



A Conversation About Your Future

Confidential | Not for Distribution

“

We are looking for partners, not employees.

Our goal is to build something new—together. A platform that preserves the best of what large firms provide—brand credibility, institutional process, data, and execution—without the bureaucracy, politics, or misaligned incentives that hold top producers back.

At FCS, ownership, autonomy, and personal accountability for your own business will sit at the center of our model.

”

— Steve Chaben, Managing Partner & COO

What if everything you've built could work harder for you?

You've spent years building a book of business,
mastering your market, and closing deals.

But are you capturing the full value of that effort?

WE KNOW BECAUSE WE WERE YOU

In 2009, the founding principals of Fortis Capital Solutions left Marcus & Millichap.

We asked ourselves the same question you're asking right now:

“Do I really need a large company to be successful?”

The answer then was no — and it still is. You don’t.

We discovered that our clients didn't care about the logo on our business card. Most of them congratulated us for making the move. What mattered was the relationship, the expertise, and the results.

Since leaving, we have only increased our earnings—and most importantly, our freedom and happiness.

We are building Fortis Capital Solutions to give experienced brokers the same opportunity.



Steve Chaben

30-Year Commercial Real Estate Veteran | Managing Partner & COO, Fortis Capital Solutions

Steve Chaben is a 30-year commercial real estate veteran who successfully ran one of the most productive Marcus & Millichap offices in the country. He didn't just manage brokers — he built winners. His leadership style is rooted in fostering genuine teamwork, developing sustainable business strategies, and achieving long-term success for every broker on his team.

The Reunion

In 2009, the founding principals left Marcus & Millichap — where I was their manager, their mentor, and a partner in building their careers. For seventeen years, we all built separate successes. Now, in 2026, reunited to execute a new business plan for the future. This isn't a startup experiment. This is a team that has already proven it can win — reuniting to build something bigger than any of us could build alone.

The Hard Truth About Your Current Firm

- **You compete against your own colleagues** — for listings, for buyers, and for management attention.
- **You keep ~60% of what you earn** — while funding overhead, corporate marketing, and layers of management that never add value.
- **Your biggest deals get the same resources** — as the newest agent's smallest listing.
- **Your brand is their brand** — and they can change the rules, the splits, or the territory at any time.

Sound familiar?

WHAT YOU KEEP VS. WHAT YOU LEAVE BEHIND

Moving to FCS is addition, not loss.

WHAT YOU KEEP

- ✓ Your clients and relationships
- ✓ Your reputation and track record
- ✓ Your earning power — amplified
- ✓ Your market expertise and knowledge
- ✓ Your deal pipeline and prospects

WHAT YOU LEAVE BEHIND

- ✗ The overhead you're subsidizing
- ✗ Internal competition for your deals
- ✗ A 60% split with no upside
- ✗ Corporate bureaucracy and politics
- ✗ Someone else's brand on your work

*Everything that makes you successful will walk out the corporate door with you.
Everything that's been holding you back stays behind.*

WHAT WE WILL BUILD — TOGETHER



The First Mover Opportunity

Five divisions have no one in the driver's seat. This is your chance to own a category.

Fortis Retail Advisors — OPEN

Grocery-anchored, essential retail, and experiential assets are in high demand. Plant the flag here and define how FCS serves this sector.

Fortis Medical Office — OPEN

Recession-resistant with aging demographics, healthcare expansion, and long-term NNN structures driving a decade-long growth opportunity.

Fortis Senior Housing — OPEN

10,000 baby boomers turn 65 every day. Build this practice at FCS with a captive pipeline and no internal competition.

Fortis Industrial — OPEN

E-commerce, reshoring, and supply chain reconfiguration are driving record demand for logistics, warehouse, and flex-industrial assets.

Fortis Multifamily — OPEN

The most liquid and financeable asset class in CRE. Strong rental demand and institutional capital flow make this a cornerstone vertical.

At big firms, you share a vertical with dozens or hundreds of competitors within your own firm. At FCS, you can own your vertical.

