

**THE REAL BROKERAGE, INC.  
DOMESTIC TEAM AGREEMENT**

This **Domestic Team Agreement** (“Agreement”) is by and between The Real Brokerage, Inc. The Real Brokerage, Inc., or one of its state or provincial entities, (the “Company”) and [Team Leader] and [Team Member] (collectively, the “Team”), regarding the formation of a Domestic Team (as defined herein). Collectively the Company and the Team are referred to as Parties and individually as Party.

**WHEREAS**, the Team Leader and Team Member are licensed [sales agent/broker associate] affiliated with the Company;

**WHEREAS**, the Company offers an option for two related individuals to form a team where one member is the team leader and the other is the team member, which grants the team the benefit of each contributing to one cap of \$12,000 (“Domestic Team”);

**WHEREAS**, the Team wishes to form a Domestic Team;

**NOW, THEREFORE**, in consideration of the foregoing recitals and for other good and valuable consideration, the receipt and adequacy of which are hereby mutually acknowledged, the Parties hereby covenant and agree as follows:

- A. Domestic Team Eligibility:** The Team agrees to fulfill the following terms in order to be eligible for a Domestic Team:
- a. The Team Leader and Team Member must have full authority and ability to enter into and comply with all of the terms of this Agreement.
  - b. The Team consists of no more than two related family members whose licenses are affiliated with the Company.
  - c. [Team Leader] is designated as the Team Leader and [Team Member] is designated as the Team Member.
  - d. All transactions are to be in the Team Lead’s name.
  - e. Pay a signup fee based of one of the following:
    - i. \$498 USD (\$249 USD per agent) if a U.S. Domestic Team, or
    - ii. \$498 CAD (\$249 CAD per agent) if a Canadian Domestic Team.
  - f. Pay an annual brokerage fee based on one of the following:
    - i. \$750 USD if a U.S. Domestic Team (the fee to be split evenly between the first three closed transactions each year with the Company), or
    - ii. \$1,200 CAD if a Canadian Domestic Team (the fee to be split evenly between the first three closed transactions each year with the Company).
- B. Technology:** The Company will provide the following technology or access to the Team as follows:
- a. **Workplace:** The Team will receive two profiles on Workplace, one for the Team Member and one for the Team Leader.
  - b. **REAL App:** The Team Leader and Team Member will be provided access to the REAL app; however, only one agent’s app may be used for transactions.

- C. **Communication from the Company: Emails from the Company:** The Company will only send emails directly to the Team Leader, the Team Member will not receive emails from the Company.
- D. **Team Cap:** The Team Leader and Team Member will share one cap of \$12,000 (“Annual Cap”).
- E. **Team Tax Records:** The Company will only provide one document for income tax purposes, which will be in the Team Leader’s name.
- F. **Team Stock:** Team agrees that should the Team qualify for a stock award, it will only be granted in the Team Leader’s name.
- G. **Changes to Team:** In the event, the Team changes the following will apply based on the change in circumstance:
  - a. **Voluntary Termination:** Should either the Team Leader or Team Member elect to terminate the Team, all benefits explained herein regarding the Domestic Team will continue with the Team Leader. The Team Leader and Team Member agree and understand that the Annual Cap total, all unpaid earned commissions, monthly revenue share, and existing revenue share lines will be the sole benefit of the Team Leader, the Team Member will have no claim to any said benefits based on electing to terminate the Domestic Team.
  - b. **Involuntary Termination:** Should the Team be terminated due to either the Team Lead or the Team Member becoming ineligible for a Domestic Team, the Team member who remains in good standing with the Company shall have all the benefits transferred to that individual and the other team member shall have no claim to any said benefits. Those said benefits are the Annual Cap total, all unpaid earned commissions, monthly revenue share, and existing revenue share lines.
  - c. **Divorce:** In the event, the members of the Domestic Team are a married couple and the couple divorces and wishes to then terminate the Domestic Team, the Company will consider termination of this matter to be a Voluntary Termination and follow the same procedure as outlined herein in Section G(a), unless a court of proper jurisdiction orders otherwise.
  - d. **Death of Team member:** In the case of death, all earned commissions, monthly revenue share, and existing revenue share lines, pass to the surviving member unless otherwise ordered by a court of proper jurisdiction.
- H. **Notice:** Team notifies the Company of the following:

Name of Domestic Team: \_\_\_\_\_

Name of Team Leader: \_\_\_\_\_

Name of Team Member: \_\_\_\_\_

- I. **Entire Agreement:** This Agreement contains the entire agreement between the Parties hereto relating to the matter of this Agreement, and all prior or contemporaneous agreements, understandings, representations and statements, oral or written, are merged herein. This Agreement only modifies or amends any other agreement the Team Leader or Team Member have entered into with the Company or any of its subsidiaries the

subjects and matters discussed in this Agreement.

**IN WITNESS WHEREOF**, the Parties agree this Agreement will become effective when all the Parties have signed it. The date this Agreement is signed by the last Party to sign it (as indicated by the date stated under that Party's signature) will be deemed the date of this agreement..

*Joel Kirsch*

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Joel Kirsch  
Date: [Date signed]  
VP Agent Growth and Experience  
Real Broker, LLC

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Print Name:  
Date: [Date signed]  
Team Leader

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Print Name:  
Date: [Date signed]  
Team Member