

You Can BUILD YOUR BUSINESS



We believe in building wealth for our agents by offering multiple revenue streams and competitive compensation plans. Earn more with our competitive commission structure.

HOW AGENT COMMISSIONS ARE CALCULATED



- 80/20 commission split
- \$149 start-up fee
- \$16,000 annual cap
- \$85/mo cloud brokerage fee

FEES	PRE-CAP	CAPPED
Transaction Review Fee	\$25/file	\$25/file
Risk Management Fee	\$60/file (caps at \$750)	\$60/file (caps at \$750)
Capped Transaction Fee	\$0	\$250/file (caps at \$5000) <i>THEN- \$75/file</i>

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.



	DOMESTIC	STANDARD	MEGA
Minimum in Company Dollar	\$16,000	\$8,000 Reduced "Quarter-Cap" for Team Members	\$4,000 Reduced "Quarter-Cap" for Team Members
Required Written Agreement	—	YES	YES
Min. Number of Transactions to Maintain a Reduced Cap	SHARES ONE CAP	30	120

For more information on Team Commissions go to: <https://joincanzell.com/teams/>

REWARDS

You Can EARN OWNERSHIP STOCKS



Explore unique opportunities to earn additional income streams. eXp offers multiple equity programs that provide agents with the opportunity to earn stock options and build wealth. Agents can participate in these programs by generating revenue and contributing to the company's growth, providing a tangible stake in their success.

HOW YOU EARN REWARDS

EQUITY AWARDS THROUGH INCENTIVE PROGRAM



\$200 of EXPI stock for first transaction closing

\$400 of EXPI stock when agents cap

\$400 of stock for directly attracting another agent after the agent closes their first transaction

AGENT EQUITY COMMISSION PROGRAM



Voluntarily enroll to receive 5% of net commissions from closed transactions at a 5% discount effective March 1, 2024.

~65% of agents and brokers participate in the program

ICON AWARD



Top agents receive up to \$16,000 in stock upon the achievement of certain production and cultural goals within their anniversary year.

PRODUCING
Icon

\$16K

CAP

—

\$16K

REWARDS IN
OWNERSHIP STOCKS

=

\$0

WHAT YOU'RE
REALLY PAYING

You Can UNLOCK EARNING POTENTIAL



eXp Realty's Revenue Share 2.0 empowers agents to build a sustainable business. When you sponsor new agents, you'll earn a generous portion of their commission revenue on an ongoing basis. The more agents you bring on, the greater your earning potential.

REVENUE SHARE 2.0

Tier 1-3 Automatically Unlock

TIER	EXPANSION SHARE (% of AGCI)		EXPONENTIAL SHARE (% of AGCI)	COMBINED EXPANSION AND EXPONENTIAL SHARE	1ST TIER AGENTS NEEDED (FLQRs)	MINIMUM GUARANTEED AMOUNT (16K CAPPING AGENT) (per year)
<i>Tier 1</i>	///	TIER 1-3 UNLOCK IMMEDIATELY	17.5%	17.5%		\$1,400+
<i>Tier 2</i>	1.0%		19.0%	20.0%	1+	\$1,600+
<i>Tier 3</i>	0.5%		12.0%	12.5%		\$1,000+
<i>Tier 4</i>	0.5%	UNLOCKED FOR CAPPING AGENTS	7.0%	7.5%	5+	\$600
<i>Tier 5</i>	0.5%		4.5%	5.0%	10+	\$400
<i>Tier 6</i>	2.5%	UNLOCKED FOR ICON AGENTS	10.0%	12.5%	15+	\$1,000
<i>Tier 7</i>	2.5%		22.5%	25.0%	30+	\$2,000

TIER 1–3 UNLOCK RIGHT AWAY

TIER 4 & 5 OPEN UP FOR CAPPING AGENTS

REVENUE SHARE CAPPING INCENTIVE PROGRAM

The Revenue Share Capping Incentive program unlocks levels 4 & 5 for a 13 month period beginning the first day of the month following your capped reach date.

TIER 6 & 7 OPEN UP FOR ICON AGENTS

ICON INCENTIVE PROGRAM

The ICON Incentive Program opens up all 7 levels for a 13 month period beginning the first day of the month following your ICON benefit start date.

You Can UNLOCK EARNING POTENTIAL



REVENUE SHARE 2.0

EXP REVENUE SHARE OVERVIEW

The chart below shows a breakdown of potential earnings through eXp's Revenue Share model. It uses an example based on a **\$10,000 gross commission** to help you understand what you can earn from agents in your network, depending on their tier and your qualifications.

Each tier reflects a different level in your organization, with increasing income opportunities as your team grows.

