



Jobe's Motorsports Team System Handbook

Team ecosystem and business rules

1. Purpose of Teams

Teams in Jobe's Motorsports are not simply collections of drivers. They are persistent racing organizations designed to function as long-term businesses within the league ecosystem.

Drivers race. Teams build. The team system exists to reward planning, activity, development, investment, and long-term commitment.

2. Team Design Philosophy

- Identity - teams give drivers a banner to race under and something larger to represent.
- Progression - teams should grow over time through assets, development systems, financial management, and commercial strength.
- Business - teams operate as organizations with budgets, assets, liabilities, and long-term valuation.
- Competition - teams compete on track and in recruiting, development, expansion, prestige, and organizational power.
- Legacy - championships, trophies, assets, and milestones should matter over time.

3. Competitive Integrity

No team asset, store purchase, facility, or upgrade may provide a direct on-track advantage in fixed-setup competition. Team systems affect only organizational growth, leverage, structure, valuation, and opportunity.

4. Team Attributes

Attribute	Purpose
Team Treasury	Primary financial account used for store purchases, investments, and transfers into the Contract Budget
Contract Budget	Dedicated payroll account used only for contract-related obligations
Prestige	Status, respect, and historical standing within JM
Leverage	Influence in negotiations, recruitment, and organizational pull
Infrastructure	Operational development level of the team
Brand Strength	Commercial presence and visibility
Asset Value	Value of all team-owned assets
Team Valuation	Total long-term organizational worth
Academy Value	Strength of the driver development pipeline
Roster Depth	Reserve and support capacity
Prospect Pull	Attractiveness to developing talent

5. Starting Team Finances

Starting Account	Amount
Team Treasury	\$400,000
Contract Budget	\$0

Teams receive no free payroll money. Owners must decide how much treasury to move into the Contract Budget, creating real front-office tradeoffs between roster spending and infrastructure growth.

6. Split Budget Model

Account	Primary Uses
Team Treasury	Team store purchases, facilities, development assets, commercial assets, expansion assets, shop licenses and upgrades, transfers into Contract Budget

Account	Primary Uses
Contract Budget	Signing bonuses, per-race pay, reserve contract obligations, academy contract obligations, and approved payroll functions

For the initial phase of the system, transfers are one-way by default: Treasury to Contract Budget is allowed; Contract Budget back to Treasury is not allowed unless approved by staff.

7. Team Prestige Ladder

Prestige Range	Tier
0-4	Local Team
5-9	Rising Team
10-17	Established Team
18-29	Elite Team
30+	Legendary Team

8. Team Valuation

Suggested valuation formula: Team Valuation = Team Treasury + Asset Value + Active Commercial Deal Value + Prestige Multiplier. The exact formula may be adjusted over time for balance.

9. Team Contracts

- Contracts are seasonal and consist of a signing bonus plus a per-race salary.
- Contracts are funded through the team's Contract Budget.
- A team may not issue or finalize a contract unless sufficient budget exists to support the offer.
- Contract validation checks for signing-bonus coverage, payroll support, roster-slot availability, and contract-type eligibility.
- Supported contract types may include Full-Time, Reserve, and Academy contracts.

10-11. Team Store Overview and Key Items

Item	Price	Core Function
Facility - Team HQ	\$150,000	Prestige +1, Brand Strength +1, unlocks Team HQ status and future facility progression
Facility - Sim Lab	\$300,000	Infrastructure +2, Academy Value +1, unlocks practice stipend culture

Item	Price	Core Function
Facility - Engineering Department	\$500,000	Leverage +1, Infrastructure +2, strengthens debrief and analysis tools
Commercial - Regional Team Sponsorship	\$500,000	Prestige +1, Leverage +1, weekly payout \$50,000
Commercial - National Team Sponsorship	\$1,000,000	Prestige +3, Leverage +2, weekly payout \$100,000
Commercial - Global Team Sponsorship	\$1,750,000	Prestige +5, Leverage +3, weekly payout \$200,000
Competition - Reserve Driver Slot	\$200,000	Unlocks one reserve driver slot and improves roster depth
Competition - Expanded Team Entry License	\$600,000	Adds one additional official team-car entry slot
Development - Driver Academy Program	\$400,000	Academy Value +2 with weekly payout support and academy designation
Development - Scouting Department	\$300,000	Leverage +2, Infrastructure +1, Prospect Pull +1
Event Operations - Event Hosting Rights	\$900,000	Allows hosting major JM weekends with gate/media payouts
Competition - Team Charter License	\$1,500,000	Prestige +4, Leverage +2, unlocks chartered-team status
Commercial - Team Shop License	\$250,000	Opens a team-owned shop with 3 active listing slots
Commercial - Expanded Shop License	\$600,000	Adds 3 more active listing slots

12. Team Store Rules

- All team-store purchases require league-staff approval.
- A team must have sufficient Treasury funds at approval time.
- Exclusive slots apply to sponsorship, event-host, and charter categories.
- No store purchase may create a direct fixed-series performance advantage.
- League staff may deny, delay, revoke, or modify assets to protect balance and integrity.

13-15. Team Shops

- A Team Shop lets a team monetize the skills of its members as an additional revenue stream.

- Examples of approved services include liveries, graphics, posters, profile cards, logo cleanup, recap writing, promo content, and social graphics.
- Listings belong to the team, not the individual member performing the work.
- Revenue from completed Team Shop orders is paid into Team Treasury.
- Shops require an active Team Shop License and remain subject to listing approval, listing-capacity rules, fulfillment standards, and dispute/refund handling.

16-17. Team Growth Path and Philosophy

A healthy JM team should start small, fund its Contract Budget, sign its opening roster, and purchase further team developments from there.

The team system is designed to make ownership meaningful, team-building strategic, and organizational legacy worth chasing over the long term.