ADDENDUM TO INDEPENDENT CONTRACTOR AGREEMENT

Revenue Sharing Addendum.

Sponsor licensed agents to Grey Square. Earn 5% / 4% / 3% of company dollar across three tiers — whether you're at the closing table or not. Full terms, worked math, and the producing-agent policy that governs it.

THREE TIERS · COMPANY DOLLAR · PRODUCING-AGENT POLICY · FULL FAQ

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BUILD A NETWORK THAT PAYS

How revenue sharing works.

Sponsor agents to Grey Square. When they close, you earn a share of company dollar — across three tiers, paid as long as everyone stays producing. All four Grey Square agent paths — Independent, Team Agent GS, Team Leader, and Team Member — are eligible, with no separate enrollment.

Step	What happens
1 · Sponsor an agent	Build a relationship with a licensed agent, present the Grey Square model, and be listed on their ICA as the person most influential in their decision to join.
2 · Earn revenue share	Once they begin transacting, you earn revenue share on every qualifying transaction they complete — until they reach their annual cap.
3 · Unlock additional tiers	As your network grows, deeper tiers unlock. You earn on the agents your sponsored agents bring in, and the agents they bring in.

THREE TIERS DEEP

How the tree pays.

Grey Square's company dollar is the portion of an agent's commission retained by Grey Square — i.e., the brokerage's 15% of the agent's NET commission (after referral fees paid to other parties). Revenue share is calculated only on company dollar, not gross commission.

Tier	Rate	Unlock threshold	Max / year (per capping agent)
Tier 1 — Direct Network	5%	Active immediately — from the moment you sponsor your first agent	Up to $600
Tier 2 — Sponsored Network	4%	1 producing Tier-1 agent — closes if your sole Tier-1 becomes non-producing	Up to $480
Tier 3 — Extended Network	3%	5 producing Tier-1 agents — agents appear before unlock, earnings start once threshold is met	Up to $360

Tier 1: every agent you directly sponsor — you earn 5% of company dollar on every qualifying transaction they complete, from day one, until they hit their annual cap. **Tier 2:** when any of your Tier-1 agents sponsors an agent, that agent appears in your network as Tier 2 — you earn 4% on their qualifying transactions, unlocked once you have 1 producing Tier-1 agent. **Tier 3:** when any of your Tier-2 agents sponsors an agent, that agent appears as Tier 3 — you earn 3%, once you have 5 producing Tier-1 agents in your network.

Maximums are based on the $12,000 annual cap; agents on a lower cap (e.g. Team Members at $6,000) generate up to half. These are maximums, not guarantees. Tiers 4 and 5 will be introduced as the Grey Square network grows — eligible agents will be notified when additional tiers become available.

EXCLUDED FROM REVENUE SHARE

— Referral fees paid to other parties (they never pass through Grey Square)

— Personal deal transactions

— Brokerage / resource fees

— Post-cap transaction fees

WORKED EXAMPLE

One transaction, end to end.

Harper sponsored Hunter. Hunter closes a $500,000 buyer-side transaction at 3% commission, with a 25% referral fee on the deal. Here's how the company dollar — and Harper's revenue share — is calculated:

Hunter's gross commission	**$15,000**	$500,000 × 3% buyer's agent commission
Less: 25% referral fee to other party	– **$3,750**	Never passes through Grey Square — excluded
Net commission	**$11,250**	Subject to the 85/15 split
Hunter keeps 85%	**$9,562.50**	Hunter's payout
Grey Square retains 15% — company dollar	**$1,687.50**	This is what tier rates apply to
Harper's Tier 1 revenue share — 5%	**$84.38**	5% × $1,687.50
Grey Square retains after rev share	**$1,603.12**	$1,687.50 – $84.38

At cap: a capping agent generates a maximum of $12,000 in company dollar over the year. As a Tier 1 sponsor, Harper would earn up to **$600 in total revenue share** from Hunter in that anniversary year.

PRODUCING-AGENT POLICY

Stay producing. Stay paid.

To receive revenue share, you must be (a) active and in good standing with Grey Square, AND (b) have paid at least **$450 in splits (company dollar)** to Grey Square within any rolling **6-month period**. Qualifying transaction-based commission splits count toward the $450; personal deal transactions, brokerage/resource fees, and post-cap transaction fees do not.

Grace period — 6 months. Newly joined agents are eligible to receive revenue share for their first 6 months without meeting the producing threshold. Granted once per agent — does not reset.

Annual cap exception. Once you reach your annual cap, you're producing for the rest of the anniversary year regardless of recent splits. If you haven't paid $450 in the first 6 months of your NEW anniversary year, you revert to non-producing on your anniversary date.

Termination. If you terminate your ICA, your right to revenue share ends on the date of termination. Inactive, non-producing, or terminated agents do not receive revenue share for transactions completed after the effective date.

FREQUENTLY ASKED

How it works.

Who can earn revenue share?

All Grey Square agent types — Independent, Grey Square Team Agent, Team Leader, and Team Member — are eligible. There's no separate enrollment.

What does it mean to ‘sponsor’ an agent?

To sponsor an agent, you must (a) build a relationship with a licensed agent, (b) present and explain the Grey Square business model, and (c) be listed on that agent's ICA or attached fee schedule as the person most influential in their decision to join Grey Square.

What is ‘company dollar’?

Grey Square's company dollar is the portion of an agent's commission retained by Grey Square — i.e., the brokerage's 15% of the agent's NET commission (after referral fees paid to other parties). Revenue share is calculated only on company dollar, not gross commission.

What's excluded from revenue share?

Referral fees paid to other parties (they never pass through Grey Square), personal deal transactions, brokerage/resource fees, and post-cap transaction fees. Only transactions that generate revenue to Grey Square are eligible.

What does ‘producing agent’ mean?

To receive revenue share, you must be (a) active and in good standing with Grey Square, AND (b) have paid at least $450 in splits (company dollar) to Grey Square within any rolling 6-month period. Personal deals, brokerage/resource fees, and post-cap fees do NOT count toward the $450 threshold.

Is there a grace period for new agents?

Yes. Newly joined agents are eligible to receive revenue share for their first 6 months without needing to meet the producing threshold — so you can start building your network from day one. The grace period is granted once per agent and does not reset.

What happens once I cap?

Once you reach your annual cap, you are automatically considered producing for the remainder of that anniversary year — regardless of how much company dollar you've paid in the preceding 6 months. However, if you haven't paid the $450 minimum in the first 6 months of your NEW anniversary year, you revert to non-producing on your anniversary date.

What if a sponsored agent leaves Grey Square?

If a sponsoring agent terminates their agreement, their right to receive revenue share ends on the date of termination. Agents who are inactive, non-producing, or whose ICA is terminated will not receive revenue share for transactions completed after the effective date.

Are there more tiers coming?

Tiers 4 and 5 will be introduced as the Grey Square network grows. Eligible agents will be notified when additional tiers become available.

This addendum is a summary for Grey Square agents and is not a substitute for your Independent Contractor Agreement or its addenda. Where this document and a signed agreement differ, the signed agreement controls. No guarantees of income, returns, or outcomes are made or implied.

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