

# Teams at eXp Realty



## Understanding Types & Commissions

### A Team at eXp Realty is defined as:

- One Team Leader; and
- One or more licensed agents working as a Team Member with a Team Addendum at eXp Realty.

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 Team
<b>Team Formation Qualifications</b>	Two eXp agents that are legally married or have a legally recognized union, and both have the same named Sponsor. See the <a href="#">Domestic Team Flyer</a> for more details.	Any agents at eXp Realty.	Any agents within eXp Realty who can document a minimum of \$6 million in closed volume or 30 closed units in the prior 12 months.	Any agents within eXp Realty who can document a minimum of \$40 million in closed volume or 140 closed units in the prior 12 months.
<b>Minimum Number of Team Members</b>	1 Primary + 1 Secondary	1 Team Member + 1 Team Leader	1 Team Member + 1 Team Leader	10 Team Members + 1 Team Leader
<b>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, the Primary Partner is able to be the Team Leader for another team structure but not a Team Member of another team structure. The Secondary Partner cannot be a Team Member of another team structure.	An agent cannot participate on a Self-Organized Team and another team, with the exception of the Team Leader also being a Domestic Team Primary Partner.  eXp Realty does not allow for teams within teams.	An agent cannot participate on a Standard Team and another team, with the exception of the Team Leader also being a Domestic Team Primary Partner.  eXp Realty does not allow for teams within teams.	An agent cannot participate on a Mega Team and another team, with the exception of the Team Leader also being a Domestic Team Primary Partner.  eXp Realty does not allow for teams within teams.
<b><a href="#">Company Dollar Cap Options</a></b>	The Primary and Secondary Partners have a combined Company Dollar Cap of \$16,000.	All members of a Self-Organized Team retain a \$16,000 Company Dollar Cap.	Standard Team Leaders will have a \$16,000 Company Dollar Cap. Standard Team Members can have a reduced Company Dollar Cap of \$8,000. If the reduced cap is elected, the Minimum Team Split will apply (see below).	Mega Team Leaders will have a \$16,000 Company Dollar Cap. Mega Team Members can have a reduced Company Dollar Cap of \$4,000. If the reduced cap is elected, the Minimum Team Split will apply (see below).  Satellite Team Leaders will have a reduced Company Dollar Cap of \$8,000. The Minimum Team split will apply.
<b>Minimum Required Team Leader Split</b>	N/A	N/A	25% Team Split to be paid to the Team Leader from any Team Member choosing the Standard Team Member Reduced Cap option.	25% Team Split to be paid to the Team Leader from any Team Member choosing the Mega Team Member Reduced Cap option.
<b><a href="#">ICON Agent Award Eligibility (\$16,000 Company Dollar Cap is required)</a></b>	There is one ICON Agent Award available to Domestic Teams.	As everyone on a Self-organized team has a \$16,000 Cap, everyone is eligible to achieve an ICON Agent Award.	In addition to the Team Leader, Team Members who elect to have a full Cap of \$16,000 (instead of the Standard Team Member Reduced Cap option of \$8,000) are eligible to achieve an ICON Agent Award.	In addition to the Team Leader, Team Members who elect to have a full Cap of \$16,000 (instead of the Mega Team Member Reduced Cap option) are eligible to achieve an ICON Agent Award.

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	Domestic Team	Self-Organized Team	Standard Team	Mega Team
<b>Required Documentation for Approval</b>	Agent will need to provide a marriage certificate or a tax return showing joint filing for the team to be approved and formed.	A completed Team Roster. The Team Roster needs to be kept current on a monthly basis with Team Services (see below).	Agent will need to provide acceptable Proof of Production reports and a completed Team Roster. The Team Roster needs to be kept current on a monthly basis with Team Services (see below).	Agent will need to provide acceptable Proof of Production reports and a completed Team Roster. The Team Roster needs to be kept current on a monthly basis with Team Services (see below).
<b>eXp Team Addendums</b>	A signed eXp Domestic Team Addendum will need to be signed and returned for the team to be officially formed in our system.	N/A	A signed eXp Standard Team Leader Addendum must be signed and returned for the team to be officially formed in our system.  Signed eXp Standard Team Member Addendums will also need to be signed and returned for each Team Member in order to officially be added to the team and have their Cap reduced.	A signed eXp Mega Team Leader Addendum must be signed and returned for the team to be officially formed in our system.  Signed eXp Mega Team Member Addendums will also need to be signed and returned for each Team Member in order to officially be added to the team and have their Cap reduced.
<b>Future Team Changes/Additions</b>	Contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>	Contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>	Contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>	Contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>
<b>Team Members Licensed in Another State or 100+ Miles From Team Leader</b>	If the Secondary Partner adds a state of licensure, the Primary Partner must have the same licensure or a Referral Agreement will be required to process transactions in that state.	Teams crossing state borders may add additional state regulations and possible documentation. Please contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in the eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>	Teams crossing state borders may add additional state regulations and possible documentation. Please contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>	Teams crossing state borders may add additional state regulations and possible documentation.  Mega Team structures require one Satellite Team Member on an \$8,000 Cap per area or state, when the team expands to a location more than 100 miles from the Team Leader.  Please contact Team Services via <a href="mailto:teamservices@exprealty.net">teamservices@exprealty.net</a> or in the eXp.World using the link: <a href="http://exp.world/teamservices">exp.world/teamservices</a>
<b>Interim Team Leader option if Team Leader Cannot Join with the Team and has a signed Rev Share Placeholder Addendum (RSPA)</b>	The first Partner to join eXp will join as an individual agent. Once the second Partner joins eXp, the new team will be formed and the Secondary Partner's Anniversary Date will be changed to match the Primary Partner's Anniversary Date. If the Secondary Partner has contributed toward their individual Company Dollar Cap, that amount will not be refunded and will not combine with the Primary Partner's Company Dollar Cap.	If a Team Leader must remain on a Rev Share Placeholder Addendum (RSPA) for a period of time prior to onboarding, an Interim Team Leader will need to be identified and will have all responsibilities of the true Team Leader until such time as the true Team Leader on the Rev Share Placeholder Addendum (RSPA) becomes active with eXp Realty, thereby replacing the Interim Team Leader.	If a Team Leader must remain on a Rev Share Placeholder Addendum (RSPA) for a period of time prior to onboarding, an Interim Team Leader will need to be identified and will have all responsibilities of the true Team Leader until such time as the true Team Leader on the Rev Share Placeholder Addendum (RSPA) becomes active with eXp Realty, thereby replacing the Interim Team Leader.  The Interim Team Leader will have a full Company Dollar Cap of \$16,000 while they are Interim, and no refunds or post-closing commission adjustments will be made when they are replaced by the true Team Leader on an RSPA as Team Leader.	If a Team Leader must remain on a Rev Share Placeholder Addendum (RSPA) for a period of time prior to onboarding, an Interim Team Leader will need to be identified and will have all responsibilities of the true Team Leader until such time as the true Team Leader on the Rev Share Placeholder Addendum (RSPA) becomes active with eXp Realty, thereby replacing the Interim Team Leader.  The Interim Team Leader will have a full Company Dollar Cap of \$16,000 while they are Interim, and no refunds or post-closing commission adjustments will be made when they are replaced by the true Team Leader on an RSPA as Team Leader.



