

A man in a dark suit and light shirt is smiling and gesturing with his hands while presenting to a group of people. The background shows several people in business casual attire, some looking at a laptop. The scene is dimly lit, suggesting an indoor meeting or conference room.

COMPENSATION PLAN AND SERVICES

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OVERVIEW

Considering a move to Realty Austin | Realty San Antonio Compass? We know it's an important decision and want to help you make a well-informed one! This document provides the compensation plan, fees, training and coordination services you can expect at the Company. You'll also find information on our Start-up Package to make the move even easier!

COMPENSATION PLAN

Personal Client Split	80/20	85/15	90/10	95/5
Individual	≤ \$4M	\$4M - \$5M	\$5M+	\$20M+
2 Person Team*	≤ \$6M	\$6M - \$7.5M	\$7.5M+	\$30M+
3 Person Team*	≤ \$8M	\$8M - \$10M	\$10M+	\$40M+
4 Person Team*	≤ \$10M	\$10M - \$12.5M	\$12.5M+	\$50M+

Company Contacts	20% Referral Fee off the top
E & O per Transaction	\$75 per sale, \$50 per lease

*Splits may vary for different team sizes and structures. Inquire for details. MTC Fee = \$250 / month billed on the 15th day of each month.

- Personal Lead split is applied to transactions from your SOI and 2+ year old company leads.
- Two homestead transactions per year are allowed at 100% split.
- Unlimited personal investment properties are at Personal split but not to exceed \$1000 to broker plus E&O.
- Starting splits are determined by your last 12 months of adjusted production. Adjusted production is based on associate's gross commission income (GCI) at a 3% target commission rate. For example, every \$3,000 in GCI equals \$100,000 in adjusted production. When you join, your production will begin at zero at the Company.
- Your split is set for each calendar year, but when the hurdle is met, your split will improve (e.g. if your starting split at the company is 80/20, your split will improve to 90/10 once you have closed \$5M as an individual agent, year to date under us. Note, there are increased

production hurdle requirements based on team headcount). At the end of each calendar year, your split is re-evaluated. Your starting split for the next calendar year is based on your total adjusted production from January to December the previous year. Any production from your previous brokerage will be added to your year-to-date production at the end of the year to determine your next year's split. When you achieve \$20+M In sales YTD at the company, your split will increase to 95/5 for the remainder of that calendar year. Your split will then reset to 90/10 at the beginning of the next calendar year.

- For Company Contacts (aka Leads), our company collects a small 20% referral fee off the top. This is applicable whether you are at a 90/10 or 80/20 split. The net result will be more dollars in your pocket for each Company Contact you close.

SUITE OF TOOLS & MARKETING SERVICES: \$250/mo

We provide a suite of tools & marketing services to make you more efficient and productive at a low investment cost of \$250/month (+\$250 per teammate for each additional member of your team, if applicable). You can even earn credits to cover your monthly fees by referring agents and closing company provided leads!

TECHNOLOGY

- End-to-End Business Tracker CRM
- Customized Listing & Buyer Presentation (Online & Print + Integrated CMA)
- Google Drive, Google Apps & Gmail (Unlimited Storage)
- Online Guided Sellers Disclosure Tool
- Marketing Design Center
- Transaction Management Tool

OFFICES, COACHING & SUPPORT

- Access to State of the Art Offices
- In-House Coaching & Training (Sessions offered every day!)
- In-House Tech Support
- Compliance Review on Every Transaction
- National Referral Network

AGENT BRANDED MARKETING

- Social Media Ads for All Listings
- Digital Ads Platform
- Sign Concierge Program
- Lead Generating Website
- Automated Marketing Platform with Monthly Email Newsletters & Lead Claiming

BONUSES & PROFIT SHARING

When you actively refer agents we bring on board, you can earn bonuses and future profit sharing - and help us continue to build a team of the most talented agents in the business.

RECRUITING PAYMENT

Active Participation Bonus	\$250 for every \$1M Adjusted Production prior 12 months
Profit Sharing	5% of broker earnings per transaction as long as both agents are with the company

- Financial rewards to our agents who refer agents that end up joining our team!
- Bonus is rewarded with active participation in the recruiting process.
- Bonus is paid as a billing credit to cover your monthly expenses at the Company.
- Profit Sharing is paid quarterly.

