, Scarborough, ON, m4b2e9	ON	Fairview
107349	Christopher Charles	24 Fireside Drive, Scarborough, ON, m4b2e9	ON	Oshawa
108242	Ryan Clarkson	16 Cedarwoods Cres Unit 1801, Kitchener, ON, N2C2L4	ON	Cambridge
108242	Ryan Clarkson	16 Cedarwoods Cres Unit 1801, Kitchener, ON, N2C2L4	ON	Hespeler
108242	Ryan Clarkson	16 Cedarwoods Cres Unit 1801, Kitchener, ON, N2C2L4	ON	Kitchener-Resi
108873	Milton Dawkins	110 Parkway Forest Dr 1508, North York, ON, M2J1L7	ON	Fairview
108873	Milton Dawkins	110 Parkway Forest Dr 1508, North York, ON, M2J1L7	AB	Fairview Calgary
108873	Milton Dawkins	110 Parkway Forest Dr 1508, North York, ON, M2J1L7	ON	Fairview North
108873	Milton Dawkins	110 Parkway Forest Dr 1508, North York, ON, M2J1L7	ON	Ottawa
109687	Isagani Cruz	42 Penhurst Ave, Etobicoke, ON, M8Y3A8	ON	Fairview
109687	Isagani Cruz	42 Penhurst Ave, Etobicoke, ON, M8Y3A8	ON	Islington
111203	Quiana Cooke	4400 Jane Street Apt # 808, Toronto, ON, M3N2K4	ON	Fairview
111203	Quiana Cooke	4400 Jane Street Apt # 808, Toronto, ON, M3N2K4	AB	Fairview Calgary
111203	Quiana Cooke	4400 Jane Street Apt # 808, Toronto, ON, M3N2K4	ON	Ottawa
113295	Oparo Onakoy	20 Wakunda Place # 2, Toronto, ON, M4A1A3	ON	Fairview
113295	Oparo Onakoy	20 Wakunda Place # 2, Toronto, ON, M4A1A3	ON	Islington
113957	Oluwadamilola Awodu	413 Timbercroft Cres, Waterloo, ON, N2T2J2	ON	Hespeler
113957	Oluwadamilola Awodu	413 Timbercroft Cres, Waterloo, ON, N2T2J2	ON	Kitchener
114223	Daniel Hernandez	2720 Cleveland St. Apt # 1, Laredo, TX, 78043	TX	Laredo - JE
114223	Daniel Hernandez	2720 Cleveland St. Apt # 1, Laredo, TX, 78043	TX	North Loop
114223	Daniel Hernandez	2720 Cleveland St. Apt # 1, Laredo, TX, 78043	TX	North Loop East
114388	Marina Manni	430 River Road, Cambridge, ON, N3C2B7	ON	Hespeler
114388	Marina Manni	430 River Road, Cambridge, ON, N3C2B7	ON	Kitchener-Resi
115106	Phillip Arruda	256 St. Andrews St. Apartment # 120, Cambridge, ON, N1S4T9	ON	Kitchener
115106	Phillip Arruda	256 St. Andrews St. Apartment # 120, Cambridge, ON, N1S4T9	ON	Kitchener-Resi
115106	Phillip Arruda	256 St. Andrews St. Apartment # 120, Cambridge, ON, N1S4T9	ON	Mississauga
115107	Rachel Therenard	498 EdenValley Cres, Waterloo, ON, N2T1Y5	ON	Kitchener
115107	Rachel Therenard	498 EdenValley Cres, Waterloo, ON, N2T1Y5	ON	Kitchener-Resi
116030	Brian Hare	1262 Kane Road, Mississauga, ON, L5H2M3	ON	Etobicoke
116030	Brian Hare	1262 Kane Road, Mississauga, ON, L5H2M3	ON	Yorkland
116253	Ariel Pacibe	55 Campania Cr, Scarborough, ON, M1V2E8	ON	Fairview
116253	Ariel Pacibe	55 Campania Cr, Scarborough, ON, M1V2E8	AB	Fairview Calgary
117758	Joy Aubow	1784 Jane Streeet Unit 1, Toronto, ON, M9N2T2	ON	Fairview
117758	Joy Aubow	1784 Jane Streeet Unit 1, Toronto, ON, M9N2T2	ON	Yorkland
117797	Mohammad Ali Sharif Moghaddam	380 Balkan Rd , Richmond Hill, ON, L4K2P1	ON	Ottawa
117797	Mohammad Ali Sharif Moghaddam	380 Balkan Rd , Richmond Hill, ON, L4K2P1	ON	Viking
118156	William Gray	188 Cod Sell Avenue, Toronto, ON, M3H3W7	ON	Fairview
118156	William Gray	188 Cod Sell Avenue, Toronto, ON, M3H3W7	ON	Fairview North
118801	Gregg Henshall	1210 Augusta Crt, Oshawa, ON, L1H7S9	ON	Fairview
118801	Gregg Henshall	1210 Augusta Crt, Oshawa, ON, L1H7S9	ON	Oshawa
119061	Simranjeet Sangha	40 Yager Ave, Kitchener, ON, N2M2M9	ON	Hespeler
119061	Simranjeet Sangha	40 Yager Ave, Kitchener, ON, N2M2M9	ON	Kitchener
119061	Simranjeet Sangha	40 Yager Ave, Kitchener, ON, N2M2M9	ON	Kitchener-Resi
121759	Ryan Morris	21 Reynolds Street, Oakville, ON, L6S3J7	ON	Fairview
121759	Ryan Morris	21 Reynolds Street, Oakville, ON, L6S3J7	ON	Viking
122230	Doan Nguyen	60 Centerville St, Kitchener, ON, N2A1R9	ON	Kitchener
122230	Doan Nguyen	60 Centerville St, Kitchener, ON, N2A1R9	ON	Kitchener-Resi
122371	Bahram Nemati	32 Yongehurst Rd., Richmond Hill, ON, L4C3T2	ON	Ottawa
122371	Bahram Nemati	32 Yongehurst Rd., Richmond Hill, ON, L4C3T2	ON	Viking
122849	Clinton Bangsoy	47 Medoc Place, Thornhill, ON, L4J8Y9	ON	Fairview
122849	Clinton Bangsoy	47 Medoc Place, Thornhill, ON, L4J8Y9	ON	Fairview North
122849	Clinton Bangsoy	47 Medoc Place, Thornhill, ON, L4J8Y9	ON	Ottawa
124313	Viacheslav Trigubovich	1021 West Hastings St. 9th Floor, Vancouver, BC, V6E0C3	AB	Edmonton Commercial
124313	Viacheslav Trigubovich	1021 West Hastings St. 9th Floor, Vancouver, BC, V6E0C3	ON	Toronto
124368	Jennifer Manguma	160 Chester Le Blvd. Suite 76, Scarbroough, ON, M1W2W7	ON	Fairview
124368	Jennifer Manguma	160 Chester Le Blvd. Suite 76, Scarbroough, ON, M1W2W7	ON	Yorkland
125663	Marilyn Lenhan	73 Dickson Street Apt#1, Cambridge, ON, N1R7A5	ON	Hespeler
125663	Marilyn Lenhan	73 Dickson Street Apt#1, Cambridge, ON, N1R7A5	ON	Kitchener-Resi
125952	Michael Williams	4035 Erindale Station rd, Mississauga, ON, I5c3z2	AB	Calgary
125952	Michael Williams	4035 Erindale Station rd, Mississauga, ON, I5c3z2	ON	Toronto
126372	Marco Barbi	8243 Fortress Dr SW, Calgary, AB, T3H0T8	AB	AB Perks
126372	Marco Barbi	8243 Fortress Dr SW, Calgary, AB, T3H0T8	AB	Edmonton South

agentoid	Name	Address	Province/State	Office
126372	Marco Barbi	8243 Fortress Dr SW, Calgary, AB, T3H0T8	ON	Fairview
126372	Marco Barbi	8243 Fortress Dr SW, Calgary, AB, T3H0T8	AB	Fairview Calgary
126372	Marco Barbi	8243 Fortress Dr SW, Calgary, AB, T3H0T8	ON	Fairview North
126466	Nathan Glover	4555 Cedarbrook Lane, Beamsville, ON, L0R1B5	ON	Fairview
126466	Nathan Glover	4555 Cedarbrook Lane, Beamsville, ON, L0R1B5	AB	Fairview Calgary
127358	Derek Wagler	2727 Line 29 RR 2, Tavistock, ON, N0B2R0	ON	Kitchener
127358	Derek Wagler	2727 Line 29 RR 2, Tavistock, ON, N0B2R0	ON	Kitchener-Resi
127360	Muhammad Sharif	87 Westwood Drive, Kitchener, ON, N2M2K7	ON	Kitchener
127360	Muhammad Sharif	87 Westwood Drive, Kitchener, ON, N2M2K7	ON	Kitchener-Resi
127361	Jeremiah Mutabazi	391 Karn Street, Kitchener, ON, N2M2C2	ON	Kitchener
127361	Jeremiah Mutabazi	391 Karn Street, Kitchener, ON, N2M2C2	ON	Kitchener-Resi
127362	Elisha Ogbonna	180 Brybeck Crescent, Kitchener, ON, N2M2C6	ON	Kitchener
127362	Elisha Ogbonna	180 Brybeck Crescent, Kitchener, ON, N2M2C6	ON	Kitchener-Resi
127384	Anh Nguyen	35 Mowat Blvd, Kitchener, ON, N2E1J1	ON	Kitchener
127384	Anh Nguyen	35 Mowat Blvd, Kitchener, ON, N2E1J1	ON	Kitchener-Resi
127389	Arcenio Sawyers	727 Breakwater Crescent, Waterloo, ON, N2K4H8	ON	Kitchener
127389	Arcenio Sawyers	727 Breakwater Crescent, Waterloo, ON, N2K4H8	ON	Kitchener-Resi
127610	Kien Nguyen	35 Mowat Blvd, Kitchener, ON, N2E1J1	ON	Kitchener
127610	Kien Nguyen	35 Mowat Blvd, Kitchener, ON, N2E1J1	ON	Kitchener-Resi
127611	Carmen Best	6 Moyer Place, Kitchener, ON, N2H2S6	ON	Kitchener
127611	Carmen Best	6 Moyer Place, Kitchener, ON, N2H2S6	ON	Kitchener-Resi
127612	Leah Morrison	300 Regina Street N, Waterloo, ON, N2J4H2	ON	Kitchener
127612	Leah Morrison	300 Regina Street N, Waterloo, ON, N2J4H2	ON	Kitchener-Resi
128203	George Kuzmicz	12 Devonridge Crescent, Scarborough, ON, M1C5A5	ON	Fairview
128203	George Kuzmicz	12 Devonridge Crescent, Scarborough, ON, M1C5A5	ON	Yorkland
128747	Farah Marhabi	133 Wynford Drive Apt # 1102, Toronto, ON, M3C0J5	ON	Fairview
128747	Farah Marhabi	133 Wynford Drive Apt # 1102, Toronto, ON, M3C0J5	ON	Yorkland
129251	JoDell Brodhagen	1635 Blair Rd. Apt# 4, Cambridge, ON, N3H4R8	ON	Hespeler
129251	JoDell Brodhagen	1635 Blair Rd. Apt# 4, Cambridge, ON, N3H4R8	ON	Kitchener-Resi
129489	Ralph Schlueter	1 Cedarwoods Cres. Apt# 503, Kitchener, ON, N2C2C8	ON	Hespeler
129489	Ralph Schlueter	1 Cedarwoods Cres. Apt# 503, Kitchener, ON, N2C2C8	ON	Kitchener-Resi
130006	Rickalya Whyte	41 McCulloch Cres, Ajax, ON, L1T3W9	AB	Edmonton
130006	Rickalya Whyte	41 McCulloch Cres, Ajax, ON, L1T3W9	AB	Edmonton Commercial
130006	Rickalya Whyte	41 McCulloch Cres, Ajax, ON, L1T3W9	ON	Mississauga
130006	Rickalya Whyte	41 McCulloch Cres, Ajax, ON, L1T3W9	ON	Toronto
131929	Marc Pulmones	39 Waterloo Apt 3, Kitchener, ON, N2H3T8	ON	Kitchener
131929	Marc Pulmones	39 Waterloo Apt 3, Kitchener, ON, N2H3T8	ON	Kitchener-Resi
132028	MD Abdullah Al Noman	10077 Crescent Pl., Toronto, ON, M4C5L7	ON	Fairview
132028	MD Abdullah Al Noman	10077 Crescent Pl., Toronto, ON, M4C5L7	ON	Yorkland
132616	Marc Marajh	345 Dixon RD apt.203, Toronto, ON, M9R1S6	ON	Fairview North
132616	Marc Marajh	345 Dixon RD apt.203, Toronto, ON, M9R1S6	ON	Viking
134523	Matthew Snow	320 Biehn Drive, Kitchener, ON, N2R1C7	AB	Edmonton South
134523	Matthew Snow	320 Biehn Drive, Kitchener, ON, N2R1C7	ON	Kitchener-Resi
134598	Paulo Amaral	512 Stone Road, Aurora, ON, L4G6Z7	ON	Fairview
134598	Paulo Amaral	512 Stone Road, Aurora, ON, L4G6Z7	ON	Fairview North
134740	Kym Haberman	49 Bowerbank Drive, North York, ON, M1M1Z9	ON	Fairview
134740	Kym Haberman	49 Bowerbank Drive, North York, ON, M1M1Z9	ON	Yorkland
135130	Thang Do	170 Sumach St Suite 802, Toronto, ON, M5A3K3	ON	Dundas
135130	Thang Do	170 Sumach St Suite 802, Toronto, ON, M5A3K3	ON	Viking
135160	Jesse Etherton	7 Reiber Crescent, Toronto, ON, M2H1C3	ON	Fairview
135160	Jesse Etherton	7 Reiber Crescent, Toronto, ON, M2H1C3	ON	York Mills
135252	Amir Mohammad Pourheidari	150 Graydon Hall Drive Apt# 2104, Toronto, ON, M3A3B3	ON	Fairview
135252	Amir Mohammad Pourheidari	150 Graydon Hall Drive Apt# 2104, Toronto, ON, M3A3B3	ON	York Mills
136354	Julien Machabee	120B Lindenshade Dr, Ottawa, ON, K2J5R5	ON	Ottawa
136354	Julien Machabee	120B Lindenshade Dr, Ottawa, ON, K2J5R5	MA	Special Project Team
136379	Malik Garnett	1415 Lawrence Ave West Apt # 219, Toronto, ON, M6L1A9	ON	Fairview
136379	Malik Garnett	1415 Lawrence Ave West Apt # 219, Toronto, ON, M6L1A9	ON	Fairview North
136379	Malik Garnett	1415 Lawrence Ave West Apt # 219, Toronto, ON, M6L1A9	ON	Ottawa
136505	Shane Eddy	917 Dundas Street west, Whitby, ON, L1n2n8	ON	Fairview West
136505	Shane Eddy	917 Dundas Street west, Whitby, ON, L1n2n8	ON	Oshawa
136509	Quinten Balfour	8043655 Redmond Road, Mississauga, ON, L5B4A4	ON	Dundas
136509	Quinten Balfour	8043655 Redmond Road, Mississauga, ON, L5B4A4	ON	Viking
137625	John Zafriou	58 Thare Crescent, Ottawa, ON, K2J2P6	ON	Kitchener-Resi
137625	John Zafriou	58 Thare Crescent, Ottawa, ON, K2J2P6	ON	Ottawa

agentoid	Name	Address	Province/State	Office
138085	Andrija Popovic	1180 Mississauga Valley unit 90, Ottawa, ON, L5A3M9	ON	Ottawa
138085	Andrija Popovic	1180 Mississauga Valley unit 90, Ottawa, ON, L5A3M9	ON	Viking
138450	Sarah Callon	3075 Bridletown Circle Unit 11, Scarborough, ON, M1W1S8	AB	Edmonton Commercial
138450	Sarah Callon	3075 Bridletown Circle Unit 11, Scarborough, ON, M1W1S8	ON	Toronto
140035	Usman Din	8 Dalton Dr., Cambridge, ON, N3C0E7	ON	Hespeler
140035	Usman Din	8 Dalton Dr., Cambridge, ON, N3C0E7	ON	Kitchener-Resi
140153	Katiba Allen	1594 East 45th St, Cleveland, OH, 44103	OH	Beachwood
140153	Katiba Allen	1594 East 45th St, Cleveland, OH, 44103	IN	Fort Wayne
140153	Katiba Allen	1594 East 45th St, Cleveland, OH, 44103	ON	Islington
140710	Petar Stojsin	172 Howard Pk Ave, Toronto, ON, M6R1W1	ON	Fairview North
140710	Petar Stojsin	172 Howard Pk Ave, Toronto, ON, M6R1W1	ON	Viking
140795	Dustin Suderman	Box 99 , Anola, MB, R0E0A0	AB	Edmonton South
140795	Dustin Suderman	Box 99 , Anola, MB, R0E0A0	MB	Manitoba
140795	Dustin Suderman	Box 99 , Anola, MB, R0E0A0	SK	Saskatchewan
140795	Dustin Suderman	Box 99 , Anola, MB, R0E0A0	ON	Toronto
142129	Alfred Ellis	1217 Hamilton Street Unit 4, Cambridge, ON, N3H3G4	ON	Hespeler
142129	Alfred Ellis	1217 Hamilton Street Unit 4, Cambridge, ON, N3H3G4	ON	Kitchener-Resi
144740	Ajai Raj	32 Sundance Cres., Toronto, ON, M1G2M2	ON	Fairview
144740	Ajai Raj	32 Sundance Cres., Toronto, ON, M1G2M2	ON	Ottawa
144740	Ajai Raj	32 Sundance Cres., Toronto, ON, M1G2M2	ON	Yorkland
144879	Daniel Andradi	86 Bedell Cr, Whitby, ON, L1k2h8	ON	Fairview West
144879	Daniel Andradi	86 Bedell Cr, Whitby, ON, L1k2h8	ON	Oshawa
145165	Mark Vowles	7652 Riverside Drive, Port Franks, ON, N0M2L8	ON	Fairview
145165	Mark Vowles	7652 Riverside Drive, Port Franks, ON, N0M2L8	ON	York Mills
145230	Kiana DiazNiculescu	172 Sekura Crescent, Cambridge, ON, N1P7E7	ON	Hespeler
145230	Kiana DiazNiculescu	172 Sekura Crescent, Cambridge, ON, N1P7E7	ON	Kitchener-Resi
145572	Garrett Arsenaault	24 Toscana Dr., Whitby, ON, L1R2Z4	ON	Oshawa
145572	Garrett Arsenaault	24 Toscana Dr., Whitby, ON, L1R2Z4	ON	Yorkland
146082	Rahul Juthani	59 Pinto Drive, North York, ON, M2J3T9	ON	Fairview
146082	Rahul Juthani	59 Pinto Drive, North York, ON, M2J3T9	ON	Fairview North
146082	Rahul Juthani	59 Pinto Drive, North York, ON, M2J3T9	ON	Yorkland
146393	Tatjana Sukovic	265 Markland drive 310, Toronto, ON, M9C1R5	ON	Islington
146393	Tatjana Sukovic	265 Markland drive 310, Toronto, ON, M9C1R5	ON	Viking
147060	Bilal Khan	108 Callaway Drive, Cambridge, ON, N3C0B2	ON	Hespeler
147060	Bilal Khan	108 Callaway Drive, Cambridge, ON, N3C0B2	ON	Kitchener-Resi
147914	Jesse Denstedt	302 Milla Cr., Waterloo, ON, N2L6N4	AB	Edmonton South
147914	Jesse Denstedt	302 Milla Cr., Waterloo, ON, N2L6N4	ON	Kitchener-Resi
148097	Shanairah Downer	440 Rathburn Road Apt 313, Etobicoke, ON, M9C3S7	ON	Fairview North
148097	Shanairah Downer	440 Rathburn Road Apt 313, Etobicoke, ON, M9C3S7	ON	Viking
148524	Mohammad Khalilian	540 Sherbourne Street Apt#1006, Toronto, ON, M4X1L2	ON	Fairview
148524	Mohammad Khalilian	540 Sherbourne Street Apt#1006, Toronto, ON, M4X1L2	ON	Fairview West
148679	Charles Gillyatt	4 Fox Low Crescent, Cayuga, ON, N0A1E0	ON	Hespeler
148679	Charles Gillyatt	4 Fox Low Crescent, Cayuga, ON, N0A1E0	ON	Kitchener-Resi
149456	Deborah Whiteman	34 Oak Street, Cambridge, ON, N1R4K6	ON	Cambridge
149456	Deborah Whiteman	34 Oak Street, Cambridge, ON, N1R4K6	ON	Hespeler
149461	Nikolina Popova	5 Falcon Lane, Scarborough, ON, M1C1N7	ON	Fairview
149461	Nikolina Popova	5 Falcon Lane, Scarborough, ON, M1C1N7	ON	Fairview North
150683	Sebastien Botero Gutierrez	139 Fletcher Circle, Cambridge, ON, N3C2V3	ON	Hespeler
150683	Sebastien Botero Gutierrez	139 Fletcher Circle, Cambridge, ON, N3C2V3	ON	Kitchener-Resi
150684	Brayden Hastings	156 Bakersfield drive, Cambridge, ON, N1R6X7	ON	Hespeler
150684	Brayden Hastings	156 Bakersfield drive, Cambridge, ON, N1R6X7	ON	Kitchener-Resi
150844	Irene Wendje	269 Shawnie Circle, Toronto, ON, M2H2Y3	ON	Fairview
150844	Irene Wendje	269 Shawnie Circle, Toronto, ON, M2H2Y3	ON	Islington
150861	Mohamed Farag	1460 Highland Road West Unit 2F, Kitchener, ON, N2N3K6	ON	Cambridge
150861	Mohamed Farag	1460 Highland Road West Unit 2F, Kitchener, ON, N2N3K6	ON	Kitchener-Resi
151133	Joseph Fausnight	6 West Skyline Drive, North Manchester, IN, 46962	IN	Fort Wayne
151133	Joseph Fausnight	6 West Skyline Drive, North Manchester, IN, 46962	ON	ON Internal Sales
151229	Alvaro De Almeida	856 Stark Circle, Milton, ON, L9T6Y7	ON	Cambridge
151229	Alvaro De Almeida	856 Stark Circle, Milton, ON, L9T6Y7	ON	Kitchener-Resi
151738	Saiyed Ehtesham Bukhari	1742 Keele Street, York, ON, M6m3w8	ON	Fairview North
151738	Saiyed Ehtesham Bukhari	1742 Keele Street, York, ON, M6m3w8	ON	Viking
152013	Ryan Bijulisingh	64 Kalahari road, Brampton, ON, L6r2p2	ON	Fairview West
152013	Ryan Bijulisingh	64 Kalahari road, Brampton, ON, L6r2p2	ON	Oshawa
152023	Ricardo Wiggan	3256 Dovetale Mews, Mississauga, ON, L5L5G7	CA	Cali Pilot

agentoid	Name	Address	Province/State	Office
152023	Ricardo Wiggan	3256 Dovetale Mews, Mississauga, ON, L5L5G7	ON	Dundas
152024	Huy Nguyen	435 Middlefield Rd Unit 61, Scarborough, ON, M1S5W1	ON	Dundas
152024	Huy Nguyen	435 Middlefield Rd Unit 61, Scarborough, ON, M1S5W1	ON	Viking
152711	Shane Edwards	3125 Gladish Grove , Mississauga, ON, L5M0C3	ON	Dundas
152711	Shane Edwards	3125 Gladish Grove , Mississauga, ON, L5M0C3	ON	Fairview
152711	Shane Edwards	3125 Gladish Grove , Mississauga, ON, L5M0C3	ON	Toronto
152724	Rafael Bastos Da Silva Filho	211 St Patrick Street PH1C, Toronto, ON, M5T2Y9	ON	Fairview
152724	Rafael Bastos Da Silva Filho	211 St Patrick Street PH1C, Toronto, ON, M5T2Y9	ON	Viking
152725	Victoria Jessica Mallari Dagossy	4222 Kingston Rd Suite 1106, Toronto, ON, M1E2M6	ON	Fairview
152725	Victoria Jessica Mallari Dagossy	4222 Kingston Rd Suite 1106, Toronto, ON, M1E2M6	ON	Yorkland
152825	Jianli Ren	43 Glen Watford Drive, Toronto, ON, M1S2C2	ON	Fairview
152825	Jianli Ren	43 Glen Watford Drive, Toronto, ON, M1S2C2	ON	Yorkland
152831	Prince Kathuria	2460 Eglinton Ave East Suite 512, Scarborough, ON, M1K5J7	ON	Fairview
152831	Prince Kathuria	2460 Eglinton Ave East Suite 512, Scarborough, ON, M1K5J7	ON	Yorkland
152832	Khalid Mehmood	39 Scotia Ave, Scarborough, ON, M1L4E7	ON	Fairview
152832	Khalid Mehmood	39 Scotia Ave, Scarborough, ON, M1L4E7	ON	Yorkland
152906	ShaiiAnna Cerdas Hinds	125 Ewart Ave, Toronto, ON, M6M1N1	ON	Fairview
152906	ShaiiAnna Cerdas Hinds	125 Ewart Ave, Toronto, ON, M6M1N1	ON	Viking
153012	Joseph Pullalaythu	11 Islington Drive, Brampton, ON, L6P3A6	ON	Fairview
153012	Joseph Pullalaythu	11 Islington Drive, Brampton, ON, L6P3A6	ON	Yorkland
153223	Keenan Miller	142 Van Horne Ave, North York, ON, M2J2T1	ON	Fairview
153223	Keenan Miller	142 Van Horne Ave, North York, ON, M2J2T1	ON	Yorkland
153229	Husna Heidebrecht	120 Torresdale Ave Suite 1102, Toronto, ON, M2R3N7	ON	Fairview
153229	Husna Heidebrecht	120 Torresdale Ave Suite 1102, Toronto, ON, M2R3N7	ON	Yorkland
153384	Trace Easton	28 Melody Road, Toronto, ON, M9M1C7	ON	Fairview
153384	Trace Easton	28 Melody Road, Toronto, ON, M9M1C7	ON	Fairview North
153574	Kumar Gaurav	810 65 Forest Manor Rd, Toronto, ON, M2J1M5	ON	Fairview
153574	Kumar Gaurav	810 65 Forest Manor Rd, Toronto, ON, M2J1M5	ON	Yorkland
153830	Jake Hopkins	2162 St. Clair Ave West, Toronto, ON, M6W5C1	ON	Dundas
153830	Jake Hopkins	2162 St. Clair Ave West, Toronto, ON, M6W5C1	ON	Toronto
154860	Kaprice Lammie	88 Corporate Dr Suite 1801, Toronto, ON, M1H3G6	ON	Fairview
154860	Kaprice Lammie	88 Corporate Dr Suite 1801, Toronto, ON, M1H3G6	ON	Yorkland
155424	Kyeong Hoon Bag	64 Surbay Grove, Mississauga, ON, L5B2E1	ON	Fairview
155424	Kyeong Hoon Bag	64 Surbay Grove, Mississauga, ON, L5B2E1	ON	Yorkland
155426	Nikko Northey	100 Sprucewood Crt Suite 105, Scarborough, ON, M1W2P2	ON	Fairview
155426	Nikko Northey	100 Sprucewood Crt Suite 105, Scarborough, ON, M1W2P2	ON	Yorkland
155834	Elise Fantetti	144 Falconer Drive Apt# 6555, Mississauga, ON, L5N3N6	ON	Fairview
155834	Elise Fantetti	144 Falconer Drive Apt# 6555, Mississauga, ON, L5N3N6	ON	Fairview West
156347	Elvin James Canonizado	5 Tangreen Court Suite 1006, North York, ON, M2M3Z1	ON	Fairview
156347	Elvin James Canonizado	5 Tangreen Court Suite 1006, North York, ON, M2M3Z1	ON	Yorkland
156712	Matthew Whitelock	78 Warren Road Apt # 706, Toronto, ON, M4V2R6	ON	Fairview
156712	Matthew Whitelock	78 Warren Road Apt # 706, Toronto, ON, M4V2R6	ON	Fairview West
156849	Henry Betancur	16A Elgin Street Apt # 110, Thornhill, ON, L3T4T4	ON	Fairview
156849	Henry Betancur	16A Elgin Street Apt # 110, Thornhill, ON, L3T4T4	ON	Fairview West
156893	Janice Layugan	19 Terrydale Drive, Toronto, ON, M3H5M7	ON	Fairview
156893	Janice Layugan	19 Terrydale Drive, Toronto, ON, M3H5M7	ON	Fairview West
156991	Muhammad Saigal	80 Absolute Ave Apt # 2309, Mississauga, ON, L4Z0A5	ON	Fairview
156991	Muhammad Saigal	80 Absolute Ave Apt # 2309, Mississauga, ON, L4Z0A5	ON	Fairview North
157280	Richard Menard	2365 Kennedy Road Apt# 503, Scarborough, ON, M1T3G6	ON	Fairview
157280	Richard Menard	2365 Kennedy Road Apt# 503, Scarborough, ON, M1T3G6	ON	Fairview North
157411	Jeffrey Hutchinson	57 Bolster Lane, Uxbridge, ON, L9P1R8	ON	Fairview
157411	Jeffrey Hutchinson	57 Bolster Lane, Uxbridge, ON, L9P1R8	ON	Fairview North
157510	Graham Eidt	22 McQuaid Court, Holland Landing, ON, L9N1E8	ON	Fairview
157510	Graham Eidt	22 McQuaid Court, Holland Landing, ON, L9N1E8	ON	Fairview North
157626	Na Liu	11 Lee Centre Drive Apt # 2111, Scarborough, ON, M1H3J5	ON	Fairview
157626	Na Liu	11 Lee Centre Drive Apt # 2111, Scarborough, ON, M1H3J5	ON	Fairview North
157898	Priscille Giroux	3391 Bloor Street West #215, Etobicoke, ON, m8x1g3	ON	Islington
157898	Priscille Giroux	3391 Bloor Street West #215, Etobicoke, ON, m8x1g3	ON	Viking
158050	Tisean CaesarGabriel	10330 Yonge St Apt # 202, Richmond Hill, ON, L4C5N1	ON	Fairview
158050	Tisean CaesarGabriel	10330 Yonge St Apt # 202, Richmond Hill, ON, L4C5N1	ON	Fairview West
158134	Susana Soler Roa	10101 Yonge Street Apt # 509, Richmond Hill, ON, L4C0V6	ON	Fairview
158134	Susana Soler Roa	10101 Yonge Street Apt # 509, Richmond Hill, ON, L4C0V6	ON	Fairview North
158135	Sion Binyamin	85 Rejane Crescent, Thornhill, ON, L4J5A5	ON	Fairview
158135	Sion Binyamin	85 Rejane Crescent, Thornhill, ON, L4J5A5	ON	Fairview North

agentoid	Name	Address	Province/State	Office
158136	Wai Kwong Fung	4 St.Moritz Way Apt # 3, Markham, ON, L3R4E8	ON	Fairview
158136	Wai Kwong Fung	4 St.Moritz Way Apt # 3, Markham, ON, L3R4E8	ON	Fairview North
158225	Michelle Tyrrie	795 Myrtle Road West, Ashburn, ON, L0B1A0	ON	Fairview
158225	Michelle Tyrrie	795 Myrtle Road West, Ashburn, ON, L0B1A0	ON	Fairview North
158299	Haider Ali	127 Homestead Road, Scarborough, ON, M1E3S1	ON	Fairview
158299	Haider Ali	127 Homestead Road, Scarborough, ON, M1E3S1	ON	Fairview West
158356	Canute Rodney	341 Fernforest Dr, Brampton, ON, L6R1N2	ON	Islington
158356	Canute Rodney	341 Fernforest Dr, Brampton, ON, L6R1N2	ON	Mississauga
158372	Samantha Van Clieaf	41 Dundonald street, Toronto, ON, l7m4e7	ON	Islington
158372	Samantha Van Clieaf	41 Dundonald street, Toronto, ON, l7m4e7	ON	Viking
158557	Jacqueline James	740 York Mills Road Apt # 1208, North York, ON, M3B1W8	ON	Fairview North
158557	Jacqueline James	740 York Mills Road Apt # 1208, North York, ON, M3B1W8	ON	Yorkland
159389	Joshua Hargraves	53 Bergey Street, Cambridge, ON, N3C1P8	BC	2476299 Ontario Inc-BC
159389	Joshua Hargraves	53 Bergey Street, Cambridge, ON, N3C1P8	AB	AB Perks
159389	Joshua Hargraves	53 Bergey Street, Cambridge, ON, N3C1P8	ON	Cambridge
159389	Joshua Hargraves	53 Bergey Street, Cambridge, ON, N3C1P8	ON	Kitchener-Resi
159834	Chukwuebuka Anyanwu	10 Barlow Rd, Scarborough, ON, M1G2B4	ON	Fairview
159834	Chukwuebuka Anyanwu	10 Barlow Rd, Scarborough, ON, M1G2B4	ON	Yorkland
160342	Mark Geeter	89 Symington Ave, Toronto, ON, M6P3W3	ON	Fairview
160342	Mark Geeter	89 Symington Ave, Toronto, ON, M6P3W3	ON	Fairview North
160415	Sheldon Rotman	23 Hollywood Ave, North York, ON, M2N7L8	ON	Etobicoke
160415	Sheldon Rotman	23 Hollywood Ave, North York, ON, M2N7L8	ON	Fairview North
160415	Sheldon Rotman	23 Hollywood Ave, North York, ON, M2N7L8	ON	Yorkland
160795	Umaru Barrie	241 Seabrooke Drive, Hamilton, ON, L8E1N3	ON	Kitchener-Resi
160795	Umaru Barrie	241 Seabrooke Drive, Hamilton, ON, L8E1N3	ON	Viking
160909	Christopher Gerardi	50 Lilly Valley Cres, King City, ON, l7b0b5	ON	Etobicoke
160909	Christopher Gerardi	50 Lilly Valley Cres, King City, ON, l7b0b5	ON	Viking
161096	Guoyi Liu	10 St Dennis Drive Apt # 431, Toronto, ON, M3C1E9	ON	Fairview
161096	Guoyi Liu	10 St Dennis Drive Apt # 431, Toronto, ON, M3C1E9	ON	Fairview North
161154	Azharuddin Ahmed	4673 Jane Street Apt # 807, Toronto, ON, M3N2L1	ON	Fairview North
161154	Azharuddin Ahmed	4673 Jane Street Apt # 807, Toronto, ON, M3N2L1	ON	Yorkland
161419	Magyori Quilarque Guanaguane	5 Edwin Ave, Toronto, ON, M6P3Z5	ON	Fairview North
161419	Magyori Quilarque Guanaguane	5 Edwin Ave, Toronto, ON, M6P3Z5	ON	Fairview West
161844	Moubarak Kanazoe	21 Lenthall Ave., Toronto, ON, M1B2C7	ON	Fairview North
161844	Moubarak Kanazoe	21 Lenthall Ave., Toronto, ON, M1B2C7	ON	Yorkland
162178	Forrest Dorion	74 Falstaff Ave., North York, ON, M6L2E3	ON	Fairview North
162178	Forrest Dorion	74 Falstaff Ave., North York, ON, M6L2E3	ON	Yorkland
162274	Sinthia Ingrid Yimga	1094 Agincourt Road, Ottawa, ON, K2C2H8	ON	Fairview
162274	Sinthia Ingrid Yimga	1094 Agincourt Road, Ottawa, ON, K2C2H8	ON	Ottawa
162297	Jordan Hocevar	169 John St apt 503, Toronto, ON, n8w2s3	ON	Fairview North
162297	Jordan Hocevar	169 John St apt 503, Toronto, ON, n8w2s3	ON	Viking
162373	Robert Carpenter	450 Daly Avenue, Ottawa, ON, K1P6E2	ON	Fairview
162373	Robert Carpenter	450 Daly Avenue, Ottawa, ON, K1P6E2	ON	Fairview North
162514	Jazib Azhar	44 Rochman Blvd, toronto, ON, m1h1s2	ON	Fairview North
162514	Jazib Azhar	44 Rochman Blvd, toronto, ON, m1h1s2	ON	Viking
163028	Michael TaiebSimhovich	352 Front Street West Apt # 526, Toronto, ON, M5V0K3	ON	Fairview North
163028	Michael TaiebSimhovich	352 Front Street West Apt # 526, Toronto, ON, M5V0K3	ON	Ottawa
163055	John Jose	52 New Seabury Drive, Vaughan, ON, L4K2B8	ON	Fairview North
163055	John Jose	52 New Seabury Drive, Vaughan, ON, L4K2B8	ON	Ottawa

This is Exhibit "S"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Total Earned: 2012 - 2016

Jurisdictions Multiple

IC Name	AgentOID	Address	State/Province	TaxYear					Grand Total
				2012	2013	2014	2015	2016	
Alysha McKenney	96874	1233 Knight Trail, Milton, ON, L9T6C4	ON	\$ 23,596.33	\$ 13,324.47				\$ 36,920.80
			SK	\$ 8,870.00					\$ 8,870.00
Andre Marshall	101818	98 Mountain Rd , Chapel Island, NS, B0E3B0	AB	\$ 30,694.93	\$ 13,326.55			\$ 8.96	\$ 44,030.44
			ON		\$ 100.00				\$ 100.00
Andrew Swatridge	97610	380 Stillmeadow Circle, Waterloo, ON, N2L5M2	BC	\$ 16,585.00					\$ 16,585.00
			ON	\$ 54,146.20	\$ 6,793.11				\$ 60,939.31
Ariel Pacibe	116253	55 Campania Cr, Scarborough, ON, M1V2E8	AB		\$ 1,091.45				\$ 1,091.45
			ON		\$ 2,950.30				\$ 2,950.30
Ashley Kidd	88297	143 Main St Apt 201, Brampton, ON, L6Y1N4	AB		\$ 6,042.63				\$ 6,042.63
			ON	\$ 4,690.10	\$ 5,870.08				\$ 10,560.18
Brandon Yuen	105847	66 Bradgate Drive, Thornhill, ON, L3T7L9	AB	\$ 5,718.58	\$ 4,400.14	\$ 326.66	\$ 4,801.19		\$ 15,246.57
			ON	\$ 2,882.60	\$ 34,607.90	\$ 42,458.94	\$ 53,356.05	\$ 8,568.49	\$ 141,873.98
Chad Frison	97009	6035 105th St. Northwes, Edmonton, AB, T6H2N3	AB	\$ 33,488.82	\$ 39,954.59				\$ 73,443.41
			ON		\$ 1,805.61				\$ 1,805.61
Dana Brown	33050	265 Lawrence Ave Unit F1, Kitchener, ON, N2M5R1	AB		\$ 284.45	\$ 57.80			\$ 342.25
			MB	\$ 601.53	\$ 40.00				\$ 641.53
			ON	\$ 7,703.50	\$ 39,054.06	\$ 14,439.36			\$ 61,196.92
Danielle LaRose	99506	218 Ellington Drive, Toronto, ON, M1R3Y4	AB	\$ 8,674.37	\$ 2,325.94	\$ 191.67		\$ 2,016.65	\$ 13,208.63
			ON	\$ 16,857.73	\$ 46,464.90	\$ 55,629.11	\$ 44,219.51	\$ 36,720.78	\$ 199,892.03
Denna White	103794	2 Edward Street, Ajax, ON, L1S1T8	AB		\$ 18,135.17				\$ 18,135.17
			ON	\$ 1,975.75	\$ 3,259.96				\$ 5,235.71
Dong Du	49046	135 Old Sheppard Ave, North York, ON, M2J3M1	ON	\$ 28,278.47					\$ 28,278.47
			SK	\$ 6,934.92					\$ 6,934.92
Dustin Suderman	140795	Box 99 , Anola, MB, R0E0A0	MB			\$ 31,257.80	\$ 31,727.35	\$ 1,961.49	\$ 64,946.64
			ON				\$ 6,289.70	\$ 364.20	\$ 6,653.90
			SK					\$ 9,036.00	\$ 9,036.00
Hang Zhao	33736	225 Van Horne Ave Apt 1106, North York, ON, M2J2T9	ON	\$ 142.10					\$ 142.10
			SK	\$ 1,288.00					\$ 1,288.00
Hong Le	96207	70 Hullmar Drive , North York, ON, M3N2E4	ON	\$ 10,895.35					\$ 10,895.35
			SK	\$ 6,819.36					\$ 6,819.36
Jesse Denstedt	147914	302 Milla Cr., Waterloo, ON, N2L6N4	AB				\$ 5,377.36		\$ 5,377.36
			ON			\$ 3,115.80	\$ 15,083.75		\$ 18,199.55
Jian Dong Ma	48937	54 Carey Cres, Markham, ON, L3R3E5	ON	\$ 11,399.35					\$ 11,399.35
			SK	\$ 2,828.25					\$ 2,828.25
Khieng Heng	96676	1665 Bristol Road West, Mississauga, ON, L5M4B7	BC	\$ 18,266.92	\$ 19,543.08				\$ 37,810.00
			ON	\$ 42,574.05	\$ 30,730.80				\$ 73,304.85
Kia Kordestani	99163	122 S St Andrews Pl Apt 344, Los Angeles, CA, 90004	NULL		\$ 3,733.06				\$ 3,733.06
			ON	\$ 27,687.64	\$ 12,422.61				\$ 40,110.25
Marco Barbi	126372	8243 Fortress Dr SW, Calgary, AB, T3H0T8	AB		\$ 32,154.48	\$ 94,169.43	\$ 75,529.51	\$ 57,275.02	\$ 259,128.44
			ON					\$ 6,581.10	\$ 6,581.10
Maria Panagakos	91572	8 Scranton Rd, Scarborough, ON, M1G1W7	AB			\$ 3,026.70	\$ 8,452.15	\$ 2,960.09	\$ 14,438.94
			NULL				\$ 46.58	\$ 42.14	\$ 88.72
			ON	\$ 46,753.47	\$ 8,453.05	\$ 1,040.42	\$ 45,556.93	\$ 60,622.53	\$ 162,426.40
Matt Pancer	32808	54 Olive Ave, Toronto, ON, M6G1V1	BC		\$ 43.50	\$ 35.50	\$ 966.75		\$ 1,045.75
			ON		\$ 23,138.15	\$ 60,366.54	\$ 64,997.96	\$ 31,963.79	\$ 180,466.44
Matthew Snow	134523	320 Biehn Drive, Kitchener, ON, N2R1C7	AB				\$ 38,967.70		\$ 38,967.70
			ON			\$ 92,891.77	\$ 44,712.80		\$ 137,604.57
MD Niaz	97489	10 Tuxedo Cr Apt 1212, Toronto, ON, M1G3S4	ON	\$ 881.05					\$ 881.05
			SK	\$ 8,141.25					\$ 8,141.25
Melissa Grosse	94593	45A Altamont Rd, North York, ON, M2M1S6	ON	\$ 49,290.24	\$ 37,055.15				\$ 86,345.39
			SK	\$ 12,822.29					\$ 12,822.29
Michael Witt	102097	269 Pendermere Parkway, Toronto, ON, M1C2S9	AB		\$ 24,534.06				\$ 24,534.06
			ON	\$ 7,687.20	\$ 11,476.75	\$ 1,919.81			\$ 21,083.76

Jurisdictions Multiple

IC Name	AgentOID	Address	State/Province	TaxYear					Grand Total
				2012	2013	2014	2015	2016	
Milton Dawkins	108873	110 Parkway Forest Dr 1508, North York, ON, M2J1L7	AB		\$ 20,298.59	\$ 1,866.88	\$ 405.75	\$ 2,183.65	\$ 24,754.87
			ON	\$ 4,131.05	\$ 16,349.63		\$ 9,807.90	\$ 23,862.18	\$ 54,150.76
Nareg Sagatelian	106212	34 BEAUMONT DR, Ajax, ON, L1T1P8	AB	\$ 10,251.46	\$ 33,598.59	\$ 90,415.09	\$ 89,730.70	\$ 22,038.93	\$ 246,034.77
			ON	\$ 3,656.55	\$ 7,696.92		\$ 1,088.55	\$ 1,056.20	\$ 13,498.22
Neil Stanton	94875	236347 Bowview Rd NW, Calgary, AB, T3B4L9	AB		\$ 58,567.14	\$ 57,225.31			\$ 115,792.45
			ON	\$ 12,994.41	\$ 5,244.18	\$ 290.10			\$ 18,528.69
Neng Shan Zhang	49120	43 Heatherside Dr, Scarborough, ON, M1W1T6	ON	\$ 29,472.61					\$ 29,472.61
			SK	\$ 7,003.72					\$ 7,003.72
Qiong Li	25540	5793 Yonge St Apt 703, North York, ON, M2M0A9	ON	\$ 1,317.07					\$ 1,317.07
			SK	\$ 3,310.75					\$ 3,310.75
Quiana Cooke	111203	4400 Jane Street Apt # 808, Toronto, ON, M3N2K4	AB		\$ 41,925.53	\$ 13,182.73	\$ 703.60	\$ 2,096.35	\$ 57,908.21
			ON		\$ 14,857.50		\$ 19,968.27	\$ 21,919.49	\$ 56,745.26
Rickalya Whyte	130006	41 McCulloch Cres, Ajax, ON, L1T3W9	AB		\$ 3,901.28	\$ 70,069.86	\$ 40,928.57	\$ 14,060.10	\$ 128,959.81
			ON				\$ 7,107.71	\$ 26,290.02	\$ 33,397.73
Roberta Walt	97372	2007 Amherst Heights Dr, Burlington, ON, L7P3R3	AB		\$ 128.60				\$ 128.60
			ON	\$ 6,176.82					\$ 6,176.82
			SK	\$ 4,162.95					\$ 4,162.95
Ryan Bailey	95476	19 Atkinson Ave, Scarborough, ON, M1E4B6	AB		\$ 582.22				\$ 582.22
			ON	\$ 28,077.90	\$ 15,212.35				\$ 43,290.25
			SK	\$ 10,193.14					\$ 10,193.14
Samir Ficic	82916	271 Oprington Place, Kitchener, ON, N2M3P3	AB					\$ 5,927.64	\$ 5,927.64
			ON	\$ 71,914.30	\$ 78,664.56	\$ 94,022.54	\$ 10,484.00	\$ 217.24	\$ 255,302.64
Sarah Callon	138450	3075 Bridletown Circle Unit 11, Scarborough, ON, M1W1S8	AB			\$ 57,799.82	\$ 9,161.90		\$ 66,961.72
			ON				\$ 5,634.99		\$ 5,634.99
Sarah Kingdon	85519	895 Maxted Cres, Milton, ON, L9T4E2	ON	\$ 28,306.65	\$ 1,151.96				\$ 29,458.61
			SK	\$ 8,638.27					\$ 8,638.27
Scott Eger	68923	344 Waverley St Apt 203, Ottawa, ON, K2P0W5	AB	\$ 924.68	\$ 215.10	\$ 27.45			\$ 1,167.23
			ON	\$ 75,416.38	\$ 110,335.62	\$ 32,468.86			\$ 218,220.86
Tamara Porter	104169	2041 Victoria Park Ave Apt # 10, Scarborough, ON, M1R1V4	AB	\$ 2,037.15					\$ 2,037.15
			ON	\$ 3,606.05					\$ 3,606.05
Texzon Utilities Ltd.	127948	204 N I35 Suite A, Red Oak, TX, 75154	NULL		\$ 76.50	\$ 343.80	\$ 4,926.61	\$ 7,597.24	\$ 12,944.15
			ON				\$ 1,532.01		\$ 1,532.01
Thomas Todd England Lehari	97585	81 Saybrook Ave, Toronto, ON, M8Z2V6	ON	\$ 2,951.15					\$ 2,951.15
			SK	\$ 10,510.00					\$ 10,510.00
Ting Zheng	95475	60 Calora Court, Scarborough, ON, M1V2Z9	ON	\$ 11,478.10					\$ 11,478.10
			SK	\$ 2,342.54					\$ 2,342.54
Truong Phung	72155	5651 Whitehorn Ave, Mississauga, ON, L5V2H1	ON	\$ 9,978.87					\$ 9,978.87
			SK	\$ 288.75					\$ 288.75
Vernon Tang	101072	34 Clydesdale Rd, Markham, ON, L3R3S9	AB	\$ 236.20					\$ 236.20
			ON	\$ 11,775.05					\$ 11,775.05
Viacheslav Trigubovich	124313	1021 West Hastings St. 9th Floor, Vancouver, BC, V6E0C3	AB		\$ 16,021.94	\$ 2,338.75			\$ 18,360.69
			ON				\$ 419.62		\$ 419.62
Yizhou (Joe) Shen	49071	361 The West Mall Apt 1606, Etobicoke, ON, M9C1E8	ON	\$ 6,254.26					\$ 6,254.26
			SK	\$ 3,124.87					\$ 3,124.87
Yong Mei Zhang	99217	278 Broadview Ave, Toronto, ON, M4M2G7	ON	\$ 2,039.58					\$ 2,039.58
			SK	\$ 4,468.00					\$ 4,468.00
Grand Total				\$ 876,214.63	\$ 867,944.21	\$ 820,978.50	\$ 641,985.47	\$ 345,370.28	\$ 3,552,493.09