### How Team Commissions Are Calculated

1. The first deductions are for any outside referrals owed to other brokers.
2. Next, Gross Commission Income (or remaining commissions after outside referrals) is divided between the Team Leader and Team Member per the Team Split notated in Skyslope.
3. Then all eXp Realty Company Dollar and Transaction Fees are deducted from each agent individually.
4. Transaction fees such as the Transaction Review Fee, Risk Management Fee, and Capped Status Split notated in Skyslope.
5. Any additional deductions or fees, such as the optional Agent Equity Program participation, Transaction Coordinator Fees, etc., are deducted from the net commission.

### Examples of a Team Commission Breakdown

#### Example 1

- 75%/25% split between the Team Member and the Team Leader
- Neither the Team Leader or Team Member are in a Capped Status
- Transaction with \$10,000 Gross Commission Income

#### Team Leader Breakdown

25% to Team Leader = \$2,500

Less 20% to eXp = \$2,500 - \$500 = \$2,000

Less 25%\* of Transaction Review Fee (\$25) =  
\$2,000 - \$6.25 = \$1,993.75

Less 25%\* of Risk Management Fee (\$60) =  
\$1,993.75 - \$15 = \$1,978.75

Team Leader Net Commission = \$1,978.75

#### Team Member Breakdown

75% to Team Member = \$7,500

Less 20% to eXp = \$7,500 - \$1,500 = \$6,000

Less 75%\* of Transaction Review Fee (\$25) =  
\$6,000 - \$18.75 = \$5,981.25

Less 75%\* of Risk Management Fee (\$60) =  
\$5,981.25 - \$45 = \$5,936.25

Team Member Net Commission = \$5,936.25

\*Capped Status Transaction Fee reduces to \$75 for Mega Teams or any agent whose Capped Status Transaction Fees total \$5,000 or more per Anniversary Year.

\*Please note, in order to be eligible for the Agent ICON Award, an agent must meet the full Company Dollar Cap amount of \$16,000 and meet the \$5,000 Capped Status Transaction Fee total per Capping Period. Since agents on a team that have a Team Split will be splitting the Capped Status Transaction Fee with their Team Leader, it may take a higher number of transactions for them to meet the \$5,000 Capped Status Transaction Fee amount.

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### Example 2

- 75%/25% split between the Team Member and the Team Leader
- Team Leader is in a Capped Status
- Team Member is not in a Capped Status
- Transaction with \$10,000 Gross Commission Income

#### Team Leader Breakdown

25% to Team Leader = \$2,500

Less 25% of Capped Status Transaction Fee (\$250)  
= \$2,500 - \$62.50 = \$2,437.50

Less 25%\* of Transaction Review Fee (\$25) =  
\$2,437.50 - \$6.25 = \$2,431.25

Less 25%\* of Risk Management Fee (\$60) =  
\$2,431.25 - \$15 = \$2,416.25

Team Leader Net Commission = \$2,416.25

#### Team Member Breakdown

75% to Team Member = \$7,500

Less 20% to eXp = \$7,500 - \$1,500 = \$6,000

Less 75%\* of Transaction Review Fee (\$25) =  
\$6,000 - \$18.75 = \$5,981.25

Less 75%\* of Risk Management Fee (\$60) =  
\$5,981.25 - \$45 = \$5,936.25

Team Member Net Commission = \$5,936.25

\*Capped Status Transaction Fee reduces to \$75 for Mega Teams or any agent whose Capped Status Transaction Fees total \$5,000 or more per Anniversary Year.

\*Please note, to be eligible for the Agent ICON Award, an agent must meet the full Company Dollar Cap amount of \$16,000 and meet the \$5,000 Capped Status Transaction Fee total per Capping Period. Since agents on a team that has a Team Split will be splitting the Capped Status Transaction Fee with their Team Leader, it may take a higher number of transactions for them to meet the \$5,000 Capped Status Transaction Fee amount.

Please contact our Team Services - Onboarding Operations department regarding establishing, joining, or attracting a team or brokerage via [teamservices@exprealty.net](mailto:teamservices@exprealty.net).