



What happens if I leave Real before my stocks are vested?

Stocks obtained through the Stock Purchasing Plan (SPP) and SPP Bonus Incentive have a 1 year vesting period. Stocks that are awarded for Capping, EliteCapping, Elite Agent Production, Elite Agent Cultural Award, and Attracting have a 3 year vesting period.

If you leave Real before your shares are vested:

- Shares obtained through the Stock Purchasing Plan (SPP) and SPP Bonus Incentive are yours to keep. They still have a 1 year vesting period, but they remain with the agent and can be exercised after the vesting period.
- Shares obtained through the Stock Award for Capping, Elite Agent Production Award, Elite Agent Cultural Award, and Attracting Award revert to the company.

If you have additional questions, please watch this [video](#).

You may also reach out to the support team if you need assistance by email us at support@therealbrokerage.com.