

Your Career at Keystone

A conversation about the professional you want to become - and whether Keystone is the right place to build that career.

WE DON'T RECRUIT EVERYONE.

We help professionals determine whether Keystone is the right fit.

Why Keystone exists.

A brokerage should do more than hold a license.

Keystone exists to develop professionals who think critically, educate completely, plan for risk, and deliver a consistent client experience.



SERVICE

Human care expressed through preparation and follow-through.

STRATEGY

Understand the transaction, market, and downside before recommending action.

RESULTS

Measure what the client experienced - not only whether a closing occurred.



What makes Keystone different.

A disciplined operating system.

Clear standards, controlled resources, and practical support reduce uncertainty without replacing professional judgment.

Honest leadership.

Broker access, education-first guidance, and transparent expectations help professionals build capability and business durability.

Your career path.

Keystone recognizes three career stages. Placement and advancement are always governed by current written eligibility, compensation terms, and Broker approval.

01**LAUNCH**

Build the professional foundation.

02**GROWTH**

Strengthen systems and business durability.

03**PREMIER**

Demonstrate sustained capability and standards.



WHO THRIVES AT KEYSTONE

Character first. Capability built over time.

The strongest fit is a professional who brings evidence - not only ambition.

- Ethical judgment
- Coachability
- Follow-through
- Clear communication
- Responsible escalation
- Systems orientation
- Business ownership
- Culture stewardship

Production never excuses conduct.

LIFE AT KEYSTONE

Independent in business. Connected in practice.

You own your business. Keystone provides the structure, leadership, resources, and professional development that help you operate with greater clarity.

- Broker access
- Controlled systems
- Practical learning
- Collaborative standards
- Continuous improvement

Your next step.

The next step is a conversation - not a commitment.

A Career Consultation gives you and Keystone the opportunity to understand the career you want, review how the brokerage operates, and decide whether there is mutual fit.

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| 01 | Share your story | Experience, turning points, and what brought you here. |
| 02 | Clarify your goals | The professional and business you want to build. |
| 03 | Explore Keystone | Current systems, standards, support, and expectations. |
| 04 | Determine the fit | An honest next step - invite, defer, or decline. |

START THE CONVERSATION



WELCOME TO KEYSTONE

Build the career you want to own.

We don't recruit everyone. We help professionals determine whether
Keystone is the right place to build the career they want.

Live Purposefully.
Build Intentionally.
Serve Exceptionally.