This is Exhibit "T"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

AgentID	FullName	Description	EntryTypeIdentifier	PostingDate	Amount	Row Labels	Sum of Amount
133630	Alexandre Gauthier	Other - Branded Clothing	BCL	05/03/2014	173	Alexandre Gauthier	\$ 263.00
133630	Alexandre Gauthier	Other - Branded Clothing	BCL	10/04/2014	90	Andrew Muirhead	\$ 198.00
133015	Wesley McIntosh	Other - Branded Clothing	BCL	21/04/2014	80	Bahram Nemati	\$ 602.00
132771	Chris Wrinn	Other - Branded Clothing	BCL	07/03/2014	100	Brandon Masters	\$ 645.00
132771	Chris Wrinn	Other - Branded Clothing	BCL	21/04/2014	200	Brent Gilkes	\$ 295.00
131696	Sabahudin Behric	Other - Branded Clothing	BCL	10/04/2014	120	Brett Fulton	\$ 40.00
131696	Sabahudin Behric	Other - Branded Clothing	BCL	18/06/2014	90	Brett MacNeill	\$ 135.00
127358	Derek Wagler	Other - Branded Clothing	BCL	23/07/2014	40	Brook Sealy	\$ 150.00
127358	Derek Wagler	Other - Branded Clothing	BCL	10/09/2014	30	Chester Verceles	\$ 150.00
122527	Brett MacNeill	Other - Branded Clothing	BCL	14/04/2015	95	Chris Wrinn	\$ 300.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	06/01/2014	130	Clifford Allen	\$ 80.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	10/02/2014	115	Daniel Barbieri	\$ 280.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	21/04/2014	72	Daniel Jimenez Pacheco	\$ 80.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	28/05/2014	60	Dave Faldor	\$ 200.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	14/08/2014	105	Derek Wagler	\$ 285.00
122527	Brett MacNeill	Other - Branded Clothing	BCL	01/05/2015	40	Djordje Djikic	\$ 90.00
127358	Derek Wagler	Other - Branded Clothing	BCL	08/08/2014	215	Dylan Lamoureux	\$ 80.00
131235	Rebekah Laplante	Other - Branded Clothing	BCL	18/12/2013	113	Florence BobNathan	\$ 40.00
131696	Sydney D Cruz	Other - Branded Clothing	BCL	06/01/2014	100	Henk Gebremedhin	\$ 40.00
131696	Sabahudin Behric	Other - Branded Clothing	BCL	06/01/2014	125	Ivan Correto Dutra	\$ 80.00
132211	Dave Faldor	Other - Branded Clothing	BCL	08/01/2014	100	Jamal Sealy	\$ 30.00
132211	Dave Faldor	Other - Branded Clothing	BCL	06/01/2014	100	James Acton	\$ 110.00
132617	Jonny Keeney	Other - Branded Clothing	BCL	11/02/2014	93	Jason St Jean	\$ 80.00
132996	Max Grootenboer	Other - Branded Clothing	BCL	24/01/2014	113	Jennifer Borg	\$ 1,511.00
133011	Clifford Allen	Other - Branded Clothing	BCL	11/02/2014	80	Jermaine Lawrence	\$ 230.00
133014	Matthew Borneche	Other - Branded Clothing	BCL	27/01/2014	156	John Zafriou	\$ 90.00
134523	Matthew Snow	Other - Branded Clothing	BCL	05/03/2014	35	Jonny Keeney	\$ 93.00
135058	Andrew Muirhead	Other - Branded Clothing	BCL	21/04/2014	198	Joshua Jafray	\$ 500.00
135975	Djordje Djikic	Other - Branded Clothing	BCL	12/06/2014	90	Katarzyna Niemiec	\$ 150.00
136506	Sofie Grenier	Other - Branded Clothing	BCL	10/04/2014	80	Logan Mahoney	\$ 160.00
137236	Ivan Correto Dutra	Other - Branded Clothing	BCL	14/05/2014	80	Matthew Borneche	\$ 150.00
137625	John Zafriou	Other - Branded Clothing	BCL	21/04/2014	90	Matthew Snow	\$ 35.00
137706	Brett Fulton	Other - Branded Clothing	BCL	29/05/2014	40	Max Grootenboer	\$ 113.00
138950	Logan Mahoney	Other - Branded Clothing	BCL	21/05/2014	160	Megan Noble	\$ 40.00
139309	Dylan Lamoureux	Other - Branded Clothing	BCL	14/05/2014	80	Mohammad Ali Sharif Moghaddam	\$ 265.00
139977	Daniel Jimenez Pacheco	Other - Branded Clothing	BCL	12/06/2014	80	Mortuza Awal	\$ 458.00
141442	Nyota Nakhimba	Other - Branded Clothing	BCL	11/11/2014	100	Nasteho Ahmed	\$ 70.00
141442	Nyota Nakhimba	Other - Branded Clothing	BCL	08/08/2014	40	Nyota Nakhimba	\$ 130.00
142374	Henk Gebremedhin	Other - Branded Clothing	BCL	23/07/2014	40	Petra Filipovic	\$ 110.00
142919	Trystan Moon	Other - Branded Clothing	BCL	08/08/2014	80	Princess Samonte	\$ 40.00
142919	Trystan Moon	Other - Branded Clothing	BCL	15/07/2014	40	Rajni Pathak	\$ 40.00
146647	Tamunoyowuna Apiafi	Other - Branded Clothing	BCL	11/11/2014	25	Rebekah Laplante	\$ 113.00
147384	Brandon Masters	Other - Branded Clothing	BCL	16/04/2015	215	Sabahudin Behric	\$ 335.00
147384	Brandon Masters	Other - Branded Clothing	BCL	07/11/2014	100	Scott Eger	\$ 1,689.00
122371	Bahram Nemati	Other - Branded Clothing	BCL	01/08/2013	120	Seyed Marashi	\$ 100.00
147384	Brandon Masters	Other - Branded Clothing	BCL	25/06/2015	170	Sofie Grenier	\$ 80.00
147384	Brandon Masters	Other - Branded Clothing	BCL	16/06/2015	60	Sydney D Cruz	\$ 100.00
147384	Brandon Masters	Other - Branded Clothing	BCL	19/03/2015	100	Tamunoyowuna Apiafi	\$ 25.00
153565	Jason St Jean	Other - Branded Clothing	BCL	21/08/2015	80	Tanjan Porter	\$ 135.00
122303	Princess Samonte	Other - Branded Clothing	BCL	10/07/2013	40	Treyvon Montague	\$ 40.00
121449	Seyed Marashi	Other - Branded Clothing	BCL	13/12/2013	100	Trystan Moon	\$ 120.00
118612	Yetunde Kulusade	Other - Branded Clothing	BCL	13/05/2013	40	Wesley McIntosh	\$ 80.00
117797	Mohammad Ali Sharif Moghaddam	Other - Branded Clothing	BCL	13/05/2013	30	Yetunde Kulusade	\$ 80.00
117797	Mohammad Ali Sharif Moghaddam	Other - Branded Clothing	BCL	06/01/2014	130	Grand Total	\$ 11,341.00
117628	Katarzyna Niemiec	Other - Branded Clothing	BCL	11/06/2013	80		
105865	Jennifer Borg	Other - Branded Clothing	BCL	15/05/2013	70		
105865	Jennifer Borg	Other - Branded Clothing	BCL	04/07/2013	410		
105865	Jennifer Borg	Other - Branded Clothing	BCL	10/07/2013	120		
105865	Jennifer Borg	Other - Branded Clothing	BCL	25/09/2013	80		
105865	Jennifer Borg	Other - Branded Clothing	BCL	13/12/2013	30		
105865	Jennifer Borg	Other - Branded Clothing	BCL	10/02/2014	100		
105865	Jennifer Borg	Other - Branded Clothing	BCL	10/02/2014	106		
105865	Jennifer Borg	Other - Branded Clothing	BCL	10/04/2014	30		
105865	Jennifer Borg	Other - Branded Clothing	BCL	14/05/2014	30		
105865	Jennifer Borg	Other - Branded Clothing	BCL	04/06/2014	60		
105865	Jennifer Borg	Other - Branded Clothing	BCL	30/05/2013	25		
105865	Jennifer Borg	Other - Branded Clothing	BCL	02/05/2013	25		
105865	Jennifer Borg	Other - Branded Clothing	BCL	11/04/2013	80		
105865	Jennifer Borg	Other - Branded Clothing	BCL	23/01/2013	40		
105865	Jennifer Borg	Other - Branded Clothing	BCL	23/01/2013	25		
112562	Chester Verceles	Other - Branded Clothing	BCL	29/01/2013	45		
112562	Chester Verceles	Other - Branded Clothing	BCL	23/01/2013	105		
112566	Brook Sealy	Other - Branded Clothing	BCL	29/01/2013	45		
112566	Brook Sealy	Other - Branded Clothing	BCL	23/01/2013	105		
117039	Florence BobNathan	Other - Branded Clothing	BCL	15/05/2013	40		
117628	Katarzyna Niemiec	Other - Branded Clothing	BCL	21/05/2013	70		
117768	Treyvon Montague	Other - Branded Clothing	BCL	21/05/2013	40		
117797	Mohammad Ali Sharif Moghaddam	Other - Branded Clothing	BCL	21/10/2013	105		
118612	Yetunde Kulusade	Other - Branded Clothing	BCL	15/05/2013	40		
108085	Tanjan Porter	Other - Branded Clothing	BCL	29/11/2012	135		
105865	Jennifer Borg	Other - Branded Clothing	BCL	25/09/2012	40		
105865	Jennifer Borg	Other - Branded Clothing	BCL	21/09/2012	30		
106023	Jamal Sealy	Other - Branded Clothing	BCL	26/09/2012	30		
105865	Jennifer Borg	Other - Branded Clothing	BCL	30/09/2014	70		
105865	Jennifer Borg	Other - Branded Clothing	BCL	16/06/2015	60		
105865	Jennifer Borg	Other - Branded Clothing	BCL	16/07/2015	80		
105850	Petra Filipovic	Other - Branded Clothing	BCL	24/09/2012	70		
105850	Petra Filipovic	Other - Branded Clothing	BCL	25/09/2012	40		
105182	Nasteho Ahmed	Other - Branded Clothing	BCL	25/09/2012	30		
105182	Nasteho Ahmed	Other - Branded Clothing	BCL	11/04/2013	40		
105142	Joshua Jafray	Other - Branded Clothing	BCL	05/10/2012	120		
105142	Joshua Jafray	Other - Branded Clothing	BCL	08/04/2013	80		
105142	Joshua Jafray	Other - Branded Clothing	BCL	18/11/2013	50		
105142	Joshua Jafray	Other - Branded Clothing	BCL	23/01/2015	50		
105142	Joshua Jafray	Other - Branded Clothing	BCL	19/03/2015	50		
104688	Mortuza Awal	Other - Branded Clothing	BCL	29/11/2012	100		
104688	Mortuza Awal	Other - Branded Clothing	BCL	11/04/2013	80		
98779	Jermaine Lawrence	Other - Branded Clothing	BCL	29/11/2012	110		
95263	Daniel Barbieri	Other - Branded Clothing	BCL	09/08/2012	40		
95263	Daniel Barbieri	Other - Branded Clothing	BCL	17/10/2012	40		
84760	James Acton	Other - Branded Clothing	BCL	25/11/2013	100		
84760	James Acton	Other - Branded Clothing	BCL	18/12/2013	10		
68923	Scott Eger	Other - Branded Clothing	BCL	25/05/2012	40		
68923	Scott Eger	Other - Branded Clothing	BCL	30/05/2012	40		
68923	Scott Eger	Other - Branded Clothing	BCL	29/11/2012	350		
68923	Scott Eger	Other - Branded Clothing	BCL	18/11/2013	138		
68923	Scott Eger	Other - Branded Clothing	BCL	18/12/2013	46		
68923	Scott Eger	Other - Branded Clothing	BCL	07/05/2012	80		
68923	Scott Eger	Other - Branded Clothing	BCL	16/11/2010	60		
95263	Daniel Barbieri	Other - Branded Clothing	BCL	25/05/2012	40		
95263	Daniel Barbieri	Other - Branded Clothing	BCL	20/03/2012	160		
98779	Jermaine Lawrence	Other - Branded Clothing	BCL	17/12/2012	60		
98779	Jermaine Lawrence	Other - Branded Clothing	BCL	09/08/2012	30		
98779	Jermaine Lawrence	Other - Branded Clothing	BCL	18/07/2012	30		
98796	Megan Noble	Other - Branded Clothing	BCL	18/07/2012	40		
102198	Rajni Pathak	Other - Branded Clothing	BCL	09/08/2012	40		
104688	Mortuza Awal	Other - Branded Clothing	BCL	20/12/2012	115		
104688	Mortuza Awal	Other - Branded Clothing	BCL	15/10/2012	80		
104688	Mortuza Awal	Other - Branded Clothing	BCL	15/10/2012	83		
105142	Joshua Jafray	Other - Branded Clothing	BCL	09/03/2015	50		
105142	Joshua Jafray	Other - Branded Clothing	BCL	09/03/2015	100		
68923	Scott Eger	Other - Branded Clothing	BCL	12/09/2012	140		
68923	Scott Eger	Other - Branded Clothing	BCL	11/09/2012	55		
68923	Scott Eger	Other - Branded Clothing	BCL	16/08/2012	80		
68923	Scott Eger	Other - Branded Clothing	BCL	16/08/2012	260		
68923	Scott Eger	Other - Branded Clothing	BCL	16/08/2012	200		
68923	Scott Eger	Other - Branded Clothing	BCL	16/08/2012	200		
16593	Brent Gilkes	Other - Branded Clothing	BCL	14/05/2014	80		
16593	Brent Gilkes	Other - Branded Clothing	BCL	12/06/2014	65		
16593	Brent Gilkes	Other - Branded Clothing	BCL	08/08/2014	150		

This is Exhibit "U"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Compliance Matrix Ontario Market

The compliance database incorporates all logged feedback (e.g., allegations of misrepresentation, pressure tactic as well as positive feedback) and all investigative notes and responses related to logged feedback.

Classification	Definition	Contractor Consequence
Disputed Signature, Falsified Contracts or Fraud	Customer states they did not sign an agreement and investigation determines it is valid	Terminate
Misrepresentation -Nature/Purpose	Customer states the contractor failed to clearly explain the nature/purpose of the visit	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd - Termination
Misrepresentation – Price	Customer states the contractor failed to clearly and/or accurately explain the price/unit as set out in the agreement and/or any price difference: JE vs. Competitors, and Contract prices vs. Regulated prices if customer does not enter into a contract.	
Misrepresentation – Identity	Customer states the contractor failed to identify and introduce him/herself as an independent Contractor working on the behalf of JE, including failing to wear identification badge with photo of face at all times on outer clothing	
Misrepresentation – Utility Affiliate/ Government Affiliate	Customer states the contractor failed to state that s/he is not affiliated with the named local utility and/or not with the OEB or Ontario Government	
Misrepresentation – Term	Customer states the contractor failed to state the term/length of the program as set out in the agreement	
Misrepresentation – Savings	Customer states the contractor guaranteed or promised a consumer non-existing financial advantages, including savings.	
Fails to provide business card	Customer states the contractor failed to provide them with a business card or offered the products, services or business of the supplier including asking that the consumer locate any utility bill/s prior to providing the business card.	
“Unconscionable Representation” Language Barrier/Disability, Ignorance, Illiteracy, or soliciting a senior who is not able to understand JE’s agreement.	Customer states they were unable to fully comprehend the agreement in which they entered due to a Language Barrier/Disability, Ignorance/Illiteracy	1 st - \$50, warning letter 2 nd - Termination
Walk-Up/FPRC Call Coaching	Contractor is heard coaching the customer during the verification process	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd - \$100, warning letter 4 th – Termination
Unauthorized Signature –Commercial	Customer states that someone other than the business owner or authorized employee entered into, renewed/extended or amended an agreement.	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd - Termination

Compliance Matrix
Ontario Market

Classification	Definition	Contractor Consequence
Unauthorized Signature –Residential	Customer states that someone other than the account holder, spouse or power of attorney entered into, renewed/extended or amended the agreement.	
Solicitation –No Permit	Customer states the contractor did not have a permit to market in the city/town	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd -\$100, warning letter 4 th – Termination
Solicitation –Restricted Area	Contractor has received clear direction from head office not to market in the city/town	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd -\$100, warning letter 4 th – Termination
Solicitation – Name on No Solicitation List	Customer states they registered on JE’s No-solicitation list but was visited by contractors.	
Tiered Pricing-Commercial	Contractor provided a rate/unit outside the commercial tiered pricing guidelines	1 st - Warning letter, commission claw back 2 nd - \$100, meeting with CCR, warning letter, commission claw back 3 rd - Suspension, \$100, warning letter, commission claw back 4 th – Termination
Pressure Tactics	Customer states the contractor would not take no for an answer; customer felt pressured and/or uncomfortable with the way contractor was trying to acquire the sale	1 st - \$50, warning letter 2 nd - \$75, warning letter 3 rd -Termination
Rude/Unprofessional	Customer feels the contractor was rude and/or abrasive during presentation	
Terms and Conditions not left with customer, Disclosure Statement: not left with customer	Customer states the contractor did not leave them with a copy of the signed contract, the Disclosure Statement and the price comparison statement (<i>if a contract is signed, the DS also needs to be signed.</i>)	1 Point
Solicitation –Sign Posted	Customer states the contractor ignored the “No Solicitation” notice/sign posted	
Positive Feedback	Customer felt the contractor’s presentation warranted a positive feedback	<i>Certificate</i>

Compliance Matrix
Ontario Market

POINT THRESHOLD CONSEQUENCE SCHEDULE

Point Threshold	Contractor Type	Consequence Type
5	Independent Contractor	Presentation Review by Distributor
	Independent Contractor	Field Shadowing
	Independent Contractor	Formal Warning Letter
	Independent Contractor	\$50 Compliance Contribution Cost
	Regional Distributor	\$75 Compliance Contribution Cost
	National Distributor	\$75 Compliance Contribution Cost
10	Independent Contractor	Presentation Review by Distributor
	Independent Contractor	Meeting with Head Office
	Independent Contractor	Field Shadowing
	Independent Contractor	Formal Warning Letter
	Independent Contractor	3 day Suspension of Marketing Activity
	Independent Contractor	\$100 Compliance Contribution Cost
	Regional Distributor	\$125 Compliance Contribution Cost
National Distributor	\$125 Compliance Contribution Cost	
15	Independent Contractor	Presentation Review by Distributor & Meeting with Head Office
	Independent Contractor	Final Warning Letter
	Independent Contractor	5 day Suspension of Marketing Activity
	Independent Contractor	\$100 Compliance Contribution Cost
	Regional Distributor	\$125 Compliance Contribution Cost
	National Distributor	\$125 Compliance Contribution Cost
20	Independent Contractor	Termination of Agreement

Please note the following:

1. All commissions paid for contracts acquired through ‘bad faith’ are subject to claw backs
2. CCR will exercise the authority to apply points and/or further disciplinary action outside the proposed IC compliance matrix when necessary
3. The above consequences are cumulative based on a 12 month rolling complaint history from IC’s first complaint date
4. Complaints not eligible for a consequence under the two, three or four strike rule will be kept on the contractor’s compliance record and monitored for trending purposes. Points, when necessary, will be assessed to these complaints in case of trending (receiving more than one allegation of the same or similar nature).

This is Exhibit "V"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: Dist_ON_RSO_ALL[Dist_ON_RSO_ALL@justenergy.com]; Ravi Maharaj[rmaharaj@justenergy.com]; sales support[SalesSupport@justenergy.com]; Dist_CDN_Contracts[Dist_CDN_Contracts@justenergy.com] 0673
Cc: Rosalba Gullo[rgullo@justenergy.com]; Steve Weber[SWeber@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]; Jennifer Johnston[jjohnston@justenergy.com]; Mujeeb Jafferri[mJafferri@justenergy.com]; Derek Whittaker[dwhittaker@justenergy.com]; Bibiana Zovic[bzovic@justenergy.com]
From: Ravi Maharaj
Sent: Wed 5/25/2016 2:56:11 PM (UTC)
Subject: MEMO: Annual Ontario OEB Testing - 2016

Hi Teams,

As discussed on our Weekly Ontario Conference Calls, it's time for our Annual Ontario wide OEB Testing; effective **Monday May 30th, 2016 (or earlier)**.

The requirement is that all active JE ICs in Ontario will complete an OEB Test; and submit an "OEB Request" to Head Office (via the Extranet).

This request **will** require:

- An updated Passed OEB Test (over 80%).
- An updated photo.

This request **will not** require:

- An updated background check consent form.
- An updated ICA.

This will ensure a New Badge is issued to you, and we minimize any "IC Not Certified" issues for another great year!

I strongly recommend you complete the testing on Monday; or earlier.

NOTE: Most of your badges were completed on June 1st, 2015; so it would be in your best interest to complete this annual task prior to this date to ensure IC commissions are not negatively affected.

NOTE: The NEW badges will reflect **ENERGY ADVISOR** as well!

NOTE: Please reach out to me for any NEW ICs that you feel may not require a rebadge (for example those badged in MAY 2016)

As always, if there are any issues or concerns please feel free to contact me directly.

Commit to the Expectation.

Thanks,



Ravi Maharaj
Regional Sales Manager

T 905.670.4440 ext: 71245 | F 905.564.6107 | C 416.817.9508
6345 Dixie Road, Suite 200, Mississauga, Ontario, L5T 2E6
E-mail rmaharaj@justenergy.com | Web justenergy.com

Integrity | Innovation | Customer-Centricity | Responsibility | Enrichment | Excellence



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This is Exhibit "W"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



Corporate & Consumer Relations

IC Strike Count

Highlighted cells indicate that the Agents are within one strike/one point of termination

Agent Name	SG 1	SG 2	SG 3	SG 4	SG 5	SG 6	SG 7	SG 8	SG 9	SG 10	SG 12	SG 13	SG 14	SG 15	SG 16	Point
Aaron Lo			1						1							4
Alexander Kuzmicz					1											
Alysha McKenney		1		1												4
Ana Miranda Sanchez		1														
Ann Douse				1												1
Ashley Kidd																1
Avion Quashie					1											
Brandon Mahon					1											
Brandon Yuen		1														1
Christopher Carpino		1			2											5
Daniel Allen									1							2
Danielle LaRose					1								1			2
Danny Paul																1
Darren Coish					1											3
Denna White					1											
Hong Le					1											2
Hylton Gayle	1															
Jon Kuiper																1
Joseph D`Angelo					1											1
Justin Livingston									1							3
Keshia Gabriel		1			1											5
Kevin St Amant		1			1											9
Logan Primeau																1
Lowell Overton					1											

Strike Group/Classification Legend

Strike Group	Classification
1	Disputed Signature / Disputed Enrollment
2	Misrepresentation - Government Affiliation
3	Language Barrier (IC)
4	IC Call Participation
5	Unauthorized Signature
6	Solicitation
7	Solicitation - Name on No Solicitation List
8	Tiered Pricing-Commercial
9	Pressure Tactics
10	Brochure not left
11	Positive Feedback
12	General/Other Allegation
13	IC Cell Phone Use
14	Unconscionable Representation
15	IC Fails to Provide Business Card

The results displayed in this report are based on a 12-month period ends on March 25, 2013. The report may include active and inactive IC*s if a strike was issued. Penalty Point includes points issued in lieu of penalties and points issued

493504	Alysha McKenney	Saskatchewan	Fairview SK	CRSKR5340153	2012-07-05	IC Call Participation	SG.4	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	Internal	2012-06-05
15500844	Alysha McKenney	Ontario	Fairview	CRONR5344768	2012-07-20	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-07-19
15500844	Alysha McKenney	Ontario	Fairview	CRONR5350743	2012-08-09	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			FPRC Vendor - Alliance	2012-08-08
15500844	Alysha McKenney	Ontario	Fairview	CRONR5365048	2012-09-27	Misrepresentation - Term	SG.2		1		Internal	2012-09-27
15500844	Alysha McKenney	Ontario	Fairview	CRONR5397718	2013-01-15	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-10-17
Ana Miranda Sanchez												
15500805	Ana Miranda Sanchez	JustClean Ontario	Fairview	CRGOR5345194	2012-07-21	Misrepresentation - Savings	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	FPRC Vendor - Alliance	2012-07-21
Ann Douse												
15500139	Ann Douse	JustClean Ontario	Fairview	CRGOR5329329	2012-05-29	Misrepresentation - Utility Affiliation	SG.2		1		Utility - Enbridge	2011-04-21
15500139	Ann Douse	JustClean Ontario	Fairview	CRGOR5345322	2012-07-23	IC Call Participation	SG.4	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	FPRC Vendor - Alliance	2012-07-20
Ashley Kidd												
15500560	Ashley Kidd	Ontario	Fairview	CRONR5406221	2013-02-04	Misrepresentation - Utility Affiliation	SG.2		1		Ontario Energy Board	2013-02-03
Avion Quashie												
15630004	Avion Quashie	Ontario	Fairview	CRONR5387915	2012-12-12	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	FPRC Vendor - Alliance	2012-12-12
Brandon Mahon												
15500986	Brandon Mahon	Ontario	Fairview	CRONR5341387	2012-07-10	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	FPRC Vendor - Alliance	2012-07-09
Brandon Yuen												
473507	Brandon Yuen	Alberta	Fairview Calgary	CRABR5377362	2012-11-06	Misrepresentation - Nature/Purpose	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	UCA	2012-11-03
473507	Brandon Yuen	Alberta	Fairview Calgary	CRABR5381324	2012-11-19	Misrepresentation - Nature/Purpose	SG.2		1		UCA	2012-10-25
Christopher Carpino												
15500142	Christopher Carpino	Ontario	Fairview	CRONR5315314	2012-04-09	Misrepresentation - Identity	SG.2		1		Internal	2012-03-31
15500142	Christopher Carpino	Ontario	Fairview	CRONR5317968	2012-04-18	Misrepresentation - Nature/Purpose	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	Internal	2012-04-13
15500142	Christopher Carpino	Ontario	Fairview	CRONR5319152	2012-04-23	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-04-20
15500142	Christopher Carpino	Ontario	Fairview	CRONR5326504	2012-05-17	Misrepresentation - Nature/Purpose	SG.2	2	1		Internal	2012-05-06
15500142	Christopher Carpino	Ontario	Fairview	CRONR5333073	2012-06-10	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-30
15500142	Christopher Carpino	Ontario	Fairview	CRONR5346497	2012-07-26	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter - Clawback of all	FPRC Vendor - Alliance	2012-07-25
15500142	Christopher Carpino	Ontario	Fairview	CRONR5362504	2012-09-19	Unauthorized Signature - Other Non-Authorized Residential	SG.5	2			FPRC Vendor - Alliance	2012-09-19
15500142	Christopher Carpino	Ontario	Fairview	CRONR5364347	2012-09-26	Unprofessional Behaviour	SG.9		1	\$50 Compliance Contribution Cost, Field Shadowing - Formal Warning Letter	Internal	2012-09-23
Daniel Allen												
15507205	Daniel Allen	Ontario	Fairview	CRONR5315927	2012-04-11	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-03-29
15507205	Daniel Allen	Ontario	Fairview	CRONR5357585	2012-08-31	Pressure Tactics - Persistence	SG.9	2			FPRC Vendor - Alliance	2012-08-31
15507205	Daniel Allen	Ontario	Fairview	CRONR5369330	2012-10-11	Misrepresentation - Identity	SG.2		1		Internal	2012-10-11

The results displayed in this report are based on a 12-month period ends on March 25, 2013. The report may include active and inactive IC*s if a strike was issued. Penalty Point includes points issued in lieu of penalties and points issued

Danielle LaRose												
15500960	Danielle LaRose	Ontario	Fairview	CRONR5335325	2012-06-15	Unconscionable Representation - Language Barrier/Disability	SG.14	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-06-15
15500960	Danielle LaRose	Ontario	Fairview	CRONR5375913	2012-11-01	Misrepresentation - Prices	SG.2		1		Internal	2012-10-20
473505	Danielle LaRose	Alberta	Fairview Calgary	CRABR5379817	2012-11-14	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - C4	2012-11-14
473505	Danielle LaRose	Alberta	Fairview Calgary	CRABR5389543	2012-12-18	Misrepresentation - Utility Affiliation	SG.2		1		UCA	2006-10-16
Danny Paul												
15501199	Danny Paul	Ontario	Fairview	CRONR5425315	2013-03-21	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2013-03-08
Darren Coish												
15507165	Darren Coish	Ontario	Fairview	CRONR5331256	2012-06-05	Misrepresentation - Identity	SG.2		1		Internal	2012-05-28
15507165	Darren Coish	Ontario	Fairview	CRONR5358102	2012-09-04	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-09-04
15507165	Darren Coish	Ontario	Fairview	CRONR5365505	2012-09-30	Misrepresentation - Term	SG.2		1		Internal	2012-09-18
15507165	Darren Coish	Ontario	Fairview	CRONR5413448	2013-02-22	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-09-13
Denna White												
15501062	Denna White	Ontario	Fairview	CRONR5355003	2012-08-23	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			FPRC Vendor - Alliance	2012-08-23
Hong Le												
15500818	Hong Le	Ontario	Fairview	CRONR5319382	2012-04-23	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-04-20
15500818	Hong Le	Ontario	Fairview	CRONR5348806	2012-08-02	Misrepresentation - Government Affiliation	SG.2		1		Internal	2012-08-02
15500818	Hong Le	Ontario	Fairview	CRONR5380146	2012-11-15	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-11-15
Hylton Gayle												
15501170	Hylton Gayle	Ontario	Fairview	CRONR5406861	2013-02-05	Multiple Reaffirmation/Verification Attempts	SG.1	1			FPRC Vendor - Alliance	2013-02-05
Jon Kuiper												
15500863	Jon Kuiper	Ontario	Fairview	CRONR5371719	2012-10-19	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-10-17
Joseph D`Angelo												
15500702	Joseph D`Angelo	Ontario	Fairview	CRONR5395186	2013-01-08	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			FPRC Vendor - Alliance	2013-01-08
15500702	Joseph D`Angelo	Ontario	Fairview	CRONR5398038	2013-01-15	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-12-22
Justin Livingston												
15501167	Justin Livingston	Ontario	Fairview	CRONR5395411	2013-01-08	Unprofessional Behaviour	SG.9	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-12-21
15501167	Justin Livingston	Ontario	Fairview	CRONR5406058	2013-02-04	Misrepresentation - Utility Affiliation	SG.2		3		Ontario Energy Board	2013-01-30
Keshia Gabriel												
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5324173	2012-05-09	Misrepresentation - Prices	SG.2		1		Internal	2012-04-28
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5329170	2012-05-28	Misrepresentation - Savings	SG.2		1		Internal	2012-05-12
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5336570	2012-06-20	Misrepresentation - Prices	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-06-20

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15500712	Keshia Gabriel	Ontario	Fairview	CRONR5345463	2012-07-23	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-07-23
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5357335	2012-08-31	Misrepresentation - Savings	SG.2		1		Internal	2012-08-31
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5372179	2012-10-21	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-10-18
15500712	Keshia Gabriel	Ontario	Fairview	CRONR5415100	2013-02-26	Misrepresentation - Term	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2013-02-16
Kevin St Amant												
15500700	Kevin St Amant	Ontario	Fairview	CRONR5316990	2012-04-14	Misrepresentation - Identity	SG.2		1		Internal	2012-04-13
15500700	Kevin St Amant	Ontario	Fairview	CRONR5322916	2012-05-04	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-02
15500700	Kevin St Amant	Ontario	Fairview	CRONR5329146	2012-05-28	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-24
15500700	Kevin St Amant	Ontario	Fairview	CRONR5340876	2012-07-08	Misrepresentation - Term	SG.2		1		Internal	2012-06-27
15500700	Kevin St Amant	Ontario	Fairview	CRONR5354947	2012-08-23	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			FPRC Vendor - Alliance	2012-08-22
15500700	Kevin St Amant	Ontario	Fairview	CRONR5357759	2012-09-04	Misrepresentation - Utility Affiliation	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2012-08-23
15500700	Kevin St Amant	Ontario	Fairview	CRONR5372234	2012-10-22	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-10-18
15500700	Kevin St Amant	Ontario	Fairview	CRONR5382216	2012-11-22	Misrepresentation - Nature/Purpose	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-11-22
15500700	Kevin St Amant	Ontario	Fairview	CRONR5392263	2012-12-27	Misrepresentation - Identity	SG.2		1		Internal	2012-12-13
15500700	Kevin St Amant	Ontario	Fairview	CRONR5404369	2013-01-31	Misrepresentation - Nature/Purpose	SG.2		2		Internal	2013-01-30
Logan Primeau												
15500985	Logan Primeau	Ontario	Fairview	CRONR5358665	2012-09-06	Unconscionable Representation - Senior Solicitation	SG.14		1		Ontario Energy Board	2012-09-05
Lowell Overton												
15500868	Lowell Overton	Ontario	Fairview	CRONR5339757	2012-07-03	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-06-30
Maria Panagakos												
15500640	Maria Panagakos	Ontario	Fairview	CRONR5322453	2012-05-03	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-02
15500640	Maria Panagakos	Ontario	Fairview	CRONR5328235	2012-05-23	Unprofessional Behaviour	SG.9		1		Internal	2012-05-04
15500640	Maria Panagakos	Ontario	Fairview	CRONR5338039	2012-06-26	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-06-12
15500640	Maria Panagakos	Ontario	Fairview	CRONR5355367	2012-08-24	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			FPRC Vendor - Alliance	2012-08-24
15500640	Maria Panagakos	Ontario	Fairview	CRONR5369780	2012-10-13	Misrepresentation - Term	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2012-09-14
15500640	Maria Panagakos	Ontario	Fairview	CRONR5376011	2012-11-01	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-11-01
15500640	Maria Panagakos	Ontario	Fairview	CRONR5397034	2013-01-14	Misrepresentation - Identity	SG.2		1		Ontario Energy Board	2013-01-10
15500640	Maria Panagakos	Ontario	Fairview	CRONR5407586	2013-02-07	Misrepresentation - Identity	SG.2		1		Internal	2013-01-30
Marilyn Sugarman												
15501200	Marilyn Sugarman	Ontario	Fairview	CRONR5380689	2012-11-16	Unconscionable Representation - Senior Solicitation	SG.14	1			Internal	2012-10-30
15501200	Marilyn Sugarman	Ontario	Fairview	CRONR5389951	2012-12-18	Unconscionable Representation - Language Barrier/Disability	SG.14	2		Clawback of all Commission, Termination of Contract	FPRC Vendor - Alliance	2012-12-18
Martha Walt												

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15507536	Martha Walt	Ontario	Fairview	CRONR5313712	2012-04-03	Misrepresentation - Identity	SG.2		1		Internal	2012-04-03
15507536	Martha Walt	JustClean Ontario	Fairview	CRGOR5320703	2012-04-27	Misrepresentation - Prices	SG.2	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-03-22
15507536	Martha Walt	Ontario	Fairview	CRONR5330735	2012-06-01	Misrepresentation - Savings	SG.2		1		Internal	2012-02-01
15507536	Martha Walt	Ontario	Fairview	CRONR5362835	2012-09-20	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-09-20
15507536	Martha Walt	JustClean Ontario	Fairview	CRGOR5376252	2012-11-02	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-08-16
473501	Martha Walt	Alberta	Fairview Calgary	CRABR5380427	2012-11-16	Misrepresentation - Prices	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2012-11-15
473501	Martha Walt	Alberta	Fairview Calgary	CRABR5380677	2012-11-16	Misrepresentation - Nature/Purpose	SG.2		1		UCA	2012-11-03
473501	Martha Walt	Alberta	Fairview Calgary	CRABR5397355	2013-01-14	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-12-22
Melissa Grosse									16			
15500742	Melissa Grosse	Ontario	Fairview	CRONR5312366	2012-03-29	Misrepresentation - Term	SG.2		1		Internal	2012-03-28
15500742	Melissa Grosse	Ontario	Fairview	CRONR5317873	2012-04-17	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-04-11
15500742	Melissa Grosse	Ontario	Fairview	CRONR5323669	2012-05-07	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-01
15500742	Melissa Grosse	Ontario	Fairview	CRONR5327848	2012-05-22	Unprofessional Behaviour	SG.9		1		Internal	2012-05-09
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5332624	2012-06-07	General/Other Allegation	SG.12		1		FPRC Vendor - C4	2012-06-07
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5336206	2012-06-19	Pressure Tactics - Persistence	SG.9		1		Internal	2012-06-12
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5341942	2012-06-21	Misrepresentation - Nature/Purpose	SG.2		1		Utility - Sask Energy	2012-06-19
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5341943	2012-06-21	Misrepresentation - Nature/Purpose	SG.2		1		Utility - Sask Energy	2012-06-17
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5337114	2012-06-22	Misrepresentation - Prices	SG.2		1		Internal	2012-06-15
15500742	Melissa Grosse	Ontario	Fairview	CRONR5346524	2012-07-26	Misrepresentation - Utility Affiliation	SG.2		1	\$100 Compliance Contribution Cost, 3 day Suspension of Marketing Activity	Internal	2012-07-26
493507	Melissa Grosse	Saskatchewan	Fairview SK	CRSKR5356980	2012-08-30	Language Barrier (IC)	SG.3	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-06-16
15500742	Melissa Grosse	Ontario	Fairview	CRONR5357554	2012-08-31	Misrepresentation - Savings	SG.2		1		Internal	2012-08-22
15500742	Melissa Grosse	Ontario	Fairview	CRONR5361608	2012-09-18	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-08-26
15500742	Melissa Grosse	Ontario	Fairview	CRONR5371583	2012-10-18	Misrepresentation - Savings	SG.2		1		Internal	2012-10-18
15500742	Melissa Grosse	Ontario	Fairview	CRONR5376202	2012-11-01	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-10-21
15500742	Melissa Grosse	Ontario	Fairview	CRONR5385699	2012-12-06	Misrepresentation - Utility Affiliation	SG.2		1	\$100 Compliance Contribution Cost, 5 day Suspension of Marketing Activity	Ontario Energy Board	2012-11-29
15500742	Melissa Grosse	Ontario	Fairview	CRONR5406488	2013-02-05	Misrepresentation - Prices	SG.2		1		Internal	2013-02-05
15500742	Melissa Grosse	Ontario	Fairview	CRONR5416153	2013-02-28	Unprofessional Behaviour	SG.9	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2013-02-14
Melissa Schaffer									5			
15500263	Melissa Schaffer	Ontario	Fairview	CRONR5313781	2012-04-03	Misrepresentation - Government Affiliation	SG.2		1		Internal	2012-04-02
15500263	Melissa Schaffer	Ontario	Fairview	CRONR5323922	2012-05-08	Misrepresentation - Nature/Purpose	SG.2		1		BBB	2012-05-02
15500263	Melissa Schaffer	Ontario	Fairview	CRONR5342597	2012-07-13	Misrepresentation - Government Affiliation	SG.2		1		Internal	2012-07-13
15500263	Melissa Schaffer	Ontario	Fairview	CRONR5370500	2012-10-16	Misrepresentation - Utility Affiliation	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2012-09-21

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15500263	Melissa Schaffer	Ontario	Fairview	CRONR5371886	2012-10-19	Misrepresentation - Nature/Purpose	SG.2	2			FPRC Vendor - Alliance	2012-10-19	
15500263	Melissa Schaffer	Ontario	Fairview	CRONR5383972	2012-11-30	Misrepresentation - Nature/Purpose	SG.2			1	Internal	2012-11-30	
Milton Dawkins													
15501181	Milton Dawkins	Ontario	Fairview	CRONR5385740	2012-12-06	Unprofessional Behaviour	SG.9	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-11-30
Mohanjeet Gurm													
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5317497	2012-04-17	Misrepresentation - Nature/Purpose	SG.2			1	Internal	2012-04-16	
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5332322	2012-06-07	Unprofessional Behaviour	SG.9			1	Internal	2012-06-05	
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5345202	2012-07-22	Misrepresentation - Nature/Purpose	SG.2			1	FPRC Vendor - Alliance	2012-07-22	
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5353787	2012-08-20	Solicitation - Sign Posted	SG.10			1	Internal	2012-08-17	
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5360203	2012-09-12	Pressure Tactics - Persistence	SG.9			1	Ontario Energy Board	2012-09-11	
15500365	Mohanjeet Gurm	Ontario	Fairview	CRONR5383838	2012-11-29	Misrepresentation - Utility Affiliation	SG.2			1	Internal	2012-11-29	
Nareg Sagatelian Sagatelian													
473506	Nareg Sagatelian	Alberta	Fairview	CRABR5382754	2012-11-26	Misrepresentation - Savings	SG.2	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - AGR	2012-11-26
15501127	Nareg Sagatelian	Ontario	Fairview	CRONR5418349	2013-03-06	Misrepresentation - Prices	SG.2			1	Internal	2012-10-16	
Nicole Allossery													
15500806	Nicole Allossery	Ontario	Fairview	CRONR5346007	2012-07-24	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-07-24
15500806	Nicole Allossery	Ontario	Fairview	CRONR5372607	2012-10-22	Misrepresentation - Nature/Purpose	SG.2			1	Internal	2012-10-20	
Paul Kane													
15500740	Paul Kane	Ontario	Fairview	CRONR5362557	2012-09-20	Misrepresentation - Nature/Purpose	SG.2			1	Internal	2012-09-20	
15500740	Paul Kane	Ontario	Fairview	CRONR5381144	2012-11-19	Pressure Tactics - Persistence	SG.9	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Internal	2012-11-19
15500740	Paul Kane	Ontario	Fairview	CRONR5385440	2012-12-05	Misrepresentation - Identity	SG.2	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	Ontario Energy Board	2012-11-23
15500740	Paul Kane	Ontario	Fairview	CRONR5385581	2012-12-05	Misrepresentation - Utility Affiliation	SG.2			1	Internal	2012-12-05	
Quiana Cooke													
15501240	Quiana Cooke	Ontario	Fairview	CRONR5403018	2013-01-26	IC Call Participation	SG.4	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2013-01-26
Ryan Bailey													
493503	Ryan Bailey	Saskatchewan	Fairview SK	CRSKR5338079	2012-06-26	Misrepresentation - Prices	SG.2	1			\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-06-26
493503	Ryan Bailey	Saskatchewan	Fairview SK	CRSKR5345618	2012-07-23	Pressure Tactics - Persistence	SG.9	1		22 Points	Internal	2012-06-15	
15500783	Ryan Bailey	Ontario	Fairview	CRONR5346462	2012-07-25	Unprofessional Behaviour	SG.9	2			\$75 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-07-25
15500783	Ryan Bailey	Ontario	Fairview	CRONR5353582	2012-08-17	Misrepresentation - Utility Affiliation	SG.2			1	Internal	2012-08-02	
15500783	Ryan Bailey	Ontario	Fairview	CRONR5367369	2012-10-05	Misrepresentation - Utility Affiliation	SG.2			1	Internal	2012-09-23	
15500783	Ryan Bailey	Ontario	Fairview	CRONR5415872	2013-02-28	Misrepresentation - Nature/Purpose	SG.2			1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2013-02-22
Salvatore Gradante													

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15500603	Salvatore Gradante	Ontario	Fairview	CRONR5318616	2012-04-19	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-03-22
15500603	Salvatore Gradante	Ontario	Fairview	CRONR5338973	2012-06-29	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-06-29
15500603	Salvatore Gradante	Ontario	Fairview	CRONR5394394	2013-01-05	Misrepresentation - Prices	SG.2		1		Internal	2012-12-07
Sarah Kingdon									6			
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5320526	2012-04-26	Unprofessional Behaviour	SG.9		1		Internal	2012-04-26
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5325785	2012-05-15	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-05-12
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5328248	2012-05-23	Misrepresentation - Nature/Purpose	SG.2		1		Ontario Energy Board	2012-05-12
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5343697	2012-07-17	Misrepresentation - Utility Affiliation	SG.2		1		Internal	2012-07-17
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5362631	2012-09-20	Misrepresentation - Utility Affiliation	SG.2		1	\$50 Compliance Contribution Cost, Field Shadowing, Formal Warning Letter	Internal	2012-09-20
15500485	Sarah Kingdon	Ontario	Fairview	CRONR5384273	2012-12-01	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-10-24
Sarah Nabukeera									1			
15501173	Sarah Nabukeera	Ontario	Fairview	CRONR5396248	2013-01-10	Misrepresentation - Nature/Purpose	SG.2		1		Internal	2012-11-09
Sheldon Bowen									1			
670108	Sheldon Bowen	Ontario	Fairview	CRONR5355244	2012-08-23	Unauthorized Signature - Other Non-Authorized Residential	SG.5	1		\$50 Compliance Contribution Cost, Agent Warning Letter, Clawback of all	FPRC Vendor - Alliance	2012-08-23
670108	Sheldon Bowen	Ontario	Fairview	CRONR5355525	2012-08-24	Misrepresentation - Savings	SG.2		1		Internal	2012-03-23

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This is Exhibit "X"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt



JUST ENERGY – Just Energy's Conservation Program Sales Script

Action taking place

Script

The Introduction

- Knock on door and step back from the door.
 - Keep eyes down so as not to pressure potential customer. Do not look straight at the customer
 - Agreement is held out in plain view, use open body language.
 - Look confident upon first meeting with the customer. Your demeanour is casual, professional not intimidating
 - Acknowledge the customer with a friendly wave and do not make eye contact
 - Point to Just Energy badge and **Immediately Hand the customer the business card and provide them with the purpose for your visit.**
 - Once you begin to speak, make consistent eye contact and be pleasant with the customer
 - Stand a bit sideways to the customer. This opens the space and is non-threatening body language.
- Breaks eye contact after asking for the bill and step back a little bit.

Note: If you have determined you are interacting with a customer who has a disability that prevents them from understanding the program you are selling, proceed to leave a brochure behind with your NAME and IDENTIFICATION NUMBER on the back of the brochure. Instruct the customer to call Just Energy's Customer Service Department if interested in the program (and reference the IC/SR number and then thank the customer and leave premises).

Customer: Hello

Contractor: Hi, how are you doing? My name is xxxxx and I'm a representative of Just Energy. We are an independent energy retailer licensed by the Ontario Energy Board and not affiliated with your local utility, the Government or the Ontario Energy Board. Just to verify, you are between the ages of 18-75 right?

(Verify the person is between the ages of 18 & 75 - If over the age of 75, explain the program, leave brochure behind with your name and badge # and leave immediately).

Customer: Yes.

I am here in the neighbourhood today to see if you are eligible for Just Energy's Conversation Program. This program offers you a complete solution to your natural gas or electricity needs while allowing you to take control of when your home uses energy. It'll allow you to better manage your energy needs and budget like you've never had before.

To see whether or not you qualify and are eligible for the program, I'll need a recent copy of both of your utility bills. I'll just wait here while you get those bills, thank you.

Customer: Sure.



Explaining the Program

- Motion your hand for the bill (without making eye contact) while customer hands it over
- Take the bill to involve customer in the process and keep the bill in plain view by placing it at the top of the binder.
- During the explanation, continue to stand a little sideways and keep the Agreement in plain view.
- While explaining program, try to maintain eye contact 70% of the time.
- Turn slightly, holding iPad to the customer. Break eye contact, "pen to paper" and ask for last name.
- After you asked for the last name, commence writing and answering questions.
- Point to the customer's bill where the name and price will appear once on the program.
- Show the rate and term to emphasize those to the customer.
- While holding iPad and facing customer, explain the Just Energy Conservation program.
- Ensure the person you speak with is the Account Holder or authorized to sign the agreement.
- After customer says yes, fill in the agreement. This is the time to build rapport.

*\$200 rebate is conditional

Contractor: Thank you for obtaining your utility bills. I can see that you are not enrolled in an agreement with a retailer.

Our Just Energy's Conservation Program combines protection and stability with smart energy consumption. Our program provides you with ONE rate for both your natural gas and electricity supply.

The benefit of having ONE rate that is secured through the lifetime of your agreement is that you'll never have to worry about fluctuating rates and have peace of mind in knowing you have a stable price for your energy supply.

Enrolling in Just Energy's Conservation Program also allows you to receive a SmartStat Thermostat which is our easy to read, high resolution colour display and intuitive smart phone app making it easy to control the comfort of your home anytime from anywhere.

You'll be able to access your SmartStat remotely and see the temperature of your home. You'll see reports on your system's performance and can modify your thermostat, allowing you to reduce your overall energy consumption by up to 17%. Imagine, reducing your utility costs by that amount each and every month.

In addition to making a positive impact on the environment by reducing your energy consumption, you'll also receive a \$200* rebate at the end of your term and will receive your first month for free. After 2-3 billing cycles, you will receive the first free month as a credit on your natural gas/electricity bill as long as you are still an active Just Energy Conservative Program. The program will run you \$89.98 per month for your energy supply, plus or minus the Global Adjustment. Again, \$89.98 per month for your energy supply, plus or minus the Global Adjustment, provides you with a secure rate for your natural gas and electricity supply and the installation of our SmartStat Thermostat that can save you up to 17% on your energy supply and delivery charges. In addition, you will also be responsible for regulated delivery, transportation, transmission, etc.

Just Energy's Conservation Program allows you to make a positive contribution to the environment without having to change a single behaviour. Simply log in remotely or program your SmartStat to ensure you

	<i>reduce your energy consumption.</i>
Qualifying Customer	
<ul style="list-style-type: none"> <input type="checkbox"/> <i>Once the customer has shown interest in the product, bring up the contract PDF on the iPad and begin taking down the customer's information.</i> <input type="checkbox"/> <i>Answer the customers' questions as they may come up. Do not look at this as a negative. Customer's asking questions is a positive sign, as it shows interest.</i> <input type="checkbox"/> <i>Be sure to provide further clarity with respect to the program. This is the opportunity to drive further details surrounding the value this program provides.</i> <input type="checkbox"/> <i>Confirm the customer is aware that installation of the SmartStat Thermostat can be done today if they would like</i> <input type="checkbox"/> <i>You MUST obtain the customer's email address so that a link can be sent to the customer.</i> <input type="checkbox"/> <i>If a customer does not have an email address, then a paper version must be used. Also, provide the customer a copy of the agreement, price comparison form, brochure and disclosure form.</i> 	<p>Contractor: <i>So to get you started on the program, I'll need some information. Now, I just want to confirm the spelling of your last name. Is it just how it appears on your utility bill?</i></p> <p>Customer: <i>Yes, Jones. J-O-N-E-S.</i></p> <p>Contractor: <i>Okay. Just to confirm, you are the account holder here and you're interested enrolling with Just Energy's Conservation Program?</i></p> <p>Customer: <i>Yes.</i></p> <p>Contractor: <i>Remember, you are choosing Just Energy as your supplier of natural gas and electricity. We will supply your natural gas and electricity to your utility company and they continue to deliver, read your meter and provide emergency services. In addition, you will also be responsible for regulated delivery, transportation, transmission, etc.</i></p> <p><i>This agreement also will have Just Energy installing a SmartStat Thermostat in your home today if you'd like. The only change you will see in a couple of months is our name and customer service phone number will appear on your utility bills, letting you know that you are now enrolled with Just Energy's Conservation Program.</i></p> <p><i>Do you have any questions?</i></p> <p>Customer: <i>Not at this time.</i></p>

Essential Agreement Information & Signatures, Welcome Call

Hold the iPad and turn it to face customer and point to the Essential Agreement Information on the agreement.

Break eye contact when asking the customer to make a decision so as not to exert pressure.

Hand over your stylus pen. The customer takes the iPad and reads over the Essential Agreement Information.

Customer takes the stylus pen and you point to where the customer's signature is needed. Customer signs.

Bring up the Price Comparison PDF and review with customer. Customer **MUST** sign off on the Price Comparison Form.

Bring up the Disclosure Statement PDF and review with customer. Customer **MUST** sign off on the Disclosure Statement Form.