TRAINING OFFERINGS

We offer agent training every day at no additional cost! From individual coaching sessions and customized development plans, to clear learning paths for specific competency mastery or specific skills training, you'll have plenty of opportunities to grow and learn.

CURRENT OFFERINGS

The best agents keep getting better. How? By utilizing the smartest resources available in the industry. Maximize your strengths, achieve a work-life balance, and take your sales and referrals to the next level by working with industry-leading real estate coaches. Gain the support and guidance you need to supercharge your business.

Personalized Coaching with Agent Success Managers and Experience Managers

Weekly Sales Meeting with stats, news, and market activity

Monthly Trends and Market Stats Webinar for a big-picture view

Monthly Virtual and In-Person Classes for business growth

Focused Networking and Learning Symposiums

Annual Business Planning Workshops

Masterclass: A four-part series on best practices and tools to optimize your business

Peer Accountability Groups

Online Relocation Specialist Program for leads training

...and more!

COORDINATION SERVICES

We have a team of licensed and experienced Marketing and Transaction Coordinators eager to assist you with your listings, buyer transactions and social media platforms. These services are optional.

LISTING COORDINATION SERVICES

Full Service Listing Coordination Transaction Coordinator orchestrates the listing process from start to finish, partnering with your Listing Coordinator to professionally market your listings for a seamless listing experience. *This includes Transaction Coordination	\$250
Full Service Listing Coordination + Enhanced Exclusive Listing Same as above + Enhanced Exclusive Listing (pre MLS marketing to make your listing look like a full listing on our website) *This includes Transaction Coordination	\$275
Listing Coordination ONLY (No Compliance included)	\$175
Lease / Lot Listing Coordination	\$100
A-la-carte Services Create/order postcards, create flyers/brochures, schedule property tours, etc.	\$15-\$40

TRANSACTION COORDINATION SERVICES

Contract to Close Full service with client facing options - from entering reviewing contracts to scheduling walkthroughs.	\$375
Compliance Only Package Designed to help get your transaction and related paperwork loaded to CRM.	\$75

SOCIAL MEDIA

We have an **account set up fee of \$150** covering initial onboarding processing, profile linking and account set up. We offer three plans with varying levels of services and price points to meet your social media growth goals. All plans include one **(1) Facebook Business page, one (1) Instagram profile, and one (1) LinkedIn profile.**

*Please note, we do require a minimum 6-month contract for each of the plan options, which will automatically renew on a month-to-month basis, if not cancelled within 30 days of the contract expiration.

ACTION PLAN	LET'S GET REEL! PLAN	THE AWESOME PLAN
<p>Your reliable companion for consistency and presence on social media. Up to 4 posts a week to Facebook, Instagram, & LinkedIn.</p> <ul style="list-style-type: none"> • Company market and lifestyle blog posts • Your production success recognition posts • Listing marketing and open house posts • Local Austin, San Antonio or Texas news • Local/small businesses around Austin/San Antonio • Personal or interests photos you provide • Client closing, showing or field photos you provide 	<p>Your video marketing plan for maximizing engagement and brand awareness on Facebook, Instagram & LinkedIn. Up to 2 reel videos, 2 static feed posts and 2 social stories per week.</p> <ul style="list-style-type: none"> • Edited home walk-through reel videos (raw footage provided by agent) • Featured listing reel videos (using listing photos if no videos are provided) • Company market and lifestyle blog posts • Your production success recognition posts • Listing marketing and open house posts • Local Austin, San Antonio or Texas news • Local/small businesses around Austin/San Antonio • Personal or interest photos you provide • Client closing, showing or field photos you provide 	<p>Your elevated plan for social media success. Up to 6 posts a week to Facebook, Instagram, & LinkedIn, 2 social stories.</p> <ul style="list-style-type: none"> • Company market and lifestyle blog posts • Your production success recognition posts • Listing marketing and open house posts • Local Austin, San Antonio or Texas news • Local/small businesses around Austin/San Antonio • Personal or interest photos you provide • Client closing, showing or field photos you provide
\$350 /month	\$550 /month	\$550 /month



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