

Agreement Between Outside Sales Agent and The Dream Team Core Group @eXp Realty, LLC.

This agreement between The Dream Team Core Group, referenced herein as "DTCG", and _____ ("Agent") is effective _____. By their signatures and initials each party agrees to all terms and conditions of this agreement. It is agreed that the status of employment of the Outside Sales Agent ("Agent") is that of an Independent Contractor.

GENERAL STIPULATIONS

1. **Performance Standards:** Agent understands that DTCG has a high standard of performance and Agent agrees to adhere to the best of their ability to that high level. Agent understands that they will be given minimum performance requirements by DTCG and that their job performance in relation to these requirements will be reviewed on a continuous basis.
2. **Fees:** Agent agrees to pay MLS Fees, EXP Monthly Fees, Supra Lockbox Key on a monthly basis. Agent also agrees to pay any splits due to EXP realty and other transactional fees as presented in a timely manner.
3. **Duties of Agent:** Agent understands that their duties as a licensed agent are to be determined by DTCG and that these responsibilities will be reviewed, augmented and/or amended by them as necessary. Agent understands that attitude, appearance, service and skills reflect upon DTCG and, therefore, any deficiency in any of the above may result in the termination of this agreement at the sole option of DTCG.
4. **Compensation:** The attached compensation schedule, which can be amended at any time during the contract by DTCG with 30 days notice, shall apply for the position of Agent with DTCG (See Schedule A)

SCHEDULE A – Commission Plan for Outside Sales Agents (Agent)

SALES PERFORMANCE REQUIREMENTS AND ACCOUNTABILITY

Daily & Weekly Requirements:

- Agents will do a minimum of 10 hours weekly of prospecting and calling of leads.
- Agent will turn in daily any new buyer agency agreements.
- Agent will participate in one team meeting weekly.
- Agent will participate in a monthly one on one meeting with team leads.
- Agent will make phone contacts through the company provided CRM.
- Agent will input and/or verify numbers into the SISU tracker daily.
- Agent will turn in all paperwork into DTCG designated transaction coordinator.

COMMISSION STRUCTURE

- Agent will earn sales commissions as outlined below. DTCG Transaction Coordinator is required for all company generated and sphere transactions. Transaction Coordinator duties are attached.
- **DTCG estimates that an Agent who achieves Daily requirement of 2 hours of calling, or about 40/45 hours per month, should have 12-15 face-to-face meetings per month with prospective clients and should have the ability to convert 25-30% of the face-to-face meetings which will result in 2-3 closed deals per month.**

Commission Splits for Transactions:

1. 75/25 split - If the buyer client comes from Agent's Sphere: "Sphere" being defined as Agent's immediate friends and family as well as business Agent has generated through their own marketing efforts. TC Fee for sphere to be split with DTCG according to sphere split 75/25. Sphere CAP with DTCG is \$12,000. If the Sphere Cap with DTCG of \$12,000 is reached, then DTCG will pay back the eXp cap of \$4000.
2. 50/50 split - If the lead comes from DTCG and Agent qualifies lead and converts to a client. DTCG to pay for TC fee on all company generated leads. If an Agent closes with A DTCG company generated lead 5 times, then the lead will convert

to the Agent's Sphere. There is NO CAP with DTCG on company generated leads.

3. Any referral splits will be removed from the commission prior to company splits. Referral splits apply to but are not limited to:

- Outside Agent Referrals (Varies)
- Agentology leads (30%)
- Agent's I Trust leads (28%)

4. 40/60 split - If DTCG provides a qualified buyer client to the Agent – ready to preview homes. These deals are anticipated to be situations where DTCG provides a qualified buyer client that is ready to preview homes, for example, a referral from a previous client who is ready to go buy a house or a seller who needs to buy once they sell. (Typically referred to as a “Gimme”).)

