Exhibit C - Team KPI & Performance Addendum

C.1 Purpose

This Addendum establishes **performance expectations**, not employment obligations.

It is intended to:

- Promote productivity
- Ensure lead accountability
- Maintain team standards

C.2 KPI Categories

TM agrees to use **commercially reasonable efforts** to achieve:

(a) Activity Metrics

- Minimum ____ client contacts per week
- Minimum ____ appointments per month

(b) Production Metrics

- Minimum ____ closed transactions per quarter; OR
- Minimum $_____ GCI per quarter

(c) Lead Management

- Timely follow-up on all assigned leads
- Accurate CRM entry and updates
- Proper disposition of inactive leads

C.3 Lead Accountability

- TL may reassign leads if TM fails to:
  - Respond timely
  - Advance the opportunity
  - Maintain communication standards

C.4 Performance Review

- Reviews may occur monthly or quarterly
- TL may recommend:
  - Additional training
  - Reduced lead allocation
  - Removal from team (subject to Agreement)

C.5 No Guarantee / No Employment

Nothing herein:

- Guarantees income
- Requires minimum hours
- Creates employment status

SO AGREED;

TM:	_____ *Signature*	_____ *Print Name*	_____ *Date*
TL:	_____ *Signature*	_____ *Print Name*	_____ *Date*

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