TIER	EXPANSION SHARE (% of AGCI)	EXPONENTIAL SHARE (% of AGCI)	COMBINED EXPANSION AND EXPONENTIAL SHARE	1ST TIER AGENTS NEEDED (FLQRs)	MINIMUM GUARANTEED AMOUNT (16K CAPPING AGENT) (per year)	THIS IS WHAT YOU GET BASED ON 1 TRANSACTION OF 10,000 GROSS COMMISSION (example)
Tier 1	///	17.5%	17.5%		\$1,400+ / \$4,000	\$175 / \$500
Tier 2	1.0%	19.0%	20.0%	1+	\$1,600+	\$200
Tier 3	0.5%	12.0%	12.5%		\$1,000+	\$125
Tier 4	0.5%	7.0%	7.5%	5+	\$600	\$75
Tier 5	0.5%	4.5%	5.0%	10+	\$400	\$50
Tier 6	2.5%	10.0%	12.5%	15+	\$1,000	\$125
Tier 7	2.5%	22.5%	25.0%	30+	\$2,000	\$250

THIS IS IF AN AGENT CAPS

THIS IS JUST A SAMPLE OF ONE TRANSACTION

THE ONE CIRCLED ARE FOR THE 1ST YEAR BONUS ONLY

The further down your organization, the more production or agent attraction is needed to unlock those tiers—but the potential rewards increase significantly. This model provides an opportunity to build scalable, recurring income through team growth and agent success.

REVENUE SHARE 2.0

UNDERSTANDING THE REVENUE SHARE CHART

This chart breaks down the Revenue Share model by tier, showing how much you can earn based on the production of agents in your network. It's important to note that there are two types of Revenue Share structures mentioned: Expansion Share and Exponential Share, but for simplicity, the chart focuses on the Exponential Share model, which kicks in immediately for the first three tiers.

How It Works:

- The first three levels (Tier 1, Tier 2, and Tier 3) **open up automatically**—you don't need to meet any special requirements to earn from these levels.
- On **Tier 1**, you earn **17.5% of the company dollar** (the portion eXp retains from a commission). For example:
 - If an agent closes a \$10,000 commission and is on an 80/20 split, eXp retains \$2,000.
 - Half of that (\$1,000) goes into the revenue share pool.
 - You would earn **\$175** from that transaction if they are on your Tier 1.
- Over the course of the year, if that agent reaches their full \$16,000 cap, eXp shares \$8,000 of that into the rev share pool.
 - 17.5% of \$8,000 = **\$1,400** — this is the maximum you'd earn annually per agent on Tier 1 (after their first year).

First-Year Bonus:

- During an agent's **first year**, you earn **50% of the company dollar**—a major boost.
 - So instead of earning \$175 on a \$10,000 commission, you'd earn **\$500**.
 - The **maximum possible first-year rev share per agent** on Tier 1 is **\$4,000**.

Tiers 4–7 Unlocking Criteria:

- Tiers 4 and 5 open once **you become a capper**.
- Tiers 6 and 7 unlock if you're an **ICON agent** or have **5 FLQAs** (Front Line Qualifying Agents).
 - An FLQA is an agent who's closed at least **one transaction in the past 6 months**—typically around a \$166,000 sale.

This structure allows you to build a team and earn passive income as your organization grows. The deeper the level, the more requirements there are to unlock earnings—but the potential also increases as your network expands.

What makes EXP DIFFERENT



OWNERSHIP STOCK

MULTIPLE WAYS TO EARN OWNERSHIP STOCK

Back in stock when you are an icon agent.

REVENUE SHARING



**POTENTIAL TO
EARN UP TO**

50%

*of its revenue or company dollar
with its agents before expenses
are removed.*

REVENUE SHARE CAPPING INCENTIVE PROGRAM

What is it?

Credits Capped agents 10 FLQA (Front Line Qualified Agents) for 13 months, unlocking up to 5 levels of revenue share earning potential

What do you get?

Unlock additional revenue share earnings at level 5, enhancing your income potential over the next year.

How do you qualify?

Reach your eXp cap through your closed transactions.

Why it matters?

This program allows you to accelerate your growth, opening up higher revenue share opportunities.

LEADS

Get Leads from our Revenos program for no upfront fees and a referral fee at closing.



HEALTH INSURANCE

exp | AGENT HEALTHCARE
REALTY BY CLEARWATER

Created by Clearwater Benefits, healthcare is more than insurance—it's better healthcare for peace of mind.

ICON INCENTIVE PROGRAM

What is it?

Credits ICON agents 30 FLQA (Front Line Qualified Agents) for 13 months, unlocking all 7 levels of revenue share earning potential.

What do you get?

Access to the full potential of our revenue share system, empowering you to build lasting financial success.

How do you qualify?

Become an ICON Agent through the eXp ICON Program.

Why it matters?

It's designed to fuel your long-term earning potential, giving you even more opportunities to scale your business.

Everything You GET WITH EXP



eXp World

where agents and staff log into exp.world.com and attend meetings, classes, and events.



Workplace and Workplace Chat

This platform is eXp Realty agents' favorite place to connect privately or through chat groups such as the popular eXp Water Cooler chat room.



eXp Enterprise

Everyone loves a good dashboard and eXp Enterprise provides it. eXp Realty agents can view everything about themselves and their business.



eXp University

A robust learning center that offers 80+ live classes a week in eXp World.



360 Home

360 Home creates a strong connection between consumers and agents through the entire homeownership lifecycle, including offering home values, searching for a new home, and information about moving.



SKYSLOPE

eXp Realty agents use this transaction management platform to manage the tasks and processes.



MyeXp

MyeXp mobile and web app is an all-encompassing tool for eXp Realty agents to manage their real estate business on the go.



Luna

The OpenAI-powered support chatbot available to eXp agents.



eXp Exclusives

Designed to provide eXp agents and their clients with unprecedented access to a vast network of on-and-off market listings.

ZOOCASA

Agent Accelerator

This program is exclusive to eXp Realty agents and is offered by Zoocasa, a property search portal owned by eXp Realty.