You are permitted to use your personal mobile phone for the welcome call or you may ask the customer to use their phone if they have a cordless phone. **It's a toll-free number.**

Ensure that the customer has no further questions before proceeding with the welcome call and that they fully understand the details of the programs.

Proceed with call once these items are covered and the customer has signed all documents.

Contractor: The full details of your agreement are set out in your Terms & Conditions. As you'll note, they're written on the back of the Agreement, in plain language for ease of reference.

Let's take a moment to review the key terms of your agreement and further information set out here on the front pages, under the "Agreement Details" Section.

The Agreement Details states that you are aware that you are responsible for all other charges that your utility passes on to you such as taxes, delivery and transportation charges for both your natural gas and electricity. It also states that you have the right to have a copy of the agreement and materials left with you now even though a copy will be emailed to you. Lastly, it states that you are eligible to receive a reimbursement of up to \$1000, each for natural gas and electricity, to offset any potential cancellation charges you may be subjected to if you were/are on with another energy retailer.

To get you started on the program, I simply need you to confirm your acceptance by signing the iPad Tablet. The OEB requires that I provide you a copy of your agreement which will be emailed to you shortly.

Let me open the PDF for the price comparison page. This will also be emailed to you, along with all the documents that we will cover off. The price comparison document is used to compare your current utility offering in comparison to our program. Keep in mind that the utility natural gas prices may change every three months and every 6 months for electricity, whereas our commodity price is locked in for the next five years. In addition, the price comparison form does not take into consideration the, up to, 17% reduction in energy consumption which may also reduce the charges on your utility bill such as taxes, delivery, transportation, etc...

Are you comfortable with the price comparison document and ready to proceed to the next document?

Customer: Yes.

Contractor: Great, sign here on the tablet. The next PDF is Just Energy's Disclosure Statement which ensures that you know your rights as a consumer in Ontario. Please take your time reviewing this document and yes, it will also be emailed to you for your records.

Are you comfortable with the disclosure statement and ready to proceed to the welcome call?

Customer: Yes.

Lastly, before we proceed with the welcome call, I want to let you know that once the call is complete, you will receive an email informing you of the option to enrol online. Simply click on the link, follow the instructions and you are set. No phone calls asking for your verification, just a few easy steps!

The next step will have us making a welcome call to confirm information regarding your agreement with Just Energy's Customer Service Team. Again, at the end of that call an email will be sent to you, give it about twenty minutes, where a link will direct you to an enrollment website. A verification call is not required when you initiate your enrolment online and will not be conducted.

Sound good?

Customer: *Yes.*

Contractor: *Before we proceed with the welcome call, I just want to make sure that you have no further questions, as I'm not permitted to speak during the welcome call. They will confirm that I provided you with a business card and that you understand the details of the program.*

Are you all set?

Wrap up

- Customer receives all paperwork via email in a few minutes (otherwise they will receive the paperwork from you).*

Contractor: *The best part of having everything done electronically is that all these materials will be emailed to you, so let's confirm we have the right email address.*

Again, as I mentioned to you, my name is xxxxxx and I'm a representative of Just Energy. We are an independent energy retailer licensed by the Ontario Energy Board and are not affiliated with your local utility the Government or the Ontario Energy Board.

Remember, the benefit of our Just Energy Conservation Program is that you no longer see spikes in the winter on your natural gas supply rates or in the summer with your electricity supply rates. You will simply pay one rate each month for your natural gas and electricity supply that will take the worrying from opening your utility bills throughout the year.

In addition, our SmartStat Thermostat gives you control of your energy use anytime and anywhere allowing you to help the environment at the same time.

You'll continue to be serviced and billed by your current utility. As you provided an email address on the welcome call, you will be receiving a link to our portal which will give you the option to initiate an internet agreement online. Remember, in going online, you are enrolling for a new agreement and a verification call will not be conducted.

Your installation date of the SmartStat Thermostat is schedule for MM/DD/YY. Please ensure to give us a call if you need to reschedule for any reason. The installation process is quick and easy and will have you being more efficient with your energy use right away!

If after ten days, you haven't enrolled online, we'll call you to verify the agreement over the phone; this call will not t stop the installation of the SmartStat.

Have a great day and thank you for your time. It was nice to meet you.

Customer: *Thank you very much.*

Contractor: *Take care. All the best.*

This is Exhibit "Y"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

32	6	29	8	10	25	3	117
33	10	17	4	4	5	6	144
34	3	27	3	9	5	3	89
35	30	15	5	14	2	3	91
36	3	4	2	2	2	2	81
37	3	14	2	5	5	2	14
38	2	14	3	3	3	3	34
39	13	6	3	6	3	3	32
40	9	3	5	15	3	3	3
41	12	30	5	2	2	2	120
42	12	30	8	10	2	2	124
43	11	14	3	10	10	11	11
44	3	11	2	6	6	6	91
45	7	21	3	11	11	11	60
46	5	20	3	5	5	5	11
47	3	18	3	5	2	2	34
48	3	18	3	5	3	3	40
49	3	18	3	5	5	5	32
50	3	13	3	2	8	2	3
51	3	15	3	2	1	1	32
52	2	8	3	2	1	1	45
53	2	8	3	6	6	6	61
54	11	13	2	6	1	1	61
55	11	14	2	15	1	1	37
56	3	3	5	6	2	2	2
57	8	22	6	6	4	4	59
58	8	19	5	5	3	3	50
59	5	6	6	13	6	6	54
60	5	13	6	6	6	6	33
61	4	13	6	9	6	6	33
62	4	13	6	9	9	9	6
63	4	31	2	26	12	1	137
64	6	23	2	3	17	17	127
65	6	23	2	3	10	10	10
66	6	21	2	20	20	20	125
67	2	21	2	10	10	10	125
68	2	21	2	10	10	10	125
69	2	15	2	9	9	9	96
70	2	11	2	9	2	2	6
71	4	4	4	13	13	13	85
72	4	12	4	18	18	18	65
73	8	8	8	9	9	9	47
74	8	11	8	9	9	9	35
75	2	2	2	2	2	2	89
76	2	2	2	3	3	3	92
77	2	2	2	3	3	3	92
78	2	2	2	3	11	11	50
79	2	2	2	14	14	14	56
80	2	10	2	2	6	6	56
81	2	10	2	2	2	2	53
82	2	10	2	20	20	20	31
83	4	4	4	16	16	16	82
84	3	3	3	14	14	14	40
85	3	3	3	11	11	11	34
86	3	3	3	11	11	11	34
87	3	3	3	8	8	8	6
88	3	35	3	25	25	25	94
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91	2	28	2	3	3	3	45
92	2	28	2	3	3	3	45
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94	2	25	2	11	17	17	65
95	2	17	2	14	14	14	56
96	2	17	2	14	14	14	35
97	2	17	2	14	8	8	49
98	2	17	2	14	7	7	71
99	2	28	2	23	23	23	85
100	2	28	2	22	22	22	85
101	2	36	2	46	46	46	111
102	2	36	2	46	5	5	53
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105	2	36	2	18	18	18	65
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107	2	19	2	13	13	13	58
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109	2	17	2	3	3	3	21
110	2	17	2	8	8	8	42
111	2	17	2	8	7	7	72
112	2	17	2	2	2	2	57
113	2	17	2	2	2	2	57
114	2	17	2	2	2	2	75
115	2	17	2	2	2	2	75
116	2	17	2	2	2	2	46
117	2	17	2	2	2	2	46
118	2	17	2	2	2	2	37
119	2	17	2	2	2	2	37
120	2	17	2	2	2	2	12
121	2	17	2	2	2	2	12
122	2	17	2	2	2	2	14
123	2	17	2	2	2	2	14
124	2	17	2	2	2	2	16
125	2	17	2	2	2	2	16
126	2	17	2	2	2	2	16
127	2	17	2	2	2	2	16
128	2	17	2	2	2	2	16
129	2	17	2	2	2	2	16
130	2	17	2	2	2	2	16
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132	2	17	2	2	2	2	16
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135	2	17	2	2	2	2	16
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199	2	17	2	2	2	2	16
200	2	17	2	2	2	2	16

This is Exhibit "Z"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Recipient's name and address – Nom et adresse du bénéficiaire

Last name (in capital letters) – Nom de famille (en lettres moulées)

First name – Prénom

Initials – Initiales

Schwantz

Katlyn

E

127 Ann Street

Kitchener ON N2B 1Y2

Annuités
Rentes

024

Amount – Montant

044

Other information
Autres renseignements

Box – Case

Amount – Montant

BC

014

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Payer's name – Nom du payeur

Just Energy Corp.



Canada Revenue
Agence du revenu
du Canada

Year
Année

2014

Statement

État du revenu

061

Payer's account number / Numéro de compte du payeur
886495258RP0001

Pension or superannuation – ligne 115

Prestations de retraite ou

autres pensions – ligne 115

016

Amount – Montant

022

Social insurance number
Numéro d'assurance sociale

Recipient's account number
Numéro de compte du bénéficiaire

012

519 214 498

013

Amount – Montant

018

Amount – Montant

025

Lump-sum payments – ligne 130
Paiements forfaits – ligne 130

Recipient's name and address – Nom et adresse du bénéficiaire

Last name (in capital letters) – Nom de famille (en lettres moulées)

First name – Prénom

Initials – Initiales

Schwantz

Katlyn

E

127 Ann Street

Kitchener ON N2B 1Y2

Annuités
Rentes

024

Amount – Montant

044

Other information
Autres renseignements

Box – Case

Amount – Montant

BC

014

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

Box – Case

Amount – Montant

BC

This is Exhibit "AA"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neol Hewitt

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
190510	Aage Simes	ON - York Mills	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
19334	Aalip Redia	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115429	Aamer Dawood	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124851	Aamir Hafiz	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110522	Aaron Hurley	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12489	Aaron McConnell	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12920	Aaron Ming	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12668	Aaron Niloua	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15823	Aaron Nowensky	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163375	Aaron Price	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113214	Aaron Shepherd	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108870	Abdel Fatah	ON - Thunderbolt Energy	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146391	AbdelRahman Saif	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161607	Abdi Ahmed	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101271	Abimailik Mohamed	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15492	Abirahman Alotilili	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160544	Abdirahman Mohamed	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159259	Abdirashed Yousof	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132706	Abdirizak Hesi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109862	Abdohamir Shomel	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157746	Abdohassan Baharfarid	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126885	Abdool Hamid	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94120	Abdool Omer Sub	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122574	Abdoul Diaby	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92698	Abdul Basri	ON - Hamilton	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158370	Abdul Fatah	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149067	Abdul Khalid	ON - Ilington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94287	Abdul Majeed Nuzi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98767	Abdul Mami	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147892	Abdul Syed	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158556	Abdulqader Yassin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153784	Abdullah Alkuckstani	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161241	Abdullah Mahmud	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154957	Abdullah Yusuf	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150016	Abdulmajeed Kadarnani	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
14906	Aber Youst	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95633	Abera Moshago	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152634	Abijit Modi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123300	Abilish Sumi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94217	Abhisaba Bhatt	ON - Ilington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160524	Abigail Hughes	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113679	Abigail Parohinog	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96684	Abigail Pezpus	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154690	Abilash Nambeswaran	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160645	Abin Sebastian	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144371	Abidin Gwa	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156179	Abidole Oke	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162967	Abdior Osman	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147115	Abighasem Abedi	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110824	Ahni Keyzad	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154432	Achane James	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159866	Achut Kadle	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138242	Adam Anderson	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122746	Adam Beresofan	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141735	Adam Citalde	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122557	Adam Desjardins	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144768	Adam Dippel	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119343	Adam Hamilton	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121950	Adam Kaka	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151411	Adam Lesniak	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136883	Adam Mfich	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119568	Adam Nguyen	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138015	Adam Otar	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139152	Adam Paulin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97260	Adam Putnam	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128745	Adam Sigrum	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163211	Adam Tomlinson	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143782	Adam Wetlaufer	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108267	Adam Abdel	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
1602109	Adam Fanch	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152902	Adame Yarela	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152385	Adara Moka	ON - Hepeler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127119	Adara Devitt	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97069	Adebayo Alotilili	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

500.00

230.00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
I45736	Adebayo Osohalola	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I46683	Adebayo Oyejide	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39864	Adebole Oyejide	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I38518	Adekunle Awolunle	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I18497	Adegoke Adedokun	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39179	Adeniyi Adeyemi	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I57004	Adeola Agunbiade	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I37203	Adeyemi Raymond	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I44748	Adeyemi Mbeke	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I56774	Adeyinka Opeola	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I36015	Adham Adise	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I37732	Adi Mahfoze	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I41661	Adina Brogan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I41661	Adina Sacena	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60324	Adnan Aljajadi	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I20717	Adnan Khan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I31274	Adnan Khan	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I59236	Adnan Siddiqi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I38665	Adonis Simmonds	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I11070	Adrian Anson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I05446	Adrian Bridgeman	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I20610	Adrian Cesinaro	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I48953	Adrian Grant	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I01278	Adrian Kovace	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I22891	Adrian Rozario	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I96211	Adrian St. Louis	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I94765	Adrian Sterling	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I04124	Adriana White	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I05233	Adwa KwakyeSafu	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I48489	Ahmed Abudhaman	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I40885	Ahmed Awari	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I91114	Ahmed Bubbala	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I53826	Ahmed Orod	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I96815	Ahmed Othab	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I13454	Ahmed Samms	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62135	Ahmed Cameron	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I35623	Agon Nczin	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I01594	Ahleswaran Kandassamyar	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I43911	Ahmad Almusa	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I56602	Ahmad Amirzade	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I20485	Ahmad Maim	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I18605	Ahmad Osmami	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I93116	Ahmad Wehbe	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I52019	Ahmadu AdamuBiu	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I49863	Ahmed Ali	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I00811	Ahmed Allam	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I58250	Ahmed Alsi D	ON - York Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I11193	Ahmed Elsayed	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60970	Ahmed Hassan	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I32723	Ahmed Khalley	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I94778	Ahmed Mohamed	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I94529	Ahmed Naji	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62518	Ahmed Sajjad	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I61514	Ahmed Syed	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I04154	Akhu Dinlo	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39979	Aken Robertson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62731	Alpehahat Ossezna	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I19368	Alan Xu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I22544	Alan Sarramento	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I00799	Alha Akhildedir	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I18541	Asha Lawal	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I04048	Absatou Bah	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I55559	Azaa Paruzalan	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60689	Ajay Das	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I50693	Ajay Kamra	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I19051	Ajay Mann	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I12788	Ajay Sharma	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I95228	Ajji Sehmi	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I17761	Ajhan Vatheswaran	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I54566	Akhtar Fossema	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
151625	Aamshaha Pannar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156601	Aashishan Bansal	ON - Dundas	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153127	Aberer Ayva	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153401	Aberni IsaacPhilip	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100653	Abern Lewis	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163111	Abeisha Browne	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158953	Abeisha Phillips	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154423	Ahl Chowdhury	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123630	Akha Anambage	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161258	Akha Hzeal	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124433	Akissi Kouakon	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95600	Alan Rasid	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143506	Akshay Gandhi	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117454	Ahli Saimi	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148451	Alan El Beheri	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117067	Alan Oluwaniyi	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94594	Alaeddin Mohamed	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138014	Aladin Kucukovic	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100885	Alan Dwight Kasaban	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106688	Alan Momyle	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106983	Alaina Bearhead	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128392	Alan Arnold	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116714	Alan Ibrahim	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154148	Alan Kok	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96122	Alan Mirehouse	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140984	Alana Schell	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152222	Alana Veira	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93827	Alanka Reid	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121229	Alannah Caron	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
165734	Alberez Aviles Lemus	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107600	Alberdina Stum	ON - Heppeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119067	Albert Alberto	ON - Heppeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161322	Albert Erns	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103542	Albert Smith	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150252	Albert Tenebaum	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117617	Albert Wyocco	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135230	Alfo Albarello Boivar	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142819	Alfiri Pisano	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106990	Alec McNeill	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150639	Aksusha Munoz	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120253	Akshita Legair	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102188	Akshita Robbins	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105668	Akshindo Gomez	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162631	Akshindo Lee Gan	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121596	Akshindo Osoma Miraim	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141103	Akshindo Vargas Samboy	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96689	Aksandar Rikowski	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121153	Aksel Romandov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95632	Alem Ayulew	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134364	Alex Hamy	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104058	Alex Ormish	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151119	Alex Sibley	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132630	Alex Velleux	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
59112	Alexa Gnerlin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141388	Alexander Baranski	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126647	Alexander Brown	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135227	Alexander Cavanaugh	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117975	Alexander Harris	ON - Heppeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161259	Alexander JamesPalmer	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160774	Alexander Joseph Velasquez	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121099	Alexander McCutrey	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146041	Alexander McKinon	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159331	Alexander Mischehan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95904	Alexander Mitchell	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107583	Alexander Morris	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131509	Alexander Nadim	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162958	Alexander Oregiene	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142849	Alexander Pedrosa	ON - Heppeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118614	Alexander Pezzi	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153215	Alexander Raistawong	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96289	Alexander Salazar	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
100622	Alexander-Shalupata	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100121	Alexander-Stalcker	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135323	Alexander-Tynganok	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154908	Alexandra-Ashion	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105173	Alexandra-Browning	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117913	Alexandra-Domilborne	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98797	Alexandra-Tahirwa	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157874	Alexandra-Walendziewicz	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	300.00	\$ -
93647	Alexandre-Bakay	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115345	Alexandre-Charpentier	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104057	Alexandre-Chevrier	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156606	Alexandre-Simony	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137515	Alexandria-Malloy	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143854	Alexandria-Talavera	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154434	Alexia-Jones	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158286	Alexis-Reid	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159495	Alexis-Szekis	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127716	Alexis-Clifton	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117918	Alexson-Sueshahmur	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130757	Alexzander-Pattin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140884	Allied-Kaathra	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105244	Allied-Lewis	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161180	Alliah-Almud	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145760	All-Abmadi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98781	All-Bahrampour	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156956	All-Bilgin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156630	All-Farrakhi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92586	All-Hugo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154206	All-Kayfilla	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94119	All-Mohammed	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95003	All-Mowazi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96129	All-Syed	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142352	All-Sulabi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158885	All-Syed	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161515	All-Varshnee-Tahirzy	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141721	Alla-Dost	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123633	Alice-Apacible	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153858	Alice-Bacchus	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156643	Alicia-Grizan	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159385	Alicia-Quintero	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125580	Alicia-Savage	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129292	Alicia-Hinds	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160971	Allison-Daneshko	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130364	Alliah-Allman	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160972	Alphiossa-Daneshko	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162933	Alreza-Dowlamadel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109343	Alreza-Mezaffari	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
10126	Alreza-Therminchost	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157279	Alreza-Tayeh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121640	Alrio-Alvarez	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110523	Alison-McLeod	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
193739	Akesh-Bhane	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149476	Allan-Altier	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158244	Allan-Fleure	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96293	Allan-Manceta	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156138	Allison-Fenevez	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160090	Allison-Paproski	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106445	Allison-Sawatzky	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117483	Allison-Stephen	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106534	Ally-Migabro	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154996	Alma-Lanzon	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140134	Alma-Sabeida-Vasquez	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125715	Almarie-Roberts	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105104	Alan-Tsimbal	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159091	Akma-Cherniaw	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150953	Alpha-Careth	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142351	Alphonse-Kyryniak	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138829	Alphonse-Broome Jr	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98744	Aliaf-Khan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140888	Alon-Smith	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110079	Alon-Sutherland	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
I39467	Akaro Briana Sirocchia	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I40091	Akaro Carol	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I51229	Akaro De Almeida	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39173	Akaro Espinoza Graham	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94129	Alvin Hume	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92711	Alysa Bryan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I26544	Alysa Cadilla	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I17916	Alysa Haughton	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I09887	Alysa Herron	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I38710	Alysa Spears	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I61547	Alyx White	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I12288	Amadou Ndoye	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I05876	Anna Labib	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I37303	Anna Magsood	ON - York Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I14532	Anna Thuraiyani	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62650	Anna Gregory	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95496	Analan Manoharan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I09484	Anali Kumungara	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I19562	Anandi Avilla	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I48248	Anandi Cooll	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94076	Anandi Doekle	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I47086	Anandi Kulaifeleli	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I30759	Amanda McLaughlin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I00844	Amanda Perreault	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I03792	Amanda Peterson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I44738	Anandi Rowley	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I07074	Anandi Samuels	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I42380	Anandi Tibby	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I31320	Anandi Zetter	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I28017	Amandeep Matharu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I40242	Anni Shaw	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I26573	Anupjot Gill	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I51105	Anupreet Kaur	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I13491	Anamullah Khimani	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I59074	Anur Gill	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I59214	Anupreet Wahi	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95495	Amber Eden	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I61887	Amber McMahon	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I16257	Amber Revonelo	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I11908	Amber Wigmore	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I58742	Amelia Bharat	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96886	Anelle Martin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I54126	Amer Shambour	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I50686	Angud Iskandar	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96017	Anni Iqbalnarsi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I14451	Anni Salehi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I10345	Anni Tadin	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I42375	Anna Al Ahmed	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I43766	Amant Osanbhyi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96290	Amanta Barry	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I11734	Amanta Keira	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I31321	Amal Islam	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94475	Amir Ahmadly	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I49144	Amir Bekmati	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I42655	Amir Kamal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I35252	Amir Mohammad Pourheidari	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I58269	Amir Pakzad	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39624	Amir Sabour	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I37700	Anireza Koroklan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62175	Anni Singh	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I42942	Amir Yanning	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I50255	Amikumar Prujapati	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62121	Amur Abusair	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I28136	Amur Aharastani	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I48450	Amos Williams	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I35179	Amr Dawood	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62140	Amr Elganany	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I44752	Amrupal Shaha	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62643	Amrutha Seshajali	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I16036	Amrutha Kallidadi	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I18483	Any Gillant	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
128787	Any Gandy	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124298	Ann Marie Craggs	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129550	Ann Avelar	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145907	Ann Gahle Paz	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102620	Annabel Frank	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122659	Amal Prajapati	ON - Yorkland	N	No	0	0	0	0	\$ -	10000	\$ -	\$ -	\$ -
156625	Anandhi Fandurangan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161144	Anas Elkhatib	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138928	Anastasia Abrazhkevich	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150339	Anastasia Erdeva	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97284	Anastasia Musafina	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142148	Andre Allard	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111581	Andre Balze	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94022	Andre Doucette	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101563	Andre Felipe Cavalcante	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154713	Andre Grigs	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156574	Andre Lemay	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99501	Andre Nils	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144561	Andre Tchumadeu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106431	Andre Whitaker	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106443	Andrea Araya	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151203	Andrea Dalic	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123291	Andrea Legge	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150619	Andrea PhillipsBeckles	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100163	Andrea Pio Santos	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125673	Andrea Rattigan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104431	Andrea Reis	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122707	Andrea Sabichand	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144559	Andrea Walters	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122800	Andrea Rizos	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147057	Andreae Bisan	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113747	Andrea Pitaru	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115300	Andrea Vasilachi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148583	Andrea Freitas	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94911	Andrew Barthe	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111187	Andrew Blum	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100453	Andrew Bomis	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131568	Andrew Cahill	ON - Hespler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99462	Andrew Cameron	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95607	Andrew Campbell	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120441	Andrew Cigliatik	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140889	Andrew Dalchand	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146220	Andrew Duley	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93344	Andrew DeFor	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117229	Andrew Degen	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156341	Andrew Dickson	ON - Hespler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
49739	Andrew Elliott	ON - Hespler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92278	Andrew Floyd	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160676	Andrew Hyman	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145115	Andrew Iban	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133013	Andrew Lavigne	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113799	Andrew MacLeod	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95752	Andrew Mandic	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126684	Andrew Matthews	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118990	Andrew Mcgrath	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131617	Andrew Roberts	ON - Hespler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161608	Andrew Saliba	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124854	Andrew Siu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101393	Andrew Train	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121999	Andrew Walker	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119552	Andrew Wickenden	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135693	Andrew Zumbano	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159873	Anriy Buta	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143303	Anshamalak Bekele	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129735	Anshy Moore	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158954	Anesha Edwards	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128748	Aneke Nemhard	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119275	Anelis Monroy	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95290	Ange Mukarungara	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115700	Angel Wall	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115626	Angela Ating	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
113091	Angela JohnsonKedmond	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119041	Angela O'Brien	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137114	Angela Reaux	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162132	Angela Tammarl	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105230	Angela Ishiwake	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	100.00
145902	Angello Santiago	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142937	Angela Tonaba	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99459	Angonami Azorob	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128022	Ahli Khai Du	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159072	Ahli Niguen	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91522	Alicia Mason	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160798	Amba Ajlun	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250.00
100069	Amba Tucker	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160006	Amber Mhane	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125672	Amir Sasseed	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124210	Amirah Khalid	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148099	Ana Rodney	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159269	Amal Itan	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151483	Anshu Naik	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151178	Anissa Barakazi	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109352	Ansar Gazi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137237	Angelina Ileri	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130925	Ahli Siodya	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153965	Anika Gulati	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153602	Anikumar Naik	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111817	Anur Aggarwal	ON - Thunderbolt Energy	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155071	Ashutosh Patel	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157571	Ami Joseph	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153471	Ami MacMillan	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116713	Ann Marie Jackson	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138674	Anna Angelidis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135642	Anna Blackwell	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143525	Anna Jasinski	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152729	Anna Leslie	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152967	Anna Lemley	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151237	Anna McEride	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154225	Anna Potter	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98886	Anna Yarde	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98702	Annalee Hamilton	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139403	Anee Lawrence	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125639	Anee Saron	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93236	Anee Somers	ON - Don Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151009	Anee Terry	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135969	Aneurak Bryan	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95656	Annie Lacasse	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154133	AnnMarie Littlejohn	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96472	Anoop Dasi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12651	Arosha Walid	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122055	Arosha Baptiste	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157723	Aroshah Smith	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162517	Asu Ninan	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151190	Ashpreet Dhill	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146440	Ashwini Arvi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98077	Ashwini Clarke	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156778	Ashwini Alaka	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159744	Anthony Bailey	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160038	Anthony Berris	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250.00
112879	Anthony Carallessa	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154988	Anthony EllisHenry	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153685	Anthony Faria	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94281	Anthony Hudson	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157410	Anthony MacDonald	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92472	Anthony Merin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119342	Anthony Mohabir	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137301	Anthony NicholasKoyesh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152265	Anthony Orlay	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98768	Anthony Robinson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142576	Anthony Salantari	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130211	Anthony Thomas	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139844	Anon Dyak	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121202	Anon Mirskhin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
114902	Antonia Anacle	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
120106	Antonio Martinez	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
113748	Antonio Vido	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
150335	Anuj Bhasin	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
142656	Amp Das	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
154122	Ampam Baruah	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
106624	Anpriya Sharma	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
135418	Anradha Barn	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
159328	Aprna Assadiani	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
99214	Aparaj Kar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
127159	Aporova Ejaey	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
156446	Appa Koman	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
151228	April Caere	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
152805	April Decker	ON - Cambridge	No	N	0	0	0	0	\$	-	-	-	-
97060	April Harris	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
156819	Aquiele Henry	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
136421	Arad Szelejtan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
149477	Aresh Arpanad	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
155966	Aresh Jalilpour	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
144177	Aresh Mohammad	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
136671	Aresh Pourmand	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
140842	Ashah Shafiq Farhood	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
98795	Atishah Chahremani	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
14752	Atesh Qureshi	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
130272	Argentina Almans Villa	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
120680	Argie Gngoyon	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
157968	Ashima Hemanl Figueroa	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
156429	Atim Luis Suarez	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
99065	Atim Tajdabshi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
136342	Axel Echeban	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
105911	Axel Francia Manzano	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
142659	Ayif Kazmi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95872	Aylin Paray	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
123632	Aynela Olowoponku	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155341	Aytra Dhyo	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
161420	Ayun Katakam	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
95637	Ayrene Aguilar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
92709	Ayrene Arce Williams	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
140273	Aziete Malejje	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
109630	Azung Karjilian	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155812	Azminuljshir Haghghi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
151107	Azmal Ngani	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
133898	Azelle Bourne	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
143160	Azun Beckford	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
103778	Azzurio Racioppo	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161517	Azulan Gandhi	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
113714	Azenib Lee	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
142940	Azhad Ali	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
143317	Azhad Bhatti	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
95112	Azhad Qureshi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
156639	Azhakeep Singh	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
121945	Azlan Hui	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
117477	Azhibik Ganachehemmal	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
130268	Azhur Altron	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
133808	Azhur Good	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
105439	Azjane Klusars	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
154861	Azuro Azcar Ronzon	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
159134	Azuro Lobos	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
120437	Azun Simpath	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
122796	Azun Sunram	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
159447	Azun Sebastian	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
139167	Azun Logan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
153821	Azvid Ramoleane	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
111981	Arvin Alshofar	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
152733	Avinand Rorpath	ON - Oshawa Commercial	No	N	0	0	0	0	\$	-	-	-	-
95596	Asmita Jambhaniwale Gamage	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
129798	Asghar Ali	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
107747	Asha Hassan	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
137157	Asha Naraine	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
137205	Ashell Campbell	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
133976	Ashley Clough	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-

250/00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
143091	Ashley Cendes	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
13736	Ashley Ford	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
103514	Ashley Fraser	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
145289	Ashley French	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
147235	Ashley Gyle	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
137225	Ashley Janzen	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
118473	Ashley Kennedy	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
151823	Ashley McCullum	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
129496	Ashley Palmer	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
156818	Ashley Page	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
98777	Ashley Stewasane	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
147113	Ashley Woodland	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
158661	Ashley Wright	ON - Fairview	N	No	0	0	0	0	\$	-	-	100,00	-
163039	Ashok Kumar Somasundaram	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
116783	Ashok Verma	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
165560	Ashra Karimi	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
143692	Ashtonea Binaman	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
156898	Ashraf Fadi	ON - Kellogg	N	No	0	0	0	0	\$	-	-	-	-
120337	Ashroo Alexander O'Ver	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
122373	Ashwinder Puri	ON - Kellogg	N	No	0	0	0	0	\$	-	-	-	-
153359	Ashwinkumar Gautam	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
159618	Ashwaly Ghama	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
159618	Ash Waleed	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
110817	Aslam Mohammed	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
140697	Asma Imtaz	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
95035	Ata Farekhhzadi	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
155070	Atika Madhonyar	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
148887	Atif Mowafy	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
141331	Athaya Nadar	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
121103	Athi Ala	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
99166	Athi Ghani	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
121580	Athi Riaz	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
102096	Athi Ochere	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
93450	Athia Ekeke	ON - Hamilton	N	No	0	0	0	0	\$	-	-	-	-
158410	Audley Solomon	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
161862	Audrey Elzezer	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
139147	Augustine Sprout	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
105327	Augustine Si Croix	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
100309	Augustus John	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
118876	Asaun Burns	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
161170	Ashaiti Carty	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
156335	Ashim Durain	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
161721	Ashim Kirby	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
163373	Austin Philippe Fautaux	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
93233	Autum Swensky	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
157637	Avia Brothe	ON - Fairview West	N	No	0	0	0	0	\$	-	-	100,00	-
145735	Avery Loucks	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
96140	Avni Media	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
149344	Avraham Cugen	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
140287	Ayah Yones	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
160078	Ayan Adam	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
109316	Ayub McConnell	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
103322	Ayman Majdoubeh	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
116870	Aymin Hayne	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
124246	Aynsley Buckle	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
107766	Azadeh Eshban	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
153510	Azeez Feugiboye	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
107846	Azhar Alvi	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
145231	Azim Horrey	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
153777	Azim Rafiqi	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
116872	Aziz Rahman	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
155975	Aziz Rana	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
121597	Azizabon Nasiridinova	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
134001	Azmat Ali	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
115109	Azmi Hamid	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
150236	Azoka Akbarshah	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
103521	Balajide Fadipe	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
121761	Bahara Ahmad	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
118490	Bahareh Jozani Kohan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
151392	Bahareh Abbasi	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
150094	Bahareh Zandeshfard	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
160397	Bakora Shrohan	ON - Fairview North	N	0	0	0	0	\$	-	-	-	\$
154955	Balaji Rathwan	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$ 250,000
96135	Balakumar Sekkiam	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
93244	Balasinghann Chelappah	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
12062	Baldwin Clarke	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
100758	Balford Lindsay	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
117974	Balili Yomo	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
156278	Balinder Kaute	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
109503	Balinder Sekhon	ON - Thunderbolt Energy	N	0	0	0	0	\$	-	-	-	\$
156889	Balpreet Singh	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
154363	Balraj Kaur	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
108243	Balwinder Mehm	ON - Hespeler	N	0	0	0	0	\$	-	-	-	\$
96635	Banaphiet Shounthone	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
93162	Banele Sinehane	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
160964	Banithan Simlar	ON - Toronto	N	0	0	0	0	\$	-	-	-	\$
141644	Barbara Gibbons	ON - Hespeler	N	0	0	0	0	\$	-	-	-	\$
96574	Barbara Ginsley	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
101775	Barbara Kutt	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
137942	Barbara Simpson	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
117482	Barbara CasademuntVeitia	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
140243	Baridha Amir Fouzessid	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
100891	Barry Brown	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
93715	Barry Flastra	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
135894	Barry NohleCrescy	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
109520	Bartlomej Serwinski	ON - Ilkington	N	0	0	0	0	\$	-	-	-	\$
161630	Bashar Oulsh	ON - Toronto	N	0	0	0	0	\$	-	-	-	\$
153760	Basimyah Hysainith	ON - Toronto	N	0	0	0	0	\$	-	-	-	\$
99679	Basma Melhat	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
95499	Batini Ramaraju	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
132204	Batool Rozak	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
154528	Beata Dvorakova	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
131676	Beatrice Nogue Mandoline	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
127584	Beatrice Florin	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
100659	Beatriz Gomez	ON - Kitchener	N	0	0	0	0	\$	-	-	-	\$
115878	Beau Blau	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
153342	Beelin Debia	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	\$
149862	Behkulu Teteel	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
156636	Behnaz Evazzadeh	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
113745	Behrad Jamali	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
125674	Behrouz Javadi	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
131909	Behzad Pooya	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
155013	Beldou Omar	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
106973	Ben Abraham	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
109051	Ben Stefan	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
150174	Ben Swiech	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	\$
133648	Ben Syahachak	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
99220	Benita Ogbide	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
134250	Benjamin Harelid	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
94045	Benjamin Biel	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
153521	Benjamin Crawford	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
122666	Benjamin Duah	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
156326	Benjamin Hedley	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
142803	Benjamin Matheson	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	\$
144569	Benoit Beles	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
144268	Bereket Beraki	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
160897	Bernadine Bennett	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	\$
98473	Bernard Howe	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
128745	Bernard Turner	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
104673	Bernice Boskay	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
96690	Bertha Kachira	ON - Fairview	N	0	0	0	0	\$	-	-	-	\$
127286	Berrisford Elsington	ON - Ilkington	N	0	0	0	0	\$	-	-	-	\$
130613	Bery Bain	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
159819	Berelhem Meshaha	ON - Ilkington	N	0	0	0	0	\$	-	-	-	\$
123507	Berhany Hart	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$
161125	Berhany Wong	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
151444	Bety NG	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
118495	Bety Russell	ON - Yorkland	N	0	0	0	0	\$	-	-	-	\$
105841	Bety Umtoni	ON - Viking	N	0	0	0	0	\$	-	-	-	\$
127013	BetyAnne Avery	ON - Kitchener	N	0	0	0	0	\$	-	-	-	\$
105235	Beverley Nudjiwon	ON - Kitchener	N	0	0	0	0	\$	-	-	-	\$
115822	Beverley Puddicombe	ON - Oshawa	N	0	0	0	0	\$	-	-	-	\$

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
107727	Bhabha Dharej	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114964	Bhagvashree Patel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161511	Bharat Bharat	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160269	Bharath Saravanan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159276	Bhavesh Muchha	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138927	Bhavika Premal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139160	Bhikashahen Patel	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150201	Bhupinder Maharu	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95417	Bianca Owen	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118379	Bianca Tremblay	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129797	Bianca Williams	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158199	Bibi Mohamed	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108020	Bichan Paul	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132710	Bienvenido Alo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155955	Bienvenido Tiango	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108077	Bile Sheikh	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102589	Bill Cullen	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131907	Billy Lee	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145309	Bing Lao	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131337	Binu Karthah	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138669	Bined Karjala	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144908	Binu Balde	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
165495	Birca Hubbard	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159867	Brenda Lamsl	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157749	Biswan Bhatti	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157979	Bizhan Koshan	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95111	Bjorn Flores	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163345	Blaise O'Brien	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140417	Blair McNeil	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108631	Blair Ngwans	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131884	Blake Woolhead	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94407	Blessing Morla	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110697	Bobbi Cranley	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93550	Bobby Rainger	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160744	Bobby Thomas	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97786	Bojan Kadovic	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125349	Bolu Nyola	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104602	Bolnke Olaitan	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156817	BoluwAkelemeke LakeAdo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159451	Bonny Hughes	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100469	Boraha Vas	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119270	Bowen Xu	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123297	Bozen Alamek	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143913	Braed Burns	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97846	Braed Piper	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95221	Brailey Bolton Ward	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109357	Brailey Gilroy	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160931	Brailey Lizon	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108265	Brailey Memmont	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95577	Brailey Thom	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120603	Brailey Veldman	ON - Hepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135359	Braley Keim	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140294	Braiden Bourne	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156792	Brandan Arsenault	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156020	Brandan Gaspell	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139491	Brandan Maxwell	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95046	Brandi Passmore	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126467	Brandon Bond	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139151	Brandon Foudreau	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149631	Brandan Coupe	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159589	Brandon Cyples	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140756	Brandon Davies	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106295	Brandon Davis	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109006	Brandon DesRoches	ON - Hepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117634	Brandon Ellis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117687	Brandan Gibbons	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162290	Brandon Griffin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140009	Brandon Berthoff	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156577	Brandon Kurnes	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108019	Brandon Mural	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135190	Brandan Okunsky	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
110241	Brandon Redarski	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
169200	Brandon Simon	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114858	Brandon Vander Elst	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96385	Brandi Lawson	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161404	Branka Marjanac	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144481	Bryden Reis	ON - Hespeler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99092	Brenda Lien	ON - Viking	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160772	Brendan Beals	ON - Fairview North	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250,000
106432	Brendan Doyle	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92582	Brendan Marcelle	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145742	Brendan McConnell	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91715	Brent McConnell	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100056	Brent Stalke	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130760	Brett McCaughey	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139175	Brian Boston	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155756	Brian Coleman	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109080	Brian Dasilva	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126092	Brian Dewey	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124421	Brian Douglas	ON - Hespeler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107439	Brian Fernandes	ON - Viking	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116030	Brian Hane	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92360	Brian Lee	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151135	Brian MacDonald	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129545	Brian Magee	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137523	Brian Montgomery-Wilson	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95532	Brian O Connor	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130471	Brian Ryan	ON - York Mills	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132673	Brian Walker	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155545	Brian Youngson	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119580	Brianna Meddaoui	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154538	Brigitte Meskros	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155338	Brigitte Brown	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137234	Brigitte Jesse	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104005	Brishk Gubai	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95176	Britany Gairford	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161722	Britney Whyne	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112067	Brittany Bain	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115538	Brittany Bino	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93880	Brittany Brunet	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106188	Brittany De Vries	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119628	Brittany Fle	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109292	Brittany Hughes	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132153	Brittany Luchkpathab	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121059	Brittany Lewis	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146442	Brittany Miller	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	500,000	\$ -	\$ -
143261	Brittany Carson	ON - Viking	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95572	Brock MacPhee	ON - Kelington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94034	Brodie Walker	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129805	Bronwyn Simmons-Knott	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118472	Brook Hebanont	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160005	Brooke Spreen	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142894	Bruce Barrett	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131570	Bruce Doel	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103538	Bruce Eddy Madre Deus	ON - Viking	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149804	Bryan Campbell	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95226	Bryan Lopez	ON - Kelington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160226	Bryan Mamanian	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96876	Bryan Quiro	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110502	Bryan Villeda	ON - Viking	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145223	Bubachi Hector	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118403	Budzan Kaelo	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137638	Bukun Maitondo	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116900	Bukola Toluyemi	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161346	Bulzonza Mwaruzi	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102046	Burt Voltaire	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128012	Busra Al Malili	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155882	Busola Adepoju	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153450	Byanghyun Lee	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157745	Caillin Alvardo	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91656	Caillin Reynolds	ON - Hamilton	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97486	Caillin Robinson	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
130747	Caitlyn Chappell	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
132505	Cale Fortin	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
100658	Caleb Davidson	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
138158	Caleb Davis	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
141657	Caleb Samuel	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
149423	Caleb Turcotte	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
151755	Caleb Zita	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
162893	Callum Hughes	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
109902	Callum Shanda	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
105556	Chavin Ng	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
124806	Calvin Wu	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
98430	Camberly Hernandez	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
140734	Cameron Bracke	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
108989	Cameron Graham	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
125699	Cameron Leach	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
100655	Cameron McKeown	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
92177	Cameron Murray	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
102438	Cameron Richardson	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
111202	Camilo Morales	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
162651	Can Meng	ON - Fairview North	N	N	0	0	0	0	\$	-	-	-	-
161222	Candace Busard	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	250.00
109683	Candace Campbell	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
92574	Candice Dorf	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
91474	Carin Cormette	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
95065	Carlette Horne	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
126927	Carling Jeyes	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
135622	Carlske Johnson	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
103849	Carlissa Small	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
153026	Carlo David	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
108088	Carlos Browne	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
161254	Carlos Caballero	ON - Ilington	N	N	0	0	0	0	\$	-	-	-	-
155531	Carlos Cobo	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
153566	Carlos Cortes	ON - Ilington	N	N	0	0	0	0	\$	-	-	-	-
147375	Cathy Comeau	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
158687	Carmela Welles	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
127611	Carmen Best	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
156109	Carmine DeLuca	ON - Ilington	N	N	0	0	0	0	\$	-	-	-	-
135384	Carmine Leon	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
94871	Carol DaCosta	ON - Ilington	N	N	0	0	0	0	\$	-	-	-	-
149460	Carol Goddard	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
151168	Carol Johnson-Rajmool	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
110244	Caroline Nihal	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
100061	Caroline Ozor	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
125808	Caroline Tran	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
95881	Carolyn Bowyer	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
154093	Carolyn Labrecque	ON - Ottawa Commercial	N	N	0	0	0	0	\$	-	-	-	-
133102	Carrie McKeown	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
105805	Carrie Topham	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
137151	Casson Freeland	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
125273	Carter Martin	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
148938	Cassandra Babos	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
145125	Cassandra Davis	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
139233	Cassandra Judd	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
118939	Cassandra Jules	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
129488	Cassandra Stamos	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
157575	Cassidy Springer	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
98752	Cassie Adams	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
96591	Cassie Manigault	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
156626	Catrina Macgregor	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
161541	Caterina Sappano	ON - Fairview North	N	N	0	0	0	0	\$	-	-	-	100.00
92712	Catherine Cahill	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
142126	Catherine Maddocks	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
95707	Catherine N. Malouf	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
115534	Catherine Wilson	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
159073	Cecily Hill	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
134268	Cecil Fingal	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
153665	Cecile L. Heiker	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
140327	Cecilia Bengtsson	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
160771	Cecilia Mathew	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156133	Cedric Aniambosou	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
154989	Celene Pilgrim	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
100785	Celia Mischett	ON - Yorkland	N	N	0	0	0	0	\$ 371,200	-	-	-	-
161729	Celias Joseph	ON - Toronto	N	N	0	0	0	0	\$ -	-	-	-	-
957535	Celvin Chen	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
150176	Cenili Maniam	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
154689	Cesar Baltham	ON - Toronto	N	N	0	0	0	0	\$ -	-	-	-	-
134126	Chad Hayes	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
110034	Chadric Smith	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
144749	Chaitali Mukherjee	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
157429	Chaitali Patel	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
150945	Chaka Harris	ON - Ilington	N	N	0	0	0	0	\$ -	-	-	-	-
93639	Champa Dissanayake	ON - Ottawa	N	N	0	0	0	0	\$ -	-	-	-	-
91476	Chamseddine Cherif	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
130445	Chandip Kanthia	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
130445	Chandni Bhavsar	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
139478	Chandni Bempersand	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
137561	Chandra Madhala	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
159445	Chandrikaanthi Somanaharan	ON - Toronto	N	N	0	0	0	0	\$ -	-	-	-	-
111706	Chanel Savory	ON - Kitchener	N	N	0	0	0	0	\$ -	-	-	-	-
137562	Chanelle Alcock	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
163595	Changakoth William	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
101742	Changho Ahn	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
138708	Chanel Shepherd	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
123922	Chantale Barnard	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
148705	Chantel Trout	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
130719	Chantelle Guilmamer	ON - Hepler	N	N	0	0	0	0	\$ -	-	-	-	-
100784	Chanita Grant	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
114142	ChanSheng Hong	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
149841	Charanjit Purnu	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
137511	Charanjit Sallapennal Pandiyan	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
91775	Charbi Yacoub	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
91770	Charisma Rivera	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
142954	Charith Konthi Kankannalage	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
149368	Charlene Aale	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
148235	Charlene Ivy	ON - Hepler	N	N	0	0	0	0	\$ -	-	-	-	-
126266	Charlene Param	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
121641	Charles Alcock	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
161565	Charles Almada	ON - Ilington	N	N	0	0	0	0	\$ -	-	-	-	-
123896	Charles Dwayne Howell	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
112751	Charles Fasciano	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
140707	Charles Hatley	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
142814	Charles Li	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
98366	Charles Mughanna	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
152216	Charles Nuttall	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
137338	Charrmain Foote	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
93644	Chase Milne	ON - Kitchener	N	N	0	0	0	0	\$ -	-	-	-	-
163735	Chase White	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
137736	Chase Wilson	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
96239	Chateran Randhani	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
128028	Chaundry Mahmood	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
131510	Chelsea Bakker	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
132675	Chelsea Ransell	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
144560	Chen Ozejola	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
154991	Chenna Albiary	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
124905	Cheng Du	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
162343	Cheng Fang	ON - Ilington	N	N	0	0	0	0	\$ -	-	-	-	-
130239	Chenglin Kou	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
159818	Chengshu Cheng	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	250,000
112275	Cherise Clarke	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
56574	Cherise Walters	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
160706	Cheryl Biscar	ON - Toronto	N	N	0	0	0	0	\$ -	-	-	-	250,000
162219	Cheryl Hosfield	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	-	-	-	-
101786	Cherylin Akampio	ON - Yorkland	N	N	0	0	0	0	\$ -	-	-	-	-
95711	Chester Grandson	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
160883	Chester Mark	ON - Toronto	N	N	0	0	0	0	\$ -	-	-	-	-
132152	Chesya Beecher	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
92261	Chesya Cary	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	-
98080	Chi Qiyuan Tran	ON - Ilington	N	N	0	0	0	0	\$ -	-	-	-	-
137252	Chidi Ibson	ON - Ottawa	N	N	0	0	0	0	\$ -	-	-	-	-
149872	Chidiebere Ozoememum	ON - Fairview	N	N	0	0	0	0	\$ -	-	-	-	-
131216	Chidima Akwivu	ON - Villing	N	N	0	0	0	0	\$ -	-	-	-	-
156729	Chidima Ufomadu	ON - Oshawa	N	N	0	0	0	0	\$ -	-	-	-	300,000

