HOW YOUR SPLIT IS EARNED

5 LEVELS OF COMMISSION SPLITS

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
CUMULATIVE COMPANY COMMISSION	$0–$44,999	$45,000–$59,999	$60,000–$94,999	$95,000–$134,999	$135,000+
TEAM NON-PREFERRED	50%	50%	50%	70%	80%
ZILLOW PREFERRED†	50%	60%	70%	70%	80%
REFERRAL NETWORK	50%	60%	65%	70%	80%
TEAM CLIENT REFERRAL	50%	60%	60%	70%	80%
PERSONAL	50%	60%	70%	70%	80%
OPEN HOUSE	60%	60%	70%	70%	80%
COSIO‡	40%	40%	40%	40%	40%

Cumulative Company Commission is the sum of company splits on transactions you close in a calendar year, calculated on net commission after referral fees and approved concessions.

† A Zillow Preferred transaction on which no referral fee is owed to Zillow is paid at Team Non-Preferred splits.
‡ COSIO includes LeadZolo. COSIO splits are fixed at 40% and do not change with your level.

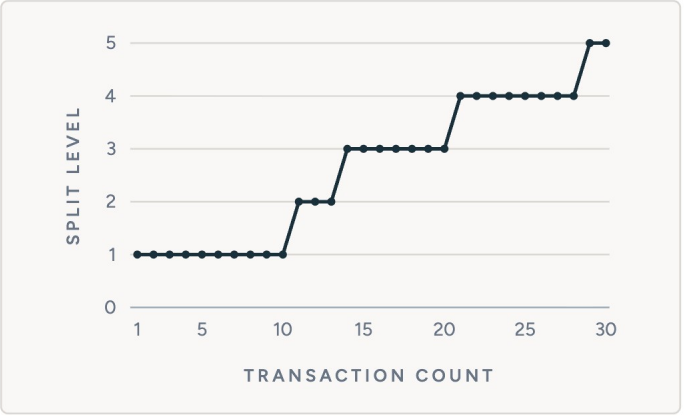
Example: $12,000 net commission, split 50/50 = $6,000 in company commission.

STEP DOWN, CLIMB UP!

At the start of each year, you **step down** one level from your end-of-year earned level. Then, you work to **climb up** to hit or exceed your previous record. This allows us to still offer you an opportunity for increased splits each year while maintaining cash flow to support operational expenses. However, **if you achieve $75,000 in company commission**, you will not step down below level 3 the following year.

EXAMPLE

- Agent A produces $102,000 in company commission in 2024.
- As a result, Agent A ends the year being paid at Level 4 splits.
- Beginning with their first closing in 2025, Agent A will receive Level 3 splits.
- Agent A's 16th closing in 2025 brings their cumulative company commission generated to $95,400, above the Level 4 benchmark of $95,000.
- Beginning with Agent A's 17th closing, they will receive Level 4 splits again.



This is a sample only. Each agent's progression through split levels will depend on the actual commissions earned.