

ADDENDUM “A”

INDEPENDENT CONTRACTOR ‘S AGREEMENT

This addendum is made and entered into by and between First Advantage Realty, LLC d/b/a HomeSmart First Advantage Realty, LLC and HomeSmart First Advantage Realty II, LLC (hereinafter referred to as “Company”) and the agent name _____ (hereinafter referred to as “Contractor or Associate”) and is made part of the Independent Contractor’s Agreement. Company will maintain Errors and Omission Policy covering Company and its Contractors. Rental E&O is \$15 per side. All agents are responsible for insurance deductibles. **E&O INSURANCE DEDUCTIBLE WAIVER:** If you every get sued on an E&O case, You will be responsible to pay the deductible from \$2,500 to \$5,000 as long as it is not a fraud case. If you pay a yearly waiver fee of \$399, we will pay the deductible on behalf of you

Any transaction over \$500,001 to \$1,000,000 will have \$799 transaction fees per side. Anything over \$1,000,001 will be 1/10th of 1% of the total commission. The company cap is \$12,000 starting August 1, 2026. If the agents charge an admin fee or a fee to off set the transaction fee, will not be deducted from the cap. Example: If the agent in Plan A earns \$10,000 and charges clients \$599 admin fee, that transaction will not be reduced from the cap. If the agent does not charge that fee, \$429 will be reduced from the cap. Franchise fee of \$120 and \$50 E&O will not be part of the cap. When the agent caps, \$170 per transaction will be reduced from agent’s following transaction until anniversary date. Plan X minimum commission is capped at 2%, If agent charges less than 2% to their client, 10% split will be calculated based on minimum cap. The agent agrees to be charged \$599 for the annual fee when first hired. Then we will charge on anniversary dates. Rentals do not count in transaction caps.

FEE SCHEDULE / COMPENSATION PLAN

PLAN A—SOLO AGENT PER SIDE - 12 MINUS SALES A YEAR	\$599
Monthly Fee	\$75
PLAN B—SOLO AGENT PER SIDE - 12 PLUS SALES A YEAR	\$499
Monthly Fee	\$125
PLAN C— TOP PRODUCER PER SIDE - 30 PLUS SALES A YEAR	\$399
Monthly Fee	\$150
TEAM PLAN— PER SIDE	\$399
Team Leader Monthly Fee	\$150
Team Member Monthly Fee	\$100
PLAN D—(NEW AGENTS OR AGENT DID LESS SALES THAN 5)	70/30
Monthly Fee	\$59
Coaching agent will be paid 15% of the 30% company split	
PLAN X—SOLO AGENT FLEX PLAN—COMMISSION SPLITS	90/10
No Monthly Fee / ANNUAL FEE PAID WHEN HIRED	\$599

ADDITIONAL COMMENTS:

Contractors are responsible for expenses of any advertising done on their own listings, as well as for any self-promotional advertising. Any advertisements placed in any publication by the contractor must be billed directly to the contractor. Company shall not be liable to contractor for any expenses incurred by him/her, nor shall contractor have authority to bind the Company by any promise or representation, unless specifically authorized in advance and in-writing by the Company.

Res. Rental Plans: 85/15 split
Comm. Rental Plans: 90/10 split
Referral Plans: 90/10 split
NOTE:
Monthly Fees shall begin upon signing of the ICA.
At no time shall the transaction fees exceed 20% of the brokerage fee.
HomeSmart International reserves the right to implement an “Annual membership Fee” at anytime, with the right to increase the fee on an annual basis, without increasing by more than \$10 per year.
Workers Comp Insurance (WCI) Policy: Per New Jersey State workers comp insurance, the agents are required to carry WCI policy. We will include all agents in our company policy. The premium for this policy is 52 cents per \$100 commission earned by the agents. This additional deduction will be when the agents gets paid on their sales. This fee is real low comparing if you were to get your own insurance. Example: If you earn \$5000 commission, the deduction is \$26 dollars.

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