



RE/MAX SERVICE FIRST



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RE/MAX SERVICE FIRST'S RECRUITMENT INCENTIVE PLAN 5% | 3% | 1%

At RE/MAX Service First, LLC., we are committed to being the home of the top producer and those who aspire to be. Together, we can grow strategically and with the right people - those who embrace what is important to us.

If an agent is committed to growth & development, and becoming the best they can be, then RE/MAX Service First is about them.

"If you are serious about growth & development, then we are serious about you."

We are actively looking for those who embody the same beliefs and values we do. We are hard-working, dedicated to ourselves, each other, and our clients. We like to collaborate to find successes and solve issues & problems; we like to have fun and enjoy each other; we believe that together we are better than alone. We believe in our systems, our company and that together we can serve our communities doing noble & great work while building life-long relationships.

The RE/MAX Service First philosophy is to create an incentive for current agents to help attract other great agents - agents that are looking for a home that offers tools that foster success. Lead gen, electronic signatures and document storage, high commission splits, no fees, complete agent development and a robust CRM & website apps.

HOW THE PROGRAM WORKS

- Attract a **70/30** agent, and receive **5%** of the company's split percentage.
- Attract an **80/20** agent, and receive **3%** of the company's split percentage.
- Attract a **90/10** agent, and receive **1%** of the company's split percentage.

PROGRAM RESTRICTIONS AND DETAILS:

- The referring agent must remain affiliated with RE/MAX Service First (RSF) to be paid the incentive.
- The referral incentive does not count toward RE/MAX

sales, but will be counted for 1099 earnings for tax purposes as this is a referral and we are paying you.

- Only licensed agents can receive an incentive referral.
- The referral ends when the agent caps. When the agent caps and commission escalates to 100% the referral incentive ends for that period. When the new agent's split cap period resets, the incentive begins again until capped.
- When an agent moves up in split (or down) the incentive adjusts according to the above table.
- The referral incentive program is indefinite, but the company reserves the right to discontinue it at any time for any reason, especially if market conditions and company commissions agreements change significantly. We cannot predict what will happen in the future but this incentive program is designed to be on-going indefinitely.
- If the agent doesn't pay any fees or owes the company money then the company must discontinue the incentive until the agent pays or their status is current again.
- Incentives are calculated after all other referral fees are paid prior to the agent & company split. All other referral fees, RE/MAX LLC fees, paybacks, Protecting Heroes etc. all get paid before, just as with any other "normal" split.
- Admin fees or Buyer Agency fees are not considered commission and are not subject to the incentive amounts.
- The company reserves the right not to affiliate with any agent and a referral should not automatically mean the company will pursue the agent's candidate.
- Rating an agent post-closing, as part of the agent's closing tasks, does not constitute a referral for recruitment. A referral means actively engaging the candidate, promoting the company, and ultimately making an introduction to broker, manager or recruiter. The candidate must have a better-than-average understanding of the firm when they meet us.
- Teams within the company are generally exempt from this program. Consult your team leader or manager with questions.