

Quarterly Roof Claim Sales Memo



To: All Sales Consultants

From: Sales Directors - Aaron Myers, Rafael Almonte,

Effective Date: January 1st, 2026

Re: Q1 2026 Update - Pricing, Suggested Rates, Sales Spiffs & Rules

Ranking Structure, Commissions, Rules & Guidelines, and Spiffs are as follows:

Sales Structure Rank

<i>Role</i>	<i>Advance Amount / Claim</i>	<i>Tarp Advance</i>	<i>Back-End Qualification</i>	<i>Promotion Requirement</i>	<i>Overrides & Extras</i>	<i>Charge Backs</i>
Rookie	\$600	No Tarp Advance	No Back End	8 Claims Per Month for 2 Months (Months must be consecutive).	No Overrides	50% Charge Back Max
Experienced Rep	\$600	No Tarp Advance	10% Backend (needs to qualify) *see Role Definitions & Requirements	10 Claims Per Month for 2 Months (Months must be consecutive).	No Overrides	50% Charge Back Max
Pro Rep	\$1000	\$200	10% Backend	12 Claims Per Month for 2 Months (Months must be consecutive)	No Overrides	Full Charge Back
Manager	\$1000	\$200	10% Backend		\$150 / Claim from primary downline (Subject to Charge Back) & 5% backend from Rookies claims in downline (Paid at install)	Full Charge Back

INACTIVITY & BENEFITS. All benefits and overrides may be rescinded by WINDMAR due to inactivity or low performance at Management's discretion.

Sales Structure Rules

General Rules:

1. Claim advances are paid only once the LOR / SOR & Windmar Contingency DocuSign are completed.
2. Rookies are required to participate in ride-alongs until their first claim or retail sale is completed
3. Maintain a minimum of 6 claims per month to keep the truck. Falling below this for two months straight will lead to truck removal. Weekly goal: 3 claims.
4. Scoring for promotion: Each claim is worth 1 point. Each retail roof sale or solar sale is worth 2 points (equivalent to 2 claims).
5. All Solar referrals MUST be submitted thorough the referral form: Windmarsolaracademy.com/roofinspection
 - a. Solar Referrals

Roofing Retail Sale and Commission Structure

1. Roofing Sales Price Guide:

Plan	Central FL (per square)	Palm Beach County or South (per square)
Solar PROtect	Redline: \$620 Suggested Price: \$685	Redline: \$810 Suggested Price: \$900
Roof Protect	Redline: \$475 Suggested Price: \$500	Redline: \$655 Suggested Price: \$675
Roofs under 12SQs Roof Protect	Redline: \$525 Suggested Price: \$600	Redline: \$705 Suggested Price: \$725

***It is not allowed to sell a roof below the Redline price.**

2. Roofing Commissions:

Commissions: Equivalent to a percentage of the difference between the suggested sales price and the redline price (see table above). Revenue Sharing percentages vary based on Sales Rep’s Rank. Revenue Sharing per ranking is as follows:

Plan / Roof Type	Rep Commission
Duration with Solar PROtect	*Revenue Share Table
Duration with Roof Protect	*Revenue Share Table
Turn-Key Roofs(Concrete Tile, Metal, Flat)	5% Net EPC

*Revenue Share Table:

Rookie	20%
Expierenced Rep	50%
Pro Rep	60%
Manager	70%

***If a sales rep sells a roof combined with a solar system, the sales rep gets 100% of the split.**

Payout timing

- 50 % at Exhibit A Completion / NTP — 100 % subject to charge-back
- Remaining 50 % after install, once **all docs & change orders** are signed by homeowner

3. Roofing Cash-Sale Policy:

Milestone	Deposit / Payment	Condition
Contract Signed	50 % deposit	Required to book job
Install Coordination Date	Remaining 50 %	Install is not scheduled until final payment received