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
162736	Chedovic Okoye	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
142654	Chigwele Ojilabo	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
159730	Chih Ting Tung	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
145126	Chimal Gomez Aramba	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
160618	Chimwen Ihunwo	ON - Villing	N	No	0	0	0	0	\$	-	-	-	250.00
156089	Chimochukwu RobertMakheke	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
103185	Chinclin RobertMakheke	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
159443	Chinyere Okhize	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
160390	Chink Keklian	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
124557	Chris Bogle	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
150210	Chontele Evans Williams	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
101391	Chonille Singh	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
93247	Chris Anastosopoulos	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
140763	Chris Barraw	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
108628	Chris Casin	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
98075	Chris Derrick	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
95658	Chris Hawco	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
115882	Chris Leahy	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
95706	Chris Peterson	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
111632	Chris Patvin	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
95657	Chris Smith	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
154552	Christalah Battiese	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
120725	Christen Campbell	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
104817	Christian Bennett	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
139187	Christian Crowley	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
155270	Christian LaroqueCharbomeau	ON - Ottawa Commercial	N	No	0	0	0	0	\$	-	-	-	-
136727	Christina Elgin	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
104531	Christina Ferraz	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
92248	Christina Fisher	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
102895	Christine Bisson	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
103541	Christine Francis	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
99245	Christine Haugner	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
96592	Christine Kimbell	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
103391	Christine Lenix	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
101394	Christine MacDonald	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
116899	Christine Reid	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
94524	Christine Shauwaa	ON - Hamilton	N	No	0	0	0	0	\$	-	-	-	-
131612	Christine Spacklin	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
146405	Christine Staddon	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
156575	Christopher Accola	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
136761	Christopher Banting	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
94648	Christopher Clymer	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
44683	Christopher Desjardins	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
139176	Christopher Decker	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
145153	Christopher Eys	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
169009	Christopher Genanti	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
156542	Christopher Hewston	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
108661	Christopher Mercier	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
157408	Christopher Murphy	ON - Mississauga	N	No	0	0	0	0	\$	-	-	-	-
114547	Christopher Ogble	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
159448	Christopher Ounepor	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
103022	Christopher Power	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
126928	Christopher Reed	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
108306	Christopher Rowland	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
163378	Christopher Sheppard	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
156556	Christopher Sarris	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
100442	Christopher Vassillon	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
157953	Christopher Webb	ON - Mississauga	N	No	0	0	0	0	\$	-	-	-	-
114561	Christopher Wislaff	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
104570	Christopher Wolaczek	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
101787	Chsy Munos	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
147620	Chuan Ping	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
163217	Chukwaka Uzoma	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	241.50
120886	Chukwunonso Anuka	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
104455	Chan Zhu	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
121760	Cicela Bravatu	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
159136	Cindy Kijikazi	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
134249	Cindy Waits	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
162794	Clarice Arenburg	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
142658	Claude Brevit	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
143702	Claude Philippe Kamgankungue	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159417	Claudia Ellis	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108081	Claudia Fasus	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116716	Claudia Garcia Da Silveira	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154811	Claudia Madlesse	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131356	Claudia Perez Hernandez	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146185	Clayton Leblanc	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142800	Clement Osei Tutu	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99105	Clernace De Lima	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99249	Clare Mills	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159135	Claus Young	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114901	Clint Murphy	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100889	Clinton Williams	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161696	Clive Nazareth	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115877	Cody Box	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147117	Cody Brunette	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140837	Cody Jarvis	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155305	Cody Iome	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120863	Cody Mason	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100652	Cody Pearsall	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137948	Cody Pelletier	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93799	Cody Schofield	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141640	Cody Sifferland	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135895	Cody Trail	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150179	Cody Wilton	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123956	Cole Rogers	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136810	Colin Williams	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131035	Colin Hales	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109682	Colin Devereux	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163377	Colin Lebold	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161625	Colin Mowowitz	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161157	Colin Penrice	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163115	Colleen Moses	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93650	Colleen Price	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141695	Colin Hall	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131042	Colton Myers	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158275	Congyan Zhang	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160000	Connor CuningGreen	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	100,000	\$ -
159649	Connor Dayman	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250,000
117174	Connor Elliott	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136331	Connor Zichkowski	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139680	Conor Shaw	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133213	Constance Cousins	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129487	Constance General	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129372	Constantin Odou	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131041	Corey Corbin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140011	Corey Gilles	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98029	Corey Popkie	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132816	Corey Roukston	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151370	Corey Towns	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137941	Corey White	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99098	CoreyScott Dains	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151442	Corina Vautour	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145121	Cordelia Petrella	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98753	Cory Sereon	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109688	Coy Zuter	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136762	Courney Brightman	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97625	Courney Daighron	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163396	Courney Farnell	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148678	Courney Heath	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134597	Courney Huntley	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110737	Courney MacKenzie	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99243	Courney Muir	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120598	Courney Paquette	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100650	Courney Parent	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137775	Courney Peacock	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119586	Craig Bunker	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100443	Craig Foreshew	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119660	Craig Patterson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142389	Craig Wilshire	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
149064	Cepin N Kabu	ON - Kingston	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121758	Cieshki De Vera	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163196	Cristelin Monon	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	230.00
151294	Cristian Lee	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158097	Cristina Popa	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156990	Cristina Costa	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98846	Crysa Mignott	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97951	Cystal Glassford	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114392	Cystal Lindsay	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12918	Cystal Miller	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154590	Cystal Singh	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108241	Cystal Teixeira	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113216	Curtis Cameron	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145729	Curtis Irwin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125676	Curtis Peters	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91640	Curtis Romble	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109351	Curtis Williamson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163733	Cyan Hampton	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132998	Cyanna McKenzie	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135971	Cynthia Dayball	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152452	Cynthia Dooling	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154422	Cynthia Ibhaghbae	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117698	Cynthia Whyte	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151757	Cyrra Seebanungh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94837	Darcy Miller	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117694	Damial Zafar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117633	Das Kim	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117262	Dajana Zepo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106821	Daji Yang	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139845	Dakota Carleton	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159729	Dale Halderon	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137116	Dale Suberland	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104047	Dalia Solin	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134166	Daliah Alexander	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152806	Daljit Keer Rathi	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96871	Dale Acha	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152008	Dambila Akerere	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93837	Damon Griffith	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94118	Dan Sime	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116286	Dana Martin	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127749	Dave Prosper	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111804	Dave Williams	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94525	Dave Zaquila	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140092	Daniel Adarve Villanueva	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136678	Daniel Arzampour	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117506	Daniel BernardHovansseian	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150824	Daniel Bird	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109686	Daniel Brown	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107549	Daniel Buchas	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94716	Daniel Daigle	ON - Sunstar Global Limited	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134764	Daniel Davykon	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115182	Daniel Delgado	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123450	Daniel Di Leonardo	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118721	Daniel Elmudary	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159546	Daniel Fisher	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111752	Daniel Grant	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143751	Daniel Harun	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114223	Daniel Hernandez	TX - Laredo -JE	N	No	0	0	0	0	\$ -	\$ 36,196.97	\$ 27,290.43	\$ 2,665.66	\$ -
145722	Daniel Karzadi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160574	Daniel Kozowski	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137302	Daniel Lozano Lavado	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104643	Daniel MacDonald	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110031	Daniel Marsh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97063	Daniel McKnight	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102177	Daniel Pereira	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117618	Daniel Petre	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140606	Daniel Powell	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109221	Daniel Regimbal	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102178	Daniel Sibley	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125222	Daniel SwitzerRobitaille	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
35022	Daniel Syrus	ON - London	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
157055	David Nnoye	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158292	David Nwabor	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129802	David Reed	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157265	David Schimm	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127865	David Seigmiller	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133017	David Simmers	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117655	David Tanna	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142943	David Tran	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112419	David Vanekbroek	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150234	David Wade	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135802	David Williams	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106296	David Wong	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163195	David Wong	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151169	David Young	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163376	Dasi Chaudhry	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126879	Davinder Singh	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143324	Dhondra Dhadiah	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163592	Dawit Worku	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124184	Dawun Joe Walkem	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
972355	Dayan Manjira	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162988	Dayna Watt	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131905	Deak Cupid	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134252	Dean Hyman	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144770	Dean Keger	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114859	Dean Wilson	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145901	Deborah Kianes9	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156402	Deborah Oles	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123897	Deborah Walsh	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149649	Debra Brett	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94074	DeeAnne Freeman	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120608	Deetra Kaiser	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99100	Deek HusseinAli	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147147	Deepa Sreekumar	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130928	Deepak Baskaran	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152541	Deepika Banga	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100649	Deetie Jackson	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132207	Debert BreenAme	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
957233	Delis Chung	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116027	Delphine Tukere	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
987355	Delroy Dean	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108164	Delroy Richards	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136791	Delon Abonine	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147127	Delvin Chowhan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91928	Denise McLaren	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147774	Denise Espesite	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
957227	Deniesia Welkome	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125623	Dennis Chohananna	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127609	Dennis Kichina	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133858	Dennis Lee	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93878	Dennis LeGrow	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98733	Dennis Nimsh	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114548	Dennis Romos	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151033	Denroy Bartley	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97979	Desair Parmisar	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119176	Deeak Kheblman	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116717	Deem Muschette	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147046	Derek Luis	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155306	Derick Peterson	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153939	Derrick Aima	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96682	Derrick Munroe	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96981	Desmond Mhapaha	ON - Ilington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155230	Destinee Clarke	ON - Cambridge	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112497	Destiny Okantoku	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113080	Destiny Tucker	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96883	Devanshu Longnore	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120600	Devesh Kumar Joshi	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123305	Dewayne Johnston	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127981	Dezter Newman	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108875	Dexter Freemanle	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114904	Dhandaapan Jankiraman	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99762	Dharminder Gill	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
152618	Dharsana Baskaranathan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135420	Dhanshree Sasifurhan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131761	Dhawal Desai	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98577	Dhruv Patel	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160633	Dhruv Patel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143499	Diallo Oumar	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106387	Diana Bacon	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120045	Diana Bornea	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94067	Diana Brigidien	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145693	Diana Harun	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135892	Diana Ribeiro	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104646	Diana Siwojyal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137912	Diana SaldañaDobrowski	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161396	Dicky Yamar	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
973356	Diego Florino	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154101	Dionatan Djaló	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93830	Dike Nyakama	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134000	Dilshan Zulphar	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100183	Diljit Gill	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104434	Dillon Varoli	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117287	Dilmiti Rupasinghe	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121600	Dineen Adis	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95708	Dimitri Nikolov	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94623	Dimitrios Mplias	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134936	Dina Hendi	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129296	Dina Keyes	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
195275	Dinah Napoto	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93519	Dinamuth Desdat	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147447	Dinesh Condar	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136013	Dinika Brandi Gumpalage	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112455	Dionides Tupa	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108397	Dion Franklin	ON - Thunderbolt Energy	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117654	Dion Hoale	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122710	Dione SmithWright	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142664	Dipankar Das Gupta	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98311	Dipika Jankam	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154149	Dishal Acharya	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150455	Divya Arjeji	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99091	Distakhen Lad	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162561	Dyako Almadi	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139227	Djanna Faizi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156559	Djene Toure	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156850	Djibril Ka	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112734	Dmitry Kozelkov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162245	Dmytro Kotov	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145123	Doan Doan	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108779	Domne Albalicis	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125552	Domenica Valeri	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159563	Domine Simpson	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133640	Dominique Samano	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163116	Dominique HolmesThompson	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150845	Don Eneal Anuncion	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114550	Donawan Cole	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142669	Donavan Smith	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137159	Douglas Palmer	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138667	Doug Woo Won	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97211	Dongshi Sun	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93160	Douneque Thompson	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95573	Doona Fallier	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130718	Doona Traczak	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133041	Doonest Barrett	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160963	Domie Barethe	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161438	Donny Bradbury	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135806	Doriane Cakuyano	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133207	Doris Emmanuel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95574	Dorothy Stankis	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91605	Douglas Brown	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151613	Douglas Daly	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92997	Douglas Gillard	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
46902	Douglas Grace	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133977	Douglas Lata	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
95110	Eliert Sulzar	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
113081	Elesha Fenney	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
121630	Elifberia Zerpopoulos	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
156354	Elena Nedelcheva	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
153458	Elena Yanesva	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
111829	EliAbbasov	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
100317	Elihan Borna	ON - Viking	N	0	0	0	0	\$	-	-	-	-
104116	Elias Halls	ON - Viking	N	0	0	0	0	\$	-	-	-	-
156337	Elije JeanBaptiste	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
129449	Ellie Smith	ON - Burlington	N	0	0	0	0	\$	-	-	-	-
109561	Eliah Johnson	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
156408	Eliha Galery	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
117062	Eliha Larose	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
127362	Eliha Oghonna	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
129543	Eliha Pines	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
102422	Elizabeth Adedigbe	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
119372	Elizabeth Adeyeye	ON - Viking	N	0	0	0	0	\$	-	-	-	-
156892	Elizabeth Alberto	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
152944	Elizabeth Alva	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
148348	Elizabeth Ballina Monakes	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
122664	Elizabeth Landman	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
133216	Elizabeth Moroni	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
151240	Elizabeth Rejzler	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
123859	Elii Trakoze	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
124410	Eliiane Dionisio	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
153638	Elihan Ng	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
130472	Eliott Kasem	ON - York Mills	N	0	0	0	0	\$	-	-	-	-
159237	Eliott Lamore	ON - Mississauga	N	0	0	0	0	\$	-	-	-	-
123294	Eliott Scrubb	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
91479	Eliison Hpkimkula	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
156347	Elvin James Camozzato	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
148106	Elyas Nkeli	ON - Viking	N	0	0	0	0	\$	-	-	-	-
116788	Elyssa Guenther	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
160211	Elyssa Cyches	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
152815	Emelyn Ulby	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
94494	Emeraude Coyo	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
98313	Emily Arden	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
103795	Emily Brown	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
101441	Emily Godden	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
93163	Emily Hart	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
128495	Emily Luring	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
120431	Emily MacLachlan	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
124013	Emily Shawcross	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
142379	Emr Mandzuka	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
138652	Emma Lawis	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
92228	Emma Rand	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
149348	Emmanuel Dornier	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
156277	Emmanuel Chimuklatu	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
97354	Emmanuel Amin	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
161620	Emmanuel Ifoona	ON - Fairview North	N	0	0	0	0	\$	-	-	-	250,000
123894	Emmanuel Jonah	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
127860	Emmanuel Mvuma	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
136614	Emmanuel Ofori	ON - Burlington	N	0	0	0	0	\$	-	-	-	-
93383	Emmanuel Ofori Akah	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
115639	Emmanuel Olatunqun	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
127175	Emmanuel Osei	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
141848	Emmilyn Cross	ON - Burlington	N	0	0	0	0	\$	-	-	-	-
137508	Emmye Ertamator	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
159581	Enola Bababawji	ON - Viking	N	0	0	0	0	\$	-	-	-	-
158565	Enkelajta Buzenka	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
100797	Enobun Ochighono	ON - Viking	N	0	0	0	0	\$	-	-	-	-
161730	Enico Alip	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
134544	Enyo Haa	ON - Hepeler	N	0	0	0	0	\$	-	-	-	-
139504	Ephrem Kimpala	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
139480	Eshantal Vijayvel	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
153225	Eric Bellio	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
153233	Eric Canlis	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
101418	Eric Cheng	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
139461	Eric Christopher Keni Go	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
108778	Eric Gallant	ON - Hepeler	N	0	0	0	0	\$	-	-	-	-
147890	Eric Hibbs	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
127681	Eric KalembhMumba	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115086	Eric Madore	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163543	Eric Martin	ON - Etobicoke	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106580	Eric McCauley	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157567	Eric Mendoza	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ 100.00	\$ -
91655	Eric Pesce	ON - Hamilton	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141387	Eric Spelgrave	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146353	Eric Wold	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140267	Erica Attu	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149147	Erick Schindlke	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160901	Eric Mulhnaner	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120611	Eric Parker	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148098	Erica Pless	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106689	Erica Rizza Fajardo	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133393	Eric Elliott	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135634	Eric Johnson	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132762	Eric Lyons	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157018	Eric Pennell	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112029	Eric Kasiah	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106839	Ernest Ngumatio	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93255	Ernest Turiziani	ON - Don Mills	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113456	Ernesto Gutierrez	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103520	Ervin Sarpoo	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120435	Esman Ibrahim	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113781	Esuar M'wale	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142815	Essa Kijji	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137596	Estefani Abarea	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96982	Estefania Iglesias	ON - Billington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149633	Esther Higinis	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110821	Esther Jugmohansingh	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124628	Esther Marshall	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120433	Esther Mihywab	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96402	Esther Samaan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161958	Ethan Matisaie	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158129	Ethel Lewis	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118606	Eton Lawrence	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112919	Eusebio Park	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141391	Evella Thomas	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151654	Eva Courtemanche	ON - Billington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152441	Eva Margahi	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121012	Evan Canoso	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132294	Evan Gillard	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137697	Evan Thompson	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145857	Evangeline Pylas	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151367	Eve Chalowsky	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154499	Eveline Sallin	ON - Ottawa Commercial	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159630	Evelyn Akow	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146457	Evelyn Hayward	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138992	Evelyn McCutney	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160799	Evita Joseph	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ 250.00
138635	Evon Edmondson	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96143	Evyatar Bernadski	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159573	Ezekiel Blackson Campbell	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154118	Ezekiel Owoyemi	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118620	Fabio Avevedo Murillo	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103025	Fabio HemoBarros	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111828	Fabrice Mugisha	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105231	Fabrice Niyonwunguri	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118426	Fadi Bakkeh	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116550	Fahimo Mohamed	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101276	Fahad Hossain	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113501	Fahmed Miah	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130717	Faisal Ahmad	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99458	Faisal AlArmani	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144397	Faisal Hussein	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118610	Faith Akiba	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101272	Faith Okupoo	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146636	Faiza Ahmed	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152540	Fang Wei	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153097	Fang Zhou You	ON - Billington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99460	Fanny May Orellana	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
155660	Francisco Silva	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
152962	Frank Ngo	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
115184	Frank Villanueva	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
156442	Francis Coteau	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
141880	Francis Macpound/ Anast	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
147059	Francis Millin	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
988485	Frank Omordi	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
94071	Frank Omorwa	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154548	Frank Pizzimenti	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
142162	Frank Wafidi	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
100843	Frank Webster	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
100783	Frank Wan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
100855	Franklyn Cunningham	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
118618	Franklyn Scott	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
145474	Franklin Mariano	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
111188	Fred Hehlich	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
160891	Fred Owasu Anuah	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
117653	Fredy Guiguais	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
92838	Frederick Pituwanakwat	ON - Hamilton	No	N	0	0	0	0	\$	-	-	-	-
95728	Frederico Cruz	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
145157	Frederick Num	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
114722	Frejji Bedros	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
119555	Frewant Bethune	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
113407	Frilay Enita	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
162310	Friedrich Harwick	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
161301	Fungun Hamf	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96292	Gabriel Li	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
130462	Gabriel Okido	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
101440	Gabriel Rumpersed Gordon	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
150463	Gabriel Russell	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
126931	Gabriels Procvias	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
131076	Gabriella Wenzler	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
162821	Gadssee Shifarraw	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
112936	Gasama Scala	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95113	Gagan Dhwani	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154534	Gagandeep Singh	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154075	Gaganpreet Singh	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
161843	Galina Dicheva	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
148102	Ganiyu Babamide	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
92229	Garnet Stafford	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
116035	Garnett Taylor	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
121601	Gareth Giles	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
125034	Garett Sanchez	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
133217	Gary Godfrey	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
98587	Gary Smith	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
186653	Gaurav Arora	ON - Mississauga	No	N	0	0	0	0	\$	-	-	-	-
129548	Gavin John	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
34271	Gayla Bennett	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
159287	Gheiga Oke	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
133661	Gheiga Yogo	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
98783	Cemik Mabuzza	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
159513	Ghebo Ejiun	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
153815	Gesta Singh	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
150687	Gethie Jeanblinon	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
15972	Gene Dominique Higuat	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
149453	Genevieve Mambo	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
160770	Geint Grigevci	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
125030	George Balbesk	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
130930	George Bobuyun	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
130539	George Hecke	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
145224	George Jotatch	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
130175	George Johnston	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
128010	George Keftalas	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
107350	George Lykos	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
163310	George Scediak	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
167241	George Vlachos	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
152671	Georgiata Lukambo	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
158130	Gerard Burton	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
114200	Gerard Bussireau	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
141663	Gerard Mwangi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
161179	Gerold Wong	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
123691	Cereldine Mboohu	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
97219	Cerilyn Timar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
122372	Gerard Gepard	ON - Kellog	No	N	0	0	0	0	\$	-	-	-	-
92173	Gerard Robert	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
100626	Geemy Van Dyk	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
126138	German Barragan	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
118485	Gerome Quevra	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
113498	Gerrade Amahong	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
130929	Ghaila El Ghazouli	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
121159	Ghasem Kazem	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
158517	Ghassan Mourad	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
140570	Gherman Aevaga	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
141690	Ghimay Dawit	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
151136	Ghulam Akhar	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
138239	Ghulam Hassan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
93223	Gini Raymundo	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95608	Giuseppe Rindazzo	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
151441	Ginetta Fevriere	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
141647	Ging Truong	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
140839	Giuseppe Imperiali	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
149632	Giuseppe Cucumato	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
109353	Gifty Koumako	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
154076	Gilberto Li Ping	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
97071	Gillian Doan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
115620	Gillian Elsegood	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
116240	Gillian Henry	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
137698	Gina Belleza	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
101790	Ginny Lam	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
155385	Giovanni Vellita	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
139464	Grenda Bempersaud	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
157484	Gselle Garp De Ravelo	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
128008	Grim Mathew	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
154429	Giuseppe Viscotti	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
141658	Gladstone White	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
97234	Glajfi Linnaci	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
160777	Glen Valles Guimo	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
143524	Glen Kirby	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
157751	Glen Salluas	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
98706	Gloria Nzibu	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
151754	Gobhan Sibiravaselvel	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
95175	Gofredo Garcia	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
98607	Godwin Fernandes	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
157747	Godwin Ogbeva	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
131741	Godun MD Khan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
120615	Godon Nicholas	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
162136	Godon Summers	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
133048	Godon Thompson	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
107385	Gohora Khanam	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
92013	Gouam Mubherjee	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
102816	Guce Ramales	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
98769	Gusme Herbert	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
141723	Guhban Owaze	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
107582	Gunn McCauland	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
104552	Gunn McQueen	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
96575	Gregg Halmay	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
148104	Gregoire Osawe	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
129252	Gregory Clarke	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
95152	Gregory Crowe	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
163584	Gregory Herrera	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
130779	Gregory Jackson	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
141694	Gregory Rowe	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
112229	Gregory Thomas	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
101275	Grigoriy Koptlov	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
91773	Guangqing Zhang	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
157508	Guanqin Zhao	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
134123	Guillermo Romero Rodriguez	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
151051	Guhar Liu	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
161096	Guyy Liu	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
131697	Gurjit Kooner	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
94354	Gurpal Jhal	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	250,000
101434	Gurpreet Ajija	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
19571	Gresham Kaur	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
98874	Gugrasad Bhat	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
153386	Gurir Singh	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
161801	Guy Brodsky	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
152444	Gyula Mrenga	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
131239	Gwendolin Olah	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
186276	Gyongyi Dzei	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
157727	Haasham Jamboos	ON - Mississauga	N	No	0	0	0	0	\$	-	-	-	-
156741	Haibin Arumel	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
148542	Habibah Salisu	ON - Kington	N	No	0	0	0	0	\$	-	-	-	-
157291	Hachem Ibrahim	ON - Kington	N	No	0	0	0	0	\$	-	-	-	-
108078	Hadas Negusse	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
92172	Hadesa Latif	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
103184	Haifi Awahali	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
124427	Haifi Mohammedia	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
114382	Haqyan Ohta	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
155971	Haqya Adnan Adnan	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
121747	Haefin Chai	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
155658	Haifan Muradi	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
130614	Haigop Kassabian	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
158209	Haider Ali	ON - Fairview West	N	No	0	0	0	0	\$	-	-	-	-
103546	Haig Tschurtschian	ON - Fairview	N	No	0	0	0	0	\$	-	-	100,00	-
102047	Haideran Ayigbehun	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
130111	Hailey Cole	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
151173	Haifa Batool	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
150104	Haimeh Tajaddodi Paskiahi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
150254	Hamid Hazzazi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
137524	Hamid Muhammad	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
113493	Hamidullah Muhammad	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
108538	Hanite Persaud	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
138826	Hanza Alzed	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
139617	Hana Testafson	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
60661	Hanan Keyoun	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
126143	Hanane Fouzi	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
94570	Hananeel Ranaibin	ON - Kington	N	No	0	0	0	0	\$	-	-	-	-
118563	Haneesh Bhogoo	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
157245	Hana Gebremedhin	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
100124	Hannah Smythe	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
147964	Hanna Teklemariam	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
93634	Hansiao Liu	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
158352	Hanyu Sui	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
119655	Hao Wei	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
98765	Happy Vyas	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
97371	Haredeep Singh	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
98247	Haathil Patel	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
153769	Haar Chawva	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
160318	Harshman Maniswamy	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
159149	Harjit Dosanjh	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
126533	Harjit Soodhu	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
149161	Harik Hyun Lee	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
158201	Haroor Kaur	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-
124183	Harold Brimmer	ON - Kington	N	No	0	0	0	0	\$	-	-	-	-
126543	Harold Mullen	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
108985	Harris Zesset	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
155345	Harry Ayuk Aho	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
127118	Harry Cummins	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
156777	Harry Kereki	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
155217	Harsh Panjya	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
154201	Harsh Patel	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
155232	Hasanur Uppal	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
150665	Hasan Shahmani	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
27879	Hasan Akhbalam	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
119344	Hasan Halal	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
91604	Hasan Hussein	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
151174	Hasanin Syed	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
92628	Hasim Mohamed	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
97784	Hasitha Morala	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
111865	Haswani Sessy	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
124846	Haswa AbdulNoor	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
130763	Hayden Van Gricken	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
147776	Hayel Afrimis	ON - Viking	N	No	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
154105	Hazel Uzoho	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
169899	Heather Allan	ON - Cambridge	N	0	0	0	0	\$	-	-	-	-
114440	Heather Barry	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
114152	Heather Clarke	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
144745	Heather Halvorsen	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
130368	Heather Harbush	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
137609	Heather Kelly	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
127574	Heather Spinello	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
128140	Heather Wright	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
116032	Hie Jung Song	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
132708	Heeralal Montal	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
163173	Hedi AbouelClawed	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
97225	Helen Gherrass	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
134139	Helen Mendoza	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
92402	Heleen Paul	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
141222	Heleen Savare	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
103851	Helena Blandford	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
134521	Helena Harder	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
92264	Helena Ndongo	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
162738	Hemami Lajal	ON - Fairview North	N	0	0	0	0	\$	-	-	-	-
153220	Henza Kheraji	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
115628	Hen Mazaror	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
152807	Henk Wilde	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
112882	Henric JeanPerre	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
109231	Henry Forero	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
107013	Henry Torres	ON - Viking	N	0	0	0	0	\$	-	-	-	-
154570	Herbert Misami	ON - Ottawa Commercial	N	0	0	0	0	\$	-	-	-	-
136162	Herman Basi	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
121647	Herveane Kenrick	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
100921	Hesham Khalifa	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
155805	Hibab Alimomri	ON - Viking	N	0	0	0	0	\$	-	-	-	-
118603	Hifsaq Mahdi	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
158882	Hila Hashemzazin	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
158883	Hilal Amous	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
127650	Hiliah Ndarjija	ON - Viking	N	0	0	0	0	\$	-	-	-	-
99457	Hina Upadhyay	ON - Viking	N	0	0	0	0	\$	-	-	-	-
131928	Himley Pitkington	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
95472	Hiron Jeyakumar	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
124365	Hisham Mahmoud	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
158956	Hitesh Gulati	ON - Billington	N	0	0	0	0	\$	-	-	-	-
148697	Hitesh Kumar Chauthuri	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
162606	HM Mehedi Hasan	ON - Fairview North	N	0	0	0	0	\$	-	-	-	-
156775	Ho Tai Au Yeung	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
139490	Hoonan Khaki	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
105246	Hope Jitoh	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
955107	Hossain Jakkhalab	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
155523	Hossain Sadeqhi Laghush	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
95034	Hossain Sharief	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
149006	Hossain Fakhrul Tehami	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
151193	Howeie Yang	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
107571	Howard Daniels	ON - Etobicoke	N	0	0	0	0	\$	-	-	-	-
112028	Howard Owen	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
92841	Huberman Doreant	ON - Hamilton	N	0	0	0	0	\$	-	-	-	-
94536	Hughes Ibbilo	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
138699	HuiHu Wang	ON - Viking	N	0	0	0	0	\$	-	-	-	-
137154	Huijun Li	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
130926	Huiyu Shi	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
156441	Huma Naseery	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
154181	Huma Fayyahi	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
158040	Hunayem Alhur	ON - Billington	N	0	0	0	0	\$	-	-	-	-
160256	Hung Chung	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
116451	Huma Jaz	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
160041	Hunter Todd	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
93350	Hussain Makhbar	ON - Billington	N	0	0	0	0	\$	-	-	-	-
144562	Hussein Oumer	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
122547	Hyder Meer	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
161163	Hydais Innocent	ON - Fairview North	N	0	0	0	0	\$	-	-	-	-
106687	Hyun Cho	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
142662	Hyun Choe	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
160546	Ian Beattie	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
151753	Ian Campbell	ON - Yorkland	N	0	0	0	0	\$	-	-	-	250.00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
97490	Ian Conroy	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
9717	Ian Marra	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
13817	Ian Veloso	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
14728	Ian Verran	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
151677	Ianka Knightly-Jaker	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
141179	Ibrahim Mostafa	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
45066	Ilil Omar	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
107798	Irina Ilini	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
96599	Igor Babik	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
160633	Igor Ivanov	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
113095	Igor Zeiko	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
153778	Irena Erzik	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
118616	Ircan Arsan	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
160582	Iham Al-Assouli Fajayah	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
160631	Ihona Est	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
155336	Ija Keshlein	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
160706	Iman Motran	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
157290	Imran Umar	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
106453	Imran Umar	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
108871	Imtiaz Mohamed	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
158433	Ime Ahmed	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
128740	Ima Ali	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
150685	Imad Roznibayun	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
156280	Inder Preet Kaur	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
117921	Indeher Matharu	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
140706	Indeep Kaur	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
161345	Ijjih Essue	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
132669	Imeneq Muliado	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
101691	Imeneq Ingablie	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
91882	Imeneza Bowers	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
158662	Imna Antche	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
107765	Imi Radu	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
94592	Iman Aryanmash	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
132618	Ime Dybala	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
92635	Ime Spicaw	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
150844	Ime Wendje	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
143768	Iman Khan	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
98778	Iman Goodwin	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
98290	Imna Galastica	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
126555	Iskiah Jawad	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
134770	Isaac Adams	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
151986	Isaac Lopez	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
129454	Isaac Maclean	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
122049	Isaac McEachern	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
117763	Isaac McEwen	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
151665	Isaac Olesno	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
161123	Isabel CruzMartinez	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
160769	Isabel Ferrer Algida	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
150842	Isabel Perez	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
93228	Isabella Ponteri	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
122381	Isac Orsvokkara	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
109687	Isagunt Cruz	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
145116	Isham Furboli	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
122054	Ishmal Bily	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
135296	Ismael Marquis	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
158599	Ismael Al Bahseisi	ON - Mississauga	N	No	0	0	0	0	\$	-	-	-	-
92708	Ismael Nathani	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
91680	Ismael Omar	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
129544	Israel Menozza	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
161800	Issa Abdilvior	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
131273	Issa Maitan	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
133646	Ivan Francis	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
141190	Ivan Jimenez Susyk	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
150248	Ivan Merida	ON - Cambridge	N	No	0	0	0	0	\$	-	-	-	-
154596	Ioanna Saliava	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
150151	Ivete Mpanah	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
133645	Iyad Haman	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
162171	Iyomolawa Olatuji	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
119820	Jaanal Johnson	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
109860	Jabes Maillon	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
136680	Jace Elmiger	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
192285	Jack Burns	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
132672	Inckelbyn Salazar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
121965	Jaclyn Anspach	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
98565	Jackson Kiamabala	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
119769	Jaclyn Wright	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
151230	Jacob Atkinson	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
141218	Jacob Carpenter	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
151811	Jacob Cloutier	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
149424	Jacob Dean	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
109861	Jacob Edenyere	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
138672	Jacob Hong	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
138067	Jacob Jackson	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
114862	Jacob Martin	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
140773	Jacob Murray	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
155307	Jacob Nisdon	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
131345	Jacob Pedersen	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
154772	Jacob Rankin	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
154357	Jacob Rose	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
107586	Jacqueline Briden	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
157676	Jacqueline Cadieux	ON - Ottawa Commercial	No	N	0	0	0	0	\$	-	-	-	-
158557	Jacqueline Janks	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
100941	Jacqueline Para	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
145910	Jacqueline Slapcoff	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
140224	Jade Anderson	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
106625	Jade Baldwin	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
147058	Jade Rook	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
122606	Jade Vander Straeten	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
117043	Jadem Daley	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
98287	Jae-Seung Yoon	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
115373	Jahir Said	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
141352	Jagdeep Bhal	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
101561	Jagruti Vyas	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
156136	Jaime Almeida	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
163589	Jaime Cordoba Henao	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
137153	Jaime Edwards	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
136545	Jaime Martinez Avila	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
139843	Jaime Perez	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
154132	Jaimin Kumar Patel	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
137647	Jake Asemault	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
98215	Jake Beaumont	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
141795	Jake Coppaway	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
115769	Jake Curtis	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
153830	Jake Hopkins	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
133391	Jake Jesso	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
163596	Jake Killoran	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
101182	Jake Robinson	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
99522	Jake Windsor	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
98245	Jacob Burke	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
130590	Jacob Knupp	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
108803	Jalaja Bodipattai	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
148386	Jalen Broome	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
161619	Jalen Parker	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
143064	Jamaar Phillips	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155218	Jameel Green	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
112881	Janel Paten	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
104155	Janelle Wise	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
137615	James Aldro	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
125212	James Allen	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
94130	James Anzalg	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
107351	James Booth	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
158271	James Brazier	ON - Fairview West	No	N	0	0	0	0	\$	-	-	100.00	-
160796	James Brown	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
139321	James Chi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
154073	James Eltes-Callaghan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
94647	James Gaudet	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
125304	James Gordon	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
119367	James Harper	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
102918	James Martin	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
110416	James Regan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With IE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
106787	James Tangney	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151343	James Touant	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100812	James Veira	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142932	James Vey	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116258	Jamie Lavelle	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133416	Jamie Lillie	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91457	Jamie Mite	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109034	Jamie Romero	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94284	Jamie Sproul	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109571	Jamie Uppong	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136573	Janehad Gill	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123969	Jane Matthews	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134549	Jane Teovanovic	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155237	Jane Wipacawaratjaha	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93549	Janeandhan Basal	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157104	Janehan Balasubraman	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118785	Jane Wandoldu	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146554	Jane WintersDuby	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129547	Jane Moynihan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124942	Janet Winterz	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148105	Janice Bartley	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156803	Janice Langran	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112522	Janice Morfitt	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94920	Jane Reid	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108167	Jane Wilkinson	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102423	Janel Stewart	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94492	Janelle Kalmogoshi	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93711	Janel Rozniak	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145475	Jane Dascombe	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96752	Jannine Ross	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100181	Janet Cormier	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141727	Jannine Wilson	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157204	Jason Blanchard	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104772	Jason Cambshaw	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158384	Jason Cross	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114576	Jason Dawes	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137908	Jason Felix	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144746	Jason Hersowici	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153385	Jason Johnson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149964	Jason Landry	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163703	Jason Neerallah	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153522	Jason Ojter	ON - Kitchener/Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163590	Jason Sugo Narvura	ON - Fairview/Noth	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92220	Jason Stein	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123815	Jason Ulloa	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118776	Jathikan Pashpanjahi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143408	Jatinder Phugra	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97212	Javad Nikajeni	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139041	Jay Doshiwal	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105686	Jayalakshmi Pedamulla	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142816	Jayavee Narayana Sarma	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120076	Jaydeep Misra	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91716	Jayne WongCastiglione	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125435	Jaymon Gomez	ON - Burlington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162514	Jazib Azhar	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93006	Jean Basigara	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117022	Jean Errol Jraud	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129701	Jean Marie Villedranche	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108262	Jean Simpson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127773	Jeannele Frenck	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93714	Jeanfrancois Chibon	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149640	Jeanne Avon	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117225	JeanLuc Dashimye	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105823	JeanMarie Maimbly	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94945	JeanMichel Dove	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145279	Jeanne Abouquah	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153982	Jeanne Reed	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102575	Jed Francis Sajo	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151211	Jed Francis Sajo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154482	Jed Bai	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137204	Jecander Agnihotri	ON - Village	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
115293	Jeff Blucker	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
112486	Jeff Cunson	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
143695	Jefferson Wright	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
144680	Jeffery Butrow	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
144511	Jeffery Butson	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
94869	Jeffery Vandemont	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
100664	Jeffery Brise	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
121401	Jeffery Caines	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
105328	Jeffery Deane	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
156319	Jeffery Felis	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
113801	Jeffery Guadette	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
155351	Jeffery Hobman	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
162589	Jeffery Holicky	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
162540	Jeffery LeonardMajchrowski	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
162307	Jeffery McEwen	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
158249	Jeffery Peacock	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
142592	Jeffery Ransome	ON - Oshawa	N	No	0	0	0	0	\$	-	-	300,000	-
145233	Jeffery Reid	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
105967	John Thompson	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
96728	Jorjuna Gimorea	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
101667	Jennifer Gordon	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
116719	Jenna Roque Garcia	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
159476	Jenna Peters	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
157776	Jenett McFadden	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
93838	Jennifer Baglione	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
108165	Jennifer Brown	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
120150	Jennifer Burriss	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
109849	Jennifer Chan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
92831	Jennifer Chen	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
104822	Jennifer Forbes	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
123892	Jennifer Graham	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
131988	Jennifer LaCosta	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
124368	Jennifer Manguma	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
147891	Jennifer Niami	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
144369	Jennifer Ruiz Henao	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
101265	Jennifer Sartor	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
99295	Jennifer Stephen	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
110349	Jenny Tang	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
109485	Jens Lepa	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
126623	Jesoumi Carrera	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
97379	Jer Ray Tomlinson	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
127350	Jeremiah Mitalahazi	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
107014	Jenny Allemund	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
161827	Jenny Corvieu	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
162376	Jenny Devasvithin	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
144773	Jenny Helges	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
115836	Jenny McCoy	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
142373	Jenny Nisato	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
136689	Jenny Nash	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
92170	Jenny Smith	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
149624	Jerry Wahl	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
109811	Jermaine James	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
108857	Jermaine Mohan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
93159	Jermaine Raymond	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
94626	Jermaine Ward	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
136571	Jermone Simek	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
100385	Jermone Johnson	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
113093	Jerome Sherwood Brady	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
137130	Jerome Walcott	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
155592	Jermin Nahir	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
108600	Jess Abour	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
133387	Jessa Schneider	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
113487	Jesse Chuvas	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
116095	Jesse Hill	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
92961	Jesse Kips	AB - Unified - Edmonton	N	No	0	0	0	0	\$	30,015.37	-	-	-
142592	Jesse McLeod	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
120679	Jesse Mide	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
129455	Jesse MosierBowers	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
109872	Jesse Owens	ON - Heepeler	N	No	0	0	0	0	\$	-	-	-	-
97603	Jesse Pena	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
143352	Jesse Price	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With IE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
98312	Jesse Rubin	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12853	Jesse Shea	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148100	Jesse Vander Sanden	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12946	Jesse Yacoubow	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162930	Jessi Lavallee	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106992	Jessica Boland	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110687	Jessica Clarkson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147722	Jessica Cockburn	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124012	Jessica DeLine	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130173	Jessica Doherty	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104159	Jessica Donghuae	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96933	Jessica Edwards	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131908	Jessica Gerardo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128475	Jessica Gordon	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105626	Jessica Harkasale	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140736	Jessica Kelly	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136507	Jessica Klassen	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159279	Jessica Lam	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121994	Jessica Lyall	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126218	Jessica Mediano	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121622	Jessica Miller	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138753	Jessica Nagy	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97107	Jessica Newton	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151342	Jessica Oosterholt	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115613	Jessica PetrotinaEgan	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94835	Jessica Pire	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118989	Jessica Price	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117173	Jessica Sandison	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142563	Jessica Sophia Wright	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135228	Jessica Weber	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147011	Jessie Hoos	ON - York Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100578	Jesynyn Niergarth	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114554	Jessy Bission	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103046	Jesus Andrade	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117961	Jesus Ong	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135337	Jetro Lagon	ON - Dundas	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152884	Jeyakumary Jeyakumar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147970	Jeyamagal Rajaghas	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108087	Jhelum Ghosh	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125351	Jheva Melville	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161715	Jhaleene D'aye Cruz	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139148	Jhoni Casillas Salazar	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155337	Jhoanna Aguila	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137772	Ji Hyung Kang	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119181	Jia Jun Fan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146628	Jiajie Wang	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138926	Jian Yuan	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152825	Jianfeng Ren	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151213	Jianwong Zhu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154359	Jieqiao Gao	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159691	Jiezhao Lu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118617	Jie Zhang	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92358	Jigar Aini	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142125	Jilana Bach	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136156	Jillian Johnson	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94823	Jillian MacNeil	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153098	Jinrit Vaidya	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150070	Jimmy Bourbonneme	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109425	Jimmy Cote	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142102	Jinfa Patel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148703	Jing Li	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
28904	Jing Miao	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152010	JingJing Li	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149454	Jinglei Li	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97210	Jino Mahior	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144739	Jinrong Xiang	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149143	Jitranakumar Panchal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158335	Joan Egunwoon	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162343	Joanne Petrie	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142107	Joanna Dumlaio	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129704	Joanna Greenidge	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JET	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
157964	Jeanne Bremer	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92716	Jeanne Ferguson	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95836	Jeanne Gedranki	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103523	Jeanne Sprank	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137702	Joan Du Silva	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156636	Joanquá Pineda	ON - Ottawa Commercial	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93168	Jocelyne Kwizena	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129251	Jodi-Cliff Bridgman	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118488	Jodi Moore	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111570	Jodan Stroma	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159395	Jody Boyd	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102252	Jody Fowler	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124854	JodyAnn Stone	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95406	Joe Manfredi	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159333	Joe Pang	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159652	Joel Barman	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120596	Joel Hebert	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93341	Joel Lam	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99818	Joel Morozoff	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153357	Joel Morozoff	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109418	Joel Thompson	ON - Dundas	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150943	Jocile Kamangu	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155278	Jocly Thompson	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117248	Joclynn Prall	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121965	Joannes Jacquelin	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125042	Joannes Comtoisland	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117223	John Akman	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149659	John Amadi	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159233	John Anzini	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94348	John Bell	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127673	John Bernabo	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133342	John Boutouros	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140941	John Burnett	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109230	John Bushell	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152227	John Chalk	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159836	John Dalico	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106178	John Franseur	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108369	John Friss	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93232	John Gardner	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92999	John Goodwin	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110952	John Gordon	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141948	John Gramson	ON - Village	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145280	John Hume	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104916	John Jacobs	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94909	John Kaufmann	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141177	John Madelon Mawela	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159326	John O'Keefe	ON - Village	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
24474	John Pastor	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154681	John Pium	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125833	John Tabin	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142689	John Tain	ON - Kington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158570	John Tain	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102532	John Terribley	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108012	John Turner	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148963	John Uddicks	ON - Heppler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149148	John Vanhook	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108028	John Wilson	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
1531906	Johannes Ologwuka	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
1043706	Johanne D'Souza	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153232	Johnny Luk	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114782	Johnny Quimbo	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156881	Johndal St Louis	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156648	Jocly Kamahumar	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94211	Jonathan Atkins	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157773	Jonathan Baines	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125440	Jonathan Cole	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128724	Jonathan Conto	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96134	Jonathan De Bragueza	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107764	Jonathan Desrosiers	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118159	Jonathan Fria	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154543	Jonathan Furtissant	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
142667	Jonathan Grakowski	ON - Kingston	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126122	Jonathan Jones	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151059	Jonathan Mark	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154239	Jonathan Mazumdar	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119178	Jonathan Nadesalingam	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124891	Jonathan Oakes	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92176	Jonathan Spohl	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163195	Jonathan Thompson	ON - Fairview North	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	230,000
136723	Jonice Zephr	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116464	Jonathan Adams	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113951	Jordan Beschev	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112024	Jordan Bailey	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110414	Jordan Burrows	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92429	Jordan Calmer	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136954	Jordan Davy	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122227	Jordan Etherington	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143769	Jordan Henry	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138856	Jordan Smith	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105175	Jordan Stewart	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127586	Jordan Walker	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155051	Jordan Zuhowski	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158348	Jordane Petit	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113094	Jordana Smith	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116928	Jordon Blagrove	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109999	Jordon Landry	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154962	Jordon McKay	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95642	Jordyn Audite	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149462	Jordyn Francis	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130167	Jorge Alvarez	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146591	Jorge Atana	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160355	Jorge Coll	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115112	Jorge Daura	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92078	Jorge Jencas	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146222	Jorge Maharaj	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125627	Jorge Pilay	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151987	Jose Alsharde	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160513	Jose Aguilar Fonseca	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148112	Jose Augusto Grehim Filho	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133208	Jose Castillo	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118471	Jose Oelblo	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112758	Jose Contreras	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124356	Jose Luis Palma	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122083	Jose Niela	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149805	Jose Romano	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99218	Jose Vuigbese	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158558	Joseph Bak	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126880	Joseph Barreau	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126941	Joseph Beillon	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111201	Joseph Bywerth	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129297	Joseph Clarke	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143694	Joseph DeCote	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105228	Joseph DiFurio	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91554	Joseph Edil	ON - Etchicake	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106491	Joseph Etzebo	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151133	Joseph Fausnight	IN - Fort Wayne	No	N	0	0	0	0	\$ -	\$ -	\$ -	71,125.05	\$ -
145896	Joseph Gonyea	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139463	Joseph Louis	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95291	Joseph Ludvick	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155882	Joseph Lude	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151952	Joseph Mannel	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122099	Joseph Marshall	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130606	Joseph Moosman	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96934	Joseph Muklubi	AB - Unified - Edmonton	No	N	0	0	0	0	\$ -	1,565.12	\$ -	\$ -	\$ -
160517	Joseph O'Brien	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155012	Joseph Palaiyathu	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250,000
158268	Joseph Redlick	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137319	Joseph Swanton	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106482	Joseph Valerino	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158112	Joseph White	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160947	Joseph Williams	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250,000

