

Teams Defined

Your one stop source for all things Teams!



What is a Team?

A Team is defined as a lead agent “Team Leader” and at least one licensed agent working as a “Team Member.” Team agreements are to be made based on mutually agreed upon terms between the lead agent and the team member(s). These agreements should be 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.



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Standard Teams

Standard Team

No Reduced Cap

- Teams that are not looking for a reduced cap can form a team with any terms between members that they choose.
- There is no minimum referral percentage to the Team Leader required.
- Team documents are not needed in this case, but eXp Realty will require a list of agents on that team to ensure proper reporting as a team within Enterprise, and to be added on the Team Roster.



Traditional Teams

Traditional Team

Half Cap Team Members

In certain cases, eXp Realty will reduce a Team Member's annual company dollar cap by half. Team Leaders will continue to pay a full cap. Team Members with a reduced annual cap are not eligible to receive the "capping equity award" or the ICON Agent Award, as paying a full cap is required for both. In order to qualify for a reduced Team Member annual cap the following terms are required:

1. The Team Leader must have a minimum of \$6 million in production or 30 closed transactions during the previous 12 months.
2. Team Members must pay the Team Leader a minimum of 25% of their GCI earned on every transaction.
3. The Team Leader must have a written commission agreement with each Team Member. This written agreement must be approved by eXp Realty.
4. The Team Leader must sign a Team Leader Addendum.
5. Team Members must sign a Team Member Addendum.
6. Team Leader must provide a roster of all Team Members to ensure proper reporting as a team within eXp Enterprise, and to be added on the Team Roster.



Mega Icon Team



Mega Icon Team

Quarter Cap Team Members

Certain high-producing teams may choose to apply as a Mega Icon Team. As a Mega Icon Team, eXp Realty will reduce a Team Member's annual company dollar cap by three-quarters. Team Leaders will continue to pay a full cap. Team Members with a reduced annual cap are not eligible to receive the "capping equity award" or the ICON Agent Award, as paying a full cap is required for both. Mega Icon Teams also will pay a reduced capped transaction fee of \$75 beginning on their first capped transaction. In order to qualify as a Mega Icon Team, the following terms are required:

1. During the previous 12 months, the team must have a minimum of:
 - a. 175 closed transactions
 - b. \$40 million in sales volume
 - c. 10 capping Team Members
2. Team Members must pay the Team Leader a minimum of 25% of their GCI earned on every transaction.
3. The Team Leader must guarantee \$56,000 annual team company dollar.
4. The Team Leader must have a written commission agreement with each Team Member. This written agreement must be approved by eXp Realty.
5. Team Members must be within a 100-mile radius of the Team Leader. If Team Members are outside of a 100-mile radius, a Satellite Team Leader must be named in the extended area. This Satellite Team Leader will have a half cap.



Mega Icon Team (Continued)

Quarter Cap Team Members

6. The Team Leader must sign a Mega Team Leader Addendum
7. Team Members must sign a Mega Team Member Addendum
8. Team Leader must provide a roster of all team members to ensure proper reporting as a team within eXp Enterprise, and to be added on the Team Roster.

Important terms to understand:

The Team must pay in a minimum of \$56,000 in company dollar through commissions or the Team Leader must pay the difference to eXp Realty on their anniversary. If they must pay the difference, the team will be adjusted to a Traditional Team for their next anniversary year. The \$56,000 minimum is based on the Team Leader paying a full \$16,000 cap and 10 additional Team Members paying a \$4,000 quarter cap ($10 \times \$4,000 = \$40,000 + \$16,000 = \$56,000$). Team Leaders should carefully consider the distribution of their team's production before applying as a Mega Icon Team.

As a Mega Team Leader, the production requirements to earn the ICON Agent Award are to achieve the \$56,000 team company dollar minimum. Team Leaders who do not reach the minimum and have to pay the difference are NOT eligible for the ICON Agent Award.



Understanding Team Commissions

Understanding Team Commissions

How Commissions are Calculated

From any gross commission:

- 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.

* Split varies based on agreement between Team Leader and Team Member

For illustration purposes only, here are some examples of a Team commission break down:

Example One:

\$10,000 gross commission - 50/50* split between Team Leader and Team Member - neither agent capped

Team Leader: \$5,000

- Less 20%: $\$5,000 - \$1,000 = \$4,000$
- Less half of broker review fee (\$25):
 $\$4,000 - \$12.50 = \$3,987.50$
- Less half of risk management fee (\$40):
 $\$3,987.50 - \$20 = \$3,967.50$
- NET TO TEAM LEADER: \$3,967.50

Team Member: \$5,000

- Less 20%: $\$5,000 - \$1,000 = \$4,000$
- Less half of broker review fee (\$25): $\$4,000 - \$12.50 = \$3,987.50$
- Less half of risk management fee (\$40): $\$3,987.50 - \$20 = \$3,967.50$
- NET TO TEAM MEMBER: \$3,967.50



Understanding Team Commissions (continued)

How Commissions are Calculated

Example Two:

\$10,000 Commission - 50/50 split between Team Leader and Team Member — Team Leader has capped, but Team Member hasn't

Team Leader: \$5,000

Less half of capped transaction fee (\$250*): $\$5,000 - \$125 = \$4,875$

Less half of broker review fee (\$25): $\$4,875 - \$12.50 = \$4,862.50$

Less half of risk management fee (\$40): $\$4,862.50 - \$20 = \$4,842.50$

NET TO TEAM LEADER: \$4,842.50

Team Member: \$5,000

Less 20%: $\$5,000 - \$1,000 = \$4,000$

Less half of broker review fee (\$25): $\$4,000 - \$12.50 = \$3,987.50$

Less half of risk management fee (\$40): $\$3,987.50 - \$20 = \$3,967.50$

NET TO TEAM MEMBER: \$3,967.50

* Capped transaction fee reduces to \$75 for Mega Icon Teams and any agent whose capped transaction fees total \$5,000 or more



Team Resources

Team Resources

- Have more questions about joining eXp Realty as a team or establishing a team?
Contact teamservices@exprealty.com
- Ready to bring your team to eXp Realty? Great!
 - First, complete commission agreements for each Team Member: [Team Commission Agreement Form](#)
 - Next, send completed commission agreements, proof of production for the last 12 months (Traditional Team and Mega Icon Team Applicants only) and a team roster to teamservices@exprealty.com
 - Apply (Team Leader and all Team Members) at join.exprealty.com and indicate on the application that you are part of a team
- Have an existing Team at eXp Realty and need to add or remove Team Members?
Contact teamservices@exprealty.com