The Compensation Conversation

FORTIS CAPITAL SOLUTIONS

70% 80%

on first \$1M

above \$1M

- ✓ No desk fees
- ✓ No minimum production
- ✓ FCS absorbs all overhead
- ✓ Annual reset

TYPICAL NATIONAL FIRM

~60%

flat, regardless of production

- X Legal fees / technology fees
- X Production minimums
- X Corporate overhead charged back
- X Internal competition for resources

On \$2M GCI: FCS pays you \$1,500,000 | National firm pays you ~\$1,200,000

Difference: \$300,000 per year

What This Actually Means in Your Pocket

After-tax analysis | \$750,000 personal production | 35% total tax bracket

NATIONAL FIRM | 60% SPLIT

Your GCI Produced	\$750,000
Commission at 60%	\$450,000
Federal + State Taxes (35%)	(\$157,500)

Take-Home Cash **\$292,500**

FCS | TEAM POOLS \$2M (70/80)

Team GCI	\$2,000,000
Team Payout (70/80 blend)	\$1,500,000
Your Share (37.5%)	\$562,500
Federal + State Taxes (35%)	(\$196,875)

Take-Home Cash **\$365,625**

\$73,125

More after tax CASH in your pocket every year

WHAT YOUR FCS PLATFORM WILL INCLUDE

Institutional Marketing

Full-service OM production, drone photography, professional brochures, and targeted buyer campaigns for every listing.

National Buyer Database

Pre-qualified investors across 1031 exchangers, DST sponsors, REITs, family offices, and private equity.

Technology Stack

CoStar, Crexi, Reconomy, CRM, deal room software, and financial modeling tools—all provided.

Deal Coordination

Dedicated transaction coordinators manage paperwork, due diligence tracking, and closing logistics.

Research & Analytics

Market data, comp analysis, and underwriting support for every engagement.

Senior Advisory

Direct access to principals with decades of experience for pricing, negotiation, and deal strategy.

At your current firm, you earn a commission. At FCS, you can also build equity.

Equity Participation In The Event Of A Buyout

In the event FCS is acquired you will be given an equity position commensurate with your production. This isn't a bonus—it's ownership in the platform you helped build.

Team Building Accelerates Your Path

Brokers who recruit other brokers can add their recruits to their team's combined gross commission—hitting the 80% tier faster and building a revenue stream beyond personal production.

No Cap, No Ceiling

Your earning potential at FCS is limited only by your effort. There is no cap on team size.

The Fear – And the Reality

We know what you're thinking, because we thought it too.

“What if my clients don’t follow me?”

Ours did. All of them. Because clients hire people, not logos.
Most congratulated us for making the move.

“Do I really need a big firm to succeed?”

We asked the same question in 2009. The answer was no.
Since leaving, we have only increased our earnings.

“What if it doesn’t work out?”

You’re a top producer. Your skills, relationships, and reputation go with you everywhere. The risk of staying is greater than the risk of moving.

“Will other brokers co-broke with a smaller firm?”

Absolutely. Commission is commission. We co-broke with every major firm in the industry. Money has no logo preference.

BY THE NUMBERS

\$10B+

Closed Transactions

Combined career track record of FCS principals and senior team

70+

Years Combined Experience

Across Net Lease, Retail, Medical Office, Senior Housing & Industrial

6

Specialized Divisions

Vertically integrated platform building dedicated teams per asset class

18

Team Members Today

Growing to 28+ in 18 months with targeted senior broker recruiting

Founded by former “big firm” agents, captained by one of the most successful “big firm” managers and designed to support experienced agents who want to grow more, keep more and never look back.

Who We're Looking For

This isn't for everyone. It's for the right people.

- ✓ **Proven producers** — with an established book of business and client relationships
- ✓ **Entrepreneurs at heart** — who want to own their future, not rent it
- ✓ **Specialists** — who want to go deep in an asset class, not wide across everything
- ✓ **Team builders** — who see the leverage in recruiting and developing talent around them
- ✓ **Long-term thinkers** — who value the freedom to grow, on their terms

If this sounds like you, let's talk.

Team & Growth Trajectory

LEADERSHIP

- 👑 Steve Chaben
- 👑 Robert Bender
- 👑 Doug Passon
- 👑 You

TODAY

18

team members

GROWTH TARGETS

Year End 2026

+10 experienced
brokers

Year End 2027

Double in size

You're not joining a startup.

You're joining a growth company where first movers will cement their positions for long term success.



Your business. Your clients. Your future.

Let's have a confidential conversation about
what the next chapter of your career looks like.