

BOS ORGANIZATIONAL CHART + 90-DAY HIRING SEQUENCE

Executive Summary

This plan defines the operating org chart and staged 90-day hiring order required to run the BOS model across manufacturing, construction, capital, lease-to-own conversion, reporting, and training.

ORGANIZATIONAL CHART (FUNCTIONAL)

1) Executive / Corporate

- **CEO / President**
- **COO (BOS Execution Owner)**
- **CFO**
- **General Counsel / Compliance Lead**

2) Manufacturing / Plant

- **Plant General Manager**
- **Production Manager (Line A/B)**
- **Automation & Robotics Manager**
- **Quality Director**
- **Maintenance & Reliability Lead**
- **EHS/Safety Manager**

3) Construction / Land Development

- **VP Construction / Field Operations**
- **Land Development Manager**
- **Project Controls Manager**

4) Revenue / Lease-to-Own / Asset Performance

- **VP Revenue (Sales + Lease-Up)**
- **Homeownership Conversion Manager**
- **Resident Success / Retention Manager**

5) Capital / Finance / Reporting

- **Capital Markets Director**
- **Controller**
- **KPI & Data Director (BOS Analytics)**

6) Marketing / Communications

- **Director of Strategic Marketing**
- **Content & Media Production Lead**

7) People / Training

- **Head of People & Capability**
- **Training & Certification Director**

TOTAL TARGET LEADERSHIP ROLES

23 roles (executive + core operational leadership layers)

90-DAY HIRING SEQUENCE (ROI-FIRST)

Days 1–30 (Foundation Team — Must-Have)

1. COO (BOS execution owner)
2. CFO (cash, funding, reporting control)
3. Plant General Manager (production command)
4. Production Manager (line throughput)
5. Automation & Robotics Manager (cell uptime/efficiency)
6. Quality Director (first-pass yield/rework control)
7. VP Construction / Field Ops (site-to-plant coordination)
8. Capital Markets Director (debt/equity pipeline)
9. KPI & Data Director (dashboard + variance control)
10. Training & Certification Director (capability system startup)

Outcome target by Day 30

- **Operating rhythm established**
- **KPI cadence running weekly**
- **Funding + schedule controls active**
- **Core plant quality/throughput controls in place**

Days 31–60 (Stability & Conversion Layer)

11. Controller
12. Land Development Manager
13. Project Controls Manager
14. VP Revenue (sales + lease-up)
15. Homeownership Conversion Manager
16. Head of People & Capability
17. EHS/Safety Manager

Outcome target by Day 60

- **Cash/reporting integrity hardened**
- **Site readiness synchronization improved**
- **Lease-to-own conversion path operational**
- **Safety and labor planning stabilized**

Days 61–90 (Scale Readiness Layer)

18. General Counsel / Compliance Lead
19. Maintenance & Reliability Lead
20. Resident Success / Retention Manager
21. Director of Strategic Marketing
22. Content & Media Production Lead
23. CEO/President reinforcement hire (if not already seated) or Strategy Chief of Staff

Outcome target by Day 90

- **Compliance and legal risk controls formalized**
- **Uptime/reliability model stabilized**
- **Resident performance lifecycle supported**
- **Market narrative and investor-facing communications systematized**

ROLE EXPERIENCE BENCHMARKS (MINIMUM)

- **C-Suite / VP: 10+ years relevant leadership experience**
- **Plant / Ops Directors: 8+ years industrial/modular operations**

- **Managers (specialized tracks): 5+ years domain expertise**
- **Controls/Analytics: demonstrated KPI and variance governance in scaled operations**

EXECUTION GOVERNANCE

- **Weekly BOS performance review (COO-led)**
- **Monthly executive strategy and capital review (CEO/CFO-led)**
- **Monthly hiring checkpoint against 90-day plan**
- **Retraining/reassignment triggers tied to KPI misses**

Closing

This hiring sequence prioritizes operational control first, then financial/reporting stability, then scalable growth and external narrative readiness. It is designed to maximize speed-to-performance while reducing execution risk.