5. **Property of DTCG:** Agent agrees that all DTCG-leads, clients, buyers and sellers are the property of DTCG, and upon termination of their association with DTCG, whether by DTCG or agent, all leads, clients, buyers and sellers will remain the sole property of DTCG. All reviews associated with DTCG sales or clients are also the property of DTCG and are to remain with the company. Any agent no longer in association with DTCG is prohibited from claiming, or soliciting any review as a result of DTCG leads or clients whether already published or not on or in any forum or website. Any client that an Agent brings with him or her when initially joining DTCG will be absorbed into DTCG and treated as a client of DTCG, however, in the event of termination of the Agent by either party, those clients will again become the property of the Agent and cease to be clients of DTCG (the clients will be removed from the DTCG Database but any and all reviews will remain the property of DTCG).

- DTCG at their sole discretion may allow the Agent to work with a client or a lead after departing DTCG for a period of 24 months. In such situations DTCG and Agent must agree in writing to the referral paid to DTCG in advance of the Agent working with the client and in no circumstance will that referral be less than 50% of the gross commission.

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6. **Database Procedures:**

- All claimed leads must be contacted within 30 seconds unless outside of calling hours 8pm-8am. The Lead Management Policy must be followed at all times. All calls, emails, or texts to a DTCG client must be done through FirePoint as proof of contact/risk management.
- Any leads not worked according to the Lead Management Policy WILL be reassigned.

- Agent agrees to follow the **DTCG Leads Team Workflow and Expectations** guidelines attached.
7. **Scripts and Databases:** It is agreed that all materials, scripts and correspondence will be approved by DTCG for use and are the property of DTCG. Databases and/or database extracts are not to leave the office or to be copied in whole or in part.
 8. **Digital Signing of Contracts:** If using email and digital signing it is the Agent's duty and responsibility to go through the contract and explain the legal obligations and details of the contract to ensure that the client is fully informed. DTCG believes it is a minimum responsibility of an agent and requires that this call and conversation be placed and recorded through the database dialer. Failure to do this will result in termination.
 9. **Limitation of Authority:** When a client is prepared to list and/or purchase a property, Agents will use the training and materials (including listing forms), provided to the Agent by DTCG to obtain the most accurate list price for the longest term. Agents will also endeavor to maintain the maximum acceptable commission. Agent agrees that if Agent does not know how to do something, or does not feel comfortable performing a task, Agent will seek help from one of the managers or staff of DTCG. All legal, tax, real estate and associated discussions outside the Agent's comfort level shall be immediately referred to DTCG.
 10. **Liquidated Damages:** All reviews, referrals, and leads generated are the sole property of DTCG. If for any reason this contract is terminated. Agent understands that DTCG will pursue legal action in any case where a referral fee is not paid as is due to the contract. Any legal fees accumulated by DTCG will be paid by the agent.

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11. **Separation:** Agent agrees to the following if agent leaves DTCG:
 - Any pending deals will be paid to the Agent at regular split.
 - Upon separation, Agent will sign a referral agreement stating that any past clients of DTCG that Agent sells a home to or for, Agent agrees to pay DTCG a 50% commission referral fee.
12. **Auto Renewal:** This agreement automatically renews upon expiration without written notice.
13. **Expenses:** In the event an Agent sells or purchases a property or business while a member of DTCG, whether or not the property is listed with DTCG, the Agent agrees to pay fees associated with eXp Realty LLC.
14. **Disclosures:** Agent acknowledges that whether they are a licensed sales or broker associate in the State of ID, Agent understands that Agent is required to be aware of the seller/buyer disclosure law. It is the policy of DTCG that every transaction has the appropriate forms completed and inserted in the file accordingly. Additionally, any seller

or buyer that makes an offer must sign all appropriate documents as are included in the Buyer and Listing Packets.

- 15. Testimonials:** Agent understands that any and all testimonials will be on behalf of the Team and will be placed on the Team profile. Agent will not secure or attempt to secure any testimonials on Agent's behalf but may have clients mention Agent in their review. Agent understands that if this paragraph is violated that paragraph 19 of this contract will be enforced.

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- 16. Websites:** Agent understands that DTCG provides the Team with any and all websites. DTCG websites are the only allowable websites. In addition, no agent is to create or pay for lead source, Zillow, Trulia or REALTOR.com.
- Agent is expected to have a Facebook business page.
 - Agent may have Instagram, IGTV, Youtube, Twitter, LinkedIn in accordance with DTCG Branding Policy and Social Media Policy.

