

	SEA - Running costs	Josh	Agent	2nd agent (When Josh isn't on listing)	Metrics
Band 1 - No sales commission					
Rental referral - Must be signed, leased and tenant moved in & retained for 2 months			\$50 gift card		
Band 2					
Deal sourced and listed by Josh, assisting agent completes tasks as per listing scorecard	50%	45%	5%	10% of agents fee	As per listing scorecard
Deal sourced by assistant agent, listed by JS + JS leads listing. Assisting agent completes tasks as per listing scorecard	50%	40%	10%	10% of agents fee	As per listing scorecard
Deal sourced and listed by agent, JS support as 2nd agent. Agent completes tasks as per listing scorecard	50%	35%	15%	10% of agents fee	As per listing scorecard
Deal sourced by agent/JS/business and listed by agent, no support from JS but support from admin and 2nd agent	50%	Rest	20%	10% of agents fee	
Rental referral - Must be signed, leased and tenant moved in & retained for 2 months			\$50 gift card		
Band 3					
Deal sourced by JS/business, JS listed, support from agent and admin	50%	Rest	25.00%		
Deal sourced by JS/business, agent listed, support from JS and admin	50%	Rest	45%	10% of agents fee	As per listing scorecard
Deal sourced by JS/business, agent listed, no support from JS but support from admin	50%	5%	45%	10% of agents fee	As per listing scorecard
Deal sourced by JS/business, agent listed, no support from JS or admin	40%	10%	45%	10% of agents fee	As per listing scorecard
Deal sourced and listed by agent, support from JS and support from admin	50%	0%	50%	10% of agents fee	As per listing scorecard
Deal sourced and listed by agent, no support from JS but support from admin	50%	0%	55%	10% of agents fee	As per listing scorecard
Deal sourced and listed by agent, no support from JS or admin	40%	0%	60%	10% of agents fee	As per listing scorecard
Rental referral - Must be signed, leased, tenant moved in & retained for 2 months			\$200 gift card		
Agent refers buyer to another agents listing		-2%	-2%		4% to agent who referred buyer. If JS is in a scenario where he doesn't earn a commission, full 4% to come from agent
Agent generates lead via DK/RP/buyer work but doesn't continue communication as not in their patch (regardless of Band)		-2.00%	-0.50%		2.5% to agent that sourced data. Should they be on the listing, there's no additional 2.5% it's just the commissions above subject to bands
PM sales not brought in by agent			-50.00%		
Quarterly bonus - Band 3 and 4					
\$75,000 - \$100,000 GCI, calculated on individual agents earnings: 10% Bonus					
\$100,001 - \$150,000 GCI, calculated on individual agents earnings: 20% Bonus					
\$150,001 - \$200,000 GCI, calculated on individual agents earnings: 30%Bonus					
Deal sources by JS/business meaning see rules tab 5/12/2021					