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
102424	Joseph Nwachukwu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93366	Josephine Junway	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130184	Josiah Amoko	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123490	Josiah Arca	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
962415	Josiah Arsenault	ON - United Kingston	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154092	Josiah Bobal	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92231	Josiah Campbell	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105326	Josiah Carter	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154563	Josiah Carrell	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151468	Josiah Coleman	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114372	Josiah Cormier	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136182	Josiah Edwards	ON - Ilkington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102251	Josiah George	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124771	Josiah Gillis	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137972	Josiah Lasalle	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98770	Josiah Loyer	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138682	Josiah McKay	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140149	Josiah McKenzie	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116470	Josiah Skemmer	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135497	Josiah Olson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161803	Josiah Simmons	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147236	Josiah Tennant	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149227	Josiah Walters	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91468	Joy Boyo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97299	Joyce Fernandes	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159234	Joyce Paris	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157553	Joyce Via Rainos	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132772	Juan Astado	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109814	Juan Carlos Cuevan	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92849	Juan Cerritos	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96130	Jude Uyi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99221	Judith Reid	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104647	Judith Zampora	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128891	Judy Herdman	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161623	Judy Smither	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148101	Jue Hu Ho	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135385	Julia Greenidge	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135409	Julia Tryniak	ON - Ilkington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154487	Julia Szanblytse	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98845	Julian Fong	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126886	Julian Rucschini	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149135	Julie Bokkonen	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132284	Julie Lalour	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101442	Julie Vallancourt	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130229	Julie Young	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117959	Julie Ann Brown	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140280	Juliet Swager	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162897	Julio Moreno	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135125	Julius Endoh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160319	June Paik	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159761	Jungiang Wu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105877	Justene Edwards	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108371	Justin Absararis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131342	Justin Baker	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97068	Justin Crofts	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143335	Justin Fitzpatrick	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148827	Justin Force-Carrad	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94921	Justin Gaudesault	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145588	Justin Heath	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157178	Justin Jerome De La Cruz	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154208	Justin Magallanes	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160885	Justin Maloney	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134772	Justin McGregor	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113661	Justin Narain Deen	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144949	Justin Ikwon	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146434	Justine McGlym	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147975	Justine Pearce	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118624	Justine Wallace James	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119337	Justyna Czajko	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92836	Juvin Abraham	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110370	Kadeem Morris	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
96761	Kaileen Blair	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
110516	Kadiant/Kasandra Owens	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
103850	Kalina McDonald	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
151153	Kalish Miller	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
135697	Kali Chowdhury	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
98747	Kangwa Kuramit	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
145278	Kabelem Crossman	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
154414	Kahliah Brown/Sinkar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
151188	Kahli Quesh	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
117760	Kaiti Wareham	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
94706	Kasha Edwards	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
99256	Katlin Storie	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
113933	Katlin Hamah	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
163598	Katlin McTaggart	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
94793	Kathryn Reid Legge	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
91555	Katlyn Ryan	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
133389	Katlynn Iley	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
159278	Katji Solanki	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
113492	Katjani Thaneswaran	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
102608	Katjana Ross	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
95601	Katjevan Vasanthamban	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
139860	Katrin Eblhi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
150338	Katf Ali Baidhaw	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
93004	Kelsey Paterson	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
139222	Kanadechi Karunamadhan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
150952	Kamal Abdehmoosim	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
119336	Kamal Drie	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
117036	Kamal Noor	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
154120	Kanulji Kaur	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
143701	Kamrhz Rana	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
162629	Kamel Issa	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
155279	Kamila Kamibka	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
135423	Kamola Larysa	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161302	Kanwar Hadjilajzi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
151394	Kang Wang	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
140257	Kanshka Shaban	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
125353	Kaslin Williams	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
148676	Kaari Minami	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
101573	Kapeoria Rutina	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
154860	Katrice Lamotte	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
151292	Kara Wilkinson	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
142243	Karen Jarwalla	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
161972	Karen Nathwanal	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
98089	Kararbir Singh	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
144176	Kareem Baker	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
146441	Karen Beebol	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
107746	Karen Daire	ON - Ellington	No	N	0	0	0	0	\$	-	-	-	-
93829	Kares Clark Gilegow	ON - Ellington	No	N	0	0	0	0	\$	-	-	-	-
115765	Karim Ali	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
104339	Karim Grigs	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155752	Karim Kheja	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
95729	Karim Rajia Fallah	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
115115	Karim Lam Brouassa	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
158655	Karsa Schippers	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
145263	Karl Diensch	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
128675	Karl Swanton	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
106170	Karla Ipanaque	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154954	Katrine Biddshaw	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
99252	Kathy Francis	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
104157	Kath Shea	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
96654	Katie Maloux	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
139488	Katy O'Brien	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
94213	Karinda Anegashie	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
147216	Karinel Spencer	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
133810	Karimokem Barrie	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
151972	Karim Walcott	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
132707	Karimkaran Mubandharash	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
114727	Kasim Mohammad	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
92279	Kasia LeBlanc	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
145743	Kassim Daad Kallineh	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
108992	Kassia Harvie	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With IE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
117066	Kassim Kiri	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112933	Kathia Eszteri	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96881	Katarzyna Stawowczyk	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95705	Kate Fitzmaurice	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118578	Kate Sinclair	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95627	Katelyn Bowhuis	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121698	Katelyn LeFebvre	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116549	Katelynd Dupre	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131369	Katherine Courreau	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113465	Katherine Mezniger	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155195	Kathleen Devonport	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95520	Kathryn Meredith	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125437	Kathryn Pettit	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140153	Katiba Allen	OH - Beachwood	N	No	0	0	0	0	\$ -	\$ -	8,605.97	9,935.10	\$ -
144756	Katie Bruce	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140965	Katlin Pichie	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99285	Karina MaltRobert	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100648	Karim Nolan	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154111	Karina Rucko	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95604	Karina Vanderwyk	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145762	Karen Young	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133402	Kare Lewin	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124849	Karolina Figini	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108567	Karla Davro Watson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97261	Karla Ghazarian	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101595	Karla McGe	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102579	Karla Perry	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102440	Karla Sutton	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95167	Karla Thompson	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99580	Karlanker Rodgers	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147128	Kayleigh Williams	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97962	Kayode Akiyola	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158293	Keandra Alysia White	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94506	Keisha Robinson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123206	Keenan Manard	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153223	Keenan Miller	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110035	Keeshon Bonner	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128746	Keith Rose	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140022	Keinckie Sunde	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104299	Keino Heath	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100782	Keisha Cox	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110573	Keith Ferrell	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91870	Keith Gillis	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116024	Keith Munro	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123972	Keith Nisbet	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137981	Keith Shirley	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139236	Keith Hogg	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157478	Kellan King	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	100.00	\$ -
120716	Kellona Gill	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158598	Kelly Carreiro	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95248	Kelly Gaumnacio	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105491	Kelly HarveyMykala	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112561	Kelly Hughes	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159439	Kelly Retiwell	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154760	Kelsey Dennis	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122096	Kelsey Machin	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143537	Kevin Reay	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104874	Kevin Smith	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129318	Kevin Tronekfield	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99103	Keisha Robinson	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159435	Kemsha Flaughton	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134295	Kemonda Williams	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128761	Kemp Simon	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95723	Ken Lan	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104045	Kenia Ballentine	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118611	Ken Alama	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100631	Kenechukwu Moka	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105883	Kemesh Davis	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112894	Kemesh Grant	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139183	Kemesh Plumstead	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160130	Kemesh Watkins	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
150409	Kennedy Holloway	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163174	Kemp, Cola	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115632	Kemp, Lavin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117966	Kern, Felder	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147753	Kevin Eesedi	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127573	Kevin Kokawicz	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140963	Keshia Calkinder	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122331	Kennick, Lewis	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105862	Keval Desai	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94910	Kevin Achambault	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105120	Kevin Bendorove	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155359	Kevin Boedram	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156113	Kevin Boedram	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100845	Kevin Cheng	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116259	Kevin Clark	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125698	Kevin Dronser	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104117	Kevin Dutra	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95001	Kevin Gauthier	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140704	Kevin Guerra	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138664	Kevin Guttridge	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112517	Kevin Hua	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154556	Kevin Jonstra	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113488	Kevin Lawless	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100057	Kevin McArthur	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126985	Kevin Nation	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139145	Kevin Santos	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125302	Kevin Ward	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100655	Kevin McKenzie	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124182	Kim Jui Brown	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113495	Khalidja Abdurahim	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98066	Khalifa Ahmed	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148723	Khairuzaman Kazi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122483	Khaia Siddiqui	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108874	Khaled Bayoumi	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152641	Khaled Charifa	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150200	Khaled Khaled	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111210	Khaled Khalil	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135159	Khaled Rashid	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137913	Khaled Sherif	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117040	Khaled Youssef	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152832	Khalid Mahmood	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97239	Khalid Stripthane	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116789	Khalif Ali	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160270	Khundakar Md Hyder	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111071	Khesraw Nazar	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160635	Khasim Siddiqhi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158202	Khyatjuna Stevesho	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151228	Kinshad Ahmad	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151108	Kiefer Smiker	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113959	Kel Yon	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130210	Kim Hemin	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153925	Kim Li	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119089	Kim Wachekier	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97605	Kimberley Medeiros	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141220	Kimberly Moody	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146223	Kimberly Pascho	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104475	Kimberly Poyser	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160515	Kimberly Coleman	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142759	Kimberly Hoven	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144578	Kimberly Morrison	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131721	Kimberly Tully	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131571	Kimely Nero	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143045	Kimeshia Williams	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149457	Kitsey Reese	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142973	Kiambir Kaur	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153453	Krankeerj Varan	ON - Kitchener/Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142128	Krby Eveleigh	ON - Hespler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132027	Krill Nam	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152635	Krk Stephenson	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158596	Kristie Stewart	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/OID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
116785	Ksanthiyi Jayakumar	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
107789	Kishore Nair	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
154830	Kishorekumar Krishnamoorthy	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
154559	Kien Trinh	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
140282	Kiantha Wasak	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
135278	Klaus Cule	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
133620	Kyle Parker	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
145118	Krasiree Welcome	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
150253	Kohji Ashley Anne	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
150257	Kohraj Somsundaram	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
143770	Kodi Osborne	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
99650	Kody Irvine	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
162919	Kolawole Srank	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
160217	Kooshmarie Heera	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
143511	Korosh Alangar	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
98065	Kouroush Arzaghassemi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
121340	Kris Perry	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
156118	Krishna Joshi	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
148419	Krishna K C	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
131931	Kristen LeBlanc-Quiroz	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
104441	Kristen Watson	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
126147	Kristi Green	ON - Hespler	N	No	0	0	0	0	\$	-	-	-	-
101695	Kristie Hillier	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
120715	Kristin Collins	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
152623	Kristin Martins	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
108268	Kristin Owen	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
92180	Kristina Amisic	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
131413	Kristina Caroline Knight	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
102580	Kristina Tustin	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
117480	Kristine portis	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
106214	Kristoff Reid	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
155811	Kriston Bejai	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
154500	Kriston Gomez	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
124185	Kristopher Barth	ON - Billington	N	No	0	0	0	0	\$	-	-	-	-
119065	Kristopher Woods	ON - Hespler	N	No	0	0	0	0	\$	-	-	-	-
96138	Krupal Mehta	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
142349	Kruthika Kamesh	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
94344	Krunika Raj	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
110030	Kryssa Yates	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
156848	Krystal Bailey	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
124123	Krystal Wood	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
91972	Kryzstof Kudawski	ON - Billington	N	No	0	0	0	0	\$	-	-	-	-
143044	Kulzabe Gondom	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
914773	Kui Ching Ho	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
99776	Kuljika Kulasegaram	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
158434	Kulbir Bhullar	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
165390	Kuldeepak Sharma	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
123536	Kunal Jhaque	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
123635	Kunal Goyal	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
975286	Kunshen Wei	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
110039	Kunimner Syed	ON - Billington	N	No	0	0	0	0	\$	-	-	-	-
96691	Kunrojjo Tijho	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
99699	Kur N'gong	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
145208	Kurt Spielmacher	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
105641	Kurt Worten	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
130475	Karris Meads	ON - York Mills	N	No	0	0	0	0	\$	-	-	-	-
116031	Karunathy Kugalan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
99383	Kash Patel	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
104672	Kavenu Asante	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
113778	Kayana Lakonde	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
114551	Kyla Batten	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
143467	Kyla Johnson	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
123610	Kyle Adam	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
132694	Kyle Archibald	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
151024	Kyle Barner	ON - Hespler	N	No	0	0	0	0	\$	-	-	-	-
135807	Kyle Downey	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
105537	Kyle Forbes	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
94766	Kyle Garner	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
97000	Kyle Gorfe	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
109344	Kyle Harrison	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
96095	Kyle Hiskop	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163019	Kyle Hudson	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143041	Kyle Mc Fadden	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15718	Kyle O Connor	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147385	Kyle Pelletier	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95552	Kyle Ramsay	ON - Hamilton	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100886	Kyle Fisher	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
193335	Kyle Squeuin	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110377	Kyle Stubbs	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159692	Kyle Treanor/Walker	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154144	Kyle Van Dyke	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128789	Kyla Dealy	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122850	Laavanya Selvarathen	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133811	Laisa Sivanesan	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147660	Ladan Hafizi	ON - Burlington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108266	Ladislav Mandaric	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100663	Lalini Dassanayake	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152628	Lalinee Cragle	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159234	Lalitha Surendra Babu	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140931	Lalindra Jayasinge	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114449	Lam Ploew Fong Lam Wai Yum	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115835	Lamin Gasarna	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120345	Lan Gu	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162723	Landing Jutta	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157281	Lamy Rootenberg	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155749	Lara Younan	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104172	Larissa Abuan	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147775	Laruelle Phillip	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146098	Lath Anselme Ghonghe	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92714	Laticha Coombs	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95498	La'Foya Butters	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97487	Laura Baslian	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106189	Laura Benjamin	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136340	Laura Thomson	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121943	Laurin Benoit	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128502	Laurien Butler	ON - Burlington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96686	Laurin Hershorn	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120553	Laurin Leeshae	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123923	Laurin Perks/morti	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113099	Laurin Sparks	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101759	Laurin Maposa	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144526	Laurie Christensen	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104195	Laurie Vares	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93551	Lawrence Adjekum	ON - Hamilton	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106594	Lawrence Dykm	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147850	Lawrence Gibson	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158938	Lawrence Hale	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145206	Lawrence MacLean	ON - Burlington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108594	Lawrence Toulouse	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162519	Laywan Clarke	ON - Fairview North	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98947	Leah Jobb	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126882	Leah Muck	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127612	Leah Morrison	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154288	Leah Price	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148787	Leah Roman	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148964	LeahMarie Ray	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112457	Leandro Rocha	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
954416	Leanna Lesso	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99104	Leanna Thomas	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152000	Leanne Nickerson	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101562	Leanne Robson	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105488	Lee Bissonette	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143697	Lee Galdanz	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120876	Lee Lan	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133400	Lee Marvati Obsequio	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153579	LeeAnna McEwan	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152329	Lei Clo	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152811	Leila Almudi	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160521	Leila Harcedina	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145574	Lemar Kerr	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109223	Lenneal Graham	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

600.00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
101665	Lennox Antoine	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134482	Lennox Hughes	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110369	Leo Mianasso	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122001	Leon Parkes	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154211	Leonard Andrew	ON - Burlington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97999	Leonard Gardner	ON - Ottawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101560	Leonardo Perez	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109030	Leonardo Rubin	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95047	Leonel Gallant	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159227	Leopoldo Fimbel	ON - Villing	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99580	Leslie Scudero	ON - Villing	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93138	Lester Clarke	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135597	Levi Czernewski/Paulin	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137518	Levin Pols	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152726	Lewis Awah	ON - Burlington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99819	Leon Alamin	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108025	Lewis James	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152435	Levame Tinoso	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156223	Li Huang	ON - Toronto	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137206	Liam Kelly	ON - Villing	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160934	Lihain Hussein	ON - Fairview North	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150452	Lihan Dirir	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128790	Lilim Vighese	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121953	Lilim Yusuf	ON - Ottawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140276	Lilet Shewangzaw	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126627	Lijo Chakkalamathu	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130603	Lilbeth Po	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151760	Lingang Shi	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109588	Lina Yuan	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109898	Linda Bromelle	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93738	Linda Rutevski	ON - Don Mills	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134146	Linda Whitman	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144482	Lindsay Holden	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102175	Lindsay Holland	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121100	Lindsay McLean	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159010	Lindsay Needham	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128477	Lindsay Perri	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98429	Lindsay Spooner	ON - Ottawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109590	Lindsay Leppik	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96872	Lindsay Todd	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109227	Lindy Dong	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115765	Lindora Elliott	ON - Villing	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94135	Ling Feig/Zhang	ON - Hamilton	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133642	Ling Xiao/Zhao	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150449	Lina Pinaral	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102301	Linqiu Liu	ON - Burlington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163382	Linael Kisoro	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156279	Lisa Chan	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106686	Lisa Holdsworth	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118155	Lisa Mancini	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117632	Lisa Roussel	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99294	Lisa Singh	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140705	Litan Chakrabarty	ON - Kitchener-Resi	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153924	Liviana Chijje	ON - Burlington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151619	Ljaneew Klaine	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114450	Liz Cuffy	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127755	Liamely Frias	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128975	Lloyd Anderson	ON - Burlington	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92968	Lloyd MacGregor	ON - Fairview	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157986	Lolena Slauko	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97206	Loatle Kotulu	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118470	Logan Bonnet	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121102	Logan Rapp	ON - Kitchener	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143412	Lolc Bambi	ON - Ottawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143671	Lord Elahi	ON - Villing	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118427	Lore Avon	ON - Ottawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110381	Lorna Arce	ON - Yorkland	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103847	Lorna Kertles	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92383	Lorraine Carewell	ON - Oshawa	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95044	Lorraine Thiessen	ON - Hamilton	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115114	Louise Spychig	ON - Hepler	N	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

250,000

100,000

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
147623	Louise Awang	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
92012	Louise Gaudet	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
63945	Louis-Francois Courtemanche	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
159574	Loverence Jokonga	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160077	Lu Lu	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
132029	Luan Chung	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160629	Luan Seal	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
155031	Lucas Gray	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
98596	Lucas Latriola	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
151025	Lucas Mader	ON - Heppler	No	N	0	0	0	0	\$	-	-	-	-
180818	Lacie Collin	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96086	Lacie Gellinas	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
162466	Luis Castillo	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
111810	Luis Meza	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
94342	Luis Pena	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
99817	Luis Popoi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
120859	Luis Rodriguez Gil	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
109490	Luis Ullon	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
91452	Lukas Pinnel	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
151106	Lake Silver	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
112417	Lake Tucker	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
121603	Luz Rodriguez Alvarez	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
145726	Lylaine Uwase	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
115833	Lynlon Kermack	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
110959	Lynskyy Staggitt	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
159249	Lynne Kolezar	ON - Etobicoke	No	N	0	0	0	0	\$	-	-	-	-
157596	Lynette Mettle	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
159133	Lynholyla Novikova	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
138240	M Reif Szydat	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
117478	M Bark Oumathou	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
110958	Ma Lourdes Rosales	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
124299	Maharadhia Simela	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
115824	Mabel Christensen	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
157371	Mackenzie Dasti	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
151524	Mackenzie Vesters	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
155684	Madelaine Kalisz	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
126846	Madiha Hassan	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
98073	Madiha Khan	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
116533	Madison Gray	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
95732	Madonna John	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160766	Madshele Mondesih	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
135128	Mae Faith Mlingit	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
98056	Maggale Palmer	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
136957	Maged Zohry	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
104644	Maggy Shaufik	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161419	Maisyeri Oualrique Guanguaney	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
121730	Maha Zahrong	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
165394	Mahad Jatta	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
162226	Mahad Salat	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
105101	Mahajeyum Mahalingam	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
156345	Mahamed Kazi	ON - Village	No	N	0	0	0	0	\$	-	-	-	-
91471	Mahammad Said	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161256	Mahik Alhars	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
160887	Mahleh Ensaifi	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
150256	Mahendrakumar Prapupati	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
142390	Mahera Maslifa	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
136236	Mahesh Bachand	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
113065	Mahesh Barya	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
108400	Mahmoud Mohammedi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96469	Mahmoud Goudarizhanghani	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
160892	Mahmoudeza Maiboudi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
139164	Mahmud Shahed	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
115536	Mahsen Mohamad	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
159454	Maira Djaliluchi Francisco	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
131910	Maire Morin	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95414	Maisie Rozyaklers	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
91470	Majid Al Monezz	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
150906	Majid Jafari	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
120606	Majid Shegaw	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
95408	Makani Kinnah	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
147388	Makhsud Lahi	ON - Heppler	No	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
108799	Maks Radowski	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
157259	Maksim Nikodov	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
160136	Maksud Khanum	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96790	Maksym Stepylak	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
153572	Milany Velepallai	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
153923	Mamadou Camara	ON - Ottawa Commercial	No	N	0	0	0	0	\$	-	-	-	-
114546	Mamadou Sanogo	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
192235	Mamadou Sibbe	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
112744	Mam Mirza	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
119551	Mamla Bui	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
158178	Martina Esmeeth	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
136000	Mandeep Gill	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
111579	Mandeep Grewal	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
92341	Mandy Streets	ON - Hamilton	No	N	0	0	0	0	\$	-	-	-	-
126574	Manish Kausik	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
147993	Manjinder Mahal	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
160389	Manjit Garcha	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
144477	Manjot Mundy	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
134327	Manjot Singh	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
159885	Manjil Acharya	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
191154	Manorika Ramasinghe	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	250.00
157724	Manish Wang	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
113098	Manish Arora	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
149472	Manuel Camble	ON - Cambridge	No	N	0	0	0	0	\$	-	-	-	-
142127	Manuel Paiva	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
124847	Manuel Ramos Da Cruz	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
149007	Manvir Kolloe	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
99313	Manvir Rahman	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
94764	Mare Barbeau	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
130720	Mare Lamoureux	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
141047	Mare Lessard	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
118366	Mare NordenmannKeller	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
131929	Mare Pultrones	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
107585	Mare Rechin	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95295	Maree Champagnie	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
150460	Marecia Flores Fuenes	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
153771	Mareelo Avahide	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
126165	Mareia Kereff	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
96877	Marecky Manjilat	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
121642	Marco Cepeda	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
130478	Marco Mearocci	ON - York Mills	No	N	0	0	0	0	\$	-	-	-	-
150557	Mareta Boekhoven	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
120779	Marewa Lukacs	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
139987	Marewa Ramnauth	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
123955	Margaret McIsaac	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
106749	Maria AlMasaani	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
128684	Maria Corub	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
125037	Maria Ehabdha	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
94510	Maria Emmel	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
117486	Maria Greshemina	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
135238	Maria In BaptisteHenry	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
91679	Maria Lopes	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
114724	Maria Mavridis	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
156548	Maria Sanjar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
141389	Maria Sirlani	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
99168	Mariah Smith Chabot	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
156590	Mariam Ali	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
123625	Mariam Djawara	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
113720	Mariam Sibbe	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
130592	Mariam Avram	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
157269	Marianne Wolfe	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
161200	Mariano Villalba	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
161252	Marica Stuart	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
121430	Marie PeufFere	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
147429	Marie Verdier	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
123293	Marietta Niyonguzizi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
160565	Martina Raymond	ON - Villing	No	N	0	0	0	0	\$	-	-	-	-
137905	Mario Buelak	ON - Hespler	No	N	0	0	0	0	\$	-	-	-	-
131330	Mario Conchese	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
116551	Mario Ibrahim	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
113712	Mario Lee	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
128026	Mario Negraro	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
143955	Mario Pablo Gonzalez	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
95879	Mario Vieira	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
95609	Marion Durbin	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
97382	Marissa Gaskin	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
114864	Marita Henske	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
101392	Martine De Alie	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
134519	Mark Astriff	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
105227	Mark Bally	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
157966	Mark Deveau	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
119042	Mark Fraser	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
118491	Mark Fimppong	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
133046	Mark Hill	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
133388	Mark Komfeschmidt	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
105600	Mark Laria	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
131567	Mark Olychuk	ON - Hepeler	N	No	0	0	0	0	\$	-	-	-	-
156609	Mark Rejzmoole	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
131771	Mark Shephard	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
145165	Mark Vowles	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
91678	Mark Wong	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
104019	Mark Anthony Degawa	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
106215	Mark William Hebert	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
157992	Mariene Mamiomsono	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
130026	Marquis Nowakowski	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
137317	Mars Kosakin	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
159983	Martha Misciano	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
101421	Martia Allen	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
125040	Martin Cruz	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
109521	Martin Foster	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
162600	Martin Kryslak	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
160129	Martin Wall	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
112472	Martin Zwacke	ON - Hepeler	N	No	0	0	0	0	\$	-	-	-	250,000
133078	Marceluz De Jesus	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
114693	Marven Metelin	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
122056	Marvin Edward Molina	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
99643	Marvin Samon	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
92992	Marvin Smith	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
156694	Marwa Ali	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
98061	Mary Ann Morris	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
166536	Mary Anne Browning	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
133896	Mary Anne Gantzen	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
132217	Mary Bartholomew	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
95508	Mary Chung	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
108340	Mary Gem Manahan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
130172	Mary Godin	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
92837	Mary Peczeczek	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
93245	Mary Phanadjan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
131511	Mary Weymouth	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
157289	Maryam Bhinder	ON - Mississauga	N	No	0	0	0	0	\$	-	-	100,000	\$
149617	Maryam Nezzati	ON - Hepeler	N	No	0	0	0	0	\$	-	-	-	-
116254	MaryAnn Anderson	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
151889	MaryAnn Paracento	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
127754	Marzia Bahimi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
141192	Masoud Ashurina	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
157961	Masoud Sharifi	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
116095	Mathan Balsundaram	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
131241	Mathan Premachandran	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
134541	Mathew Barber	ON - Hepeler	N	No	0	0	0	0	\$	-	-	-	-
132115	Mathew Brodie	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
134251	Mathew Heim	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
95648	Mathew Hylad	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
98887	Mathew Wilson	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
131512	Mathew Bellefeuille	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
145234	Mathieu Courchesne	ON - Hepeler	N	No	0	0	0	0	\$	-	-	-	-
137519	Mathieu Nigamun	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
119037	Mathura Kimmalykuganum	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
130670	Mathu Benayha	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
27348	Matr Behr	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
105713	Matr Braithwaite	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
137235	Matthew Anderson	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Skill With JET	Wrote Sales?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
143090	Matthew Axaro	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
121088	Matthew Brown	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
140229	Matthew Chick	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
125279	Matthew Cordelle	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
138084	Matthew Desvieux	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
102193	Matthew D'Amico	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
148951	Matthew Fegan	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
143463	Matthew Foa	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
118619	Matthew Higgins	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
142155	Matthew Ingram	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
112061	Matthew Kaldoniga	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
115188	Matthew Kemp	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
141354	Matthew Linton	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
147996	Matthew Madsen	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
114389	Matthew Madaran	ON - Hepler	No	N	0	0	0	0	\$	-	\$	-	\$
127675	Matthew McLean	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
163095	Matthew Madrick	ON - Fairview North	No	N	0	0	0	0	\$	-	\$	-	\$
134059	Matthew Mann	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
161173	Matthew Ramsey/Edwards	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
109790	Matthew Rice	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
94569	Matthew Rebur	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
134809	Matthew Roy	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
109058	Matthew Salmon	ON - Burlington	No	N	0	0	0	0	\$	-	\$	-	\$
115768	Matthew Shaddock	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
127861	Matthew Simms	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
130220	Matthew Wynn	ON - Hepler	No	N	0	0	0	0	\$	-	\$	-	\$
109575	Matthew Woodcox	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
142665	Matint Teysama	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
111190	Maulica Prajapati	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
160420	Mareen Kasimbi	ON - Toronto	No	N	0	0	0	0	\$	-	\$	-	\$
133043	Mareen Khegfu	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
162207	Mavis Onodoge	ON - Toronto	No	N	0	0	0	0	\$	-	\$	-	\$
163210	Mark Hinkle	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
122092	Max Kowczyk	ON - Hepler	No	N	0	0	0	0	\$	-	\$	-	\$
101305	Max Wong	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
159043	Maxim Scherzer	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
148456	Maxime Parent	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
113658	Maxwell Staddon	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
102045	Mava Kumar	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
119131	Mavi Krulik	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
139344	Mayuri Sewani	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
97218	Mayuram Subramaniam	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
159764	Mazidi Eva	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
94712	Mazin Kasabou	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
96689	Mbumba Albert	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
169962	Minon Collins	ON - Toronto	No	N	0	0	0	0	\$	-	\$	-	\$
116387	McGeorge Goodlick	ON - Valung	No	N	0	0	0	0	\$	-	\$	-	\$
148420	McKenzie Gill	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
116472	McKieffie Rawlins	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
130470	McKinley Karunkamuni	ON - York Mills	No	N	0	0	0	0	\$	-	\$	-	\$
92832	MD Akesh Khan	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
132028	MD Abdulh Al Nouman	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
150133	MD Aml Shiper	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
152229	MD Abdulrazzaq Shukter	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
156276	MD Aul Sohal	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
155885	MD Hasan Hamu	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
126668	MD Huda	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
123302	MD Rafiqul Khan	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
157054	MD Tasequl Khan	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
129294	MD Rezal Karim	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
91653	Meghan Halford	ON - Hamilton	No	N	0	0	0	0	\$	-	\$	-	\$
121942	Meghan Marcyuk	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
130604	Mecomon Nyase	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
163020	Medhant Weerasinghe	ON - Fairview North	No	N	0	0	0	0	\$	-	\$	-	\$
109225	Medhu Barnes	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
150454	Medhu Sankhlin	ON - Cambridge	No	N	0	0	0	0	\$	-	\$	-	\$
122552	Megan Boyd Danley	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
153120	Megan Cary	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$
136155	Megan Gose	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
95932	Megan Pimm	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
130761	Megan Rehnille	ON - Oklawaha	No	N	0	0	0	0	\$	-	\$	-	\$

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AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
145733	Meghan Perry	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136625	Mehboob Jilani	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154124	Mehdi Akbari	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132711	Mehdi Akbarif	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119444	Mehdi Rokni	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160455	Mehar Yeramseety	ON - Fairview North	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135649	Meharul Khan	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113100	Mehvegan Bakhtiar	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96013	Mehvash Hemmat	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98878	Mehul Manjushwar	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116455	Mehul Parikh	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142153	Mehul Sonani	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143067	Mei Li Lu	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163398	Meiky Chong	ON - Fairview North	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101362	Melaid Akbari	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114695	Melanie Biligata	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93165	Melanie Espelera	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134717	Melanie Morrison	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161521	Melanie Nicholls	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ 200.00
91450	Melika Eskandar	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94922	Melinda Sloan	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
16287	Melissa Kuc	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142939	Melissa Bennett	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156065	Melissa Black	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162139	Melissa Bradley	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121944	Melissa Lunge	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134520	Melissa Pereira/Mulik	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148540	Mellum Mubasag	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140750	Mem Kit Garry Guan	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137637	Mercedes Lefrancois	ON - Hespler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94709	Merhawi Kilwom	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117648	Merhawi Zebarias	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158385	Meriem Blomela	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129255	Merissa Goldilla	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107019	Merlene Francis	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97520	Mersaleh Ghani	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140253	Mersha Aweis	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134741	Messaud Zaid	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102586	Meta Vodopivc	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149875	Milana Stangura	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98246	Micah Bond	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137701	Michael Accellio	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140013	Michael Akorn	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125666	Michael Alfoque	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92481	Michael Allayne	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130179	Michael Allayne	ON - Hespler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160569	Michael Anderson	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114138	Michael Andrews	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91681	Michael Bellomo	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161206	Michael Berolimi	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94702	Michael Bertrand	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160523	Michael Boland	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103575	Michael Camilleri	ON - Etobicoke	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ 250.00
161522	Michael Chamski	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126586	Michael Cinto	ON - Viking	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133076	Michael Cooke	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92484	Michael Coura	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95474	Michael Cristofolini	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98660	Michael Curran	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155973	Michael Derbyshire	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154597	Michael Dolan	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99484	Michael DumoCagne	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109859	Michael Esqueda	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97827	Michael Fairo	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144741	Michael Crauvtich	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162445	Michael Jekeli	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142245	Michael Kokokans	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149512	Michael Lambert	ON - York Mills	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122382	Michael Lenehan	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140118	Michael Mub Mengalshah	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108629	Michael Muidment	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
15179	Michael Meorovich	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
13918	Michael Meissner	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
112732	Michael Momehramso	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
94505	Michael Myers	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
124852	Michael Pallotta	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
146757	Michael Paganonov	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
135737	Michael Quinn	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
131317	Michael Simpson	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
108854	Michael Sintonato	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
110689	Michael Schneider	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
110041	Michael Serefinshcroft	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
108187	Michael Sher	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
131336	Michael Smyth	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
116029	Michael Stone	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
106022	Michael Stoesk	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
137156	Michael Switzer	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
133855	Michael Taylor	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
142888	Michael Tracey	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
123951	Michael Trani	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
129221	Michael Vain	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
107748	Michael Vieira	ON - Billington	No	N	0	0	0	0	\$	-	-	-	-
150618	Michael Walter	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
125952	Michael Williams	AB - Calgary	No	N	0	0	0	0	\$	-	-	-	-
161194	Michael Ziemerik	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
140882	Michaels Dyle	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
147894	Michaels Watson	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
115430	Michael Hernandez	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
138781	Michael Cormier	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
127474	Michele Brnzese	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
96674	Micheline Tullier	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
129945	Michele Baier	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155231	Michele Bennett	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
144175	Michele Emmel	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
124124	Michele Fleming	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
98592	Michele Levesque	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
107581	Michele Lewis	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
93859	Michele May	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
106786	Michele Oliver	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
95576	Michele Pascal	ON - Billington	No	N	0	0	0	0	\$	-	-	-	-
130600	Michele Redel	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
108214	Michele Ross	ON - Thunderbolt Energy	No	N	0	0	0	0	\$	-	-	-	-
108685	Michele Roy	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
161467	Michele Simmons	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
143305	Michele Fennell	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
159580	Miguel Hilario	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
160564	Miguel Nomaka Ulla	ON - Billington	No	N	0	0	0	0	\$	-	-	-	-
107015	Miguel Rosche	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
148541	Miguel Turtios	ON - Billington	No	N	0	0	0	0	\$	-	-	-	-
127648	Mihai Serbanescu	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
95174	Mihir Mehra	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
146406	Mihuel Kankhanyan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
110820	Miles Specker	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96597	Miesha Ferron	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
121161	Mikhael Hayles	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
153455	Milan Dosen	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
157477	Milan Sytek	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	100.00	-
115346	Milad Vaziri	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
110574	Miles Scamiller	ON - Billington	No	N	0	0	0	0	\$	-	-	-	-
119817	Milos Mamblosa	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
103318	Mina Farag	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
117652	Mina Mikhail	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
119052	Ming Ming Yang	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
147065	Ming Wang	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95605	Mingdi Ma	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
158489	Mingsi Huang	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
126217	Mimi Philip	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
159833	Minsoo Byun	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
100476	minati Kim	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
95501	Mir Ali	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
15189	Miranda Alekschenko	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
108562	Miranda Brown	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
96216	Miranda O Keefe	ON - Unified Kingston	N	No	0	0	0	0	\$	-	-	-	-
128751	Mirel Basie	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
113659	Mirela Tufaj	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
118778	Miriam Bart	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
109852	Mirna Chandrakumar	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
149530	Miroslav Milanovic	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
150458	Mirza Hasan	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
151291	MishaGaye Miller	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
139238	Misuna Mendonza	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
118775	Missy Watson	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
161897	Michelle Bauman	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
135738	Michelle Bets	ON - Hepler	N	No	0	0	0	0	\$	-	-	-	-
119040	Michelle Vecchiola	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
117042	Michelle Waterman	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
111583	Mitzi Brown	ON - Thunderbolt Energy	N	No	0	0	0	0	\$	-	-	-	-
142391	Mouir Khisarw	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
112806	Mokesto Borja	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
146184	Moketeye Frank	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
98880	Moamed Simeola	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
128738	Mohamad Hamze Al Chami	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
142104	Mohamad Kasar	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
153118	Mohamad Nader-Sueck	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
133147	Mohamad Ouidat	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
148772	Mohamed Abdalkka	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
141394	Mohamed Almarie	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
109657	Mohamed Alshawi	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
126995	Mohamed Basber	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
126670	Mohamed Butu	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
100796	Mohamed Dieng	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
136577	Mohamed Elmahwany	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
116473	Mohamed Esse	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
150661	Mohamed Farag	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
99235	Mohamed Haarah	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
156134	Mohamed Hussein	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
161251	Mohamed Mahdi	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
157858	Mohamed Mahmoud	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
124369	Mohamed Mahroof	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
151126	Mohamed Mohamed	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
141288	Mohamed Saleem	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
94073	Mohamed Sow	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
119884	Mohamed Nwosu Asan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
116235	Mohamed Aboelm	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
145219	Mohammad Alshadid	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
102426	Mohammed Ali	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
140414	Mohammad Asad	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
147849	Mohammad Azam	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
118496	Mohammad Fardin	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
135500	Mohammad Fard	ON - Ilington	N	No	0	0	0	0	\$	-	-	-	-
96986	Mohammad Ghadimi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
103109	Mohammad Hassan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
95516	Mohammad Jamily	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
107384	Mohammad Kenchian	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
58762	Mohammad Khan	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
133921	Mohammad Khan	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
149634	Mohammad Khan	ON - Villing	N	No	0	0	0	0	\$	-	-	-	-
146868	Mohammad Lafi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
96127	Mohammad Farman Maresb	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
104171	Mohammad Rahman	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
156746	Mohammad Reza Chakeri	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
139863	Mohammad Serfati	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
152218	Mohammad Shahnyar	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
117902	Mohammad Siddiqui	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
135813	Mohammad Valdirad	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
99645	Mohammad Zafir	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
144065	Mohammedkarem Saremi	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
130212	Mohammedreza Mahdaviifar	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
111204	Mohammedreza Tadayoni	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
163199	Mohammed Abul Khair	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
									\$	-	-	-	\$7,59

Agent/OID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
112026	Mumtaz Zaki	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95222	Munirah Zaki	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
154825	Munirah Hutchison	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
19038	Munish Chahal	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
140420	Munsimaha Awolaja	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161604	Muntasir Marwan	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
142851	Munyoyi Boro	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
106903	Muraleshdharan Chathanangalam	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
129253	Murcell Brown	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
156419	Murice Stephens	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
92403	Muridarhar Bhat	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
152458	Murala Memoh	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
160833	Murshiq Ahmed	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
148453	Musafir Mohamed	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
118157	Musafir Barez	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
152271	Musafir Muhammad	ON - Ottawa Commercial	No	N	0	0	0	0	\$	-	-	-	-
145903	Musapha Kasab	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
157053	Muzaffar Qureshi	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
136724	Muzamil Shaik	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
100446	Myla Simpson	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
120726	Myong Gyu Cho	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
142177	Mysalib Jones	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
155509	Mykela Kozub	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
151526	Mykela Persepelysya	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
151558	Mylene Paule	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
95524	Myles Bishop	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
129484	Myra Ayala Barrios	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
115180	Myra Chantley	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
92072	Myra Naco	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
130416	Myron Gordon	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
132761	Myron Zhao	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
161802	Naba Sarker	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
149378	Nabi Fidou	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
128974	Nahid Huda	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
161622	Nahid Ahmed	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
127583	Nadia Beati	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
154340	Nadia Ramadan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
145307	Nadia Singh	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
95509	Nadia Warsame	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
98310	Nadia Zengello	SK - Fairview SK	No	N	0	0	0	0	\$	-	-	-	-
159068	Nadim Salek	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
142652	Nadir Mohamed	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
144751	Nasim Mir	ON - Hepler	No	N	0	0	0	0	\$	-	-	-	-
93348	Nasim Tajuddin	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
120875	Nasir Shahwan	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
146616	Natiff Marwan	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155750	Natiff Saiedmami	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
130419	Natigera Hazanka	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
152995	Nasir Kureshal	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
119554	Nasir Mohammed	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
153475	Nasir Meharabi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
102179	Nasir Shaido	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
98508	Nasim Chahra	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
152317	Nasim Mangar	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
94080	Nasir Ali	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
100120	Nasim Murray	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
112382	Nasim Khan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
161403	Nasim Sabouna	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
109319	Nasim Bretrane	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
98599	Nasim Higgins	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
115183	Nasim Sen	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
152734	Nasim Yadav	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
157476	Nasim CruzDorsch	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	100.00	-
156337	Nasim Hecker	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
163308	Nasim Mahrajah	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
100162	Nasim Marrey	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
101672	Nasim Peeren	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96083	Nasim Devena Ramirez	ON - Islington	No	N	0	0	0	0	\$	-	-	-	-
154547	Nasim Mahmood	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
162825	Nasir Dahal	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
156558	Nasim Karki	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
113484	Negin Javakhani	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161631	Neha Kwasetha	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131315	Neha Sharma	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146617	Neil Calvin	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107597	Neil Handley	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133394	Neil Jackson	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151295	Neil Osmond	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149511	Neil Poplar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158568	Nelva Avtiashkina	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153095	Nelshan Shivakumaran	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140437	Nelson Avails	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115800	Nesphyssa Paschali	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105861	Nesime Cahr	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107005	Nestor Tchegoum N'gnat	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98653	Ng Jing Angus Lo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155909	Ngakuen Gaele	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91161	Ni Zhang	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144553	Nihla Sub	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104718	Nicholas Buchan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145225	Nicholas DeRitter	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152064	Nicholas Gambrodes	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150691	Nicholas Gilrain	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132208	Nicholas Legare	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145732	Nicholas Moore	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96208	Nicholas Owers	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120861	Nicholas Rosch	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114560	Nicholas Shears	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119565	Nicholas Sturjokhugh	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119654	Nick Andrews	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97278	Nick Bozek	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112510	Nickolas Black	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101360	Nicola Philadelphia	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140458	Nicola Anderson	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117504	Nicholas Hovanesian	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155963	Nicholas Paugourilas	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158960	Nicholas Robinson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109482	Nicole Abbott	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159869	Nicole Collins	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112222	Nicole Desroscher	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141181	Nicole Dulick	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137520	Nicole Fox	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95712	Nicole Guest	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133000	Nicole Haynes	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142377	Nicole Jansen	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142971	Nicole Perrault	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
972105	Nicole Pyzka	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153770	Nicole Willmer	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157211	Nida Tariq	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156544	Neva Bain	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153476	Nigel Broersma	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158304	Nigel Nott	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157514	Niger Nedla	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94710	Nigerby Alphonse	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
165594	Nigfar Adf	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147966	Nihad Alstafadi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126142	Nihal Iqbal	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98737	Nihal Dhawan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99438	Nihali Kulkarni	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150765	Nihlesh Vyas	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95575	Niki TsironiCome	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161145	Nikica Ljiljanec	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155426	Nikko Northey	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94210	Niko Sugam	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157793	Nikolaus Stearns	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131763	Nilesh Dalva	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119746	Nilesh Nagak	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117021	Nilesh Kumar Rauldiya	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153025	Nilian Mendez	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131073	Niforfar Eugheri	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100627	Niforfar Mohajerani	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157565	Nirna Mazmani	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
131247	Nimaha Srikalanthan	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131249	Nimesh Patel	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133420	Nina Canto	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151730	Nipsa Ala Nilee Patel	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122692	Nirshah Rajaratnam	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121697	Nirupam Manoharan	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96133	Nishant Kanchik	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108023	Nishant Ramani	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101071	Nishi Jain	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107393	Njeyesp Elvis	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120778	Nkosinathi Ncube	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148107	Nneamaka Chibuzor	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162702	Noah PayneCrocker	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154557	Noahbechakuw Amanambu	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160387	Noah Nwira	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160473	Noel Edwards	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120347	Noel Saldanha	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97215	Noelia Albert	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161210	Noorun Siddiqui	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112916	Noorchebo Shanyoni	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106433	Noorika Narasigha	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137616	Noor Youssef	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94703	Nooruddin Azmi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146186	Noorita Muehy	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110818	Nora Phommavong	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104917	Norbert Gomori	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107441	Norlund Bernard	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93042	Norman McCarthy	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109571	Norrieta Valencia	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123970	Nooshare Ousgie	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124571	Nooshen Shukh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126626	Nourun Thyani	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160205	Noorshah Hemmat	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99054	Noorika Lamba	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144510	Noorhan Firdaus	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115827	Noorhan Majumdar	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145893	Nurjahan Chowdhury	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152315	Nurlan Brigitov	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94704	Nurwan Galiphalige	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156549	Nyasha Alexander	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148584	Nyoma Mondo	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127702	Nzira Schwabir	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93229	O'Neesan Gordon	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148018	O'Shane Richards	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154714	Osholohwa Okunanya	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106995	Oshijala Ezemina	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162812	Oshire Finesgan	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157616	Oshy Hyton	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161469	Oshimi Musa	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139174	Oshokwu Orjebhe	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141393	Oshinjeji Oduhajo	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158555	Oshode Oluwalade	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154775	Oshwale Salu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127590	Oshyika Ollieye	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152995	Olga Anisimova	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95641	Olga Johnson	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146221	Olga Kivuchyk	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148770	Olga Tumanska	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121644	Olga Yatsenko	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147773	Olha Dular	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100180	Oliver Brozyka	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103023	Oliver Konoppek	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158273	Oliver Le	ON - Fairview West	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113504	Oliver Lopes	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143264	Okhaleke Animashahun	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105490	Okyeale Aclajimo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154671	Olademi AkanniSalu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123351	Olugetimofe Aganga	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125077	Olukeyode Adewale	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113496	Oluwayo Michael	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113957	Oluwadamilola Awodu	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
I40887	Oluwaseun Cuiag	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I26693	Oluwashun Adelahun	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95934	oluwatohi Boyede	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I17514	Oluwatoyin Agbabi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60745	Oluwayemisi Oluwayomi	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I36161	Oyia Khajavi	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I22708	Onar Archer	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I54432	Onar Embaby	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I20343	Onar Hafez	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60986	Onar Khawaji	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I18365	Onar Mousa	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I51777	Omalyi Figueroua	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97226	Omari Funnikh	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I09570	Omari Khan	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I63561	Omari Sheikh	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I01591	Omid Jafarieh	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I3178	Onobokale Alahi	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I23348	Onobola Aganga	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I53315	Onotayo Akibode	ON - Ottawa Commercial	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I30620	Onotayo Soyjibi	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92715	ONSaif Smith	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I04645	Oneil Edwards	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96369	Ongyela Ojei	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I29295	Ongyebachi Kulu	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I13660	Ongyebachukwu Ijeh	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I23245	Ongyemere Ufeli	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I13295	Opario Onakoy	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62963	Opeyemi Oresagan	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I57257	Oran Dickertliger	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I43087	Orlando Forbes	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I62019	Orlino Olanudo	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I13718	Oretta Bisette	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98314	Orta Elmira Cassidy	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I92357	Os-Shane Clarke	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I52455	Osama Al Ghamani	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I49676	Osama Ayyoub	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I05931	Oscar Vera	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I54917	Osekharment Ihemyen	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I35296	Ossama Kam	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I01269	Oswin King	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I51964	Ovaldo Sierra Guevici	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92835	Owen Curtin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I47097	Owen Putri	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I15917	Oxana Ivanova	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I54943	Oyifcan Francis	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95497	Pablo De La Paz Gonzalez	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I58952	Pablo Dent	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I57510	Pablo Antonio Ciespa Duran	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I12495	Pai Liu	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I50083	Faiwasha Khan	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I12721	Pamela Davies	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I00386	Pamela Keheswaran	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I19316	Pamela Gibbons Taylor	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I21156	Pam He	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I51828	Pangrouts Barzokas	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I60562	Panjir Sheikh Hassan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I52213	Pankaj Tewari	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39123	Paolo Caputo	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I41881	Pang Danaraya Drogwskar	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96131	Panna Paliya Shwardana	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I26554	Panas Chugh	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I37945	Panaso Elmi	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I50950	Parmanama Sumaroo	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I56935	Parneeshwari Ransy	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I39469	Parneeshwar	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95227	Parneeshwar	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I53151	Pampreet Sandhu	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I26427	Pansa Habib	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I52005	Parth Doshi	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
I43066	Parulshan Buechal	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