- 17. Branding:** A consistent use of our logos, core visual elements, advertisements, signs, brochures/flyers and presentations are integral to our branding and our image. As such, any and all marketing, advertising or use of our logo must be in accordance with the DTCG Style guide. (See DTCG Style Guide.)

- 18. Leads:** All reviews, referrals, and leads are the exclusive property of DTCG. DTCG at their sole discretion may allow the Agent to work with a client or a lead after departing DTCG. In such situations DTCG and Agent must agree in writing to the referral paid to DTCG in advance of the Agent working with the client and in no circumstance will that referral be less than 50% of the gross commission.

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- 19. Listings:**
- Agents are responsible for ensuring that lockboxes and signs are picked up.
 - Failure to have a lockbox picked up within 3 business days of closing, termination or cancellation of a listing will result in the agent being charged \$150.
 - If lockboxes are returned after the 3 business days of closing, the Agent will be reimbursed \$100.

Outside Sales Agent Signature / Acknowledgment

EFFECTIVE DATE OF AGREEMENT: (MM/DD/YY)

PRINTED

AGENT

NAME:(Mr/Mrs/Ms)

M.I.

First Name

Last Name

COMMISSION: As set forth in "SCHEDULE A" above.

LEADS/CLIENTS: All leads/clients are the sole property of DTCG. Any leads/clients acquired through a past lead/client, that was originally acquired through DTCG, is also the sole property of DTCG. All systems/leads/databases are strictly confidential and are not to be discussed or shared outside of our facilities.

MISCELLANEOUS: Agent's performance will be reviewed monthly to ensure that business standards are being met, and that the volume of expected business is being achieved in accordance with the performance guidelines set upon hiring.

Agent agrees to perform the duties outlined above with the highest degree of professionalism and integrity, with the understanding that their actions and behaviors impact the reputation and business volume of our office.

Signature of Outside Sales Agent

Date

Signature of DTCG Authorized Representative

Date

DTCG Leads Team Workflow and Expectations

1. CLAIMED NEW LEADS:

- Call immediately. If No answer – Send “Is this ...?” text and send an intro e-mail. Follow the Rule of 3 – 3 attempts a day for the first 3 day and 3 attempts a week for the next 3 weeks. Be sure to check Stars for an e-alert search. If one is not created, create a new search in Firepoint. Apply the appropriate tags to make follow up easier.

2. CONTACT MADE:

- Change status and modify search criteria. Set the next task and keep up with priority alerts.

3. NO CONTACT:

- If no contact is made within 21 day, leads will be moved to the pond.

4. DAILY PROSPECTING:

- Each day address the following in Firepoint: New leads (process per item #1). Then sort leads by Ylopo AI Status and ensure all texts have been responded to appropriately then by Ylopo Priority. Reach out to anyone who may need to be contacted. Also view leads tagged with AI Interested and AI Engaged. Deploy rule of 3 until contact is made.

5. FIREPOINT:

- All calls and texts to be made through Firepoint utilizing your Firepoint phone number. All notes, etc. to be logged in Firepoint. Keep status changes and tags up-to-date in Firepoint. Remember, if it's not in Firepoint, it didn't happen and could result in lead reassignment.

6. LEAD DISTRIBUTION:

- Leads are distributed into the New Leads Pond. If you claim lead, call lead through Firepoint within 30 seconds. All leads are sent simultaneously to the lender. REMEMBER, speed to lead is critical.

7. WEEKLY MEETING, CALL NIGHTS, AND MONTHLY ONE ON ONE:

- Attendance and participation are crucial. Be ready to talk numbers from the week before and contribute your experiences with the system and the leads with the group. These are also your opportunities for Q&A, etc.

8. LENDER REVIEW:

- Chat with the lenders 1x per month via phone or in person to review leads together to establish and maintain follow-up strategy.

9. TARGET GOALS:

- 10 conversations a week resulting in an active or nurture client. 1 Face-to-Face & 2 lender appointments (loan applications) per week.