



Rebuilt Sales Incentive Plan (April 2025): [Acquisitions \(Field & Inside Sales Agent\)](#)

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. **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.

2. **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.

3. **Sphere of Influence bonus:**

Agents can earn a bonus on each organic deal they close from their sphere of influence. Organic/Sphere of Influence customers are those that are not associated with Rebuilt through any marketing efforts, previous transactions or additional properties from previous customers. All organic/Sphere of influence deals must be reviewed and approved by sales leadership. An agent that closes an organic/sphere of influence deal will earn a 20% split on gross profit for that specific deal. Any organic/sphere of influence deals will be included in determining the tier under Current Month Gross Profit but will be excluded from the Commission Split since it is paid at a higher rate separately. .

Current Month Gross Profit	Base Salary	Commission Split (% of Gross Profit)
\$0 - \$25,000	\$1,500	4%
\$25,001 - \$50,000	\$1,500	6%
\$50,001 - \$100,000	\$1,500	8%
\$100,001 +	\$1,500	10%

Example Month:

Example Months						
Gross Profit Closed (a)	Gross Profit Tier	Commission % (b)	Commissions Paid (a x b)	Monthly Salary Paid	Total Monthly Income	Annualized Income
\$ 25,000	\$0 - \$25,000	4%	\$ 1,000	\$ 1,500	\$ 2,500	\$ 30,000
\$ 50,000	\$25,001 - \$50,000	6%	\$ 3,000	\$ 1,500	\$ 4,500	\$ 54,000
\$ 85,500	\$50,001 - \$100,000	8%	\$ 6,840	\$ 1,500	\$ 8,340	\$ 100,080
\$ 152,000	\$100,001+	10%	\$ 15,200	\$ 1,500	\$ 16,700	\$ 200,400



Example Organic/Sphere of Influence:

Gross Profit Type	Gross Profit Closed	Commission %	Commissions Paid
Organic / SOI	\$ 15,000	20%	\$ 3,000
Regular*	\$ 40,000	8%	\$ 3,200
Total	\$ 55,000		\$ 6,200

**Regular commission Tier determined by Total GP*

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 \$1,000 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.