



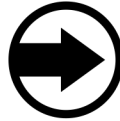
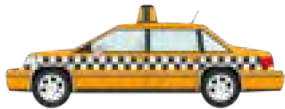
exp[®]
REALTY

SIMPLIFIED

TECHNOLOGY HAS REVOLUTIONIZED EVERYTHING

Just like the taxi cab and movie rental industries, the real estate industry will never be the same again!

BRICK & MORTAR



Traditional Brick &
Mortar Company

ANYTIME. ANYWHERE.

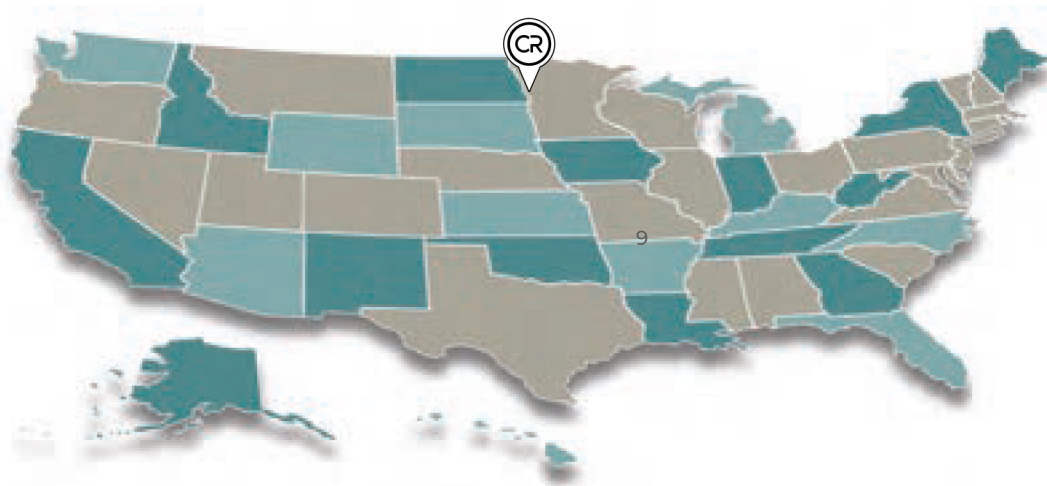
Uber

NETFLIX
or
PUREFLIX 😊

exp[®]
REALTY

The new & improved
way to do real estate.

You can be an agent with us no matter where you live!
All 50 states and 24 countries.



EXP REALTY'S POWERFUL TECH PLATFORMS

How does eXp Realty use technology to help its agents connect, transact and grow worldwide? Here are 10 ways:



eXp World

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



SKYSLOPE

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



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.



MyeXp

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



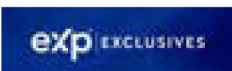
Luna

The OpenAI-powered support chatbot available to eXp agents.



eXp University

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



eXp Exclusives

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



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.

ZOOCASA

Agent Accelerator

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

YOU CAN BUILD YOUR BUSINESS

COMPENSATION PLANS

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) THEN- \$75/file



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	\$4,000
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/>

OVERVIEW OF COMPENSATION PLAN

PRE-CAP SPLIT	80/20
CAP	$\$16K - \$400 = \$15,600K$ <small>Cap Ownership Net Cap</small> <small> Stock</small>
ICON STATUS CAP Sell 30 Homes + Teach 1 Class a Month	$\$16K - \$16K = \$0K$ <small>Cap Ownership Net Cap</small> <small> Stock</small>
SPLIT AFTER CAP	100%
REVENUE SHARE	Up to 50% of company dollar given back to the agents
E&O INSURANCE	\$60 per file caps at \$750 each year \$25 transaction review fee
TECH FEE	\$85 per month

How does it work?

In most traditional real estate companies, the commission structure is set up so that the more you earn, the more you give away. We believe that the harder you work, the more you should be rewarded.

What is the cap?

Once you have paid \$16,000 in company dollar on your personal closings, you will be promoted to a 100% commission for the remainder of your anniversary year on your personal transactions.

Who is eligible?

Every agent is eligible for the Commission Cap Program.

If an agent does not reach their cap in a year, they DO NOT have to make up the difference... the cap is simply a max payout per anniversary year.

YOU CAN EARN OWNERSHIP STOCKS AS A REWARD

QUALIFY FOR REWARDS:	\$ IN OWNERSHIP STOCKS
When you join the company, after your first closing...	\$200
Every time you sponsor an agent, after their first closing...	\$400
When you cap...	\$400
When you cap and become an icon*...	\$16,000

*To become an icon an agent must cap, sell 20+ homes and teach 1 class/mo.

HOW YOU CAN BECOME AN ICON



Reach your annual cap

+



Sell 20 or more houses that anniversary year

+



Once you've met those two requirements,

- Give back time, talents, and knowledge to eXp's agent population
- Attend events: Attend specific eXp-approved events

To become an ICON Agent with eXp Realty, you must meet the following requirements during a 12-month period, known as the capping period:

- **FIRST TRANSACTION**
Agents receive \$200 in EXPI stock for closing their first transaction as an eXp agent.
- **CAPPING AGENTS**
receive \$400 in EXPI stock when their annual GCI reaches \$16,000.
- **SPONSORING AGENTS**
Agents receive \$400 in EXPI stock for each agent they sponsor who closes their first transaction.
- **AGENT EQUITY PROGRAM**
Agents can elect to receive up to 5% of their commissions from each closed sale in the form of eXp stock at a 10% discount.

*You will get your \$16,000 reward at the end of the year. Your year begins on your anniversary date of joining the company.

