

## 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

	Domestic Team	Self-Organized Team	Standard Team	Mega Icon Team
<b>Who can start a team?</b>	Anyone who has a spousal relationship or files joint tax returns	Any agents at eXp Realty	Anyone who can document a minimum of \$6 million or 30 closed transaction in the prior 12-months	Anyone who can document a minimum of \$40 million and 175 closed transactions in the prior 12 months:
<b>Is there a minimum number of team members?</b>	2	2	2	11 (The team leader and at least 10 team members who would have capped had they been at eXp Realty in the prior 12 months)
<b>Is there a maximum number of team members?</b>	2	No Maximum	No Maximum	No Maximum
<b>Can you be part of a second group or team?</b>	Yes, if the Primary is a Team Lead for one of our other team structures	Possibly. If there is no formal team created where it is more of an agreement to help each other out, you can have multiple loose arrangements. Domestic Teams can be Team Leads.	You cannot participate on a standard team and another team with the exception of the Team Lead being a Domestic Team Primary Partner. eXp Realty does not allow for teams in teams.	You cannot participate on a Mega Icon Team and another team with the exception of the Team Lead being a Domestic Team Primary Partner. eXp Realty does not allow for teams in teams.
<b>Is there a minimum amount the Team Lead must charge on arm's length transactions?</b>	N/A	N/A	25% for any Team Member choosing the reduced cap option	25% for any Team Member choosing the reduced cap option
<b>What kind of documentation is needed to be approved and set-up?</b>	You will need a marriage certificate or a tax return showing joint filing on file with eXp Realty for the team to be approved and set-up.	You do not have to have a formal Team Agreement between the Team Lead and Team Member besides written referral on file with eXp Realty at a minimum	You will need a written Team Agreement between the Team Lead and Team Members on file with eXp Realty for the team to be approved and set-up along with the production.	You will need a written Team Agreement between the Team Lead and Team Members on file with eXp Realty for the team to be approved and set-up along with the production.

	Domestic Team	Self-Organized Team	Standard Team	Mega Icon Team
<b>Does eXp Realty have special Team forms?</b>	A signed Domestic Team Agreement will need to be signed and returned for the application to be considered complete.	Possibly. If there is a formal Team Agreement, eXp Realty will need the Team Lead and Team Member to fill out and return the Team's Checklist in order for the application to be considered complete.	eXp Realty will need the Team Lead and Team Members to fill out and return the "Team's Checklist" in order for the application to be considered complete.	eXp Realty will need the Team Lead and Team Members to fill out and return the "Team's Checklist" in order for the application to be considered complete.
<b>When do rosters need to be shared?</b>	The two parties will be identified at application!	A Team Roster needs to be turned into eXp Realty for the application to be considered complete and the team recognized, onboarded together, or set-up properly with the Broker Teams; especially if there a written team agreement in place as well. This roster needs to be kept current on a monthly basis.	A Team Roster needs to be turned into eXp Realty for the application to be considered complete and the team recognized, onboarded together, or set-up properly. This roster needs to be kept current on a monthly basis.	A Team Roster needs to be turned into eXp Realty for the application to be considered complete and the team recognized, onboarded together, or set-up properly. This roster needs to be kept current on a monthly basis.
<b>Are there special considerations for the team members?</b>	There is only one cap of 16K for a domestic team.	There are no special considerations for team members of self-organized teams.	There is an 8K capping option for team members of Standard Teams.	There is a 4K capping option for team members of Mega Icon Teams.
<b>Can team members ICON?</b>	There is one ICON award available to Domestic teams.	As everyone on a Self Organized Team is on a 16K cap, everyone may achieve ICON awarding.	Anyone choosing a 16K cap, as opposed to the 8K option, on Standard Teams may achieve ICON awarding.	Anyone choosing a 16K cap, as opposed to the 4K option, on Mega Icon Teams may achieve ICON awarding.
<b>How are changes/additions made after initial set-up</b>	Contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby	Contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby	Contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby	Contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby
<b>Once the team is set up can team members in another state be added to the team?</b>	If you add a state of licensure, the Primary must have the same licensure or unfortunately we cannot process the commission without a referral	Absolutely! However, crossing state borders brings in new state regulations and set-ups. Please contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby	Absolutely! However, crossing state borders brings in new state regulations and set-ups. Please contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby	Absolutely! However, crossing state borders brings in new state regulations and set-ups. Please contact teamservices@exprealty.net or stop into the Onboarding & Agent Support Lobby
<b>What happens if the Team Leader can't join when the rest of the team is ready?</b>	The one partner will join as a single agent. Once the second partner joins, the new team can keep either Anniversary Date, however there will be no payment refunds once the two are combined.	If there is a formal team with a written team agreement, there has to be an Interim Team Lead identified. The Interim Team Lead will have all responsibilities of the Team Lead until such time as the Lead on LOI joins eXp Realty replacing the Interim Team Leader on Team Documents.	There has to be an Interim Team Lead identified. The Interim Team Lead will have all responsibilities of the Team Lead until such time as the Lead on LOI joins eXp Realty replacing the Interim Team Leader on Team Documents. The Interim Team Lead will be a full capping agent while Interim and no refunds or post closing commission adjustments will be made when they are replaced by the Lead on LOI as Team Lead.	There has to be an Interim Team Lead identified. The Interim Team Lead will have all responsibilities of the Team Lead until such time as the Lead on LOI joins eXp Realty replacing the Interim Team Leader on Team Documents. The Interim Team Lead will be a full capping agent while Interim and no refunds or post closing commission adjustments will be made when they are replaced by the Lead on LOI as Team Lead.

## 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.

## Examples of a team commission breakdown

### Example 1

- 50/50 split between the team leader and team member
- Neither the team leader or team member are capped
- Transaction with \$10,000 gross commission

#### Team leader breakdown

\$5,000 gross commission to team leader  
Less 20% =  $\$5,000 - \$1,000 = \$4,000$   
Less 50% of broker review fee (\$25)  
=  $\$4,000 - \$12.50 = \$3,987.50$   
Less 50% of risk management fee (\$40)  
=  $\$3,987.50 - \$20 = \$3,967.50$   
Net commission to team leader  
=  $\$3,967.50$

#### Team member breakdown

\$5,000 gross commission to team leader  
Less 20% =  $\$5,000 - \$1,000 = \$4,000$   
Less 50% of broker review fee (\$25)  
=  $\$4,000 - \$12.50 = \$3,987.50$   
Less 50% of risk management fee (\$40)  
=  $\$3,987.50 - \$20 = \$3,967.50$   
Net commission to team leader  
=  $\$3,967.50$

## Example 2

- 50/50 split between the team leader and team member
- Team leader is capped
- Team member is not capped
- Transaction with \$10,000 gross commission

### Team leader breakdown

\$5,000 gross commission to team leader

Less 50% of capped transaction fee  
(\$250\*) = \$5,000 - \$125 = \$4,875

Less 50% of broker review fee (\$25)  
= \$4,875 - \$12.50 = \$4,862.50

Less 50% of risk management fee (\$40)  
= \$4,862.50 - \$20 = \$4,842.50

Net commission to team leader  
= \$4,842.50

### Team member breakdown

\$5,000 gross commission to  
team member

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

Less 50% of broker review fee (\$25)  
= \$4,000 - \$12.50 = \$3,987.50

Less 50% of risk management fee (\$40)  
= \$3,987.50 - \$20 = \$3,967.50

Net commission 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.

Have more questions about joining eXp Realty as a team or establishing a team?

Contact [teamservices@exprealty.net](mailto:teamservices@exprealty.net)