

EXAMPLE INCENTIVE

ANNUAL GCI BONUS	ANNUAL BONUS	EXAMPLE	KPI'S
> \$950,000	1.5% of \$475,000	\$7,125.00	<p>KPI 1 - 10x10x20's calls, door knock and letters every new listing and sold listing</p> <p>KPI 2 - Generate 10 market appraisals per month</p> <p>KPI 3 - 10 Buyer appointments per month</p> <p>KPI 4 - 20 new clients 'Opt in for Market report' per month</p>
\$1,000,000	5.0% of \$25,000	\$1,250.00	
\$1,050,000	7.5% of \$25,000	\$1,875.00	
\$1,100,000	10% of \$25,000	\$2,500.00	
\$1,150,000	12.5% of \$25,000	\$3,125.00	
\$1,200,000	15% of \$25,000	\$3,750.00	
		\$19,625.00	

POTENTIAL INCOME

Base Salary	\$52,000.00	
Annual GCI Bonus	\$19,625.00	(if minimum target of \$950,000 achieved)
Quarterly Bonus 4 x \$1,000	\$4,000.00	(all 4 quarters achieved with the 9 KPIs)
Property Management bonus	\$1,000.00	
Oxygen Home Loans	\$1,000.00	
Lead Incentive Bonus	\$3,000.00	
	\$80,625.00	

WHEN THE FOLLOWING CGI TARGETS ARE REACHED

\$150K GCI = \$1000

\$200K GCI = \$1000

\$250K GCI = \$1000 MORE

\$300K GCI = \$1000 MORE

AND SO ON, \$1000 MORE FOR EVERY \$50K THEREAFTER

That is, when team hits \$300k GCI, CSM earns an additional \$4,000 for the team component of the bonus structure.

In addition will be commission for self-generated listings: (this is on top of the above)

(10% of the amount of the agents split commission (~60% of every dollar)

e.g. on a \$1,000,000 sale at 2.2% commission

Total fee = \$20,000 plus GST

Agents cut = \$12,000 plus GST

CSM paid 10% of \$12,000 = \$1200