



Rebuilt Sales Incentive Plan (July 2025): [Disposition Agent](#)

The Rebuilt Sales Incentive Plan (the “Plan”) provides a consistent structure for employee incentives based on the core key performance indicators (KPIs) that drive the success of the business. Sales incentives will be paid **monthly** upon completion of accounting reconciliation.

All aspects of the Plan, including the applicable KPIs, weighting, multipliers, and decisions to pay any individual bonuses, are subject to change at any time at the sole discretion of the Rebuilt Board of Directors.

1. Base Salary:

Agents are paid a base salary of \$18,000 (unless otherwise grandfathered in from a different plan). Agents are paid commission on every deal that closes. The draw structure is no longer in effect.

2. Gross Profit: *Revenue – closing costs – holding costs*

Gross Profit as calculated by Accounting (subtracts closing costs from top line revenue). Average assignment fee applied to properties elected to be held for SFR portfolio. If Rebuilt does a fix&flip internally, holding/carry costs are subtracted from revenue (utilities, cost of capital). Revenue from listing agreements is included in month revenue is received.

3. Current Month Gross Profit:

Commissions are paid based on each agent's closed Gross Profit for the current month. Payments are usually processed within 10 business days after month end close, pending completion of final accounting reconciliation.

4. Commission Tiers:

Commission Tiers are determined by total closed Gross Profit for the current month. Within the Tier, Gross Profit from deals that were flat-fee listed are paid at 2/3 rate vs. pure off-market to account for listing expenses & other opex when deals are flat-fee listed. Once a deal is flat-fee listed, it is locked into the lower rate, even if eventual buyer is off-market.

Gross Profit		Off-Market Only	Flat Fee Listed	
Min	Max	Commission Splits		Tier
\$ -	\$ 24,999	2%	1.33%	1
\$ 25,000	\$ 49,999	3%	2.00%	2
\$ 50,000	\$ 74,999	4%	2.67%	3
\$ 75,000	\$ 99,999	5%	3.33%	4
\$ 100,000	\$ 124,999	6%	4.00%	5
\$ 125,000	\$ 149,999	7%	4.67%	6
\$ 150,000	\$ 174,999	8%	5.33%	7
\$ 175,000	\$ 199,999	9%	6.00%	8
\$ 200,000	\$ 999,999	10%	6.67%	9

Example Month:

	Annual	Monthly			Gross Profit		Off-Market Only	Flat Fee Listed	Tier
					Min	Max			
Base Salary	\$ 18,000	\$ 1,500	GP		\$ -	\$ 24,999	2%	1.33%	1
			\$ 180,000	Off-Market	\$ 25,000	\$ 49,999	3%	2.00%	2
Commission (Off-Market)	\$ 216,000	\$ 18,000	\$ 20,000	Flat Fee	\$ 50,000	\$ 74,999	4%	2.67%	3
Commission (Flat Fee)	\$ 16,000	\$ 1,333	\$ 200,000	Total GP	\$ 75,000	\$ 99,999	5%	3.33%	4
Total Commission	\$ 232,000	\$ 19,333	TIER 9		\$ 100,000	\$ 124,999	6%	4.00%	5
					\$ 125,000	\$ 149,999	7%	4.67%	6
Total Income	\$ 250,000	\$ 20,833			\$ 150,000	\$ 174,999	8%	5.33%	7
					\$ 175,000	\$ 199,999	9%	6.00%	8
					\$ 200,000	\$ 999,999	10%	6.67%	9

- Total Gross Profit: \$200,000
- Commission Tier: 9
 - Off-Market: $\$180,000 * 10\% = \$18,000$
 - Flat-Fee: $\$20,000 * 6.67\% = \$1,333$
- Commission Paid: \$19,133

Example Month 2:

	Annual	Monthly			Gross Profit		Off-Market Only	Flat Fee Listed	Tier
					Min	Max			
Base Salary	\$ 18,000	\$ 1,500	GP		\$ -	\$ 24,999	2%	1.33%	1
			\$ 25,000	Off-Market	\$ 25,000	\$ 49,999	3%	2.00%	2
Commission (Off-Market)	\$ 9,000	\$ 750	\$ -	Flat Fee	\$ 50,000	\$ 74,999	4%	2.67%	3
Commission (Flat Fee)	\$ -	\$ -	\$ 25,000	Total GP	\$ 75,000	\$ 99,999	5%	3.33%	4
Total Commission	\$ 9,000	\$ 750	TIER 2		\$ 100,000	\$ 124,999	6%	4.00%	5
					\$ 125,000	\$ 149,999	7%	4.67%	6
Total Income	\$ 27,000	\$ 2,250			\$ 150,000	\$ 174,999	8%	5.33%	7
					\$ 175,000	\$ 199,999	9%	6.00%	8
					\$ 200,000	\$ 999,999	10%	6.67%	9

- Total Gross Profit: \$25,000
- Commission Tier: 2
 - Off-Market: $\$25,000 * 3\% = \750
 - Flat-Fee: $\$0 * 2\% = \0
- Commission Paid: \$750
 - Note this would have been zero in previous plan because the draw wouldn't have been exceeded.

Weekly Sprints

In addition to gross profit commission payouts, there will be a weekly “purse” distributed to the top achiever in various categories that are aligned with activities driving the company's KPIs, every week. These sprints are subject to change as the company’s areas of focus may change. The purse is \$800 per week, and subject to change.

**Week starts Monday 12:00 AM & ends Sunday 11:59 PM. All stats must be uploaded into system. Ties are split pro-rata or fall to a tie breaker as outlined by sales leadership where applicable.*

Employee Departures

- **Voluntary Departure:** paid at month end for deals that close up through last day of employment (resignation notification date).
- **Involuntary Departure (not eligible for rehire):** paid at month end for deals that close up through last day of employment.
- **Involuntary Departure (eligible for rehire):** paid at month end for deals that close within two weeks of termination date.

I affirm that I have read, understand, agree to abide by, and acknowledge my receipt of this Company Performance Bonus Plan.

Employee Signature

Date

Rebuilt Sales Progression Plan: [Acquisitions & Dispositions](#)



Effective Date: September 1, 2025

Applies To: Acquisition & Disposition Sales Representatives

Overview

Rebuilt sales representatives are compensated through a tiered base salary tied to cumulative closed transactions. Commissions and other incentive compensation are outlined separately.

Tier	Closed Transactions	Base Salary
1	0	\$ 18,000
2	5	\$ 24,000
3	20	\$ 30,000
4	40	\$ 36,000
5	80	\$ 42,000

Tier Progressions

- Representatives advance to the next tier upon reaching the cumulative transaction threshold.
- Representatives currently on a legacy base will be grandfathered into their existing level and will not be lowered.
- Cumulative Transaction counts are reviewed monthly during the month-end commission process. Salary updates will be processed once per month after the previous month's review.

Definitions

- Closed Transaction: A successfully closed and funded acquisition or disposition transaction, verified by Finance.
- Base Annualized Salary: Expressed as an annualized figure but paid according to Rebuilt's standard payroll schedule.
- Cumulative Count: The total number of closed transactions attributed to a representative during their tenure at Rebuilt. If an employee moves from acquisitions to dispositions, the cumulative figure will include closed transactions from both roles. Unique addresses only (no double counting if rep was acq & dispo on same deal).

Notes

- This plan may be updated at management's full discretion. Employee must be in good standing with Rebuilt in order to qualify.