



PROFIT SHARING POLICY

PURPOSE

The Silvercreek Realty Group profit-sharing policy is designed to provide incentive for agents to assist in the growth of the brokerage through the recruitment of new agents with a residual income tied directly to the productivity of the recruited agent.

DESCRIPTION

Each transaction closed by a recruited agent (with full transaction fee) is eligible for a \$100 payment to the referring agent. Limit of \$1800 per year, per recruited agent. Exclusions apply.

ELIGIBILITY

All agents of Silvercreek Realty Group shall be eligible to participate in the program.

RECRUITMENT PROCESS

Recruitment shall be handled using the following process:

- Recruiting agent notifies one of the Silvercreek Realty Group growth team of the agent interested in Silvercreek and completes the profit-sharing form located on the Silvercreek Toolbox. Recruited agent will be contacted by Silvercreek Realty Group's growth team, who will make every effort to encourage the agent to join Silvercreek.
- The recruiting agent will maintain contact with the recruited agent and be an active part of the outside agent joining Silvercreek.
- The recruiting agent will be solely responsible for knowing when the recruited agent joins Silvercreek.
- Once the recruited agent joins Silvercreek the recruiting agent shall complete the profit-sharing form located on the Silvercreek Toolbox (if not previously filled out).
- The Profit Sharing form must be filled out within 30 days of the recruited agent joining, or the profit-sharing connection will not be recognized and the form will be void.
- Profit sharing forms filled out for agents not yet joining Silvercreek will be held and monitored for 90 days. After this timeframe, a new profit-sharing form must be filled out by the recruiting agent.
- A list of all recruited agents participating in the profit-sharing program shall be kept in Silvercreek internal systems and reviewed whenever a transaction is closed.

APPROVAL OF PROFIT-SHARING CONNECTIONS

All profit-sharing connections must be approved by the Silvercreek leadership team and/or recruiter. Additionally, the Silvercreek leadership team retains sole authority in determining the proper allocation of the profit-sharing fee. For example, where considerable efforts are made to procure or introduce a new agent to Silvercreek, however the referred agent chooses another



Silvercreek agent as his/her referring agent, the leadership team has discretion to designate the agent whom he/she feels merits the sponsorship.

RETURNING AGENTS

Agents that leave Silvercreek in any capacity (i.e., inactive, referral only, expired, moving to another brokerage, etc.) and then return to Silvercreek® cannot become a recruit for profit sharing under an existing Silvercreek® agent without express permission of a member of the Silvercreek Realty Group leadership team.

TEAMS/PARTNERSHIPS

If two people are working together as a team or partnership and writing all business under one of the individual's names, the non-producing agent may not refer the producing agent and receive \$100 off each transaction to benefit the team.

SPOUSES

Since spouses are on a single cap, one spouse may not refer another and receive the profit sharing.

PAYMENT

Profit sharing fees shall be disbursed by check when the primary agent on the transaction is paid their commission. The Accounting department does NOT contact the referring agent when a profit sharing check is ready. Profit sharing checks may be applied to outstanding balances.

Outstanding profit-sharing checks will be honored for 90 days after paid. Any uncashed profit-sharing checks after the 90-day timeframe will be void and credited to the referring agent's brokerage account.

REDUCTIONS IN PROFIT SHARING PAYOUTS

If an agent joins a team where there is a reduced transaction fee paid or has a reduced transaction fee for any reason, profit-sharing payouts may be reduced temporarily or permanently. Silvercreek will make every effort to preserve profit-sharing payouts, even if in a reduced amount but does not guarantee this. If/when the agent's transaction fee returns to standard level, the profit sharing will be restored to \$100 if all other profit-sharing requirements have been met.

EXPIRATION

If either agent tied to profit-sharing has a real estate license that expires, is moved to inactive, or is moved to another brokerage, profit sharing will be discontinued for existing connections.



PROGRAM TERMINATION

Silvercreek retains the right to terminate the profit-sharing program at any time without notice. In the event of program termination, all existing agreements shall remain in force as long as both the referring and referred agents are actively licensed with Silvercreek.