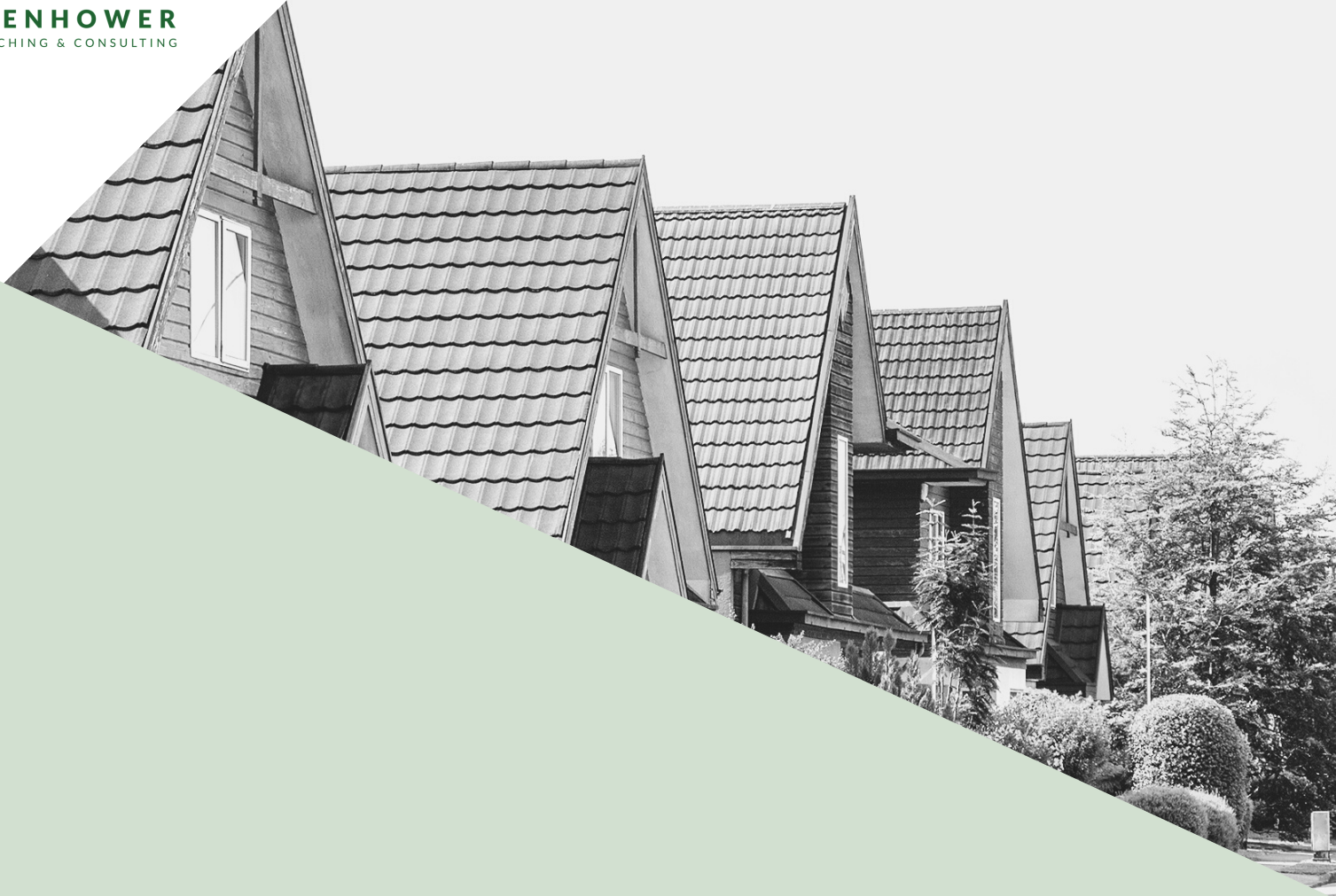




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COMPENSATION MODELS

FALL 2020



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SALES

INSIDE SALES ASSOCIATE

Compensation: SALARY + COMMISSION

Example: 24,000-36,000 (plus 5-10%)

Duties: 1. Convert inbound leads; 2. Make outbound prospecting calls

SHOWING ASSISTANT

Compensation: COMMISSION

Example: 15-20% on the buyers they represent

Duties: 1. Showing properties;
2. Additional sales agent support

ISA / SHOWING ASSISTANT HYBRID

Compensation: SALARY + COMMISSION

Example: 24,000-36,000 (plus 10%)

Duties: 1. Convert inbound leads; 2. Make outbound prospecting calls; 3. Showing properties; 4. Additional sales agent support

BUYERS AGENT / SPECIALIST

Compensation: COMMISSION

Example: 35-50% of GCI

Duties: 1. Generating and converting leads; 2. Following up and nurturing leads;
3. Conducting buyer consultation appointments in person or via video conference; 4. Showing property;
5. Writing offers and negotiating contracts;
6. Attending and negotiating inspection repairs

LEAD BUYERS AGENT

Compensation: COMMISSION

Example: 5% override on the people they manage + increased percentage on personal deals

Duties: 1. Recruiting; 2. Onboarding and training;
3. Leading and managing

LISTING AGENT / SPECIALIST

Compensation: SALARY + COMMISSION

Example: \$40,000-75,000 plus 5-10% on the sellers they represent

Duties: 1. Lead generating for listings;
2. Following up and converting listing leads; 3. Preparing for listing appointments;
4. Conducting listing consultation appointments; 5. Providing listing marketing updates; 6. When applicable, conducting price reduction appointments



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ADMIN SUPPORT

LISTING MANAGER

Compensation: HOURLY / SALARY

Example: Amounts vary greatly based on local standard and cost of living

Duties: Listing to contract duties

TRANSACTION COORDINATOR

Compensation: HOURLY / SALARY

Example: Amounts vary greatly based on local standard and cost of living

Duties: Contract to close duties

MARKETING DIRECTOR

Compensation: HOURLY / SALARY

Example: Amounts vary greatly based on local standard and cost of living

Duties: Marketing-related duties

ADMINISTRATIVE MANAGER

Compensation: HOURLY / SALARY, plus percentage of profits bonus or other production-based bonuses

Example: Amounts vary greatly based on local standard and cost of living

Duties: Oversee all aspects of the administration of the agent's business

RUNNER

Compensation: HOURLY / SALARY

Example: Amounts vary greatly based on local standard and cost of living

Duties: Misc. duties outside of the office