

SAMPLE REALTY

QUALIFYING BROKER COMPENSATION STRUCTURE

Purpose

This compensation structure establishes the framework for Qualifying Brokers who contract with Sample Realty to provide their real estate broker license for operations in states where they are licensed (FL, GA, and NC). This document outlines the financial arrangement, responsibilities, and additional incentives designed to create a mutually beneficial partnership between Sample Realty and its Qualifying Brokers.

Commission Split Structure

Role	Commission Percentage
Agent or Associate Broker	Variable based on performance
Qualifying Broker	Fixed percentage per transaction
Sample Realty	Remaining percentage

- For non-company generated leads, the Qualifying Broker's split increases as an incentive for bringing in external business.
- A flat fee alternative is available for Qualifying Brokers who prefer predictable compensation over percentage-based earnings.
- The standard commission structure is designed to reward both company growth and individual broker contribution.

Additional Compensation Components

- **Bonus Structure:** Qualifying Brokers receive a bonus payment for each new agent or associate broker successfully onboarded to Sample Realty.
- **Equity Opportunity:** Early Qualifying Brokers are eligible for equity participation in Sample Realty, with no cash buy-in required. Equity vests over several years, aligning long-term interests between the firm and its qualifying brokers.
- **Responsibility Clarification:** Qualifying Brokers are not required to handle recruiting or day-to-day management of agents, allowing them to focus on compliance and strategic guidance.

Summary

This compensation model provides Qualifying Brokers with multiple revenue streams: standard commission splits, performance bonuses, and potential equity ownership. By separating operational responsibilities from licensing requirements, Sample Realty creates a streamlined partnership that benefits both parties. The flexible compensation options accommodate different broker preferences while incentivizing growth and long-term commitment to the firm's success.