**Your classes will be held on Zoom. Topics will be up to the Icon's discretion.

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.

MENTOR PROGRAM

We offer many leadership opportunities that will help you grow further as a leader, as well as, help you earn extra income.



Mentors guide agents who are new to the industry through their first four transactions. *See Leadership Guide.*

HOW TO APPLY TO BECOME A CERTIFIED MENTOR

The Certified Mentor Application Process for Agents

Before applying, Mentor applicants are suggested to have completed at least eight real estate transactions within the previous 12-month period, with at least two of these transactions closing at eXp Realty. If you do not meet these criteria, but would still like to pursue mentoring, please contact your state broker team. Mentor applicants should have advanced proficiency and full understanding of how to write contracts and transact real estate within the rules and regulations of their local municipality(s). Mentors must commit to being accessible to their mentee(s) during reasonable working hours and do their best to respond reasonably quickly to their mentee(s).

BUSINESS SUPPORT



3,000 Office Locations in 900 Cities



eXp has partnered with Regus to offer our agents a global membership to shared offices around the world giving you the benefits of a full-time office!

FREE ACCESS TO REGUS BUSINESS LOUNGES & PAID ADD-ON SERVICES

To continue providing first-class support to its professionals, eXp Realty has entered into a partnership with Regus Business Lounges, giving its cloud-based agents space on the ground to meet clients or have a place to call home while on the go.

eXp Realty agents have free access to Business Lounges in more than 1200 locations across the globe — including most US states, 95 countries and such exotic vacation spots as Cape Town, Dubai and Monte Carlo.

The Regus Business Lounges are free to all eXp Agents with a Regus Card or copy of their Temporary ID #. Regus Locations include fully-equipped offices and professional administrative support from center teams as well as access to Wi-Fi. For an additional fee, agents can book private meeting rooms, day offices and host video communications.

Short Use Day Offices, Meeting Rooms, Print/Fax Services, Mail Handling and Designated Cubicles or Co-Working spaces are available at a discounted rate through Regus. All services, other than the business lounge, will incur additional charges which will be billed to the agent by eXp Realty if not paid directly to Regus at the time of the visit. Another plus for eXp Agents — Regus Locations are a great place to network!



We are thrilled to provide our agents access to affordable, innovative healthcare choices! We are focused on our agents' success, and providing access to the best possible health care that aligns with our strategy to prioritize our agents.

eXp AGENTS WILL HAVE:

- A dedicated concierge to help maximize savings
- Healthcare coverage with local providers
- Access to Teladoc, which provides 24/7 medical care via video conferencing



ABOUT eXp AGENT HEALTHCARE

Healthcare isn't a one-size-fits-all approach. Clearwater Benefits offers a wide variety of healthcare plan options to meet everyone's unique needs. Members on average save \$10,000 a year on fixed medical costs and 80% on out-of-pocket costs when they switch to the innovative Clearwater Benefits plan.

ANNUAL CAP: Once you have paid \$16,000 in company dollar on your personal closings, you will be promoted to a 100% commission for the remainder of your anniversary year on your personal transactions.

COMPLETED TRANSACTION: When a real estate sale transaction is closed and all commissions are paid out by eXp.

RESTRICTED SHARE UNITS (RSUs): Restricted stock units (RSUs) are a form of stock-based employee compensation. RSUs are restricted during a vesting period, during which time they cannot be sold. Once vested, the RSUs are just like any other shares of company stock.

ICON: Icon status is reserved for those agents who cap, close 30 or more transactions during their anniversary year, teach 1 class/mo, and operate in alignment with our core values.

STOCK:

- Milestones: Agents can earn stock awards for reaching certain milestones, such as:
- Closing their first transaction as an eXp agent (\$200 stock award)
- The first closed transaction by any agent they have sponsored (\$400 stock award)
- Reaching the annual cap (\$400 stock award)
- Reaching ICON Agent status (\$16,000 stock award)
- Stock awards: Agents can earn stock awards as another stream of income.
- Discount stock: Agents can purchase stock at a discount.

eXp Realty is an agent-centric brokerage, meaning that the majority of stock is owned by its agents. This is different from other brokerage models, which are often more than 80% owned by the stock market.

FLQA

FLQA stands for Front-Line Qualifying Agent, and it's a term used in eXp Realty's compensation model. Here's some information about FLQA and eXp Realty's revenue share program:

- **HOW TO QUALIFY**

To qualify as an FLQA, an eXp agent must generate a minimum of \$5,000 in Gross Commission Income (GCI) from qualifying transactions over the previous six months.

- **WHEN FLQA STATUS UPDATES**

FLQA status updates on the first of each month, based on the previous six months.

- **HOW REVENUE SHARE IS CALCULATED**

Revenue share is calculated when a revenue share-generating transaction is settled in the system.

- **WHEN REVENUE SHARE IS PAID**

Revenue share is usually paid around the 20th of each month.

- **HOW REVENUE SHARE IS EARNED**

eXp agents earn a percentage of revenue when their sponsored agents close a transaction.

- **HOW REVENUE SHARE IS DISTRIBUTED**

Any portion of the revenue share pool that isn't paid out is redistributed as an adjustment bonus to levels 1–3 each month.

- **HOW REVENUE SHARE HAS CHANGED**

eXp Realty has recently made changes to its revenue share program, including:

- Lowering FLQA requirements for levels 2–6
- Allowing agents to immediately unlock the first three tiers of the model
- Giving agents the ability to withdraw accumulated revenue share earnings with a nominal transaction fee