

A team at eXp Realty is defined as:

- One lead agent or team leader
- One or more licensed agent working as a team member with a team agreement

Team agreements are mutually agreed upon terms between the team leader and team members. These agreements are in writing and carefully considered to ensure compliance with all federal, state and local laws as well as company policy. eXp Realty will not intervene in any disputes between team members and team leaders.

TEAM TYPES		
Self-Organized Team	Standard Team	Mega Icon Team
Reduced cap for team members	Reduced half cap for team members	Reduced quarter cap for team members
Minimum referral percentage required to team leader	Minimum referral percentage required to team leader	Minimum referral percentage required to team leader
Team agreement is required in writing with eXp approval	Team agreement is required in writing with eXp approval	Team agreement is required in writing with eXp approval
Team roster is required and provided to eXp	Team roster is required and provided to eXp	Team roster is required and provided to eXp
	Minimum of \$6 million or 30 closed transactions in previous 12 months	Minimum of \$40 million, 175 closed transactions and 10 capping team members in previous 12 months

How commissions are calculated

- The first deductions are for any outside referrals owed to other brokers.
- Next, gross commissions (or remaining commissions after outside referrals) are divided between team leader and team member.
- Then all eXp Realty company dollar and fees are deducted from each agent individually.
- Transaction fees such as broker review fee, capped transaction fee and risk management fee are per transaction, not per agent.

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