250.00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
156390	Parvin Mahipathi	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
119053	Parviz Samad	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
153210	Pascal Dabadie/Lobe	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
141659	Pascal Monombo	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
128200	Pachman Qadir	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
100262	Paequimo Flaminia	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
102253	Patty Milguss	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
130644	Patricia Araujo Queiros	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
145934	Patricia Ferreira	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
154768	Patricia Jackson	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
143058	Patricia Morrissey	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
126145	Patricia Osmond	ON - Hespeler	N	N	0	0	0	0	\$	-	-	-	-
148452	Patricia Pham	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
124125	Patricia Sealy	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
140115	Patricia Vahlbaum	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
109265	Patrick Lapensee	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
124077	Patrick Pradhan	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
130606	Patrick Rovington	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
105669	Patrick Sommers	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
140121	Patrick Urban	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
93034	Patrick Vozdovec	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
138241	Paterson Malzeri	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
142855	Paul Bae	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
108441	Paul Bohrer	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
159911	Paul Burnett	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
117041	Paul Campese	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	250,000
95153	Paul Gaijedy	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
102913	Paul Gayle	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
159947	Paul Lynn	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
143321	Paul Mujewski	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
162932	Paul Pjckock	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
81974	Paul Prinsau	ON - Fairview North	N	N	0	0	0	0	\$	-	-	-	230,000
139153	Paul Saitaur	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
99461	Paul Sang	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156745	Paul Spenser	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
163595	Paul Sierre	ON - Fairview North	N	N	0	0	0	0	\$	-	-	-	-
138033	Paul Thibault	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
34927	Paul Tremblay	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
108564	Paula Jarrett	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
155889	Paula Tancley	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
155187	Paulina Salazar	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
122044	Paulo Duarte	ON - Hespeler	N	N	0	0	0	0	\$	-	-	-	-
103027	Paulo Filipe	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
153224	Pavel Kucuk	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
142348	Pavel Persaud	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
113721	Pavel Sarwar	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
153524	Pawanpreet Gill	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
99222	Peares Wistakern	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
117960	Pedro De Oliveira	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
137259	Pedro DeSouza	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
125661	Pedro Pinto	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
105670	Peigy Aguel/Balfour	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
129369	Peim Ye	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
145228	Peike Ye	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
117964	PeiWen Hsiung	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
116927	Penelope Batey	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
153024	Peng Ken	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
152474	Penny Moore/Padevin	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
152107	Periklis Miskopoulos	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
92073	Perpetua Mangallos/Monos	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
158743	Perry Letko	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
117965	Perry Natfordin	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
160768	Perris Jones	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
123301	Pete Kohlapalan	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
131566	Pete Remick	ON - Hespeler	N	N	0	0	0	0	\$	-	-	-	-
127172	Peter Brankas	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
93368	Peter Campbell	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
91475	Peter Cohen	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
117225	Peter Hayes	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
112759	Peter Nevin	ON - Hespeler	N	N	0	0	0	0	\$	-	-	-	-
93337	Peter Przybylik	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
140236	Peter Snyver	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
138247	Peter Sommer	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
110418	Peeter Tensch	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
121947	Peeter Wichanuk	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
108083	Peeter Young	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
100629	Philip Asajje	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
131744	Philip Dvoron	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
99644	Philip Gordon	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
145221	Philip Kelland	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
155219	Philip Lezenek	ON - Cambridge	N	N	0	0	0	0	\$	-	-	-	-
98849	Philip Paul	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
94122	Philipson Philip	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
98658	Phillip Albers	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
137734	Phillip Leonard	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
117680	Phillip Wazner	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
114861	Philip Shephard	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
140751	Phoete Stimpney	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
101776	Phoynys Whyte	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
105928	Piero Cratagliaro	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
109497	Pierre/Alexis De Rouiller	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
97373	Ping Zhang	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
120463	Pirkko/Liisa Pihlajay	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156555	Piyali Senigupta	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
140796	Placent Ballambou	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
141178	Poh Kuen Wong	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
95049	Polly Swaby	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
142221	Poram Faiziz	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
105858	Pradeep Naik	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
94474	Prasanna Gung	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
135237	Pouria Panjizkari	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
145120	Prabhakar Kaminisamy	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
116236	Prakash Selvarajah	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
96016	Pranab Sur	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
128222	Pranav Pransy	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
106994	Prasanna Deb	ON - Burlington	N	N	0	0	0	0	\$	-	-	-	-
131070	Prasanth Thambalasingam	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
158383	Prashant Sigar	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
145117	Prateek Midna	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
154985	Pratibha Pagar	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
137339	Pratiksha Patel	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156437	Pratyusha Komarpalli	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
92704	Predrag Stojic	ON - Burlington	N	N	0	0	0	0	\$	-	-	-	-
128031	Preet Dhillon	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
109847	Preetha Purba	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
159511	Presentalar Singh	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
112787	Preeskamal Chahal	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
158564	Premlata Badhuan	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
145471	Prin Singh Ali	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
152851	Prince Katharia	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
126215	Prisca Irving	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
154456	Priscilla Amicente	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
144064	Priscilla White	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
126542	Priya Jun	ON - Hejelder	N	N	0	0	0	0	\$	-	-	-	-
161627	Priyadarshini Srivastava Murthy	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
114001	Priyanka Dhanade	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
152728	Priyanka Singh	ON - Burlington	N	N	0	0	0	0	\$	-	-	-	-
160007	Pui Yu Peart Kwong	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
161513	Pujitha Vezaravalli	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
135080	Qian Zhao	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
158518	Qiling Wei	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
119238	Qione Wu	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
142350	Quan Yun	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
141216	Qubaisa Khalilq	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
137023	Queen Dauphant	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
97370	Queen Nanda	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
154501	Quinn Griffith	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
153360	Quint Am	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
130601	Qurban Amiri	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
121231	Qurrah Saeed	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
106623	Qween Laong	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
152740	Qween/Hannah Le	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
99250	Qiyah Hoang	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
134547	Rabia Khan	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
102009	Rahih Peratz	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
156521	Rafaya Chaudry	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
161959	Rachae Lefanichon	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
107845	Rachael Kuehgen	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
148961	Rachael Baker	ON - York Mills	N	N	0	0	0	0	\$	-	-	-	-
151105	Rachael Cox	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
169512	Rachael Ferran	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
115523	Rachael Hill	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
138778	Rachael McCullough	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
121553	Rachael O'Connor	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
144488	Rachael Schieckoff	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
115107	Rachael Thernard	ON - Kitchener	N	N	0	0	0	0	\$	-	-	-	-
144744	Rachael Widzinski	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
143508	Rachid Sadi	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156794	Rachael Athurley	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
143935	Rachael Scott	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
156439	Rachaela Cave	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
145908	Rachimla Sulovic	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
151192	Radoslaw Malachowski	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
116548	Rafiq Lalani	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
154366	Ragena Paltersevan	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
100624	Raghava Solaipadai	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
107844	Raghd Majed	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
141182	Raghnadh Dhakal	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
159330	Rajikumar Patel	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
97920	Rajma Ahmed	ON - Ottawa	N	N	0	0	0	0	\$	-	-	-	-
100888	Rajina Orovampanath	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
140269	Rajni Gupta	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
100312	Rahul Khatri	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
143479	Rai Muhammad Wahed	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
96000	Raisa Negreanu	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
97004	Raj Horda	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
142149	Raj Jarwala	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
151268	Raj Joshi	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
142109	Raja Kamagala	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
104528	Rajan Verma	ON - Viking	N	N	0	0	0	0	\$	-	-	-	-
157109	Rajmajeet Singh	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
149139	Rajni Srivastava	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
105748	Rajbir Bhullar	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
118298	Rajeev Kankle	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
130165	Rajendra Babsh	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	-	-
151729	Rajendra Gadhvi	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
99646	Rajhsavendra Selvamajh	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
146914	Rajiv Balla	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
136547	Rajkumar Poppi	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
156627	Rajni Khan	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
108597	Rakesh Vemuri	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
158270	Rakhi Rey	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
158546	Ralf Christiansen	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	100.00	\$
129489	Ralph Schlieter	ON - Hepler	N	N	0	0	0	0	\$	-	-	-	-
159442	Ramanathan Kaur	ON - Toronto	N	N	0	0	0	0	\$	-	-	-	-
152599	Ramprasad Sidhu	ON - Ottawa Commercial	N	N	0	0	0	0	\$	-	-	-	-
143539	Ramesh Pakki	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
142657	Ramlin Vivekanandan	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
108622	Ranjit Krishnasamy	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
123299	Ramona Ramroop	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
107587	Ramona Kaplainene	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
157576	Ram Ran	ON - Kitchener-Resi	N	N	0	0	0	0	\$	-	-	100.00	\$
157794	Rana Sri	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
91519	Ranae Jones	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
104675	Ranbir Thind	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
117729	Randall Leblanc	ON - Oshawa	N	N	0	0	0	0	\$	-	-	-	-
104872	Randall Lobo	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
92537	Randall McDougall	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
156966	Randeep Singh	ON - York Mills	N	N	0	0	0	0	\$	-	-	-	-
156107	Randy Reuani	ON - Yorkland	N	N	0	0	0	0	\$	-	-	-	-
110344	Randy Sunkar	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-
94863	Ranee Pegrave	ON - Billington	N	N	0	0	0	0	\$	-	-	-	-
142660	Ranbhan Sriragunathan	ON - Fairview	N	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Write Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
128369	Rajji Midani	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155905	Ranjveer Mann	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113723	Ranjveer James	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96865	Rares Boice	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150919	Rachad Huijuev	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119553	Rasooli Nikkhab	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160634	Rateb Govami	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111807	Raibika Kathirkamamathan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155509	Rauf Oberbe	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121165	Rauli Salamaa	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160752	Revesh Simvas	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140222	Reven Henry	ON - Heppler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
995904	Revechandra Pennasani	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162657	Revech Reddy Kanna Reddy	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141660	Ravanan Jayanar	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142110	Ray Maratou	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124167	Rayes Syed	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135628	Rayline Robbhaud	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108785	Reza Viki	ON - Heppler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139177	Razafindra Bernamantou	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94588	Reza Livjman	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156660	Razeh Zahedi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	100.00	\$ -
149032	Rebecca Bell	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91443	Rebecca Cooke	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124439	Rebecca Dwo	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145277	Rebecca Hamilton	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92562	Rebecca Laselle	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132273	Rebecca Marur	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120789	Rebecca Mc Donnell	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
18131	Rebecca Nesallah	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116161	Rebecca Osier	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107016	Rebecca Raabis	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161728	Rebecca Santanen	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96687	Rebecca Thibault	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124576	Rebecca Wood	ON - Heppler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94209	Rebecca Annus	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150015	Regan McInnes	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140700	Reggie Shrom	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160572	Regina Prashanth Ramunathan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99384	Reliab Mikhael	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113938	Rham Abubakar	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145124	Remilo Garcia	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139395	Rebha Khandelwal	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155751	Redik Akera	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110348	Reinbert Koon	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116502	Reinfgton Wicks	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119761	Remy Carnevale	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150690	Renard Povornik Fongang	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107442	Rene Belard	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118018	Rene Monney	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102189	Renee Bleakley	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155297	Renelle Richmond	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154951	Renae Emis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154688	Renu Mandke	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148677	Reynier Lamar Lezcans	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149529	Reynold Bhalla	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137947	Reza Malikzadeh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94535	Reza Rafipoor	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116454	Reza Rezaei	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131951	Reza Sattar	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104782	Rhoyd Rougier	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158132	Ricardo Brugler	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121263	Ricardo Goldson	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162429	Ricardo Melliphant	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92015	Richard Ayyari	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154959	Richard Cabanaw	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160767	Richard Dierich	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153117	Richard Gauden	ON - York Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110275	Richard Gaskell	ON - Heppler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
100673	Rohin LacharlesSweeney	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103020	Rohin Lessard	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154406	Rohin Luthra	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112560	Rochelle Griffiths	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159943	Rocky Karicki Pempoh	ON - Mississauga	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142974	Roda Michael	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113497	Rodilyn Bacungallo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104470	Rodney Rollock	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147888	Rodolfo Benusides	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163216	Rodolfo J. Morano	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91560	Rodolph Akkac	ON - Don Mills	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93523	Rodrigo Lopez	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133806	Rodrigo Marcholi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158597	Rodrigo Resse Cabrera	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110350	Rodrigo Santana	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162312	Rodrigo Muryobido	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119311	Rodrigo Tunga	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162822	Roger Dungey	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137737	Rogerto Ribeiro Faria	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159577	Rojina Shrestha	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151107	Rohit El Bayraktar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136610	Roland Dhano	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95166	Roland McInnes	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145156	Rolande Meflessoum Tague	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148877	Rolston Ryan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93335	Roman Marinov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163188	Romeo Frank	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145891	Romina Sakhtani	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140569	Romulo Lumbo	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153457	Ron Welch	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130907	Ronald Dawczyk	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142852	Ronald Ivanov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98370	Ronald Kikooza	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128758	Ronald Messop	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145389	Ronald Oudiff	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129280	Rong Gu	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102044	Ronke Boursiquot	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135577	Rosalee Dake	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105834	Rosary Wong	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116781	Rose Mgahbeoli	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157969	Rosemary Mumba	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101389	Rosette French	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153507	Roshane Shaw	ON - Dundas	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147380	Roshika Stoddart	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149140	Ross Armstrong	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92588	Ross Burns	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145573	Roussel Junior Flawvato	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129242	Rowena Pasco	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152759	Roxana Fotouhi	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151194	Roxana Munteanu	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148236	Roxanne Fowler	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162013	Roy Collins	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147009	Roy Hussey	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
167170	Roya Mirzapour	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153824	Ruhana Syeda	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147063	Ruby Goncalves	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142970	Ruby Thomas	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161146	Ruchanagana Parida	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105848	Rufaro Ishe	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153767	Ruhanah Kor	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154960	Rui Yu	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94070	Rukhsar Sheikh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122704	Rumana Khan	ON - Hespeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107308	Rupert Robinson	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129383	Rupinder Brar	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91976	Rupeshima Dangol	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155587	Rusali Datta	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139243	Rushana Vijayarajam	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146627	Rusere Celarri	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115089	Ruth Alfaro	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141511	Ruth Balz	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
126624	Ruth Mburu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102489	Ruth Mzianganjira	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160208	Ruth Terry	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154229	Ryan Alarie	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131408	Ryan Allen	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119374	Ryan Backer	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95220	Ryan Calbeck	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151008	Ryan Christie	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94638	Ryan Corrigan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144484	Ryan Cuta	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121104	Ryan Cunniff	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145119	Ryan Firoozian	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142382	Ryan Forde	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94559	Ryan Kelly	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97519	Ryan Laing	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158924	Ryan Langgallis	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146541	Ryan Lidstone	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94064	Ryan Logue	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92407	Ryan Matte	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98127	Ryan McCreadie	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121759	Ryan Morris	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102250	Ryan Purdy	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105229	Ryan Rembough	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157758	Ryan Rossignol	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104206	Ryan Spillas	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112456	Ryan Thackeray	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127862	Ryan Tohn	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122376	Ryan Wallace	ON - Elington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91469	Ryane Moghadolifani	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151822	Ryan Farrell	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97353	Saad Ejaz	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96984	Saba Akbar	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142242	Sahab Hussain	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129550	Sahib Hussain	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113719	Sahiba Nigam	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
165704	Sahna Guitor	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109647	Sahana Wezel	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105840	Sachin Abraham	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91458	Sachin Phagu	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98876	Sachia Savhney	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133460	Saelee Gooden	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117224	Saif Zafar	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121966	Sadiq Nur	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139944	Sadna Rammath	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118601	Saeed Alsham	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127173	Saeed Habibi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99682	Saeid Zangar	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107745	Safaton Dhallo	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153938	Saguna Vinayagumoorthi	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136377	Sagar Desai	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120722	Sagar Popat	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117972	Sugham Nivaramam	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94812	Suhail Basara	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108798	Suherob Masood	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133459	Suhil Jain	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141654	Suhil Kaul	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157750	Suhil Syed	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160773	Suhaila Ali	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147114	Suhaima Labero	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112754	Sui Daburi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91478	Suid Bahal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153103	Suid Mankar	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95867	Suud Furlah	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119345	Suadeh Oweis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160567	Saima Khan	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131508	Sajf Daur	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125686	Sajjad Monebbi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126883	Sajjad Saleh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142150	Salabat Hussain	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112729	Salbee Arshak	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163397	Saleh Abdullah	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
154459	Salm Chwerti	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98740	Sally Blanco	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150250	Silvana Kossally	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150901	Silviana Molea-Lazano	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110825	Sim Sundaralingam	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94121	Suman Avasthi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148110	Sumanha Bhatia	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117403	Sumanha Brar	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93828	Sumanha Clarke	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161342	Sumanha Gindal	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109535	Sumanha Gnoox	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133353	Sumanha Gylis	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136375	Sumanha Hirals	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95866	Sumanha Jain	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151524	Sumanha Murphy	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154542	Sumanha Papernik	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143089	Sumanha Pyper	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104861	Sumanha Reece	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113681	Sumanha Scott	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94645	Sumanha Smith	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109117	Sumanha Stefanin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160776	Sumanha Stratford	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140120	Sumanha Taylor	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98652	Sumanha Turner	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154795	Sumanha Turner Young	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92573	Sumanha Uebele	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158372	Sumanha Van Cleef	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	300.00
142202	Suman Miller	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142220	Suman Gullon	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131034	Sumeer Hassan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152134	Sumeer Saha	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156104	Sumeh Gaid	ON - Billington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100421	Sumir Alassarfin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162301	Sumith Habib	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119538	Sumita Mushfiq	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112790	Sumit Patel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128014	Sumon Oswowsky	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122046	Sumir Khiri	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92996	Sumir Mahmood	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118777	Sumita Hekmat	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160240	Sumitri Paliv	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101692	Sumone Schlatt	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123851	Sumona Bernadine	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
19179	Sumant Ghosh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92401	Sumrah Ubbi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155321	Sumsum Mohamed	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154983	Sumson Afan	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121302	Sumson Olawoyi	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138711	Sumuel Abanis	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124943	Sumuel Appiah	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156817	Sumuel Barfour Awuah	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127472	Sumuel Daniel	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134124	Sumuel Frickas	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151554	Sumuel Jary	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138701	Sumuel Kodish	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105151	Sumuel Mirah	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154990	Sumuel Onorwakpor	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153474	Sum Zeh	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117770	Sum Zeh	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99707	Sundeep Joseph	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150459	Sundeep Kaur	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99505	Sundeep Yammudala	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126490	Sundor Cere	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161197	Sundor Nigay	ON - Cambridge	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123354	Sudra Ndongyam	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93801	Sudra Syama	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129295	Sudreen Porter	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154483	Sudy De Oliveira	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153961	Sudy Lim	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143351	Sudy Saini	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104158	Sugestha Sivasenan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
97517	Sangeeta Singh	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
10913	Sandeep Hays	ON - Village	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160203	Sanoosh Sharma	ON - Toronto	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156135	Sanoosh Kumar Kherala	ON - Toronto	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162138	Sanyog Sharma	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123921	Saqib Shabbir	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162302	Sara Ashja Avallan	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105863	Sara Hipoon	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125354	Sara Krobik	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93315	Sara Lyons	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95225	Sara MacDonald	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152316	Sara McNulty	ON - Ilington	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140699	Sara Mirfakhri	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92014	SaraAyana Bender	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102176	Sarah Adhikar	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142934	Sarah Bhandi	ON - Kitchener-Resi	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118154	Sarah Dyer	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109362	Sarah Gareev	ON - Ottawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131165	Sarah Glass	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122747	Sarah Goudy	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128756	Sarah Healey	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156339	Sarah Bradhni	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154704	Sarah Jones	ON - Ottawa Commercial	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101267	Sarah Kiyembe	ON - Village	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150453	Sarah Linkler	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159775	Sarah ParkerBembe	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140880	Sarah PaulineSotles	ON - Kitchener-Resi	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93800	Sarah Pugliese	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131883	Sarah Scott	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98292	Sarah Shivdaran	ON - Kitchener	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132999	Sarah Babu	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119626	Sarale Venair	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158656	Sarim Haque	ON - Kitchener-Resi	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132713	Sarina Sharma	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139229	Saripak Shah	ON - Ottawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158741	Sarjankumar Joshi	ON - Toronto	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159838	Saro Assilian	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160029	Sarvezaz Asadi	ON - Ilington	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112748	Sarvin Babar	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121949	Sary Ahmed	ON - Ottawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153225	Susan Aghvahi	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140947	Susan Mohammadi	ON - Ilington	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141652	Susha Cote	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141653	Susha Udhesister	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115764	Susham Cary	ON - Village	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105685	Sushil Nair	ON - Ilington	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146759	Sutarnam Singh	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105860	Sayed Athar	ON - Village	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139626	Sayed Fayaz	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101671	Sayed Ragh	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150909	Sayed Shah	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161629	Sayed Ahmed	ON - Fairview North	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92308	Sayed Mahmud	ON - Ilington	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92182	Sayf Ayad	ON - Ottawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111069	Soydis Akbarzada	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97063	Scarlet Mercer	ON - Kitchener	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152215	Schamma Charles	ON - Kitchener-Resi	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160096	Scott Burnard	ON - Kitchener-Resi	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128497	Scott Brees	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95905	Scott Brooks	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137397	Scott Fitzgerald	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155755	Scott Genoway	ON - Toronto	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147094	Scott McFaulone	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115880	Scott Murdeck	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102911	Scott Parner	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135624	Scott Rose	ON - Heepeler	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112228	Scott Wagg	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119579	Scott Wood	ON - Fairview	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131040	Se Lin Nam	ON - Oshawa	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131316	Seam Blankhorn	ON - Yorkland	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
93757	Sean Chin	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
125443	Sean Clazey	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
91467	Sean Jones	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
95502	Sean Kattai	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
146916	Sean Morgan	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
150450	Sean Muller	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
99296	Sean Pysacke	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
161632	Sean Smith	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
150002	Seana Brennan	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
104329	Sebastian Panto	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
123952	Sebastian Tonkins	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
155318	Sebastian Wilz	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
107006	Sebastien Keaneey	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
163317	Sechang Kim	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
121951	Segeun Kfllu	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
156776	Segun Oluwaye	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
160832	Seif Elmolla	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
155319	Selimawati Berhane	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
163192	Selenu Holder Zahser	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
191180	Senhar Biniam	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
95908	Senhar Tesfazion	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
115633	Senar Gebregabher	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
131694	Sepidih Hasnemi	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
139163	Serge Seropian	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
131572	Sergey Koykev	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
101070	Sergey Yutakov	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
93224	Sergio Cervantes	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
115770	Sergio Fonseca	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
165090	Sergiy Kuznady	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
154040	Serguei Fedonlev	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
157205	Serguei Kozlov	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
102914	Seruha Fidler	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
92075	Seth Monezka	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
159872	Sevanti Kouemo Pauankam	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
148761	Seyed Alnabi	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
113489	Seyed Elham	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
145909	Seyed Hamid Mojiabedini	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160031	Seyed Mehdi Haezati Farid	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
92505	Seyed Mir Abolbaghi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
93636	Seyekh Mozaffari	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
145179	Seyekh Noma Adili	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
149616	Seyekhsheneth Valih	ON - Hepeler	No	N	0	0	0	0	\$	-	-	-	-
91770	SeyekhOreza Sheibolislami	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
123223	Shaqeal Bilagrove	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
159450	Shadi Khojastehrad	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
122090	Shafaa Mirza	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
100838	Shafiqullah Tamir	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
152522	Shahab Poyzabidov	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
148684	Shahaly Zubin	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
154757	Shahedul Rahim Chowdhury	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
94708	Shahid Shuman	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
152223	Shahla Pedjari	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
131702	Shahyur Saigol	ON - Elington	No	N	0	0	0	0	\$	-	-	-	-
105091	Shakir Rahman	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
97624	Shama Brown	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
93802	Shajib Barua	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
141351	Shaksem Beckford	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
95864	Shakeer Singh	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
130746	Shakib Hasharzada	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
128476	Shalysa Thompson	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
161253	Shamsem Ahmed	ON - Elington	No	N	0	0	0	0	\$	-	-	-	-
117230	Shamseem Afroze	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
129824	Shamsum Green	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
130764	Shamila Kamal	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
128788	Shams Butt	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
109321	Shamsu Adni	ON - Elington	No	N	0	0	0	0	\$	-	-	-	-
151138	Shan He	ON - Kitchener-Resi	No	N	0	0	0	0	\$	-	-	-	-
161646	Shameeh Shahwom	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
159510	Shamya Mantis	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
151614	Shane Campbell	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
147376	Shane Dorley	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Skill With JET	Wrote Sales?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
14896	Shane Graham	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
95494	Shane Martinoufegre	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
10801	Shane Price	ON - Heppler	No	N	0	0	0	0	\$	-	\$	-	\$
144512	Shane Roborough	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
141724	Shane Singh	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
134716	Shane Steadman	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
159817	Shane Sise	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
103544	Shane Van Donser	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
130605	Shane Weisiger	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
127659	Shane's Jackson	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
133999	Shani Milstedt	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
161628	Shani Chambers	ON - Fairview North	No	N	0	0	0	0	\$	-	\$	-	\$
100125	Shane's Colley	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
150337	Sharon Cimmo Stewart	ON - Village	No	N	0	0	0	0	\$	-	\$	-	\$
133166	Sharon Cummings	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
151971	Sharon Dilliani	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
117415	Sharon Paulsen-Walkers	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
103842	Sharon Poser	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
118487	Sharon Harmon	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
157097	Sharon's Morgan	ON - Traromo	No	N	0	0	0	0	\$	-	\$	-	\$
154341	Shao Hai Liu	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
157617	Shaquille Simpson	ON - Traromo	No	N	0	0	0	0	\$	-	\$	-	\$
98595	Sharanjit Lall	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
150348	Sharanpreet Singh	ON - Billington	No	N	0	0	0	0	\$	-	\$	-	\$
154543	Sharash Shalale	ON - Billington	No	N	0	0	0	0	\$	-	\$	-	\$
159223	Sharash Shalale	ON - Traromo	No	N	0	0	0	0	\$	-	\$	-	\$
151010	Shari Madland	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
112326	Shari's Bhasan	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
117475	Sharni Svobakur	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
113224	Sharon Bems	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
148065	Sharon Henly	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
136644	Sharon Jackson	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
130799	Sharon Mior	ON - Village	No	N	0	0	0	0	\$	-	\$	-	\$
160886	Sharon's Sevaldangah	ON - Fairview North	No	N	0	0	0	0	\$	-	\$	-	\$
122692	Sharon's Karidin	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
123890	Shasheel Mills	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
139350	Sham Jagat	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
118146	Sham Mayo	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
112791	Shama Holing	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
92077	Shama's Koo Richards	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
131071	Shama's Sullivan	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
116469	Shawn Hubert	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
104671	Shawn James	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
149873	Shawn Kachub	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
153316	Shawn Payne	ON - Kitchener/Reel	No	N	0	0	0	0	\$	-	\$	-	\$
105842	Shawn Ramovic	ON - Village	No	N	0	0	0	0	\$	-	\$	-	\$
100854	Shawn Ryanli	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
110053	Shawn Tibbeman	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
154289	Shawna English	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
141642	Shawna's Ste Croix	ON - Heppler	No	N	0	0	0	0	\$	-	\$	-	\$
149680	Shawn Ezotolalpour	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
91542	Shawn Tahani	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
157570	Shayesh Shokryfard	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
136763	Shayyoun Chartrand	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
131569	Shayne White	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
144483	Shazla Siddar	ON - Heppler	No	N	0	0	0	0	\$	-	\$	-	\$
160958	Shea Johnson	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
127748	Shea Thomson	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
100654	Sheba Azam	ON - Village	No	N	0	0	0	0	\$	-	\$	-	\$
102190	Sheba's Fortane	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$
105747	Sheddy's Dennis	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
102919	Shelci Basovonigappa	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
151396	Shenay Alp	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
133044	Shenna CarrollBulgin	ON - Heppler	No	N	0	0	0	0	\$	-	\$	-	\$
111809	Sherril Bani Malik	ON - Yorkland	No	N	0	0	0	0	\$	-	\$	-	\$
161155	Sherril's Savhng	ON - Yorkland North	No	N	0	0	0	0	\$	-	\$	-	\$
95409	Sherril's Sharma	ON - Kitchener	No	N	0	0	0	0	\$	-	\$	-	\$
112277	Shierina Simmons	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
161400	Shieda Askeri	ON - Fairview North	No	N	0	0	0	0	\$	-	\$	-	\$
95721	Shiela Mahmud	ON - Fairview	No	N	0	0	0	0	\$	-	\$	-	\$
153798	Shiela Mercedes	ON - Ottawa	No	N	0	0	0	0	\$	-	\$	-	\$

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
91929	Sheila Owens	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
13643	Shekar Rajgiri	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15655	Shiksha Stewart	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91523	Shiksha Dawkins	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118404	Shelly Adams	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140752	Shelly Berkens	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15423	Sheng Yang	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95473	Sheng Yong Hu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124614	Sherrifdeen Baidamasi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
19481	Sherrida Wilson	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
11726	Sherrina Wilson	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15089	Sherwin Moffatt	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12648	Sheryl Johnson	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112400	Shevaun Morrison	ON - Islington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15558	Shima Hewitt	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
16110	Shirane Tyler	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120440	Shirani Algama	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114303	Shirani Shea	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152996	Shihua Anuja	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109573	Shima Alimohammadi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140090	Shima Saberi	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96884	Shirdano Jean	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115766	Shing La	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144479	Shirley Latimer	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158942	Shikhir Handa	ON - Mississauga	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121639	Shital Patel	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153816	Shivanezza Perry	ON - Ottawa Commercial	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153688	Shivani Mehta	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140711	Shoab Suleman	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
98879	Shobha Chakrabarti	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151440	Shontel Edwards	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158381	Shoush Zou	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124451	Shresh Sharma	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127980	Shrinesh Patel	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112725	Shuaib Quresm	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103105	Shubham Ranjan	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161512	Shubhan Tyagi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154776	Shubha Sahu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125685	Shukang Zhang	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157775	Shukri Yusuf Ali	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158767	Shujan Duan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150108	Shyan Staples/Martin	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105131	Si Ming Lu	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123508	Sinamak Rosshan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95757	Sivasooch Lashbary	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120432	Sierra Pillar	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158272	Sikin Jimoh	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116057	Sila Jothna	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111811	Silva Millington	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122095	Silvester Oregio	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119564	Silvie Handirova	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
135048	Sinane Abdourahman Djana	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136576	Sirin Malek/Mhain	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162311	Sirrit Kilbore	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161731	Sirmy Sam	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105932	Simon Reich	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109370	Simon Strimzeje	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112104	Simon Skowronski	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111623	Simon Wozniak	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105864	Sinua Cyril	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162137	Sinan Munkoo	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115600	Sinandeep Chaudhary	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121861	Sinanpreet Bains	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158306	Sinanpreet Cheema	ON - Villing	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93422	Sinim Sarkis	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104978	Siga Edjwawambi	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140150	Singleton Krokak	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
84521	Sinhuji Shammuganathan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158135	Siron Binyamin	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129264	Siraj Abakar	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152457	Sirisha Kurkula	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
116902	Sirr Neha	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
9757	Sisy Cirna Tesema	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
156167	Sitau Aib	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
155881	Siyad Aden	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
135144	Skye Cerrilli	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
110064	Skye McWeney	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
154199	Skye Missick	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
135222	Shadana Stojice	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
120719	Shier Noovers	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
142554	Shik Martinz	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
159516	Shripadma Panda	ON - Fairview	N	0	0	0	0	\$	-	-	-	250.00
100915	Shumwate Sigrim	ON - Viking	N	0	0	0	0	\$	-	-	-	-
152994	Sodices Lalwal	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
136418	Sofia Van Der Temple	ON - Viking	N	0	0	0	0	\$	-	-	-	-
110745	Sofiya Brozko	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
93517	Sofiel Samalpor	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
148960	Sohel Bhagat	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
143778	Solomon Panlun	ON - Viking	N	0	0	0	0	\$	-	-	-	-
158951	Somanure Heitanchehige	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
137300	Somyesh Avanshbeh	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
154549	Souam Mehta	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
123973	Sonia Bharti	ON - Viking	N	0	0	0	0	\$	-	-	-	-
105995	Sonia Harvey	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
132206	Sonia Lopes	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
142219	Soon Min Kwon	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
161443	SwoonSi Gong	ON - Islington	N	0	0	0	0	\$	-	-	-	-
115099	Sophie Featon	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
117038	Sophie Ngo Ekhang	ON - Viking	N	0	0	0	0	\$	-	-	-	-
92995	Sripriyanshi Shree	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
96286	Sorn Tona	ON - Islington	N	0	0	0	0	\$	-	-	-	-
100887	Sorina Popa Oliveira	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
120041	Soyrat Alborzi	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
134122	Soyra Bath	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
142210	Susan Faiez	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
142157	Susand Latiff	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
100289	Sourinane Chammni	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
131318	Sovereign Lindo	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
121691	Sovajanya Kalkara	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
122665	Soyim Salby	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
109360	Spencer Hackett/ssa	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
98784	Spencer Mathur/Ricks	ON - Viking	N	0	0	0	0	\$	-	-	-	-
144400	Sriwan Kallakanda	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
160044	Srinivasa Nangumuri	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
122329	Srinivasaro Badrinarayann	ON - Viking	N	0	0	0	0	\$	-	-	-	-
149451	Stacey Hipson	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
152600	Stacey Janke	ON - Ottawa Commercial	N	0	0	0	0	\$	-	-	-	-
133309	Stacie Cormier	ON - Hespeler	N	0	0	0	0	\$	-	-	-	-
160655	Stacy Abraham/Hir	ON - Islington	N	0	0	0	0	\$	-	-	-	-
124236	Stacy Sene	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
93225	Stanley Brown	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
111631	Starr Sargefield	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
127278	Starrvon Auwe	ON - Viking	N	0	0	0	0	\$	-	-	-	-
98763	Stavroula Marinos	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
155049	Stefan Wood	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
131904	Stefanus Mberima	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
109520	Stefen Hem	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
145911	Stella Giovinazzo	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
94763	Stella Nesluma	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
94697	Stephane Lebe	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
137517	Stephanie Engler	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
140093	Stephanie Alford	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
98065	Stephanie Alford	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
115635	Stephanie Chumkovski	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
112423	Stephanie DeKoning	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
97623	Stephanie Drinkle	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
94504	Stephanie Golt	ON - Hamilton	N	0	0	0	0	\$	-	-	-	-
105243	Stephanie Klippel	ON - Viking	N	0	0	0	0	\$	-	-	-	-
150258	Stephanie Okafor	ON - Viking	N	0	0	0	0	\$	-	-	-	-
118377	Stephanie Panatone	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
115186	Stephanie Pasinetti	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
145220	Stephanie Steele	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
11218	Stephanie Vibert	ON - Viking	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
11814	Stephanie Warren	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12456	Stephan Rocha	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15716	Stephan Blah	ON - Fairview West	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
15917	Stephan Burgess	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127674	Stephan Clarke	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140772	Stephan Colefisher	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127653	Stephan Cox	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113887	Stephan Gordon	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109355	Stephan Hopps	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108561	Stephan Lavigne	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141728	Stephan Mayang	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134143	Stephan Vanderhorst	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140759	Sterling Mann	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157949	Steve Myrie	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96637	Steve Somersall	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108662	Steven Atrokivah	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112494	Steven Avey	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131927	Steven Burton	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109343	Steven Calderone	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126899	Steven Comeau	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129370	Steven Cromber	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114545	Steven Cooper	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96755	Steven Cornille	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107001	Steven Hache	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92136	Steven Jace	ON - Hamilton	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105489	Steven Keeler	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136510	Steven Lockett	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107004	Steven Murphy	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108595	Steven Overholt	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117472	Steven Robinson	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141438	Steven Weiton	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115838	Stewart Bailey	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138791	Stewart Liddell	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141392	Stuart Hammersford/Robby	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91774	Stuart Wright	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108026	Suech Koreva	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140225	Suhba Vikram	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110037	Subramaniam Aiyer	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159075	Sudheep Khan	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161101	Sudhir Dyalan	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115428	Sudhir Ghai	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109679	Sue Phan	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161510	Sufyan Hashmi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134522	Sui Chan Sung Hu	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115627	Sui Fung Sim	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104649	Sujith Ganumadali	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151043	Sukhdev Singh	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160570	Sukhdeep Sidhu	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143725	Sukhjeet Mandhar	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143700	Sukhmeet Chhabra	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155524	Sukhmeet Tamrakar	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149293	Sule Sang	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94477	Suleman Ali	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92225	Suleman Khan	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110692	Suman Seengupta	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159597	Sunama Ray	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138697	Sunayyah Masee	ON - Viking	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158567	Sumeet Jabbal	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117290	Sumeet Jodhali	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160896	Sumer Khan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130197	Sumeeye Barmaaz	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156194	Sunit Riyat	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159599	Sunmalya Shaliqui	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138062	Sunmi Zafar	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121233	Sweeta Khobhar	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119657	Sung Ha Kim	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108633	Sunit Kumar	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148247	Sunit Ehalotia	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163458	Sunita Nigoti	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
120426	Sunny Anneyingbo	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154113	Sunshine Montague	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
150167	Sunama Chatterjee	ON - Viking	No	N	0	0	0	0	\$	-	-	50.00	\$
146396	Sunaj Kovari	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
121160	Susan Aketch	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
157967	Susan Cvar	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
143062	Susan Hayden	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
147374	Susan Henderson	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
130110	Susan Hecock	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
109239	Susan Mack	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
141353	Susan Masandrea	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
95562	Susan Meredith	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
147378	Susan Surtnei	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
99647	Susan Sampson	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
149345	Suzana Aquilo	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
156793	Suzanne Baggaley	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
130223	Suzanne Holdingsworth	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
134141	Suzanna Buchra	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
155974	Suzhanna Saha	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
154034	Sushrut Barkar	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
156557	Suzana Samanta	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
159291	Suhara Srikanthanjali	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
154393	Sviftana Nenayukhina	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
98062	Syara James	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154344	Syed Ali	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
160206	Syed Ali Abdul Wadood	ON - Viking	No	N	0	0	0	0	\$	-	-	-	250.00
106991	Syed Ali Kfirmani	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
146626	Syed Huda	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
155907	Syed Imtihan Razi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
139483	Syed Kzomi	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
151728	Syed Muhammad Kuzmi	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
145734	Syed Naqvi	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
121273	Syed Quadri	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
154598	Syed Sraji	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160571	Syed Towhid	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
152713	Syed Wajidha Wasy	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
144664	Syed/Zaidi	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
95933	Syeda Shahabuddin	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
156224	Sylvester Nield	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
143696	Tahatha Burns	ON - Hespeler	No	N	0	0	0	0	\$	-	-	-	-
109082	Tahibahtu Tugwell	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
111808	Taladawa Takawina	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
160933	Tugwaite Datt	ON - Fairview North	No	N	0	0	0	0	\$	-	-	-	-
133001	Taha Badar	ON - Hespeler	No	N	0	0	0	0	\$	-	-	-	-
112747	Taha Zayed	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
96638	Tahesh Naylor	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
148588	Tahereh Fallah Bannakozki	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
95731	Tahira Saleem	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
153568	Tahsin Rahman	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
110032	Tahyia Khorshykh	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
139292	Taiwo Amuro	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
136632	Taiwo Hassan	ON - Ilington	No	N	0	0	0	0	\$	-	-	-	-
102839	Tajima Hassan	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
154777	Takashi Oki	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
158753	Talal Alhariri	ON - Toronto	No	N	0	0	0	0	\$	-	-	-	-
154227	Talha Sheekh	ON - Oshawa	No	N	0	0	0	0	\$	-	-	-	-
148959	Tam Nguyen	ON - Hespeler	No	N	0	0	0	0	\$	-	-	-	-
128735	Tamara Benoit	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
141180	Tamara Caine	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
101354	Tamara Olinde	ON - Kitchener	No	N	0	0	0	0	\$	-	-	-	-
101798	Tamara Shade	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
119557	Tamara Hajdu	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
134142	Tamra Namakula	ON - Yorkland	No	N	0	0	0	0	\$	-	-	-	-
98875	Tamthanan Mrai	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
151756	Tanisha Chambers	ON - Fairview	No	N	0	0	0	0	\$	-	-	-	-
137208	Tania Barbosa	ON - Kitchener/Resi	No	N	0	0	0	0	\$	-	-	-	-
157504	Tania Ktlu	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
115881	Tania Roy	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-
138827	Tanica Fugon/Linton	ON - Viking	No	N	0	0	0	0	\$	-	-	-	-
948465	Tanisha Gilmore	ON - Ottawa	No	N	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
157475	Tanner Oakes	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
99251	Tanner Wideman	ON - Kitchener	N	No	0	0	0	0	\$	-	-	100.00	\$
91477	Tavira Kilian	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
109413	Tava Dredge	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
131100	Tava Ornel	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
152483	Tava Kayhan	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
142181	Tava Matos	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
152622	Tava Trisy	ON - Toronto	N	No	0	0	0	0	\$	-	-	-	-
146778	Tavush Rezaghi Esdehant	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
123298	Tave Eghedi	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
140708	Tavek Kanan	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
149144	Tavq Skander	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
162048	Tavun Jaiswal	ON - Fairview North	N	No	0	0	0	0	\$	-	-	-	-
143698	Tavun Khatri	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
119588	Tavyn Becher	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
104945	Tavyn Davidson	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
129387	Tasha Gagnon	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
153962	Tasnim Noshin	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
157726	Tasova Jeshu	ON - Fairview	N	No	0	0	0	0	\$	-	-	100.00	\$
995407	Tatiana Domiquez	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
151100	Tatiana Oksa	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
146303	Tatiana Sokovic	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
120342	Tavis Cummings	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
156595	Taya Ligitt	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
152340	Taylor Anderson	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
94597	Taylor Bauer	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
135189	Taylor Nesbet	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
117044	Taylor Papineau	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
121623	Taylor Seidon	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
155021	Taylor Walker	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
122093	Taylor Williams	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
135598	Teanna Young	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
142223	Teh Vaig	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
91772	Tekeshwar Bharti	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
162763	Tekle Mesfin	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
110038	Temalgenin Damini	ON - Burlington	N	No	0	0	0	0	\$	-	-	-	-
116033	Temilope Akroba	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
160032	Temilope Akroba	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
140033	Tena Forbes	ON - Hespeler	N	No	0	0	0	0	\$	-	-	-	-
93227	Teneale James	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
124122	Tenesha Dechamps/Grant	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
121262	Tenzin Chogyal	ON - Burlington	N	No	0	0	0	0	\$	-	-	-	-
122962	Tephon James	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
92405	Teresia Ranon	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
148675	Tereza Hamon	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
112887	Terrance Wiggins	NY - DQW/Wall ST	N	No	0	0	0	0	\$	-	-	-	-
135236	Tersell Letis	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
138036	Terry Lynn Serra	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
133164	Tess Shelley	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
124461	Tessa Debes Santos	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
91676	Tetiana Patrashka	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
111849	Teunis Ouisoren	ON - Kitchener	N	No	0	0	0	0	\$	-	-	-	-
127948	Tezoon Utilities Ltd.	ON - ON Internal Sales	N	No	0	0	0	0	\$	765.50	343.80	6,488.62	7,597.24
159236	Th Somayajane Dhallo	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
99314	Thamun Thavanampalli	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
117759	Tharmendra Thambalasingam	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
139628	Tharsa Naguleswaran	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
97978	Tharshan Rajalingam	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
159820	Thayachetti Balasubramaniam	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
120683	Theresa Bate	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
129675	Theresa Brideau	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
153221	Theresa Phiri	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
139849	Theresa Wat son	ON - Kitchener-Resi	N	No	0	0	0	0	\$	-	-	-	-
109797	Thi Hoang Truong	ON - Ottawa	N	No	0	0	0	0	\$	-	-	-	-
118145	Thierno Deme	ON - Oshawa	N	No	0	0	0	0	\$	-	-	-	-
154216	Thierry Arnaud	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
147967	Thierry KoumbiMouanga	ON - Yorkland	N	No	0	0	0	0	\$	-	-	-	-
104918	Thirumalai Chelvanigum	ON - Village	N	No	0	0	0	0	\$	-	-	-	-
128199	Thisharathy Rajeevan	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-
120720	Thissan Selvaratnam	ON - Fairview	N	No	0	0	0	0	\$	-	-	-	-

Agent/ID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
119773	Thoi Nguyen	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156692	Thomas Aphah	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140754	Thomas Cerkum	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156031	Thomas Faljo	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158179	Thomas Joseph	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103187	Thomas Lane	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132674	Thomas Markala Nkosi	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117481	Thomas Roach	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153069	Thomas Schwilzer	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158668	Thomas Sikora	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150608	Thomas Smith	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133978	Thomas Sullivan	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131743	Thomas Willis	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91472	Thomas Wolanczyk	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143298	Thu Nguyen	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93161	Thamer Benoit	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
12629	Thasinthi Rajasooryar	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96477	Tin LaForne	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153028	Tina Smith	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116023	Tina Wallace Sargent	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161605	Tianpei Zhang	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119577	Tianxiao Deng	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155647	Tina Nasserpour	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156570	Tiesheng Wang	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114549	Tica Tu	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154903	Tiffany Barthe	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92089	Tiffany Gordon	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153929	Tiffany Konton	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157568	Tiffany Longmuir	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147962	Tiffany Singh	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121432	Tiffany Steppacher	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133920	Tiffany Yeeboah	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162211	Tijst Beyene	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
56704	Timothy Auzvich	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159774	Timothy Berdan	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152184	Timothy Cain	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105835	Timothy Desler	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154759	Timothy Dpiks	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132288	Timothy Graham	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156162	Timothy Jones	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115185	Timothy Mclew	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140753	Timothy Morrell	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95246	Tina Bailey	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131719	Tina MacFarlane	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150093	Tina Pitcher	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103186	Tinache Njaya	ON - Kitchener	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119566	Tinisha Louks	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96475	Tiran Hujaleh	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157258	Tirih Upadhyay	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119039	Titi Olampekun	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108809	Tobias Cruz	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160800	Tom Kowalski	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162426	Tom Merya	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118229	Tom Vanghese	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140271	Tomas Zinacov	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158566	Tom Lasan	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113485	Tom Palmer	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158164	Tony Halliday	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154771	Tony Matthews	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159090	Tonyane Lytle	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134095	Torbe Castro	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143120	Tori-Lynn Temple	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97945	Tory Damuck	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105325	Tory Sprester	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157572	Touhila Heloyet	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100808	Toukkyoung Ko	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114136	Tracy Edwards	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161195	Trang Nguyen	ON - Villing	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94508	Travis Gunn	ON - Oshawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157214	Travis Hillier	ON - Kitchener-Resi	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

100.00 \$

250.00

250.00

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
154832	Treviis Lane	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115123	Treviis Pearce	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111191	Treviis Ramage	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
190846	Treviis Malmring	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120723	Tre Lalonde-Catland	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97607	Tremane Stewart	ON - Kelington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151474	Trent James	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105671	Treshawati Dakey	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131407	Trevon Green	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147377	Trevon Coobner	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153172	Trevor Cruckshank	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155486	Trevor Ellis	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126435	Trevor Meawassige	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163026	Trevor Pinals	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147096	Trevor Sult	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145478	Trevor Valey	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128759	Triana Camposano	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129341	Trilian Brown-Dalley	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94078	Tristan Degale	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156814	Tristan Fearon	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149614	Tristan Hiborn	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139044	Tristan Stigne	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105580	Tristen Balduyne	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146915	Troy Blacklock	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111630	Troy Burgins	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
111750	Troy Hutzanga	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162129	Troy Laing	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
91657	Trody Nabhan	ON - Hamilton	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145500	Tsuka Bennett	ON - Kelington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97787	Tuan Phan	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136856	Tuan Vu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148681	Tunilara Owolabi	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147387	Turner Smith	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147047	Tushar Rajan	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105991	Twyla Lamin	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
131236	Tyler Albert	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149600	Tyler Ashmore	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112950	Tyler Ashworth	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113935	Tyler Berry	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143723	Tyler Cornish	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101739	Tyler De Royle	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140883	Tyler Dove	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139231	Tyler Durica	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138705	Tyler Forrester	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
153449	Tyler Gibber	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148384	Tyler Marchildon	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160968	Tyler McFall-Caverly	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113955	Tyler Moran	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148699	Tyler Nearing	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123328	Tyler O'Meara	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115111	Tyler Riox	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100628	Tyler Salton	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128754	Tyler Tibault	ON - Heepeler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130171	Tyler Van De Hogen	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94511	Tyrel Oltun	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128367	Tyrene Chrisey	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
107744	Tyrene Martin	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101673	Tyrene Perera	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159470	Tyshana Foster	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117045	Ucheimfor Iwekhu	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159910	Uddalak Moitra	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157203	Ullas Bhawani	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148672	Umaangumar Patel	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134574	Umao Qureshi	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160795	Umao Barrie	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160794	Umao Ruiz	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140927	Umao Sharif	ON - Kelington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115832	Umao Wahidi	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112632	Umaoos Wahidi	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108599	Unaaj Naseem	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
100630	Usenem, Ike	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
132670	Usman, Muhammad	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
113406	Usman, Saqib	ON - Viking	N	0	0	0	0	\$	-	-	-	-
96688	Uyen, Vo	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
150270	Uyi, Nosaahare	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
127705	Uzete, Morris	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
162134	Uziel, Magiana Ramirez Tello	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
151574	Uzochukwu, Erobi	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
137230	Vajim, Burckharow	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
160317	Vai, Edwards	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
110935	Valentin, Cligoron	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
106444	Valentine, Mitigai	ON - Viking	N	0	0	0	0	\$	-	-	-	-
95824	Valerie, Moreau	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
95754	Valerie, Girard	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
161626	Vanosi, Krishna Ramadham	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
117767	Van, Dao	ON - Viking	N	0	0	0	0	\$	-	-	-	-
153304	Vandankumar, Patel	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
148103	Vanesa, Jaramillo	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
115702	Vanesa, Katsongo	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
122086	Vanesa, Meza, Caro	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
119315	Vanesa, Peirce	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
156698	Vanesa, Wojcik	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
132205	Vaqr, Rafiq	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
148698	Vashta, Ramkissoon	ON - Hepler	N	0	0	0	0	\$	-	-	-	-
157406	Vaun, Patel	ON - Mississauga	N	0	0	0	0	\$	-	-	-	-
151689	Vasilios, Athanasatos	ON - Islington	N	0	0	0	0	\$	-	-	-	-
106294	Vassiliki, Lekkas	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
153755	Veith, Patel	ON - Toronto	N	0	0	0	0	\$	-	-	-	-
158761	Vemler, Lou Onde	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
104469	Venita, Fernand's	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
129371	Veekana, Nanyan	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
108994	Venozza, Zhifja	ON - Kitchener	N	0	0	0	0	\$	-	-	-	-
116449	Venus, Estelita Benigno	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
135968	Veronica, Cord	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
142538	Veselinca, Raduleslevici	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
95638	Vesale, Avsar	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
101774	Vesna, Rosales Pandouka	ON - Islington	N	0	0	0	0	\$	-	-	-	-
124313	Vicheslav, Trigobovich	AB - Edmonton Commercial	N	0	0	0	0	\$	16,021,944	2,338,755	419,462	-
148674	Vian, Shannon	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
93164	Victor, Guu	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
138922	Victor, Hajar	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
109666	Victor, Klumbol	ON - Hepler	N	0	0	0	0	\$	-	-	-	-
49030	Victor, Pauskys	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
149341	Victor, Sousa	ON - Viking	N	0	0	0	0	\$	-	-	-	-
169565	Victor, Sebaline	ON - Viking	N	0	0	0	0	\$	-	-	-	-
98057	Victor, Wolanski	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
150951	Victoria, Boachand	ON - Viking	N	0	0	0	0	\$	-	-	-	-
105687	Victoria, Cristales	ON - Islington	N	0	0	0	0	\$	-	-	-	-
109856	Victoria, Khoury	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
140275	Victoria, Spruy	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
147965	Victoria, Tarasky	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
157791	Victoria, Zielman	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
152132	Victorio, Palmira	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
154995	Vier, Nguyen	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
159908	Vigayt, Kaushik	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
138675	Vijay, Jannu	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
160707	Vijent, Shammuganathan	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
103092	Vijjaran, V, adhevu	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
106599	Vikas, Bhartiya	ON - Viking	N	0	0	0	0	\$	-	-	-	-
92083	Viken, Varmanan	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
154535	Vikki, Machado	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
145122	Viktoria, Sukharieva	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
93525	Vinay, Groodiyal	ON - Yorkland	N	0	0	0	0	\$	-	-	-	-
110819	Vince, Oceg	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
93002	Vincent, Desunand, Cligoron	ON - Ottawa	N	0	0	0	0	\$	-	-	-	-
133214	Vincent, Fortes	ON - Fairview	N	0	0	0	0	\$	-	-	-	-
105859	Vincent, Giang	ON - Viking	N	0	0	0	0	\$	-	-	-	-
151663	Vince, Sardo	ON - Oshawa	N	0	0	0	0	\$	-	-	-	-
125089	Vinod, Balchandani	ON - Kitchener-Resi	N	0	0	0	0	\$	-	-	-	-
122375	Vinod, John	ON - Islington	N	0	0	0	0	\$	-	-	-	-

AgentID	Full Name	Office	Wrote Sale?	Still With JE?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
157062	Vipin Pare	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128219	Virginia Pareras Maia	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159745	Vijesh Qaido	ON - Toronto	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154569	Vinai Koushal	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132026	Vishal Mishra	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
112511	Vishal Umadas	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146438	Vishal Up Dhillon	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151575	Vishalkumar Patel	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158774	Vitalli Almov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94596	Vitaliy Frokopoluk	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133975	Vitaly Buzanov	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138263	Vithushan Tamalagam	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
106069	Vivekanandha Sureshramanian	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95181	Vladimir Koupranov	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149347	Vrinda Afoye	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119054	Vyk Stancic	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149615	Wade Sundberg	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159822	Wafic Elrefai	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136012	Wagdy Farag Abdelcay	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127359	Waheda Faiz	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93369	Wahsem Ali	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95041	Wahid Mohammad Wakil	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94077	Wahida Kadir	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158136	Wai Kwong Fung	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	100.00	\$ -
130815	Wale Philips	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97215	Waleed Kezzen	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94212	Waleed Nesyif	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144742	Wahid Shaban	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119048	Wallace Yu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102585	Walter Flecher	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102584	Walter Lyttac	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158539	Walter Pinnell	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
99215	Wan Chan Yu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
129540	Wan Hing	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96873	Wanita Simms	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152632	Wannanthy Stigamannan	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139465	Waqar Ahmed	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
114391	Warren HawwoodBiegel	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92227	Warren White	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104006	Wasato Nsumu	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147126	Wassem Ahmad	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97608	Wassem Bahir	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127751	Wassem Zghayer	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150448	Wasiq Khan	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142383	Wayne Sywyk	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93353	Websar Blair Bermudez	ON - Ilington	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141725	Wei Li	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140705	Wei Ling Huang	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
140220	Wei Yang Tan	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122706	Wei Zhang	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156440	Weizheng Gao	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
147386	Weichao Peng	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161162	Wenda Lu	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141655	Wendy Faudair	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95569	Wendy Robinson	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161124	Wenjie He	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100122	Wenjie Jiang	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
149133	Werner Wendzowski	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148422	Wesam Aiad	ON - Viking	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108188	Wesley Daveez	ON - Fairview	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161647	Wesley Holden	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161609	Wesley Houder	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160210	Wesley Kerns	ON - Kitchener-Resi	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161811	Wesley Simmons	ON - Fairview North	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152354	Whitney Bahardjaj	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124011	Will Hamner	ON - Kitchener	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145376	Willie Angus	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146467	William Baldwin	ON - Yorkland	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
109538	William Bloom	ON - Ottawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117505	William Brennan	ON - Oshawa	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145154	William Brown	ON - Hepler	N	No	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
15690	William Covello	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110815	William Daiscone	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141217	William Ermaker Plascencia	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158271	William Koolen	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142941	William Luchane	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ 100.00
154355	William Lurga	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
118786	William Lee	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
124208	William Myers	ON - Yorkland	N	0	0	0	0	\$ -	\$ 100.00	\$ -	\$ -	\$ -
152459	William Mikella	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127114	William Mitr	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128757	William Patros	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157282	William Saldanha	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154765	William Shi, Clair	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156576	William Weatherstone	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117228	William Webb	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160712	Willis Chen	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ 250.00
91805	Wheeler Jean	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134140	Wilson Kulkichuan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157137	Wisam Dawood	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155476	Won Lew	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
163391	Wondanagna Bithanu	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121600	Wyann Cherrington	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142174	Wyatt Branch	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121289	Wynn Sarden	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126146	Wynter Eby	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100807	Xavier Charpentier	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100628	Xiang Lu	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160135	Xiangfang Huang	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152810	Xiao Zhang	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108300	Xianggang Duan	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156430	Xinhua Jiang	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105114	Xiaoling Cheng	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94761	Xiaowei Li	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130749	Xiaoyi Zhang	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132025	Xin Gao	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158739	Xin Lin	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143733	Xinlei Fan	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158261	Xinwen Cui	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146630	Xiu Yang	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155220	Xiwen Dong	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152020	Xie Bai	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151106	Xueli Feng	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150425	Xuexing Xu	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159568	Yaghoob Hajjigoo	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
101772	Yahya Malabre	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92309	Yamirkei Guevan	ON - Burlington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100430	Yan Wong	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155886	Yana Kopyarova	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
143707	Yanick Kubwa	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96878	Yanna Persad	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97957	Yannick Kagermann	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130264	Yannick Kodja	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
150334	Yanyun Qi	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162516	Yanzhen Zhou	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144769	Yao Alpele	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105183	Yao N'Sougan	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
123307	Yashar Azarian	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
146260	Yasin Demir	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134145	Yasir Fathi	ON - Hepler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117656	Yasmany Mendilah Yera	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141897	Yasmina Patel	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
144947	Yasmin Baranov	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100579	Yazuan Izzeddin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94505	Yee Klime	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94505	Yee Klime	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161405	Yekus Seif	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162515	Yi Sun	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95250	Yi Yu Sun	ON - Villing	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
138824	Yifei Fan	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120047	Yik Tai Lau	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119014	Yinbu Samenz	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119014	Yinbu Samenz	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

