



Build For Your Future With **eXp Commercial**

expcommercial.com

One brokerage, **not a franchise.**



GROW

The place for entrepreneurs to grow personally and professionally with boundless opportunities.



OWN

A company built for advisors, where everyone is an owner of their own business, brand and the brokerage they help to build.



BUILD COMMUNITY

A community of diverse experts that value collaboration, transparency and having fun.



INNOVATE

A company obsessed with the future to improve the present, constantly defining new business models and tools.



FIND YOUR FREEDOM

The financial model and the ability to choose where and when you do business to achieve your ultimate freedom.

“The model is setup in a way that wins for the agents and the company”

- Robert Creamer

Earn more with our competitive commission structure.

COMMISSION & CAP

80/20 commission split
\$20,000 cap

After capping, earn **100% commission** for the remainder of the year.¹

¹\$250 capped transaction fee. Once capped transaction fees total \$5,000, the capped transaction fee is reduced to \$75.

STANDARD COSTS²

\$500/month cloud brokerage fee

\$250 transaction review fee³

\$100 risk management fee⁴

\$250 capped transaction fee⁵

² U.S. compensation model.

³ Per transaction.

⁴ Per transaction and caps at \$1000.

⁵ Only applicable after advisor has fully capped.

- ▶ One brokerage with 24 international markets providing excellent growth opportunities for agents.
- ▶ Engage and share best practices across the company.
- ▶ Build teams across borders.
- ▶ Host and participate in daily, live online gatherings.
- ▶ Benefit from a powerful referral network.

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Grow your business with industry-leading technology

CoStar

The largest and most comprehensive global commercial real estate data and analytics platform.

Buildout*

Providing database, pipeline reporting, and back-office tools that enhance your entire deal cycle in a single platform.

RealNex*

Offers software and data solutions for property listings, financial analysis, and transaction management.

Canva Enterprise

Fully branded marketing templates and advanced tools like AI-powered Magic Write.

AIR CRE

Customizable contract templates, including purchase, sale, lease, and listing agreements.

eXp advisors also enjoy access to eXp World and SkySlope, along with discounted rates on LoopNet listings.

**Advisors can choose one of the options provided.*

Expand your knowledge with development programs led by eXp's top professionals

eXp Commercial Academy

The eXp Commercial Academy offers an exclusive two-week training program for eXp Commercial advisors with three or fewer transactions. Elevate your expertise, refine your skills, and unlock new opportunities in the commercial real estate landscape with us.

Mentor Program

Whether you are brand new or starting something new, our mentor program pairs you with experienced eXp advisors who can share insights, learnings and feedback. In the spirit of collaboration and building community, this is truly about people helping people. When you succeed, we all succeed.

Product Specialty Committees

This is your opportunity to collaborate with top eXp agents and leadership in your product specialty. Your voice matters. Share your knowledge, insights, dealflow and referrals with other advisors who are eager to support your growth.

Broker Support

Our State Broker Teams provide you with the guidance and supervision needed to ensure a smooth transaction, everytime. Our regular live local (online and in-person) meetings, trainings and social events help our agents operate as experts across the real estate industry.



We're proud to offer **eXp Healthcare**, providing our advisors and their families high-quality and affordable group health insurance

Save money, improve your provider network, and decrease your out-of-pocket costs, plus our concierge service is happy to help with all your scheduling needs.

Incredible coverage with low copays, mental health coverage and the ability to add on vision, dental, critical illness, and accident coverage

Affordable monthly premiums, limited out-of-pocket maximum, and \$0 deductible plans available

Many plans have an Open Network that allows for access to the best doctors in the country



Care Coordination service

Our team will work to help you find lower cost, high quality providers for labs, imaging, and major procedures.



Expanded PPO network

Plans are part of nationwide PPO networks so you can have broad access to providers.



Save money, each and every month

With a variety of healthcare solutions, we provide you with high-quality healthcare at an affordable rate



\$0 Telemedicine

Get healthcare from the comfort of your own home 24/7 with \$0 telemedicine visits.



Mental health care included

Mental health matters – that's why eXp Agent Healthcare is partnering with Talkspace. Included with all plans.



Low cost prescriptions

Our plans offer competitive prescription pricing, patient prescription programs to help with specialty medications, and some plans even have \$0 generics



Explore unique opportunities to earn **additional** income streams

Equity Awards Through Incentive Program

\$200 of EXPI stock for first transaction closing

\$400 of EXPI stock when advisors cap

\$400 of stock for directly attracting another advisor after the advisor closes their first transaction

Advisor Equity Commission Program

Voluntarily enroll to receive 5% of commission in stock at a **5% discount**

~65% of agents and advisors participate in the program

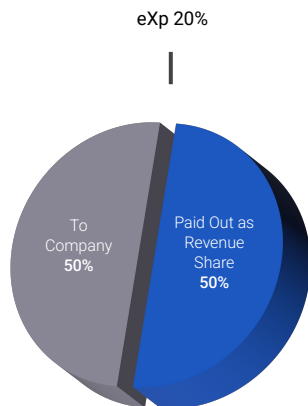
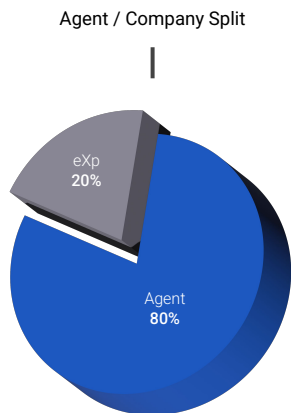
ICON Award

Top advisors receive up to **\$20,000** in stock upon the achievement of certain production and cultural goals within their anniversary year

Earn **revenue share** for attracting new agents to eXp

eXp agents can sponsor agents to join the company.

Earn a percentage of revenue – eXp pays out to agents from the revenue share pool – when your sponsored agents close a transaction. Earn revenue share until your sponsored agent reaches their annual commission cap.



Total Share % of Revenue Share Pool Paid on Transactions in Each Tier Group	
TIER 1	17.5%
TIER 2	20.0%
TIER 3	12.5%
TIER 4	7.5%
TIER 5	5.0%
TIER 6	12.5%
TIER 7	25.0%

REVenue Share 2.0



	eXpansion Share Percentage	FLQA Count Needed	eXponential Share					Top % of Revenue Share Pool on Transactions in Each Tier Group
			0 - 4	5 - 9	10 - 14	15 - 29	30+	
TIER 1	///		17.5%	17.5%	17.5%	17.5%	17.5%	17.5%
TIER 2	1.0%		19.0%	19.0%	19.0%	19.0%	19.0%	20.0%
TIER 3	0.5%		12.0%	12.0%	12.0%	12.0%	12.0%	12.5%
TIER 4	0.5%		///	7.0%	7.0%	7.0%	7.0%	7.5%
TIER 5	0.5%		///	///	4.5%	4.5%	4.5%	5.0%
TIER 6	2.5%		///	///	///	10.0%	10.0%	12.5%
TIER 7	2.5%		///	///	///	///	22.5%	25.0%



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social media

