

Teambuilder

AGENT PARTNERSHIP PROGRAM

Rules & Guidelines

Associates with Berkshire Hathaway HomeServices Georgia Properties who sponsor a new agent to the company qualifies under the Teambuilder plan to receive a quarterly bonus equivalent to 1% of the Adjusted GCI* of the recruited agent as long as both agents are with Berkshire Hathaway HomeServices Georgia Properties or Referral Associates of Georgia.

Qualifying and Payment Guidelines

A. Registrations – In order to **qualify** as a sponsoring agent, an official registration form must be completed and accepted by the Branch Manager. **The agent must actively assist broker in establishing an interview with Broker which is completed.**

B. If an agent wants to sponsor a Teambuilder candidate for more than 1 office, the agent MUST be the procuring cause for an interview with the Managing Broker of that office. (And steps in letter A must be repeated in that office.) The registration date must be **prior** to the hire date of the hiring office.

C. Registrations are valid for a 3 month period. They can be renewed if the sponsoring agent is still **"actively"** involved in the recruiting process with the Managing Broker. If the registration is not renewed upon expiration, another agent with Berkshire Hathaway HomeServices Georgia Properties is eligible to become the sponsoring agent of this recruit if all guidelines are met.

D. If the sponsoring agent does not renew the registration and the agent is ultimately hired by the company, **no bonus will be paid. The registration must be active at the time of the hire to qualify for payments—NO EXCEPTIONS!**

E. **Teambuilder bonuses WILL NOT be paid if a sponsored's agent hire date is prior to registration date.**

F. Former agents with Berkshire Hathaway HomeServices Georgia Properties are ineligible to be sponsored unless it has been a minimum of 12 months since their license has been transferred from Berkshire Hathaway HomeServices Georgia Properties.

G. New Homes Division agents are **NOT** eligible to participate in the Teambuilder program. There is no Teambuilder sponsorship programs for New Homes Division agents. If a Teambuilder candidate joins the New Homes Division from a branch office, the Teambuilder bonus would end.

H. Agents currently in Referral Associates of Georgia are **NOT** eligible to be sponsored in the Teambuilder program when they become an active agent. There is no Teambuilder sponsorship programs for agents referred to or from RAGI.

I. BHHSGA Agents who receive Teambuilder incentives at time of transfer to RAGI or those that may sponsor new Teambuilder candidates will continue to be eligible for Teambuilder incentive payments. All new registrations must be properly registered through the RAGI administrator.

J. Only employees with active real estate license are eligible to receive Teambuilder bonuses. (Exception: Managing Brokers and Company Recruiters are **NOT** eligible.)

K. Teambuilder bonuses will not be paid on agents recruited to an existing team. If bonuses have been paid in the past, they will cease and cannot be restored in the future.

L. If a sponsored individual agent decides in the future to create a team, Teambuilder bonuses will continue to be proportionally paid, only on original recruited agent, based on number of team members. The adjusted GCI of entire team members will be divided by number of members in the team for purposes of bonus calculation.

M. If a sponsoring agent recruits a team to Berkshire Hathaway HomeServices Georgia Properties, all bonus calculations will be based on the original members of the team and only on their proportional share of total team earnings. (No future team member's earnings can be used for calculations.)

N. In order to receive a bonus, the sponsoring agent and the recruited agent must be active with Berkshire Hathaway HomeServices Georgia Properties or Referral Associates of Georgia.

O. The quarterly bonuses will be paid within 30 days of the end of the quarter based on a calendar year.

P. Bonus income will apply to an agent's earning level.

Q. For the purpose of calculations and period of bonus due,"hire date" of the recruited agent will be the date the agent's license has been activated with GREC **AND** all paperwork and fees due have been received by corporate.

R. Bonuses are paid on closed business only

S. There is no limit to the number of recruits an agent can sponsor!!

* Adjusted Gross Commission Income is defined as GCI less any fees including FMLS, referral fees, franchise fees, etc.

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Additional Compensation

Sponsoring associates may be eligible to receive an additional bonus for the year in the following circumstance:

An associate with Berkshire Hathaway HomeServices Georgia Properties who sponsors an experienced agent with verifiable GCI (affidavit is not considered verifiable) of at least $85,000 in the prior 12 months with another Metropolitan Atlanta real estate company is entitled to receive “additional” bonus.

This bonus will be calculated on the closed adjusted GCI “of the sponsoring agent” for a bonus of 2 ½% of his/ her GCI. This bonus shall not exceed $12,500 per sponsored agent during the 12 month period following the sponsored agent’s hire date.

The 2 ½% bonus payment on sponsoring agent GCI will be paid quarterly **only after the recruited agent** generates $25,000 in closed GCI. The bonuses will be paid retroactively to date of hire once the recruited agent generates $25,000 in closed GCI. In any case the 2 ½% sponsoring agent bonus eligibility expires on the 12 month anniversary date for the sponsored agent with Berkshire Hathaway HomeServices Georgia Properties.

ALL TEAMBUILDER RULES AND GUIDELINES APPLY

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