Agent/ID	Full Name	Office	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
154568	Ying Chen	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
136676	Ying Xie	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133596	Yingqi Sheng	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160801	Yingqi Liu	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
126141	Ying Wang	ON - Heppler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	710.00
131692	Yisha Luo	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154842	Yiu Kai Li	ON - Billington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156195	Yixuan Chen	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134546	Yousa Phumel	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
89515	Yogender Jain	ON - Etchecopale	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160890	Yogsu Gund	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
117023	Yolanda Theophilus	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
119177	Yolande James	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
127752	Yonas Samuel	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159449	Yonas Salisto	ON - Fairview North	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97066	Younhan SeEha	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94065	Yong Chen	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157725	Yong Gi Lim	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
102427	Yong Gao	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154599	Yonis Nur	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158711	Yonisha Yogeswaran	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
132030	Yosief Paulos	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128015	Yousif Mostofi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96470	Yousif Terrab	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156740	Younoussa Ndlaye	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116256	Yousef AlFellawi	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
162050	Yousuff Joosab	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
115864	Yu Pan	ON - Billington	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
125709	Yu Zhou Zheng	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148586	Yuan Gao	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154342	Yuan Tian	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156569	Yuechen Liu	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139625	Yue Fung	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155522	Yue Li	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
105578	Yuen Ho	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139477	Yueyang Li	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110553	Yuen Wu	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
152341	Yugendra Rajgumhan	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
122695	Yuhang Chen	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110347	Yui Shiozawa	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
154568	Yuli Zhang	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
160884	Yulin Qin	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97953	Yuling Yang	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
94345	Yuliyu Susiak	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139466	Yun Hao	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159937	Yunhao Han	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151560	Yuyi Liu	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	250.00
146595	Yuriana Recondo Torres	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159461	Yuri Valverde Pakov	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137911	Yusef Nouredin	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159446	Yusuf Mahamed	ON - Toronto	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
110346	Yusuf Saïd EIDin	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
142850	Yusuf Waidere	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
93079	Yuan Kim	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97526	Yves Mumpakazi	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
97067	Yvette Ingabire	ON - Yorkland	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
121101	Yvonne Osei	ON - Kitchener	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92230	Yvonne Wile	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
139158	Zachary Burns	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
158267	Zachary Jakeman	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155487	Zachary Kirby	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
103648	Zachary Korntas	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148702	Zachary Losee	ON - Heppler	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161021	Zachary Louch	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
145867	Zachary Megregor/Rudolph	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148976	Zachary McNeil	ON - Kitchener-Resi	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
116025	Zachary Reid	ON - Oshawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100422	Zachary Vigneau	ON - Ottawa	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
137158	Zadecki Forbes	ON - Village	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155221	Zahra Addetta	ON - Fairview	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -

AgentID	Full Name	Office	Still With JE?	Wrote Sale?	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016
118623	Zaida Nasir	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
104230	Zain Khan	ON - Village	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
95251	Zane Thompson	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
100172	Zainn Rashid	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
108256	Zainnabhin Zainnabhin	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
157213	Zakia Dasthi	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156105	Zakir Hossain	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
161709	Zakory Garvey	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141656	Zaina Parthian	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156108	Zainna Forbes-Moore	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
133212	Zaf Kurri	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
113777	Zaid Miahbak	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
92833	Zaimb Allakbari	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
159590	Zaimkhan Sulimov	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
148545	Zainab Vazheerani	ON - Billington	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155278	Zeyu Wang	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
151561	Zhuoshuo Huang	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
134243	Zhe Wang	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155208	Zhenelar Hsieh	ON - Kitchener-Keel	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
128013	Zhen Li	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96760	Zha Shawkat	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
120115	Zhad Kaitani	ON - Village	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
130489	Zhad Stettan	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
96759	Zhadun Ahmed	ON - Yorkland	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
141692	Zinet Wright	ON - Ottawa	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
155525	Zing Wu	ON - Fairview	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
23545	Ziber Barlas	ON - Hepler	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
156403	Zulfiyar Beim	ON - Toronto	No	N	0	0	0	0	\$ -	\$ -	\$ -	\$ -	\$ -
					0	0	0	0	\$ 33,101.69	\$ 73,609.73	\$ 53,012.44	\$ 39,054.05	\$ 29,106.19

This is Exhibit "BB"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Agent/OID	Full Name	Office	RES	MVC	LVC	Total Contracts	2012	2013	2014	2015	2016	Total
76776	Sorin Bradea	ON - Cambridge	7018	42	0	7060	\$ 52,164.47	\$ 69,036.02	\$ 78,652.67	\$ 97,432.39	\$ 84,381.02	\$ 381,666.57
108242	Ryan Clarkson	ON - Hespeler	8012	9	0	8021	\$ 7,147.79	\$ 75,074.35	\$ 83,329.56	\$ 75,490.20	\$ 62,991.32	\$ 304,033.22
112291	Lucian Damian	ON - Cambridge	5627	21	1	5649	\$ -	\$ 53,882.50	\$ 73,063.35	\$ 92,810.04	\$ 80,301.52	\$ 300,057.41
126372	Marco Barbi	AB - Fairview Calgary	17	0	0	17	\$ -	\$ 32,154.48	\$ 94,169.43	\$ 75,529.51	\$ 63,856.12	\$ 265,709.54
82916	Samir Ficic	AB - Edmonton South	4270	13	0	4283	\$ 71,914.30	\$ 78,664.56	\$ 94,022.54	\$ 10,484.00	\$ 6,144.88	\$ 261,230.28
106212	Nareg Sagatelian	ON - Fairview	230	1	0	231	\$ 13,908.01	\$ 41,295.51	\$ 90,415.09	\$ 90,819.25	\$ 23,095.13	\$ 259,532.99
32846	Michael Wilson	ON - Cambridge	4347	13	0	4360	\$ 83,360.85	\$ 62,526.85	\$ 52,031.01	\$ 33,193.02	\$ 10,000.23	\$ 241,111.96
129266	Katlyn Schwantz	ON - Kitchener-Resi	6278	0	2	6280	\$ -	\$ 13,290.41	\$ 200,227.03	\$ 11,732.39	\$ -	\$ 225,249.83
145887	Brandon Reidel	ON - Cambridge	3494	7	0	3501	\$ -	\$ -	\$ 25,207.20	\$ 100,576.33	\$ 99,415.57	\$ 225,199.10
86488	Leonard CinqMars	ON - Cambridge	4513	7	0	4520	\$ 56,433.40	\$ 47,562.32	\$ 53,338.16	\$ 55,784.25	\$ 10,443.04	\$ 223,561.17
68923	Scott Eger	AB - Unified - Edmonton	2668	5	0	2673	\$ 76,341.06	\$ 110,550.72	\$ 32,496.31	\$ -	\$ -	\$ 219,388.09
92479	Kyle Stewart	ON - Cambridge	2204	6	0	2210	\$ 72,006.60	\$ 30,711.06	\$ 10,900.00	\$ 103,820.00	\$ -	\$ 217,437.66
99506	Danielle LaRose	ON - Fairview	4102	0	0	4102	\$ 25,532.10	\$ 48,790.84	\$ 55,820.78	\$ 44,219.51	\$ 38,737.43	\$ 213,100.66
94157	Domenico Saracino	ON - Viking	6066	2	0	6068	\$ 59,162.66	\$ 97,966.47	\$ 24,588.94	\$ -	\$ -	\$ 181,718.07
32808	Matt Pancer	ON - Cambridge	2330	54	0	2384	\$ -	\$ 23,181.65	\$ 60,402.04	\$ 65,964.71	\$ 31,963.79	\$ 181,512.19
91572	Maria Panagakos	ON - Fairview	1786	102	4	1892	\$ 46,753.47	\$ 8,453.05	\$ 4,067.12	\$ 54,055.66	\$ 63,624.76	\$ 176,954.06
134523	Matthew Snow	ON - Kitchener-Resi	4940	1	0	4941	\$ -	\$ -	\$ 92,891.77	\$ 83,680.50	\$ -	\$ 176,572.27
114388	Marina Manni	ON - Hespeler	7011	0	0	7011	\$ -	\$ 35,433.39	\$ 45,341.08	\$ 79,459.81	\$ 5,690.55	\$ 165,924.83
37541	Kalyan Gohain	ON - Islington	867	268	31	1166	\$ 44,005.83	\$ 26,664.23	\$ 47,064.08	\$ 25,752.70	\$ 20,027.16	\$ 163,514.00
130006	Rickalya Whyte	ON - Toronto	520	11	1	532	\$ -	\$ 3,901.28	\$ 70,069.86	\$ 48,036.28	\$ 40,350.12	\$ 162,357.54
105847	Brandon Yuen	ON - Fairview	4813	4	0	4817	\$ 8,601.18	\$ 39,008.04	\$ 42,785.60	\$ 58,157.24	\$ 8,568.49	\$ 157,120.55
105712	Matthew Oliveira	ON - Cambridge	2616	5	0	2621	\$ 18,828.40	\$ 80,426.04	\$ 50,036.76	\$ -	\$ -	\$ 149,291.20
105142	Joshua Jafry	ON - Kitchener	5424	9	0	5433	\$ 6,695.58	\$ 44,445.29	\$ 41,096.95	\$ 46,722.48	\$ -	\$ 138,960.30
105865	Jennifer Borg	ON - Viking	4657	2	0	4659	\$ 11,737.06	\$ 40,457.64	\$ 55,929.50	\$ 22,394.64	\$ 6,382.37	\$ 136,901.21
132616	Marc Marajh	ON - Fairview North	2849	3	0	2852	\$ -	\$ -	\$ 46,894.55	\$ 63,839.19	\$ 24,783.90	\$ 135,517.64
94875	Neil Stanton	ON - Islington	246	90	3	339	\$ 12,994.41	\$ 63,811.32	\$ 57,515.41	\$ -	\$ -	\$ 134,321.14
111203	Quiana Cooke	ON - Ottawa	1766	0	0	1766	\$ -	\$ 56,783.03	\$ 13,182.73	\$ 20,671.87	\$ 24,015.84	\$ 114,653.47
96676	Khieng Heng	ON - Cambridge	1394	3	1	1398	\$ 60,840.97	\$ 50,273.88	\$ -	\$ -	\$ -	\$ 111,114.85
			100065	678	43	100786	\$ 728,428.14	\$ 1,234,344.93	\$ 1,595,539.52	\$ 1,360,625.97	\$ 704,773.24	

This is Exhibit "CC"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: sales support[SalesSupport@justenergy.com]
Cc: Rosalba Gullo[rgullo@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]
From: Ravi Maharaj
Sent: Tue 5/27/2014 7:10:29 PM (UTC)
Subject: FW: Greg Giza

0786

[photo.JPG](#)
[ICA greorgy.pdf](#)
[RE_IC Greg GIZA - Return Request.msg](#)

FYI

IC#275002

Find by ID Find Contract ID Find AB - AESLP- Synced

Contractor Details

Contractor Information

Contractor #: 275002 Type: Agent
 Status: Inactive Web Signup: No
 First Name: Greg Middle Name:
 Last Name: Giza
 Address: 606A The Queensway Unit 1
 Country: CANADA Prov./State: Ontario
 City: Toronto Postal Code: M8Y 1K1
 Phone: (416) 721-9208 Ext: Cell: () - -
 SIN/SSN: 499-226-082 Gender: Male
 Date of Birth: 03-Dec-1973 Registration Date: 15-Sep-2006
 E-mail:
 Ref. By Acct: Criminal Background: N
 Relative's Name: Relative's Phone: () - -

Comment

Address update from 5146 St Dominique, Montreal QC H2T 1V2. 09-Mar-07. Linz
 Received email from Sales requesting that the independent contractor's status be changed to Terminated without Commission due to him becoming an independent contractor for a competitor. A
 Address update from 53 Mull Cres., Courice ON L1E 2E2. 09-Mar-07. Linz
 Received email from Sales requesting that the independent contractor's status be changed to Terminated without Commission due to him becoming an independent contractor for a competitor. A
 Address update from 66 St. Louis #202, Montreal QC H2T 1V4. 09-Mar-07. Linz

Alternate Address:

Save

New Comment

Contractor Account

Account List Tax Accounts Pay Levels Assigned

Contractor #	Account Type	Regional Office	Chq Delivery	Ext. Delivery	Vendor File Code	Usage
200048	IC	Yorkland	P			Inactive
210016	IC	Yorkland	P			Inactive
275002	IC	South Bend	SB			Inactive
465001	IC	Dundas	P			Inactive
465076	IC	Dundas	P			Inactive
600053	IC	Quebec	P			Inactive
610067	IC	Quebec	P			Inactive
616003	IC	Quebec	P			Never Used

Contractor Hierarchy

Pay Level	Contractor #	Full Name	Business Name
Assistant Crew Coordi...	275002	Greg Giza	
Crew Coordinator	275002	Greg Giza	
Assistant Regional Di...	277999	Michael Cook	
Regional Distributor	277999	Michael Cook	
Senior Regional Distri...	277999	Michael Cook	
National Distributor	275000	Darren Pritchett	PLC Global Energy Marketi...
Senior National Distri...			

Documents

Account Agreements		Licenses
IC #	Jurisdiction	Regional Of
275002	IN	South Bend

Contractor Statistics



-----Original Message-----

From: Regional (Ray)

Sent: Tuesday, May 27, 2014 2:26 PM

To: sales support

Cc: Ravi Maharaj

Subject: Greg Giza

Can we process the attached badge request for Ottawa? This IC was a returning IC from about 7 years ago

Not sure if you need his old IC number, but Ravi will provide that to you when he gets in the office if needed.

Can we have this badge processed and sent to Ottawa?

Ravi has already confirmed with compliance that he is good to go (email attached)

Thanks in advance

Ray

This is Exhibit "DD"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Daniel Barbieri Overrides

Sum of ContractCount	Column Labels	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
01/04/2012	Blay Armah						0
02/04/2012							0
03/04/2012							0
04/04/2012		1					1
05/04/2012							0
06/04/2012							0
07/04/2012							0
08/04/2012							0
09/04/2012							0
10/04/2012							0
11/04/2012							0
12/04/2012							0
13/04/2012							0
14/04/2012							0
15/04/2012							0
16/04/2012							0
17/04/2012							0
18/04/2012							0
19/04/2012							0
20/04/2012							0
21/04/2012							0
22/04/2012							0
23/04/2012		1					1
24/04/2012							0
25/04/2012							0
26/04/2012							0
27/04/2012							0
28/04/2012							0
29/04/2012							0
30/04/2012							0
01/05/2012							0
02/05/2012							0
03/05/2012							0
04/05/2012							0
05/05/2012							0
06/05/2012							0
07/05/2012							0
08/05/2012							0
09/05/2012							0
10/05/2012							0
11/05/2012							0
12/05/2012							0
13/05/2012							0
14/05/2012							0
15/05/2012							0
16/05/2012							0
17/05/2012							0
18/05/2012							0
19/05/2012							0
20/05/2012							0
21/05/2012							0
22/05/2012							0
23/05/2012							0
24/05/2012							0
25/05/2012							0
26/05/2012							0
27/05/2012							0
28/05/2012		1					1
29/05/2012							0
30/05/2012							0
31/05/2012							0
01/06/2012							0
02/06/2012							0
03/06/2012							0
04/06/2012							0
05/06/2012							0
06/06/2012							0
07/06/2012							0
08/06/2012							0
09/06/2012							0
10/06/2012							0
11/06/2012		4					4

Sum of ContractCount Row Labels	Column Labels Blay Armah	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
12/06/2012		6					6
13/06/2012							0
14/06/2012							0
15/06/2012							0
16/06/2012							0
17/06/2012							0
18/06/2012		7					7
19/06/2012			2				2
20/06/2012		5	2				7
21/06/2012	5	1		2			8
22/06/2012		1	2				3
23/06/2012		3	1	1			5
24/06/2012							0
25/06/2012	2	7	1	3			13
26/06/2012	3	1		1			5
27/06/2012		5	6	1			12
28/06/2012				1			1
29/06/2012		5	3				8
30/06/2012			3	2			5
01/07/2012		2	3	4			9
02/07/2012							0
03/07/2012		1	1				2
04/07/2012		1					1
05/07/2012		3		3			6
06/07/2012			2	2			4
07/07/2012			1	1			2
08/07/2012							0
09/07/2012		13	4	4			21
10/07/2012		5	1				6
11/07/2012			2				2
12/07/2012		3	1	1			5
13/07/2012			1				1
14/07/2012							0
15/07/2012							0
16/07/2012		3	1	2			6
17/07/2012							0
18/07/2012		4	2				6
19/07/2012		4	3				7
20/07/2012			6				6
21/07/2012		1	1				2
22/07/2012			1				1
23/07/2012		4	1				5
24/07/2012		9	1				10
25/07/2012		14					14
26/07/2012		10	1				11
27/07/2012			3				3
28/07/2012			1				1
29/07/2012		1	1				2
30/07/2012			3				3
31/07/2012		4	4		7		15
01/08/2012		1	3				4
02/08/2012		7	1		4		12
03/08/2012			4				4
04/08/2012			1		3		4
05/08/2012							0
06/08/2012		10	3		5		18
07/08/2012		5	1		2		8
08/08/2012		9	1		3	1	14
09/08/2012		5	1		4		10
10/08/2012		1	2		2		5
11/08/2012		3	2		1		6
12/08/2012		1					1
13/08/2012		9	4				13
14/08/2012		2					2
15/08/2012							0
16/08/2012		1	1				2
17/08/2012			1				1
18/08/2012		4					4
19/08/2012							0
20/08/2012		3	3				6
21/08/2012		8	4				12
22/08/2012		13	6				19
23/08/2012		9	1				10
24/08/2012		11					11
25/08/2012		5	2				7

Sum of ContractCount Row Labels	Column Labels Blay Armah	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
26/08/2012		2					2
27/08/2012		1	1				2
28/08/2012		2	5				7
29/08/2012		8					8
30/08/2012		2	2				4
31/08/2012			4				4
01/09/2012							0
02/09/2012							0
03/09/2012			2				2
04/09/2012		2					2
05/09/2012			1				1
06/09/2012							0
07/09/2012							0
08/09/2012							0
09/09/2012							0
10/09/2012							0
11/09/2012							0
12/09/2012							0
13/09/2012							0
14/09/2012							0
15/09/2012							0
16/09/2012							0
17/09/2012							0
18/09/2012							0
19/09/2012							0
20/09/2012							0
21/09/2012							0
22/09/2012							0
23/09/2012							0
24/09/2012							0
25/09/2012							0
26/09/2012							0
27/09/2012							0
28/09/2012							0
29/09/2012							0
30/09/2012							0
Grand Total	10	254	121	28	31	1	445

This is Exhibit "EE"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

32	6	29	8	10	25	3	117
33	10	17	4	4	5	6	144
34	3	27	3	9	5	3	89
35	3	29	3	9	3	3	91
36	5	15	5	14	2	2	81
37	3	15	2	2			14
38	3	4	2	2			53
39	3	14	2	5			34
40	2	14	3	3			32
41	13	6	3	6			3
42	3	3	5	15			120
43	9	3	5	2			11
44	12	30	8	10			124
45	12	30	5	10			98
46	3	11	2	6			91
47	21	11	7	11			60
48	5	20	3	5			11
49	6	16	3	5			34
50	3	18	3	5	5		40
51	3	18	3	5	8		32
52	3	13	3	2	8		2
53	3	15	2	2	1		32
54	8	8	11	2	6		45
55	2	13	6	6	6		61
56	11	14	2	15	1		37
57	3	14	5	2	2		2
58	3	11	6	6	4		59
59	8	22	5	5	3		50
60	5	19	6	13	6		54
61	5	13	6	9	6		33
62	13	13	9	6	6		6
63	34	31	2	26	12	1	137
64	4	6	3	3	17		127
65	4	23	11	20	10		10
66	2	21	6	20	125		125
67	2	21	6	10	10		125
68	2	15	9	2	6		96
69	11	11	2	2	2		6
70	4	4	13	13	8		85
71	8	2	18	18	8		65
72	3	1	9	9	9		47
73	2	1	2	2	2		89
74	2	6	6	6	17		92
75	5	4	3	3	3		50
76	3	4	11	11	10		10
77	3	10	6	14	6		56
78	2	10	2	2	14		95
79	1	1	2	2	6		53
80	2	3	20	20	6		31
81	4	17	16	16	20		82
82	3	10	2	2	16		40
83	3	3	3	3	3		14
84	10	10	11	11	11		14
85	3	3	8	8	8		6
86	35	25	25	25	25		94
87	21	18	35	35	35		99
88	3	3	11	11	11		68
89	3	3	3	3	3		45
90	11	11	11	11	16		77
91	6	6	6	6	2		65
92	3	3	3	3	17		56
93	14	14	14	14	14		35
94	2	8	8	8	8		49
95	2	7	7	7	7		7
96	23	23	23	23	23		85
97	22	22	22	22	22		85
98	46	46	46	46	46		111
99	5	5	5	5	5		53
100	4	4	4	4	4		16
101	18	18	18	18	18		65
102	13	13	13	13	13		58
103	3	3	3	3	3		39
104	8	8	8	8	8		42
105	2	2	2	2	2		72
106	2	2	2	2	2		57
107	75	75	75	75	75		75
108	46	46	46	46	46		46
109	37	37	37	37	37		37
110	13	13	13	13	13		12
111	11	11	11	11	11		14
112	11	11	11	11	11		14
113	13	13	13	13	13		24
114	2	2	2	2	2		37
115	24	24	24	24	24		12
116	8	8	8	8	8		16
117	17	17	17	17	17		16
118	27	27	27	27	27		47
119	8	8	8	8	8		45
120	9	9	9	9	9		45

This is Exhibit "FF"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Roland Lavigne Overrides

Sum of ContractCount	IC Name								Grand Total
Row Labels	Amir Nazari	Brody Laurie	Godwin Rana	Janie Boots	Jason St Jean	Kateryna Ivzhenko	Osama Khan	Roland Lavigne	
01/05/2015									0
02/05/2015									0
03/05/2015									0
04/05/2015								4	4
05/05/2015									0
06/05/2015								2	2
07/05/2015									0
08/05/2015									0
09/05/2015									0
10/05/2015									0
11/05/2015									0
12/05/2015								3	3
13/05/2015								15	15
14/05/2015								7	7
15/05/2015								8	8
16/05/2015									0
17/05/2015									0
18/05/2015					1			6	7
19/05/2015								13	13
20/05/2015								18	18
21/05/2015								8	8
22/05/2015								6	6
23/05/2015								3	3
24/05/2015									0
25/05/2015								5	5
26/05/2015					5			13	18
27/05/2015					1			6	7
28/05/2015					18			8	26
29/05/2015					10			15	25
30/05/2015									0
31/05/2015								2	2
01/06/2015	2				14			11	27
02/06/2015	4							3	7
03/06/2015	1							3	4
04/06/2015	4							6	10
05/06/2015	4				1			7	12
06/06/2015	1							11	12
07/06/2015					2			2	4
08/06/2015					9				9
09/06/2015	4							9	13
10/06/2015	6				20			10	36
11/06/2015					5			8	13
12/06/2015		2			7			11	20
13/06/2015					14			4	18
14/06/2015									0
15/06/2015	2	2			9			5	18
16/06/2015	7	3			2			8	20
17/06/2015		5			11			6	22
18/06/2015	6	6			16			12	40
19/06/2015	4	5			9			13	31
20/06/2015	3	5			9				17
21/06/2015	3	2			2				7
22/06/2015		6			9			7	22
23/06/2015					17	3		10	30
24/06/2015					9			9	18
25/06/2015	3	7			8			3	21
26/06/2015	6	7			12			9	34
27/06/2015	3	3		1	5				12
28/06/2015									0
29/06/2015	3				6				9
30/06/2015			1	2	13			8	24
01/07/2015		3		8	11				22
02/07/2015		7			11			6	24
03/07/2015		6		6				8	20
04/07/2015		1		3	7			3	14
05/07/2015	2	9							11
06/07/2015					11			5	16
07/07/2015				2	14			4	20
08/07/2015		3		3				6	12
09/07/2015		3			14			2	19
10/07/2015		4		4	4			5	17
11/07/2015									0
12/07/2015									0
13/07/2015									0
14/07/2015									0
15/07/2015									0
16/07/2015									0
17/07/2015		1							1
18/07/2015									0

Sum of ContractCount	IC Name								
Row Labels	Amir Nazari	Brody Laurie	Godwin Rana	Janie Boots	Jason St Jean	Kateryna Ivzhenko	Osama Khan	Roland Lavigne	Grand Total
19/07/2015									0
20/07/2015									0
21/07/2015									0
22/07/2015									0
23/07/2015									0
24/07/2015									0
25/07/2015									0
26/07/2015									0
27/07/2015									0
28/07/2015									0
29/07/2015									0
30/07/2015									0
31/07/2015									0
01/08/2015									0
02/08/2015									0
03/08/2015									0
04/08/2015									0
05/08/2015									0
06/08/2015									0
07/08/2015									0
08/08/2015									0
09/08/2015									0
10/08/2015									0
11/08/2015									0
12/08/2015								5	5
13/08/2015								10	10
14/08/2015								4	4
15/08/2015									0
16/08/2015									0
17/08/2015								7	7
18/08/2015								3	3
19/08/2015								3	3
20/08/2015								9	9
21/08/2015									0
22/08/2015									0
23/08/2015									0
24/08/2015								3	3
25/08/2015									0
26/08/2015								5	5
27/08/2015							3	4	7
28/08/2015							8		8
29/08/2015							1	4	5
30/08/2015									0
31/08/2015							4	5	9
01/09/2015								3	3
02/09/2015							3	5	8
03/09/2015							6	3	9
04/09/2015							1	2	3
05/09/2015							2		2
06/09/2015							6		6
07/09/2015							9	5	14
08/09/2015								4	4
09/09/2015									0
10/09/2015							5	8	13
11/09/2015							6	3	9
12/09/2015							7		7
13/09/2015									0
14/09/2015							2	5	7
15/09/2015								3	3
16/09/2015									0
17/09/2015									0
18/09/2015								8	8
19/09/2015								3	3
20/09/2015								6	6
21/09/2015									0
22/09/2015								3	3
23/09/2015							2	9	11
24/09/2015									0
25/09/2015									0
26/09/2015									0
27/09/2015									0
28/09/2015								1	1
29/09/2015								3	3
30/09/2015									0
01/10/2015									0
02/10/2015									0
03/10/2015									0
04/10/2015									0
05/10/2015									0
06/10/2015									0
07/10/2015									0

Sum of ContractCount	IC Name								Grand Total
Row Labels	Amir Nazari	Brody Laurie	Godwin Rana	Janie Boots	Jason St Jean	Kateryna Ivzhenko	Osama Khan	Roland Lavigne	Grand Total
08/10/2015									0
09/10/2015									0
10/10/2015									0
11/10/2015									0
12/10/2015									0
13/10/2015									0
14/10/2015									0
15/10/2015									0
16/10/2015									0
17/10/2015									0
18/10/2015									0
19/10/2015									0
20/10/2015									0
21/10/2015									0
22/10/2015									0
23/10/2015									0
24/10/2015									0
25/10/2015									0
26/10/2015									0
27/10/2015									0
28/10/2015									0
29/10/2015									0
30/10/2015									0
31/10/2015									0
Grand Total	68	90	1	29	316	3	65	492	1064

This is Exhibit "GG"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

This is Exhibit "HH"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

Daniel Barbieri Overrides

Sum of ContractCount	Column Labels	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
01/04/2012	Blay Armah						0
02/04/2012							0
03/04/2012							0
04/04/2012		1					1
05/04/2012							0
06/04/2012							0
07/04/2012							0
08/04/2012							0
09/04/2012							0
10/04/2012							0
11/04/2012							0
12/04/2012							0
13/04/2012							0
14/04/2012							0
15/04/2012							0
16/04/2012							0
17/04/2012							0
18/04/2012							0
19/04/2012							0
20/04/2012							0
21/04/2012							0
22/04/2012							0
23/04/2012		1					1
24/04/2012							0
25/04/2012							0
26/04/2012							0
27/04/2012							0
28/04/2012							0
29/04/2012							0
30/04/2012							0
01/05/2012							0
02/05/2012							0
03/05/2012							0
04/05/2012							0
05/05/2012							0
06/05/2012							0
07/05/2012							0
08/05/2012							0
09/05/2012							0
10/05/2012							0
11/05/2012							0
12/05/2012							0
13/05/2012							0
14/05/2012							0
15/05/2012							0
16/05/2012							0
17/05/2012							0
18/05/2012							0
19/05/2012							0
20/05/2012							0
21/05/2012							0
22/05/2012							0
23/05/2012							0
24/05/2012							0
25/05/2012							0
26/05/2012							0
27/05/2012							0
28/05/2012		1					1
29/05/2012							0
30/05/2012							0
31/05/2012							0
01/06/2012							0
02/06/2012							0
03/06/2012							0
04/06/2012							0
05/06/2012							0
06/06/2012							0
07/06/2012							0
08/06/2012							0
09/06/2012							0
10/06/2012							0
11/06/2012		4					4

Sum of ContractCount Row Labels	Column Labels Blay Armah	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
12/06/2012		6					6
13/06/2012							0
14/06/2012							0
15/06/2012							0
16/06/2012							0
17/06/2012							0
18/06/2012		7					7
19/06/2012			2				2
20/06/2012		5	2				7
21/06/2012	5	1		2			8
22/06/2012		1	2				3
23/06/2012		3	1	1			5
24/06/2012							0
25/06/2012	2	7	1	3			13
26/06/2012	3	1		1			5
27/06/2012		5	6	1			12
28/06/2012				1			1
29/06/2012		5	3				8
30/06/2012			3	2			5
01/07/2012		2	3	4			9
02/07/2012							0
03/07/2012		1	1				2
04/07/2012		1					1
05/07/2012		3		3			6
06/07/2012			2	2			4
07/07/2012			1	1			2
08/07/2012							0
09/07/2012		13	4	4			21
10/07/2012		5	1				6
11/07/2012			2				2
12/07/2012		3	1	1			5
13/07/2012			1				1
14/07/2012							0
15/07/2012							0
16/07/2012		3	1	2			6
17/07/2012							0
18/07/2012		4	2				6
19/07/2012		4	3				7
20/07/2012			6				6
21/07/2012		1	1				2
22/07/2012			1				1
23/07/2012		4	1				5
24/07/2012		9	1				10
25/07/2012		14					14
26/07/2012		10	1				11
27/07/2012			3				3
28/07/2012			1				1
29/07/2012		1	1				2
30/07/2012			3				3
31/07/2012		4	4		7		15
01/08/2012		1	3				4
02/08/2012		7	1		4		12
03/08/2012			4				4
04/08/2012			1		3		4
05/08/2012							0
06/08/2012		10	3		5		18
07/08/2012		5	1		2		8
08/08/2012		9	1		3	1	14
09/08/2012		5	1		4		10
10/08/2012		1	2		2		5
11/08/2012		3	2		1		6
12/08/2012		1					1
13/08/2012		9	4				13
14/08/2012		2					2
15/08/2012							0
16/08/2012		1	1				2
17/08/2012			1				1
18/08/2012		4					4
19/08/2012							0
20/08/2012		3	3				6
21/08/2012		8	4				12
22/08/2012		13	6				19
23/08/2012		9	1				10
24/08/2012		11					11
25/08/2012		5	2				7

Sum of ContractCount Row Labels	Column Labels Blay Armah	Daniel Barbieri	Jermaine Lawrence	Megan Noble	Rajni Pathak	Scott Eger	Grand Total
26/08/2012		2					2
27/08/2012		1	1				2
28/08/2012		2	5				7
29/08/2012		8					8
30/08/2012		2	2				4
31/08/2012			4				4
01/09/2012							0
02/09/2012							0
03/09/2012			2				2
04/09/2012		2					2
05/09/2012			1				1
06/09/2012							0
07/09/2012							0
08/09/2012							0
09/09/2012							0
10/09/2012							0
11/09/2012							0
12/09/2012							0
13/09/2012							0
14/09/2012							0
15/09/2012							0
16/09/2012							0
17/09/2012							0
18/09/2012							0
19/09/2012							0
20/09/2012							0
21/09/2012							0
22/09/2012							0
23/09/2012							0
24/09/2012							0
25/09/2012							0
26/09/2012							0
27/09/2012							0
28/09/2012							0
29/09/2012							0
30/09/2012							0
Grand Total	10	254	121	28	31	1	445

This is Exhibit "II"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

RegionalOfficeName	OfficeJurisdiction	agentOID	AgentAccountCode	FullNameFL	SigningDate	RtrContractIdentifier	CommodityIdentifier	commoditytypentifier	ContractJurisdiction	LocationTypentifier	ContractTypentifier	ProductTypentifier	customercity	CustomerProvState	OverrideBadge	Override	PayLevelIdentifier	Regional
Kitchener-Resi	ON	129266	1016026	Katlyn Schwantz	16/12/2013	CISE805020654	ELE	Brown	ON	RES	NEW	JECP	North Bay	ON	1016026	Katlyn Schwantz	ACR	Joel Stewart
Kitchener-Resi	ON	129263	1016023	Medardo Montano	16/12/2013	101529262	ELE	Brown	ON	RES	NEW	JECP	Etobicoke	ON	1016026	Katlyn Schwantz	ACR	Joel Stewart
Kitchener-Resi	ON	129266	1016026	Katlyn Schwantz	19/12/2013	JE90599229	Equip	ECOB	ON	RES	NEW	Ecobee	North Bay	ON	1016026	Katlyn Schwantz	CRW	Joel Stewart
Kitchener-Resi	ON	129263	1016023	Medardo Montano	19/12/2013	JE90599149	Equip	ECOB	ON	RES	NEW	Ecobee	Hamilton	ON	1016026	Katlyn Schwantz	ACR	Joel Stewart
Kitchener-Resi	ON	129266	1016026	Katlyn Schwantz	02/01/2014	805021585	ELE	Brown	ON	RES	NEW	JECP	Brampton	ON	1016026	Katlyn Schwantz	ACR	Joel Stewart
Kitchener-Resi	ON	105142	1016001	Joshua Jafry	02/01/2014	101529708	ELE	Brown	ON	RES	NEW	JECP	NORTH BAY	ON	1016026	Katlyn Schwantz	CRW	Joel Stewart

RegionalOfficeName	OfficeJurisdiction	agentOID	AgentAccountCode	FullNameFL	SigningDate	RtrContractIdentifier	CommodityIdentifier	commoditytypeidentifier	ContractJurisdiction	LocationTypeIdentifier	ContractTypeIdentifier	ProductTypeIdentifier	customercity	CustomerProvState	OverrideBadge	Override	PayLevelIdentifier	Regional
Ottawa	ON	84760	301304	James Acton	14/03/2014	CISE79592273	ELE	Brown	ON	RES	NEW	JECP	SOUTH RIVER	ON	301304	James Act	CRW	Johnny Lavoie
Ottawa	ON	132617	302697	Jonny Keeney	14/03/2014	805030939	ELE	Brown	ON	RES	NEW	JECP	Ottawa	ON	301304	James Act	ACR	Scott Eger
Ottawa	ON	84760	301304	James Acton	22/03/2014	101533535	ELE	Brown	ON	RES	NEW	JECP	MATTAWA	ON	301304	James Act	ACR	Johnny Lavoie
Ottawa	ON	132771	302699	Chris Wrinn	22/03/2014	101533561	ELE	Brown	ON	RES	NEW	JECP	OTTAWA	ON	301304	James Act	CRW	Johnny Lavoie

RegionalOfficeName	OfficeJurisdiction	agentOID	AgentAccountCode	FullNameFL	SigningDate	RtrContractIdentifier	CommodityIdentifier	commoditytypeidentifier	ContractJurisdiction	LocationTypeIdentifier	ContractTypeIdentifier	ProductTypeIdentifier	customerCity	CustomerProvState	OverrideBadge	Override	PayLevelIdentifier	Regional
Kitchener-Resi	ON	152003	1016406	Roland Lavigr	05/06/2015	79742264	ELE	Brown	ON	RES	NEW	JECP	London	ON	1016406	Roland Lavigr	ACR	Joel Stewart
Kitchener-Resi	ON	153219	1016448	Amir Nazari	05/06/2015	79744414	ELE	Brown	ON	RES	NEW	JECP	SAULT STE MA	ON	1016406	Roland Lavigr	ACR	Joel Stewart
Kitchener-Resi	ON	152003	1016406	Roland Lavigr	14/09/2015	CISG101043122	GAS	Brown	ON	RES	NEW	JECP	NIAGARA FALL	NULL	1016406	Roland Lavigr	ACR	Mike Dunn
Kitchener-Resi	ON	156553	1016558	Osama Khan	14/09/2015	79763033	ELE	Brown	ON	RES	NEW	JECP	BRANTFORD	ON	1016406	Roland Lavigr	ACR	Mike Dunn

RegionalOfficeName	OfficeJurisdiction	agentOID	AgentAccountCode	FullNameFL	SigningDate	RtrContractIdentifier	CommodityIdentifier	commoditytypeidentifier	ContractJurisdiction	LocationTypeIdentifier	ContractTypeIdentifier	ProductTypeIdentifier	customerCity	CustomerProvState	OverrideBadge	Override	PayLevelIdentifier	Regional
Ottawa	ON	122371	302711	Bahram Nem	26/07/2014	101539990	ELE	Brown	ON	RES	NEW	JECP	Ottawa	ON	302711	Bahram Ni ACR		Johnny Lavoie
Viking	ON	117797	340245	Mohammad J	26/07/2013	79490654	ELE	Brown	ON	RES	NEW	JECP	BRAMPTON	ON	340278	Bahram Ni ACR		Jahan Saffari

RegionalOfficeName	OfficeJurisdiction	agentOID	AgentAccountCode	FullNameFL	SigningDate	RtrContractIdentifier	CommodityIdentifier	commoditytypentifier	ContractJurisdiction	LocationTypentifier	ContractTypentifier	ProductTypentifier	customercity	CustomerProvState	OverrideBadge	Override	PayLevelIdentifier	Regional
Viking	ON	95263	340005	Daniel Barbieri	11/08/2012	79298853	GAS	Brown	ON	RES	NEW	FlatBill	Pickering	ON	340005	Daniel Bar	CRW	Jahan Saffari
Viking	ON	102198	340100	Rajni Pathak	11/08/2012	101004274	GAS	Brown	ON	RES	NEW	FlatBill	Hamilton	ON	340005	Daniel Bar	CRW	Jahan Saffari

This is Exhibit "JJ"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Heriff

Trip Rules

Just Energy is one of the few Energy Retailers in North America to offer incentive trips all over the world to all of its Sales Representatives. This is a great way to experience new places and meet fellow peers in all of our jurisdictions across North America. We want everyone to have the trip of a lifetime and remember that you are ambassadors of Just Energy wherever we travel. We've listed the important points below:

Trip eligibility first depends on the Trip Points Sales Representatives earn during the Contest Reporting Period.

- * Trip Points are earned per Approved Contract or per RCE. The Trip Points are detailed on the Sell Sheet.
- o An Approved Contract is customer contract that is accepted or flows during the Contest Reporting Period.
- o A RCE means Residential Customer Equivalent, a unit of measure which represents 10,000 kWh, 1,000 Ccfs, 1,000 Therms, 3,000 m³ and/or 115 GJ. A RCE is a single residential customer's typical annual consumption of gas or electricity.
- o The Contest Reporting Period is December 28, 2015 through May 8, 2016.

Trip eligibility also depends on the following:

- o Sales Representatives **MUST** have a compliance ratio of less than 2% as of the date of the Trip.
- * A Sales Representative **MUST** be in "Active" status as of the date of the Trip. As an independent contractor Sales Representative, "Active" status means someone who: (i) submitted Approved Contracts equal to at least 65 RCEs during the 3 month period prior to the start of the Trip; (ii) submitted Approved Contracts within the 30 day period prior to the Trip; and (iii) has not provided services to any competitor of any Just Energy entity during the Contest Reporting Period.
- o As an employee Sales Representative, "Active" status means you are employed with a Just Energy entity as of the date of the Trip.
- * Trip points are not interchangeable with other incentive points (ex., Just Energy Nation points or other Trip programs).

Other important points:

- o At the discretion of Just Energy, Trip Points are reduced for commercial pricing, monthly/variable/apartments/terms discounts and volume discounts. For example,
 - o A contract signed on a one-year term only represents 20% of the point value listed on the Sell Sheet.
 - o A product that discounts commissions will also have the Trip Point value discounted by the same amount.
- All hotel rooms are based on double occupancy. We will do our best to honor roommate requests however preferred roommates may not be available.
- Payouts. Sales Representatives who request a payout instead of attending the Trip, **MUST** be matched to a Sales Representative who has already qualified for the Trip, and wishes to purchase another Trip. The purchase will be facilitated by Just Energy.
- o In its discretion, Just Energy may provide a payout if there is a legal or medical reason for not being able to attend with legitimate documentation.
- o The number of Trips a Sales Representative may qualify for is capped at two trips. Any additional trips will be paid out at an amount of \$1,000 CDN/USD. The Sales Representative may use these payouts to purchase additional Trips.
- o Payouts (for successfully selling your Trip) and deductions (for purchasing an additional Trip) will commence the week before the Trip is scheduled to start unless advised otherwise by Just Energy.
- * New Sales Representatives may qualify for the Trip based on a reduced threshold (prorated qualification) if they begin after the first week of the Contest Reporting Period.
 - o Trips earned through a prorated qualification are not entitled for a payout nor can they be sold to another individual.
 - o Sales Representatives who earn a Trip through prorated qualification can qualify for a second Trip by accumulating the full Trip Points in addition to their prorated points.
 - o New Sales Representatives who begin within the Trip Contest Reporting Period are eligible to qualify for the Trip based on the prorated point schedule.
- All Trips for Sales Representatives are subject to a taxable benefit that will be added to your T4A/1099 or W-2 at the end of each calendar year. Additional trips awarded for the guests of Sales Representatives are subject to a 100% taxable benefit which is added to the T4A/1099 or W-2 of the Sales Representative who brought the guest.
- Sales Representatives are required to have a valid passport that will not expire for six months prior to the start of the Trip.
- Sales Representatives are responsible for any Visas that they might require for travel and any necessary documents related to traveling before registering

Any questions can be forwarded to Sales Operations at salesupport@justenergy.com



Getting on this year's Trip has never been easier!

Simply **surpass the 13,000 point** threshold over the span of 20 weeks and you've made the Trip!

The Contest Reporting Period begins on December 28, 2015 and ends May 8, 2016 and, as always, points are awarded on contracts that are **accepted or flowing** during this period.

Residential Natural Gas – 100 points per approved contract

Residential Electricity – 100 points per approved contract

Commercial Natural Gas – 50 points per approved RCE (3,000 m3)

Commercial Electricity – 50 points per approved RCE (10,000 kWh)

Commercial JustGreen Sales - 25 points per 100% approved green

The **SUPERSTAR CONTEST** is on across the continent and it's better than EVER!!! Be the top salesperson in the categories listed below and you'll not only be recognized as the best, but be paid for it too!

Kilowatt King/Queen - Achieve the most points for commercial electricity agreements and win **\$10,000/CDN!**

Prince(ss) of Power - Achieve the most points for residential electricity agreements and win **\$10,000/CDN!**

Gord Oakes Award - Achieve the most points for residential gas agreements and win **\$10,000/CDN!**

Gas Commander - Achieve the most points for commercial gas agreements and win **\$10,000/CDN!**

Ruler of Renewal - Achieve the most points for commercial recontracts and win **\$5,000/CDN!**

Green Champion - Achieve the most approved residential Green units and win **\$5,000/CDN!**

C.E.O of Green - Achieve the most approved commercial Green units and win **\$5,000/CDN!**

Don of Recon - Achieve the most points for residential recontracts and win **\$5,000/CDN!**

PLEASE SEE TRIP RULE SHEET

Ontario New Business Sales



This is Exhibit "KK"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: Megan Taylor[mtaylor@justenergy.com]
From: Megan Taylor
Sent: Tue 2/17/2015 4:27:53 PM (UTC)
Subject: Double Points Week

0833

Good Morning Regionals,

Retaining a positive and motivated team is vital to your success.

As discussed on yesterday's call this week will be a DOUBLE POINTS week!

Your office has the opportunity to earn double points next week too!! Hit this week's office target and you will have double points next week as well!!!

Just a reminder that Hudson does not participate in double points weeks.



Megan Taylor


Manager of Events and Incentives

T 905.670.4440 ext: 73593 | C 647.302.6967

6345 Dixie Road, Suite 200, Mississauga, Ontario, L5T 2E6

E-mail mtaylor@justenergy.com | Web justenergy.com

Integrity | Innovation | Customer-Centricity | Responsibility | Enrichment | Excellence

 Just Energy is a green, clean company. Be part of our mission. Think before you ink.

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This is Exhibit "LL"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

g Monday.
n approved to market with Just Energy.

g Monday.
n approved to market with Just Energy.

This is Exhibit "MM"
referred to in the Affidavit of
Richard Teixeira
sworn before me this
11th day of January, 2019



COMMISSIONER OF OATHS

Neal Hewitt

To: Ryan Parnell[rparnell@justenergy.com]
Cc: Jennifer Murdock[jenniferm@justenergy.com]; Rosalba Gullo[rgullo@justenergy.com]; Comm Admin[CommPayrollAdmin@justenergy.com]; Andrae Brackett[abrackett@justenergy.com]
From: Richard Teixeira
Sent: Mon 1/9/2012 5:45:17 PM (UTC)
Subject: RE: 401866 Simon Graveney

0840

[Here you go.](#)

Contractor:
 SIN/SSN:

 Contract ID:

Contractor Details

Contractor Information

Jurisdiction: CA Type: Agent Status: Active Contractor No.: 401866
 First Name: Simon Middle Name:
 Last Name: Graveney
 Address: 2301 Burnhamthorpe Rd W Apt 55
 Country: CANADA Prov./State: Ontario
 City: Mississauga Postal Code: L5L 3M5
 Phone: (416) 389-7937 Ext. Cell: () .
 E-mail:
 SIN/SSN: 501-800-015 Date of Birth: (none)
 Registration Date: 22-Dec-2008 Ref. By Acct:
 Relative's Name: Phone: () .
 Web Signup: No

Notes: Comment
 ▶ Address update from 6540 Falconer Dr Unit 2, Ontario, M L5N 1M1

Alternate Address:

Contractor Account

Business Name: 2268156 Ontario Inc

Contractor No.	Account Type	Regional Office	Business Name	Chq Delivery	Tax Report To	Usage
▶ 401866	IC	Islington	2268156 Ontario Inc	I	CA	Active

Contractor Hierarchy

Pay Level	Contractor #	Full Name	Business Name
▶ Assistant Crew Coordi...	401866	Simon Graveney	2268156 Ontario Inc
Crew Coordinator	401866	Simon Graveney	2268156 Ontario Inc
Assistant Regional Di...	401866	Simon Graveney	2268156 Ontario Inc
Regional Distributor	401866	Simon Graveney	2268156 Ontario Inc
Senior Regional Distri...	401301	Kambiz Avanestan	Keep Ahead Marketing L...
National Distributor	900000	John Roche	Hampstead Co

Documents

IC #	Jurisdiction	Regional Office
401866	ON	Islington

Contractor Statistics

Richard Teixeira

From: Ryan Parnell
Sent: Monday, January 09, 2012 12:44 PM
To: Comm Admin; Richard Teixeira
Cc: Jennifer Murdock; Rosalba Gullo
Subject: 401866 Simon Graveney
Importance: High

Hi ComAdmin,

Can you please provide Richard and I with the Incorporation information (Business name information) for IC 401866. We are creating a new regional distributor agreement for him and we need his business information for the ICA

I need to get him badged this week.

RP




Ryan Parnell

Regional Sales Manager - Western Canada

T 905.670.4440 ext: 71346 | **C** 416.993.3626
6345 Dixie Road, Suite 200, Mississauga, Ontario, L5T 2E6
E-mail rparnell@justenergy.com | **Web** justenergy.com

Integrity | Innovation | Customer-Centricity | Responsibility | Enrichment | Excellence

 Just Energy is a green, clean company. Be part of our mission. Think before you ink.

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Haidar Omarali

Plaintiff -and- JUST ENERGY GROUP INC. et al.

Defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

**Proceeding commenced at
Toronto**

AFFIDAVIT OF RICHARD TEIXEIRA

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Lawyers for the defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

BETWEEN:

Haidar Omarali

Plaintiff

- and -

**JUST ENERGY GROUP INC., JUST ENERGY CORP. and
JUST ENERGY ONTARIO L.P.**

Defendants

Proceeding under the *Class Proceedings Act*, 1992

**AFFIDAVIT OF BRIAN MARSELLUS
(SWORN JANUARY 11, 2019)**

I, Brian Marsellus, of the Community of Courtice, in the Province of Ontario, MAKE
OATH AND SAY:

1. I was previously a National Distributor with Just Energy Group Inc. (“**Just Energy**”), from 2009 to 2016, and, as such, have knowledge of the matters contained in this affidavit.
2. I make this affidavit in support of the defendants’ response to the plaintiff’s summary judgment motion.
3. It is my understanding that Just Energy no longer utilizes independent contractors (“**Independent Contractors**”) to solicit contracts for natural gas and electricity. In this affidavit I refer to “Independent Contractors” meaning those individuals who marketed and sold on behalf

- 2 -

of Just Energy as door-to-door Sales Agents (“**Sales Agents**”), crew coordinators, regional distributors on behalf of Just Energy.

My Background in the Energy Retail Business

4. I have been working in commission driven sales models, like that used at Just Energy, since in and around the fall of 1983.

5. In 2001, I began working with Direct Energy, a competitive energy retailer in North America, as a regional distributor and remained in this role until I left to work as a regional distributor with Universal Energy Corporation (“**Universal Energy**”) in 2005. I continued in this role with Universal Energy until it was acquired by Just Energy in 2009.

6. I was a national distributor for Just Energy out of its Fairview Office in North York, Ontario (the “**Fairview Office**”) from 2009 to 2016.

The Just Energy Business Model

7. In its simplest terms, the Just Energy business model was based on “performance” driven commission payment program. The success of Just Energy as a company was tied to the success of its independent contractors, composed of regional distributors, crew coordinators assistant crew coordinators and Sales Agents.

8. To this end, Just Energy existed to provide a developmental door-to-door sales program, consisting of motivation, mentorship and resources, in order to assist its sales force of independent contractors achieve their sales and business objectives. Indeed, Just Energy regularly encouraged to its regional distributors and crew coordinators to recognize and celebrate

the achievements of Independent Contractors in order to inspire them to develop their sales careers.

9. At all times, we emphasized that independent contractors were not just doing a “job”, they were building a career. In many ways, we saw our role at Just Energy as an “entrepreneurial school” for salespeople.

10. This performance based business model permeated every aspect of Just Energy, from the way it structured its offices and orientation and programs, to how it supported its sales force of independent contractors.

My role as National Distributor

11. As a national distributor at Just Energy, it was my responsibility to oversee the operations of certain sales offices in Ontario and around Canada.

12. From 2012-2016, I oversaw several regional distributors in Ontario, namely Mithra Saunders (“**Mr. Saunders**”), Daniel Orr (“**Mr. Orr**”), Gintras Slizauskas (“**Mr. Slizauskas**”), Danny Bromel (“**Mr. Bromel**”) and Mara Walt (“**Ms. Walt**”). Ms. Saunders and Mr. Orr operated out of Fairview Office, while . Slizaukas operated out of the Yorkland Office in North York (the “**Fairview Office**”), and Mr. Bromel operated out of the Oshawa, respectively.

13. During this time, I was also responsible for overseeing the Fairview Calgary Office. Ms. Walt was the regional distributor there after moving from the Fairview Office in and around 2012-2013.

14. The regional distributors noted above, as well as those based out of the Calgary Office, reported directly to me daily about the day-to-day operations of their respective sales

offices. As the Just Energy business model was, in essence, a development program for salespeople, I wanted to see how the programs at these individual sales offices were performing with respect to, among other things, sales numbers, recruitment and compliance to regulatory requirements. Based on how things were going, I would provide whatever advice and guidance I could to assist them achieve their business objectives.

The Fairview Office

15. In comparison to other Just Energy sales offices, the Fairview Office was an outlier of my own making. Whereas most Just Energy sales offices consisted of a single office operated by a regional distributor who oversaw several crew coordinators and their teams of Sales Agents, I structured the Fairview Office around a number of sub-offices run by regional distributors.

16. Over the course of 2012-2016, two regional distributors – Ms. Saunders and Mr. Orr operated out of the Fairview Office. While Ms. Saunders and Mr. Orr primarily conducted residential energy sales, Mr. Slizauskas focused exclusively on commercial energy sales out of the Yorkland Office. There was also a “Fairview North Office” run by a regional distributor, Maria Panagakos, who engaged solely in commercial sales.

17. The different sub-offices at the Fairview Office operated as separate and autonomous entities within the Just Energy performance model. The sub-offices were responsible for, among other things, conducting their own recruitment and skills’ development initiatives, daily meetings, as well as continuous motivational and performance-based learning programs (described more fully below). This structure resulted in each office or sub-office having its own style or approach to developing its sales force of independent contractors.

- 5 -

18. The hierarchical structure of the Fairview Office was the embodiment of the Just Energy performance based business model – that is, motivated and capable individuals could be promoted and eventually operate their own sub-office and build their own teams of Sales Agents. This hierarchical structure encouraged crew coordinators and Sales Agents to work hard, as well as created healthy competition between the regional distributors. This office environment served to drive sales as well as support and inspire salespeople to achieve their business objectives.

19. Importantly, as we were not offering increased salary as a carrot to successful salespeople, “promotion” became the key incentive for people to build their sales business under the Just Energy business model. At the Fairview Office, as in other Just Energy sales offices, successful salespeople could move their way up to regional distributor status through promotion and run their own performance driven universe.

20. Ms. Saunders, Mr. Orr, Mr. Slizauskas, Mr. Bromel and Ms. Walt are all examples of the success of this developmental program, in that, I used it successfully to develop and, ultimately, promote them from Sales Agents to regional distributors running their own offices and sub-offices.

Recruitment, the Interview Process and Orientation

Recruitment

21. The status of Sales Agents as independent contractors was instilled in Sales Agents from the outset of their relationship with Just Energy. Beginning with recruitment, Just Energy would use a variety of different methods to attract potential recruits, including word-of-mouth, visiting college and university campuses to hand-out flyers, and online adds, which were taken out on various websites, including Kijiji and Craigslist.

22. With respect to advertisements, these were strictly controlled and had to be approved by Just Energy's centralized recruiting guidelines.

23. Individual sales offices, including the sub-offices within the Fairview Office, were also encouraged to undertake their own recruiting initiatives that involved the same advertising platforms run by centralized recruiting at Just Energy.

24. Just Energy recruited from a diverse range of backgrounds, as well as different kinds of independent contractors. For instance, it was not uncommon for Sales Agents to choose to incorporate and engage with Just Energy as corporations to run their own sales businesses. In such cases, Just Energy would make payments (including HST) to the independent contractor's corporation.

The Interview Process

25. As with recruiting, the independent contractor relationship was communicated to recruits throughout the interview process. The Fairview Office had a designated recruiter for conducting interviews, Indra Persaud; however, if times were busy, or a recruiter was ill, Ms. Saunders, Mr. Orr or I would assist in conducting interviews of recruits.

26. Interviews were scripted and tightly controlled by Just Energy's centralized recruiting to ensure that recruiters appropriately dealt with the nature and implications of the independent contractor position, so that recruits were not confused or misled into thinking that they would have employee status. The interview scripts had been developed and refined over many years by Just Energy to ensure that all aspects of the independent contractor position were communicated to the recruit.

27. In this regard, we were sure to discuss the 100 per cent commission based nature of the position and the absence of employment benefits during the interview. We also spoke about the general autonomy provided by the position with respect to, among other things, marketing schedule flexibility and the freedom of Sales Agents to market in areas of their own choosing.

28. We also made sure to emphasize during the interview that, in becoming a sales agent, recruits were essentially establishing their own door-to-door sales business, in which Just Energy was limited to a support role aimed at providing them with the structure and resources necessary for achieving success.

Orientation

29. Orientation at the Fairview Office, like other Just Energy sales offices, typically followed a two to three day schedule in which recruits went through classroom sessions, followed by a day of classroom and field shadowing. However, the exact schedule of orientation sessions was left to the individual sales offices themselves. Attached as “**Exhibit “A”**” is an email chain between the Fairview Office and me, among others, which highlights that the Fairview Office had discretion with respect to its recruitment and orientation schedule.

30. Orientation at sales offices was highly regulated by the Ontario Energy Board (“**OEB**”). For instance, in its Electricity Retailer Code of Conduct (the “**OEB ER CC**”), the OEB set out mandated content that energy retailers, such as Just Energy, had to cover during its orientation sessions with new salespeople. This content included legal and regulatory requirements applicable to, among other things, door-to-door sales of low volume energy consumers.

31. To this end, Just Energy provided the Ontario Industry Training Module Participant Guide (the “OITMPG”) to its salespeople during orientation sessions, which set out this OEB mandated information out over eight modules and included, among other things, the various rules, regulations and other applicable legislation to market energy to customer in Ontario (the “Eight OEB Modules”).

32. The first day would usually run from 11:00 AM to around 3:30/4:00 PM; the second day would begin with a classroom session from 9:00 AM to roughly 10:30/11:00 AM, followed by field shadowing for the rest of the day.

33. On the first day, we would begin class by taking the new recruits through their independent contractor agreements (“ICA”). The ICA formed the basis of the contractual relationship between the independent contractor and Just Energy. The ICA clearly outlined that recruits were being engaged by Just Energy as independent contractors, not employees, by expressly providing that, among other things, the position was 100 per cent commission based and that independent contractors did not qualify for minimum wage workers compensation or other such employment benefits.

34. As we reviewed the ICA with them, recruits would openly ask questions about their independent contractor status, and were given the opportunity to review the ICA privately in the office or at home before deciding whether to agree to its terms. Recruits would be provided a copy of their executed ICA for their own records, if they so requested.

35. Importantly, recruits could not begin to market on behalf of Just Energy or even complete orientation without first executing an ICA.

36. After executing their ICA, new recruits would complete Just Energy's five module orientation program as well as write an OEB mandated test, which provided essential information about legal and regulatory matters that all Sales Agents had to be aware of when conducting door-to-door sales.

37. The nature of the independent contractor relationship was conveyed throughout the various modules. Module One, for instance, set out the role of the sales agent as an independent contractor by highlighting, among other things, the 100 per cent commission model and marketing schedule flexibility.

38. Module Three covered the three-level commission structure at Just Energy, namely, "initial commission", "reconciliation commission" and "residual commission", as well as the various incentives, including cash prizes, bonuses, scholarships, awards and trips, available to successful independent contractors.

39. Module Four included a presentation entitled "A Day in the Life of an Independent Contractor", which set out the recommended daily activities of the sales agent, including attending the morning meetings, dressing professionally and proven tactics for developing a successful business plan.

40. The second day would begin with a short two-hour classroom orientation session, followed by all-day field shadowing. In general terms, field shadowing involved a new recruit shadowing an experienced sales agent doing door-to-door solicitation for a of couple hours. Afterwards, the new recruit would do their own door-to-door sales while being followed by an experienced sales agent who would provide constructive criticism. Depending on their level of

confidence, it was not uncommon for new recruits to start marketing by themselves on their first day.

41. Behind the scenes, those teaching the classes for new Sales Agents were provided with the “Independent Contractor Orientation Guidebook”, which contained guidelines and directions on how to conduct orientation seminars. This guidebook, among other things, reinforced the Just Energy philosophy of motivation, support and empowerment, as well as the need for those teaching the classes to identify and accurately characterize the nature of the Independent Contractor role and the implications associated with that, such as the 100 per cent commission based compensation package.

42. The classroom sessions for the entire Fairview Office (including the sub-offices) were conducted by Indra Persaud (“**Ms. Persaud**”); however, Mr. Saunders and Mr. Orr would sometimes help out if Ms. Persaud was ill or times were particularly busy in terms of recruitment.

43. While the orientation at Just Energy generally lasted only two days, field shadowing, motivational support and mentorship for independent contractors was an on-going process. As noted above, the success of Just Energy as a company was inherently tied to the strength and success of its door-to-door sales force and, for this reason, regional distributors and crew coordinators would dedicate a significant amount of time every day to these endeavours.

Day to Day Operations

44. Just Energy’s support and mentorship based business model was reflected in the day-to-day operations of its door-to-door sales force.

Daily Morning Meetings

45. The Fairview Office, like other Just Energy sales offices, began each day with non-mandatory morning meetings, where regional distributors, crew coordinators, assistant crew coordinators and Sales Agents would provide product, regulatory and market updates, as well as engage in a variety of activities, including role-playing, motivational talks and discussions about sales strategy.

46. While marketing locations were discussed at the daily morning meetings, we did not “set” particular locations where sales teams were forced to market their business. Rather, the marketing locations discussed at the meetings were used only as recommendations as to where sales teams should market. This information was based on the market intelligence (discussed more fully below) gathered by sales teams in the field who were regularly and voluntarily relaying this information back to our offices. In this regard, sales teams looked to regional distributors and crew coordinators to provide them with the best market intelligence available to drive sales. We never required sales teams to market in any particular location, but we would provide suggestions as to where they should do so.

47. The daily morning meetings provided an excellent opportunity to deal with specific concerns or performance issues of salespeople individually or in a group setting. Our objective here was to provide as much support to increase performance as possible. Regional distributors, crew coordinators, assistant crew coordinators, veteran Sales Agents and I would regularly give up our time to assist those who requested assistance with the operation of their sales business.

48. In addition, I have always been a big believer in content-driven motivational materials that encourage people to be their best. As such, it was not uncommon at the Fairview Office's morning meetings for salespeople to be discussing books, such as *The Seven Habits of Highly Successful People* by Stephen Covey, or learning and reciting inspirational quotes by people like Deepak Chopra or Zig Ziglar.

49. As these daily morning meetings were only "recommended", attendance numbers fluctuated daily, some Sales Agents would skip these meetings and go straight into the field to start their door-to-door sales. However, such Sales Agents were certainly not the norm, as these daily meetings were proven to enhance sales marketing success, as well as create social cohesion between independent contractors.

50. People like to compete, be recognized and socialize and, for such reasons, regional distributors and crew coordinators would go to great lengths to make these daily meetings attractive, fun and magnetic. To this end, we would regularly have contests and/or play games, such as "top producer for the day", "spin-the-wheel", poker and monopoly, whereby Sales Agents could win, among other things, cash prizes, TVs and iPads..

51. The importance of bonuses, cash prizes, scholarships and trips as motivational tools, were important not only for Sales Agents, but for regional distributors and crew coordinators as well. For instance, our "Crew Coordinator Double Override Program" (the "CCDP") gave the top three crew coordinators in a given region in Canada the chance to receive double their current override.¹

¹ An override is a kickback that a crew coordinator would receive on each sale.

52. Also attached as **Exhibit “B”** is Just Energy’s 2013 Scholarship Energy Program Overview, which is an example of the various scholarship opportunities we provided to student who marketed on behalf of Just Energy.

53. The contests and games that took place at the Fairview Office were not a Just Energy mandated program, but were employed and developed by myself and the sub-offices.. Although Just Energy set out standard corporate content and provided its recommendations for the conduct of these daily meetings, these meetings were nevertheless unique to the individuals offices and sub-offices that were running them.

Flexible Marketing Schedule

54. One of the greatest attractors of new independent contractors to Just Energy was the flexibility that the sales agent position offered with respect to one’s marketing schedule.

55. Contrary to the allegations of the plaintiff’s affiants, namely Daniel Barbieri, Jamie Acton, Bahram Nemath, Katlyn Schwartz, Ronald Lavigne and Jennifer Borg, at paragraphs 16, 15, 15, 16, 15 and 15, of their affidavits,² respectively, there was no daily structure with respect to a salespersons marketing schedule that was enforced by a regional distributor, particularly at the Fairview Office and the other sales offices under my stewardship. Crew coordinators and Sales Agents were masters of their own schedules and were not subject to Just Energy imposed restrictions in this regard. Attached as **Exhibit “C”** is an email chain between Ms. Saunders of the Fairview Office and a prospective Sales Agent discussing certain

² Daniel Barbieri’s affidavit was sworn on September 2, 2018 (the “**Barbieri Affidavit**”); Jamie Acton’s affidavit was sworn August 29, 2018 (the “**Acton Affidavit**”); Bahram Nemath’s affidavit was sworn August 30, 2018 (the “**Nemath Affidavit**”); Katlyn Schwartz’s affidavit was sworn on August 29, 2018 (the “**Schwartz Affidavit**”); Ronald Lavigne’s affidavit was sworn September 2, 2018 (the “**Lavigne Affidavit**”); and Jennifer Borg’s affidavit was sworn on August 29, 2018 (the “**Borg Affidavit**”).

freedoms enjoyed by the Sales Agents position, including the ability to dictate one's own marketing schedule.

56. While Just Energy sales offices were typically in operation six days a week, some Sales Agents chose to market Mondays, Wednesdays and Fridays; others chose to market one, two or even seven days a week. Ultimately, the number of days a sales agent marketed was determined by his or her own personal drive to make money and grow his or her business.

57. Of course there were practical considerations that would impact when a crew coordinator or Sales Agent would market. For instance, in the case of residential sales, marketing times were largely determined by when customers were most likely to be home;³ whereas in the case of commercial sales, marketing times were determined by when businesses were open for business.⁴

58. In addition, and perhaps the most important determinant of an independent contractors marketing schedule was "transportation". As discussed more fully below, we would arrange for vans and car pools to be available after the daily morning meetings at the Fairview Office, typically around 11:00 AM, to transport sales teams into the field. However, depending on the number of Sales Agents on a particular day, I would have multiple vehicle departure times to cater to the individual schedules of Sales Agents.⁵

59. Similarly, the majority of Sales Agents preferred to market in groups, so they would look to us at the sales offices to assist in organizing groups of salespeople. This required setting particular meeting times at the office, or at another location, where the sales group could

³ Residential sales hours typically ran Mondays to Saturdays from 1:00 PM to 9:00 PM.

⁴ Commercial sales hours operated during business hours, being Monday to Friday, 9:00 AM to 5:00 PM.

⁵ The majority of sales team did not have driver's licences or access to their own vehicles.

congregate before heading out into the field. We did this to ensure health and safety issues were taken care, as well as effective sales development.

Freedom to Market where One Chooses

60. Contrary to the allegations set out in paragraphs 15, 16, and 19 of the Barbieri Affidavit,⁶ Just Energy itself, as noted above, placed no restrictions on where crew coordinators and Sales Agents could market their businesses. We did not set market locations, “designated areas” or particular sales routes, in which they were required to market. Crew coordinators and Sales Agents possessed the autonomy to market wherever they so wished.

61. As noted above, we would discuss market locations at the daily morning meetings, but these locations were only recommendations and were based on reliable market intelligence gathered by sales teams marketing in the field. Regional distributors, crew coordinators and Sales Agents would discuss this market intelligence and decide together where they should go and market on a particular day. If a particular crew coordinator or Sales Agent wished to market in a different location, they were free to do so. Indeed, it was not uncommon for Independent Contractors to go into the field on their own to market on a schedule and location of their own choosing.

62. That being said, as in the case of an independent contractor’s market schedule, there were legal and practical considerations that impacted where a sales agent or sales team would ultimately decide to market, such as municipal regulations..

⁶ The Acton Affidavit, the Nemath Affidavit, the Schwantz Affidavit, the Lavigne Affidavit and the Borg Affidavit all contain the same allegations.

63. In the case of municipal regulations, a number of municipalities, such as Woodstock, Thunder Bay and Ingersoll, required, at least at certain times, that Just Energy or Independent Contractors carry licences or permits to market on their territory. This requirement dissuaded many Sales Agents and sales teams from operating in such jurisdictions.

64.

65. In addition, Sales Agents attended the daily morning meetings in order to meet in order to travel together in to the field.

66.

No Reporting Structure

67. Independent Contractors were not require to report on their marketing location on any given day.

68. While the Fairview Office did have a “sign-in sheet”, this was not used for taking attendance or pay purposes, but simply to know which Sales Agents were marketing on a particular day, so that we did not lose track of anyone for, among other things, transportation reasons. On some days, for instance, there could be as many as fifty Sales Agents at the Fairview Office requiring transportation into the field. In these circumstances, sign-in sheets allowed us to more effectively deal with such situations in order to make sure that no sales agent was overlooked or left behind.

Communications with Sales Agents in the Field

69. Regional distributors and particularly crew coordinators communicated with Sales Agents while out in the field by phone and email. These communications were not used to

control, manage or supervise Sales Agents, but to provide motivation, mentorship and support in order to boost morale and drive sales.

70. To this end, regional distributors and crew coordinators would provide on-the-fly field shadowing in the form of role-playing, motivational talks and sales strategies. These communications involved not only new Sales Agents, but veteran Sales Agents as well. In light of their experience, veteran Sales Agents knew better than anybody that there was always room for improvement in their sales pitch and performance.

71. Door-to-door sales is a very physically and emotionally demanding job, in which a very small percentage of new Sales Agents would ever make a sale. For such reasons, these communications played a vital role in the success of Sales Agents, whereby the crew coordinator became the person Sales Agents would approach to help improve their business or they were simply having a challenging day.

72. While Sales Agents ultimately had to go into the field and generate their own business, crew coordinators, who were typically in the field as well, were there to help train and organize their teams, so that Sales Agents obtained the structure, support and resources they needed to succeed.

73. In addition to motivation, mentorship and support, these communications provided many important practical benefits for driving sales. As noted above, using market intelligence gathered primarily through Sales Agents in the field, we would coordinate and assist groups of crew coordinators and Sales Agents by trying to place them in locations where there would be a higher probability of successful sales.

74. Considerations in this regard included the prior success rates of sales in a given area, the prevalence of “do not solicit” signs, restrictive municipal regulations, the availability of installation technicians and, in most cases, simply trying to avoid over-marketing in an area to prevent annoying customers.

75. The Fairview Office was particularly adept at utilizing this market intelligence through the use of a map of the different areas of the Greater Toronto Area in the office. We would use this map at the daily morning meetings and throughout the day to more effectively coordinate and assist Sales Agents in the field.

76. To be clear, in using this market intelligence, we would not tell Sales Agents to go to a particular location in a “mandatory” sense, but only make “recommendations” as to where they should try to market their business. Whether a sales agent listened to such recommendations or advice was entirely of his or her own choosing.

SWORN BEFORE ME at the City of Toronto, in the Province of Ontario on January 11, 2019

Commissioner for Taking Affidavits
(or as may be)

Harry Skinner

BRIAN MARSELLUS

This is Exhibit "A" referred to in the Affidavit of Brian Marsellus
sworn January 11, 2019

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke at the end.

Commissioner for Taking Affidavits (or as may be)

Harry Skinner

o: IC Regional Fairview (Mithra)[msaunders@fairview.justenergysales.com]
cc: Rosalba Gullo[rgullo@justenergy.com]; Richard Teixeira[RTeixeira@justenergy.com]; Regional Fairview
Brian)[BMarsellus@fairview.justenergysales.com]
rom: Ravi Maharaj
ient: Thur 11/13/2014 3:01:14 PM (UTC)
subject: RE: Fairview Recruiting Schedule
[Badge Request Process.msg](#)

0863

Hey Mithra,

Thanks for the feedback.

Please see attached for some previous communication from Rosie about the timelines.

To the point, based on your time lines below; you should be more than good.

I would recommend ensuring the badge requests are submitted prior to 3PM to ensure receipt for the following day (as indicated in the attachment).

Let us know if you need anything else.

Thanks,

Ravi
(x71245)

(416.817.9508)

From: IC Regional Fairview (Mithra)
Sent: Wednesday, November 12, 2014 12:48 PM
To: Ravi Maharaj
Subject: Fairview Recruiting Schedule

Hi Brian,

I want to give you a heads up with respect to our current recruiting Schedule at Fairview.

We conduct Orientation Classes on Tuesday and Thursday of each week.

We submit our tests and badge requests by the end of business day on Tuesday and Thursday.

We invite the newly hired IC's back for Role Playing Class the follow day (Wednesday and Friday) at 11:00am.

Our General Sales Meeting is from 11:30am – 12 noon.

We then have the new IC's meet with their Crew Coordinators and head to field.


We need to have new IC badges printed by 12:00 noon on Wednesday and Friday in order to complete our process.

My question at this point is, assuming we have completed the paperwork properly, can we receive our badges for new IC's by 12:00 noon on Wednesday and Friday?

If this is not possible, can you give me a timeframe so we can adjust accordingly.

Thanks

This is Exhibit "B" referred to in the Affidavit of Brian Marsellus
sworn January 11, 2019

A handwritten signature in blue ink, appearing to read "Harry Striner", written over a horizontal line.

Commissioner for Taking Affidavits (or as may be)

Harry Striner



Commissions, incentives & rewards



2013 Just Energy Scholarship Program Overview

Just Energy family of companies is excited to announce the launch of its 2013 Student Internship Program. While many “internships” are little more than volunteer positions with no compensation, Just Energy family of companies’ Internship Program offers students a genuine opportunity to gain industry experience for professional growth, and unlimited earning potential. Just Energy family of companies’ Internship Program offers students:

- ✓ **A chance to work with some of the most successful leaders in our industry;**
- ✓ **Opportunities for personal and professional development including leadership, interpersonal and presentation communication skills;**
- ✓ **Experience working with a leading company in an industry unaffected by adverse economic environments; and Limitless income potential and scholarship awards!**

Now is the time to start recruiting students for the upcoming summer selling season. The Just Energy family of companies Internship Program provides your Recruiter with an improved, professional and attractive student program. We urge you to use this recruiting tool immediately to ensure you maximize your student recruiting potential.



This is Exhibit "C" referred to in the Affidavit of Brian Marsellus
sworn January 11, 2019

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Commissioner for Taking Affidavits (or as may be)

Harry Skinner

o: chantel croal[chantelcroal@hotmail.com]
rom: IC Regional Fairview (Mithra)
ient: Thur 3/13/2014 6:09:59 PM (UTC)
ubject: RE: RE:

0867

Chantel,

As a Sales Person, we enjoy certain freedoms.

Two things motivate a person to attain a result.

1 – We move towards a pleasurable outcome ie. Setting a sales goal, hitting a sales bonus, speaking with 25+ people per day etc...

2 – Moving away from pain ie. Going to work because you have credit card bills, rent is due, etc...

Anytime you're in a position where you need to see a doctor, or take time away, you just simply need to hit your goal ie. Make it up on another day...

Mithra Saunders



C 647.992.5559 | Office 416.640.0970 Fax 416.640.0976
245 Fairview Mall Drive, Suite 203, Toronto, Ontario, M2J 4T1
www.JustEnergyNation.com



Just Energy is a green, clean company. Be part of our mission. Think before you ink.

This e-mail and the information it contains, which is privileged and confidential, is for the use of the addressee and Just Energy. The unauthorized use, disclosure, or copying of this e-mail or such information is strictly prohibited. If you are not the addressee, and are in possession of this e-mail (or any copy thereof) without the consent of the addressee, please notify the sender immediately by telephone and delete this e-mail and any copies as soon as possible. Any pricing information or other information given in this message is indicative only and is subject to change at any time, and does not constitute any type of binding offer. Any reference to the terms of transactions is preliminary only and subject to formal written confirmation.

From: chantel croal [mailto:chantelcroal@hotmail.com]
Sent: Thursday, March 13, 2014 10:48 AM
To: IC Regional Fairview (Mithra)
Subject: RE:

hey i just have to tell you one last thing regarding me i have a medical condition that just requires me to go to certain appointments not all the time i mean i will be taking days off for example i always know ahead of time i have one in may will this be a problem?

> From: msaunders@fairview.justenergysales.com
> To: chantelcroal@hotmail.com
> CC: NFertile@fairview.justenergysales.com; IPersaud@fairview.justenergysales.com
> Subject: Re: interview :job
> Date: Thu, 13 Mar 2014 13:09:17 +0000
>
> I am scheduling you for Day 1 training on Tuesday April 1st at 10:00am.
> You'll Ned to bring a piece of government issued picture ID and a valid SIN card.
> I've cc'd Nadia and Indra so they are aware of the situation.
> See you in a couple of weeks.
>
> On Mar 13, 2014, at 8:57 AM, "chantel croal" <chantelcroal@hotmail.com<mailto:chantelcroal@hotmail.com>>
wrote:

>>> Day 1 – O.E.B. (Ontario Energy Board) in class training. Usually runs about 4 hours.

>>>

>>> Day 2 – Product, Sales and Introduction to Presentation 2-3 hours

>>>

>>> Day 3 – Field Observation – You will be “Job Shadowing” an experience Rep, Team Leader and/or Regional Manager.

>>>

>>>

>>>

>>> Every morning begins with Role Playing and Pitch Class to ensure you hone your skills.

>>>

>>>

>>>

>>> In order to successfully produce sales on a consistent basis, you will need to do 3 things;

>>>

>>>

>>>

>>> 1 – Come to work with a positive Attitude

>>>

>>> 2 – Put in a full 7 ½ hours per day prospecting customers

>>>

>>> 3 – Master your presentation

>>>

>>>

>>>

>>> This part of our business model and it has helped us acquire over 2 million customers across North America.

>>>

>>>

>>>

>>> You do not need a Drivers License or Vehicle as the company provides transportation to and from territory.

>>>

>>>

>>>

>>> I look forward to your response and hope to see you here soon.

>>>

>>>

>>>

>>> Regards,

>>>

>>>

>>>

>>> <image001.gif>

>>>

>>>

>>>

>>>

>>> Mithra Saunders

>>>

>>>

>>>

>>>

>>>

>>> C 647.992.5559 | Office 416.640.0970 Fax 416.640.0976

Haidar Omarali

Plaintiff

-and- JUST ENERGY GROUP INC. et al.

Defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

**Proceeding commenced at
Toronto**

**AFFIDAVIT OF BRIAN MARSELLUS
(SWORN JANUARY 11, 2019)**

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Lawyers for the defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

B E T W E E N:

Haidar Omarali

Plaintiff

- and -

**JUST ENERGY GROUP INC., JUST ENERGY CORP. and
JUST ENERGY ONTARIO L.P.**

Defendants

Proceeding under the *Class Proceedings Act*, 1992

**AFFIDAVIT OF DANIEL GADOUA
(SWORN JANUARY 11, 2019)**

I, Daniel Gadoua, of the City of Kitchener, in Ontario, MAKE OATH AND SAY:

1. I was an Independent Contractor at Just Energy beginning around 2004 to 2010; an employee at Just Energy between around 2010 to 2015; my employment with Just Energy ended around February 2015 and I became an Independent Contractor with Just Energy again from around February 2015 to 2018. As such, I have knowledge of the matters contained in this affidavit.
2. I make this affidavit in support of the defendants' response to the plaintiff's summary judgment motion.
3. I have reviewed the affidavits of Katlyn Schwantz, Jennifer Borg and Jamie Acton, sworn August 29, 2018, the affidavits of Roland Lavigne and Bahram Nemati sworn

- 2 -

August 30, 2018, and the affidavit of Daniel Barbieri sworn September 2, 2018. Having done so, I can confirm that I disagree with many of the assertions made by these affiants (the “**Affiants**”).

4. In this affidavit I refer to “Independent Contractors” meaning those individuals who worked as door-to-door sales agents (“**Sales Agents**”), crew coordinators, regional distributors and those individuals who engaged in customer renewal sales (“**Renewals**”) and commercial sales (“**Independent Contractors**”).

5. Just Energy no longer utilizes Independent Contractors to market contracts for natural gas and electricity to residential customers doing door-to-door sales in Ontario.

Background

6. I began my sales’ career at Just Energy. I began providing services to Just Energy as an Independent Contractor around May 2004 in Just Energy’s Kitchener’s office, and became an assistant crew coordinator in that office in September of that year. I marketed out of the Kitchener office until around March 2010.

7. In 2010, I became an employee of Just Energy. My title was Recontracting Manager. I worked primarily for Just Energy’s Cambridge office, which focused exclusively on customer renewal sales. I assisted primarily with renewal sales in Just Energy’s Cambridge and Alberta regional offices, and also helped out with door-to-door sales at Just Energy’s Hespeler office, which primarily had door-to-door Sales Agents, and which shared an office location with the Cambridge regional office. I also assisted with offices in Ontario, Alberta, New York and Quebec.

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8. I went back to providing services to Just Energy as an Independent Contractor around July 2015. Between July 2015 and 2018, I was at various times regional and senior regional distributor at the Cambridge office, a senior regional distributor for Just Energy's Edmonton South renewal office and was also a senior regional distributor for Just Energy's Manitoba and British Columbia regional offices and the Kitchener office. Around August 2015, I became a senior regional distributor for Just Energy's Kitchener office until around the end of 2016.

9. Around 2017 I engaged exclusively in renewal and commercial sales with Just Energy.

10. From 2015 to 2018, I was receiving my payments from Just Energy through my company, 2476299 Ontario Inc. In February 2018, my company signed a Master Services Agreement and Statements of Work to operate as a vendor for Just Energy.

Just Energy's Team Model for Sales Agents

11. The team model at Just Energy was created for the purposes of providing Sales Agents with information regarding Just Energy's products. Most of the Independent Contractors had never engaged in energy sales prior to joining Just Energy and this model had proven to be successful for providing orientation to Independent Contractors on the essential information they needed to market Just Energy's products both successfully and in compliance with regulatory standards.

12. Once initial orientation was completed, Independent Contractors could elect to continue operating in a quasi-team like environment at the regional sales offices. Many chose to do so because of the many benefits it had. Among other things, the team model offered ongoing

- 4 -

support to Independent Contractors by providing them with continuous education that was required to help them advance in the industry and remain compliant with the Ontario Energy Board's extensive regulation. Regional distributors and crew coordinators encouraged Independent Contractors through the use of promotion in the regional office, moving from Sales Agent status all the way up to regional distributor status..

13. By having access to seasoned salespeople, Independent Contractors had support to build their own skills as salespeople in the energy retail industry.

14. Although the team model described above was typical to Just Energy's sale force, there was no requirement that Independent Contractors and regional offices operate this way. Independent Contractors had the independence to create their own sales practices, with their own variations to the typical structure.

15. For example, Independent Contractors who engaged in renewal and commercial sales did not generally work in a team or quasi-team environment, as they did not require the same type and level of support and mentorship that Sales Agents required in the door-to-door sales context. Given that these Independent Contractors were marketing to customers that already had Just Energy products, the marketing process was much different and Independent Contractors faced far less rejection. As a result, Independent Contractors engaged in renewal and commercial sales did not seek out the ongoing interaction and motivation that door-to-door Sales Agents often looked for in the team dynamic.

16. Renewal and Commercial Independent Contractors were also much more autonomous than Sales Agents, as they tended to be much more experienced salespeople who did not require assistance with skills' development or marketing strategy.

Recruitment of Independent Contracts

17. It was made evident to recruits from the outset that a position with Just Energy was an Independent Contractor position.

18. Whereas Sales Agents were generally retained through advertisements, Renewals and Commercial Independent Contractors were often retained by word of mouth, or they were Independent Contractors already working for Just Energy, either Independent Contractors that wanted a change from door-to-door residential sales or they were active seasoned Sales Agents that wanted to expand their practice into renewal and/or commercial sales. For example, there were Sales Agents badged in regional sales offices that also engaged in renewal and/or commercial sales from time to time.

19. Those Independent Contractors that came in specifically for renewal or commercial sales never engaged in door-to-door sales with Just Energy.. For example, Andrew Martin and Ryan McKinnon were directly engaged to conduct renewal sales.

Orientation

20. If an individual elected to work toward becoming a badged Independent Contractor, he or she completed Just Energy's orientation program. Our orientation was designed to foster success and to ensure that each badged Independent Contractor operated within the province's regulatory framework as mandated by the Ontario Energy Board.

21. While Just Energy's Independent Contractors had to abide by the provincial regulatory requirements, each Independent Contractor was at liberty to use his or her own methods and he or she was not required to follow Just Energy's suggestions or advice.

22. Just Energy's orientation program for Sales Agents was a five module course that explained the Independent Contractor relationship at Just Energy, the legal and regulatory framework relevant to the position, Just Energy's product and service offerings, and the tools and techniques by which an Independent Contractor could be successful at sales. Just Energy's modules were geared towards the residential sales' context, as Independent Contractors engaging in door-to-door sales were individuals that generally had less sales' experience and required more guidance and support as they began their sales' career.

23. The modules were typically instructed by the regional distributors to groups of individuals who aspired to become badged Independent Contractors.

24. Just Energy did not have modules geared towards Independent Contractors principally undertaking renewal or commercial sales. Training for those Independent Contractors was generally done on an ad hoc basis, depending on how many of these Independent Contractors were starting with the Company at any particular time.

25. Just Energy's orientation also included an Ontario Energy Board mandated modules and an Ontario Energy Board mandated exam. This was dictated by the province beginning around 2007. This part of the orientation examined Independent Contractors on the legal and regulatory matters that all Independent Contractors had to be aware of when conducting door-to-door solicitation.

26. The Ontario Energy Board mandated exam was proctored by a Just Energy employee who did not have a financial interest in the success of the Independent Contractor candidates.

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27. I often went to the Kitchener office to conduct the OEB mandated part of orientation. I was responsible for explaining the rules and regulations to individuals. The OEB training was generally around five (5) hours in length.

28. The second day of orientation generally began with a short two-hour classroom session, followed by all-day field shadowing for Independent Contractors that did not have previous experience with door-to-door sales. For example, if there were individuals who were seasoned sales professionals, they did not generally participate in field shadowing. Those who did participate in field shadowing, chose how long they wanted to do it for. The length of field training generally depended on the Independent Contractor's level of confidence. Some Independent Contractors did not engage in field shadowing for more than a few doors if they had previous equivalent experience. Others may have decided to engage in field shadowing for a couple of weeks.

29. While Just Energy's orientation lasted only two days, field shadowing, motivational support and mentorship for independent contractors was an on-going process. Field shadowing and role playing were skills' training activities that were always available to Independent Contractors, and was not exclusive to the onboarding process. Field shadowing was primarily utilized by Sales Agents, as succeeding in door-to-door sales required trial and error and significant practice.

30. If a Sales Agent was not achieving their sales' goals, they often requested that their regional distributor or crew coordinator shadowed them in the field, to help them identify which skills they could improve on in the customer interaction. The Independent Contractors would in turn practice with the regional or crew coordinator on how to improve their skills, for

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example, how to better communicate pricing to a customer. Field shadowing and role playing were tools to assist Independent Contractors improve the effectiveness of their sales approach. Contrary to the affiants suggestions, this was never imposed on Independent Contractors.

31. The above activities were meant to enhance Sales Agents' abilities to successfully market Just Energy's products, while complying with regulatory standards. Our most successful Sales Agents were those individuals that took advantage of these tools.

Practice of an Independent Contractor

32. Contrary to the affiants assertions, there was no daily structure enforced by regional distributors or any individuals at Just Energy. There were meetings and hours of work that were recommended, however none of this was mandatory. If any Independent Contractors had the same routine every day, this was because the Independent Contractors chose to establish and maintain a routine. Sales Agents were at liberty to engage in door-to-door sales at any time and at any location, so long as their sales efforts complied with the regulatory framework.

33. While opportunities such as support meetings, road trips, mentoring and role playing were made available to the Independent Contractors, it was within the prerogative of each Independent Contractor to select those opportunities, if any, which they believed would positively impact their commissions earned.

Meetings

34. Most of the regional offices that engaged in door-to-door new business sales had a daily morning meeting. The morning meeting generally took place at around 10:00 a.m. or 11:00 a.m. These meetings were optional, but recommended for all Independent Contractors. The objective of the morning meeting was for Independent Contractors that were going out to the

- 9 -

field that day, to group-up and discuss, among other things, sales strategy and goals, skills development and any changes in pricing or products. Most Independent Contractors attended the morning meeting on the weeks that commission cheques were ready to be picked up and/or for the purposes of meeting other Independent Contractors to carpool with. Monday morning attendance was generally the highest, given that this was when commission cheques were available for pick up.

35. The primary purpose of the weekly meetings was to provide Independent Contractors with the opportunity to pick up their commission cheques, to provide them with product or pricing information as well as to obtain the sales contracts and paperwork (without which they could not market). The attendance rate at regional office meetings were higher in the door-to-door sales' context, given this was generally the meeting place for Sales Agents to travel to the field together. Whereas in the renewal and commercial sales' context, there was no equivalent incentive for Independent Contractors to regularly attending meetings, given that Independent Contractors engaged in renewal and commercial sales did not travel together to the field. I would generally hold a meeting on Mondays for commercial and renewal salespeople, but there were no daily meetings as there was with residential sales.

36. Independent Contractors engaging in renewal or commercial sales generally operated remotely in various locations at a time and did not require the consistent assistance and support from their regional offices. As a result, there were only weekly office meetings. Independent Contractors had the choice to attend these meetings, whether by telephone or in person. I generally ran the weekly meetings for Independent Contractors in the Cambridge office and did not keep track of who called in or attended in person. Independent Contractors were not required to attend and there was no tracking or recordkeeping of who attended the calls. We also

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emphasized to Independent Contractors that they could set their own schedules and had the agency to decide when they wished to market and/or when and whether they wanted to participate in office activities.

37. As a regional distributor in the Cambridge office, I did not regularly communicate with Independent Contractors. These Independent Contractors did not require the same level of assistance and support throughout the day/week in comparison to door-to-door Sales Agents. There were daily conference calls, however these were not mandatory. The daily conference calls was a forum offered to Independent Contractors to use, in order to hold themselves accountable to their sales' goals. Those who regularly called in were ambitious Independent Contractors that set goals for themselves and kept motivated to achieve these goals by discussing them with others. They were also generally the Independent Contractors who were continuously looking to improve their marketing approaches and wanted the opportunity to talk to other salespeople who often provided helpful advice and sales' tips.

Marketing Location - Door-to-Door New Business

38. Contrary to the affiants' assertions, the regional distributor did not set the marketing location for the day. There was no "route" assigned to them. The Independent Contractors were free to market where they wanted and decided for themselves where to market on a given day. Before the morning meeting, the Crew Coordinator would speak to the Sales Agents and ask them for their marketing location preferences and availability for the following day. The Crew Coordinator would often have their own preference regarding where they themselves wanted to market that day, and would convey to the Sales Agent where they intended on going. The Sales Agents generally decided whether they wanted to travel with the Crew Coordinator to this marketing location, or whether they preferred to go market somewhere else.

39. The location(s) decided upon were then conveyed by the Crew Coordinator to the Regional Distributor at the morning meeting. The purpose of discussing the marketing location(s) with the regional distributor was to confirm whether the proposed marketing location(s) were appropriate to market in. The regional distributors were aware of whether there were any compliance issues, customer complaints and/or permit requirements in many of the areas Sales Agents generally marketed in.

40. It was also best practice for Independent Contractors operating in the team environment to pre-determine their respective marketing location(s) in order to avoid any teams from overlapping in a particular area. Generally crew coordinators from the various teams in a regional office would confirm with each other where they were marketing on a given day. We did not want to hurt one another's business.

Marketing Location - Renewal and Commercial Sales

41. In the Cambridge office, Independent Contractors would often tell me where they wanted to market or what their sales' goals were that week or month, and I would provide them with customer leads to meet their preferences. Customer leads were existing Just Energy customers, whose contracts were available for renewal.

42. These customer leads were in various locations and the amount of customer leads and corresponding locations assigned was at the discretion of the Independent Contractors. I tailored the customer leads to their availability and goals as best I could in the circumstances.

43. There were some Independent Contractors that would request to go on a road trip and market in a particular city. In these cases, Independent Contractors would ask me if there were any customer leads in a particular city and, if there were, would I provide them with

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customer leads in that specific city. Sometimes, Independent Contractors would choose to travel together on these road trips to save the cost of accommodations and would decide among themselves how to split up the customer leads within that city.

44. No two Independent Contractors could have the same customer lead. Therefore, with the exception of Independent Contractors that were field shadowing, no Independent Contractors engaged in renewal and commercial sales would market together.

Just Energy Clothing, Badges and Business Cards

45. The affiants state that regional distributor would ensure that the Sales Agents were all wearing their Just Energy uniform and badge prior to leaving the regional office. This is inaccurate.

46. Uniforms were not mandatory for Sales Agents to wear while out in the field. Sales Agents were only required to wear a name badge and carry business cards because this was mandated by the province's regulatory scheme, which stipulated that door-to-door Sales agents identify themselves, so that there was no misrepresentation regarding which entity the contractor was representing and the purpose of their visit.

47. Independent Contractors were not required to wear anything else. Regional distributors and crew coordinators did however encourage Sales Agents to dress in a professional manner, which included encouraging Sales Agents to wear plain and comfortable shoes and clean clothing and discouraging Sales Agents from wearing clothing that contained other company logos or messaging, as it did not give Sales Agents a sense of professionalism. I often emphasized to Sales Agents that by dressing in a professional manner, this added credibility to their pitches, which increased customers' willingness to accept offers.

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48. Regional distributors and crew coordinators also encouraged Sales Agents to take advantage of Just Energy branded clothing, which was available for purchase through each regional office at the cost Just Energy purchased the clothing from its vendors. Wearing Just Energy clothing had been proven to enhance the marketing success of Just Energy Contractors. While Just Energy offered Independent Contractors the opportunity to purchase Just Energy branded clothing, they were not required to purchase or wear them.¹

Travelling to the Field

49. Sales Agents had the independence to travel to the field when and how they wanted to. Several Sales Agents would drive to the field on their own, however the majority of Sales Agents preferred to meet at the regional office and travel together, whether in the vans that were generally offered by the crew coordinators at the regional offices, or in their own cars. Many Sales Agents attended the morning meeting for the purposes of getting a ride with others to the field.

Sales Agents generally preferred travelling to the field as a team because they wanted to be around each other for support and motivation and it was efficient to just travel together. Door-to-door sales could be very difficult to do on your own. If you were out on the field alone, this frequently was lonely and discouraging. You were often rejected.

50. Most Sales Agents were inexperienced and new to door-to-door sales, therefore these individuals often opted for any opportunity to work alongside other Sales Agents.

¹ Most Independent Contractors at the Cambridge Office had purchased some Just Energy clothing at some point, and Just Energy gave out some free clothing as well.

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51. There was a boost to morale that flowed from working in groups and generally, Sales Agents did better in their individual sales if they were in the team dynamic. Sales Agents often wanted to be around others that were successful in their sales and who knew the areas that the team was marketing in. Others chose to travel in the van or with others in their vehicles because they did not have transportation of their own. This was a common occurrence. A lot of people did not have the means to get out to the field where others were going, therefore many of them appreciated the carpooling options that were available at the regional offices. Most Sales Agents did not own vehicles.

52. Some Independent Contractors also primarily marketed around their homes and not in a neighbourhood associated with a regional office. In 2015 for example, Jennifer Borg marketed in her neighbourhood in Ottawa, while badged in Kitchener, and did not report to any office.

53. Independent Contractors engaged in commercial and renewal sales did not travel with one another to their respective marketing locations. This was simply not practical. Independent Contractors engaging in commercial and renewal sales traveled to various locations throughout the day, visiting one business establishment or residential customer, to make a single sale, in each location. It was unnecessary to have more than one Independent Contractor present to make an individual sale.

54. Further, Independent Contractors engaged in renewal and commercial sales generally owned their own vehicles.

No Oversight

55. Just Energy did not have any recordkeeping of hours. Because we were a performance-based sales platform, our only records of the activities of the Independent Contractors were the customer contracts that were submitted for approval.

56. There were many Sales Agents that chose not to market, for days, weeks, months, and returned to making sales after that period of inactivity. Independent Contractors were not terminated for inactivity and were not turned away when they returned. Sales Agents could come and go as they pleased. It was common and acceptable for Independent Contractors to take time off from selling with Just Energy. For example, Roland Lavigne worked off and on at the Hespeler and the Kitchener offices and would often leave to go work for other companies as an Independent Contractor and would return to sell for Just Energy.

57. It often happened that Independent Contractors left Just Energy to work with the Company's competition, and then return. A new Independent Contractor Agreement was executed upon each return to the Company. By way of example, Jennifer Borg was engaged with Just Energy or a relate entity on two separate occasions. I am informed by Anastasia Reklitis of Fasken Martineau DuMoulin LLP that on each occasion, Ms. Borg executed an Independent Contractor agreement.

58. Other Independent Contractors pursued unrelated business ventures while also marketing for Just Energy. For example, Matt Pancer engaged in new door-to-door sales and infrequent renewal sales for the Kitchener and Cambridge regional offices and had a video production company on the side.

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59. Sales Agents were at liberty to engage in door-to-door sales at any time. We advised Independent Contractors that the best time to work was between 1-9 pm, however it was within their control to decide within what times they wanted to sell and for how many hours they wanted to sell per day and on what day or days. In the commercial and renewal sales' context, we would advise that the best time to sell was between 10-5 pm for commercial sales, as this was standard hours of operations for businesses. With respect to residential renewal sales, we generally recommended between 1-9 pm, given that these were the times that it was most likely to connect with a customer.

60. Contrary to the affiants' suggestions, crew coordinators and regional distributors did not supervise and oversee Sales Agents throughout their day in the field. Crew sizes could range from 8-20 or more Sales Agents and crew coordinators themselves were occupied with making their own sales. It would have been very difficult for a crew coordinator to be successful in their own sales if they were also supervising the marketing and sales of the others members of their team.

61. Sales Agents were free to market where they wanted and for however long they wanted. As a crew coordinator in the Kitchener office, I would drop Sales Agents off for the day and I would reconvene with those remaining at the field when I finished my day, which was generally around 9 pm. I would often offer to drive Sales Agents to a bus stop or somewhere else convenient if they decided to end their day at the same time. I was generally not in contact with Sales Agents while they were marketing throughout the day, as I was focused on making my own sales.

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62. I sometimes accompanied Sales Agents who were just beginning door-to-door sales and requested my feedback on their customer interactions. I did not actively coach them or hang over their shoulders, as I did not believe that this was beneficial for their development as salespeople. I believed in observing them and then subsequently providing advice and/or guidance where necessary.

Road Trips/Push Weeks

63. Push weeks were generally organized by Just Energy's corporate office or regional sales' offices and Independent Contractors would be informed of them through crew coordinators or regional distributors. Push weeks were not a regular occurrence and were typically planned when regional offices were short of meeting their weekly goals. Push weeks were not mandatory and were ultimately a decision by Independent Contractors to decide to work every day for approximately a week, as much as possible, until they achieved their goals.

64. Independent Contractors were often eager to participate in push weeks because of the various incentives Just Energy offered to Independent Contractors that met their goals during the week. For example, Independent Contractors who participated in push weeks would often have the opportunity to earn double the commission on their sales during that week. Just Energy also offered cash bonuses, trips to exotic destinations, steak dinner, and various other rewards to motivate individuals to reach their goals during that week. Participating Independent Contractors could choose whether they wanted to complete a push week or not. It was ultimately up to them how long they wanted to participate in a push week.

65. Push weeks existed in the commercial and renewal sales' context, however they took place less frequently than those in the residential sales' context. Regional distributors would

- 18 -

generally propose a push week in their respective offices, however not many Sales Agents participated in the commercial context because most businesses were closed on the weekend; whereas, most Sales Agents participated in renewal push weeks.

66. Push weeks and their related incentives did not function in the same way as they did in the residential sales' context. Commercial salespeople were generally seasoned salespeople committed to a career in sales, and did not generally require incentives or a "push" to meet their sales' goals.

67. Road trips were an office activity that was designed to facilitate sales and foster an environment of success, in addition to providing the opportunity to market in areas that tended not to be "over-marketed", which increased one's earning potential. Road trips were often organized by Crew Coordinators and the goal of the road trip was to provide each sales agent with an opportunity to focus on and hone their craft as sales agents. While road trips were designed to foster success, it was up to each Independent Contractor to determine whether he or she would attend the trip.

68. No one was disciplined or terminated because they did not participate in a road trip or push week. However, if someone did not want to participate we would try and motivate them to participate by promoting Just Energy's various incentives to them. We emphasized the different kinds of rewards that they could win if they met their goals. The rewards and incentives encouraged friendly competition and recognition, with the ultimate objective being to drive high levels of performance and sales.

69. Whether Sales Agents wanted to take advantage of the above opportunities was up to them. There were several Independent Contractors that were highly motivated by the

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rewards and incentives offered by Just Energy and pushed themselves to sell. Others did not, and this was perfectly acceptable.

High Earning Potential

70. There was higher earning potential for Independent Contractors engaged in renewal and commercial sales. This was because the target market for these sales were established customers and relationships and these Independent Contractors therefore closed sales at a higher rate in comparison to Sales Agents in the door-to-door sales' context.

71. The average income for an Independent Contractor engaged in renewal sales was around CAD \$100,000.00.

SWORN BEFORE ME at the City of
Toronto, in the Province of Ontario on
January 11, 2019



Commissioner for Taking Affidavits
(or as may be)

Evan Douglas Bowles Conover,
a Commissioner, etc., Province of Ontario,
while a Student-at-Law.
Expires September 11, 2021



DANIEL GADOUA

Haidar Omarali

Plaintiff

-and- JUST ENERGY GROUP INC. et al.

Defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

**Proceeding commenced at
Toronto**

**AFFIDAVIT OF DANIEL GADOUA
(SWORN JANUARY 11, 2019)**

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-and- JUST ENERGY GROUP INC. et al.
Plaintiff

Defendants

Court File No. CV-15-527493-00CP

**ONTARIO
SUPERIOR COURT OF JUSTICE**

**Proceeding commenced at
Toronto**

**RESPONDING MOTION RECORD OF THE
DEFENDANTS
(Summary Judgment Motion)
Returnable June 11-13, 2019**

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