



This is eXp:

Where Innovation Meets Opportunity

|||||||

UNITED STATES 2025.07-04

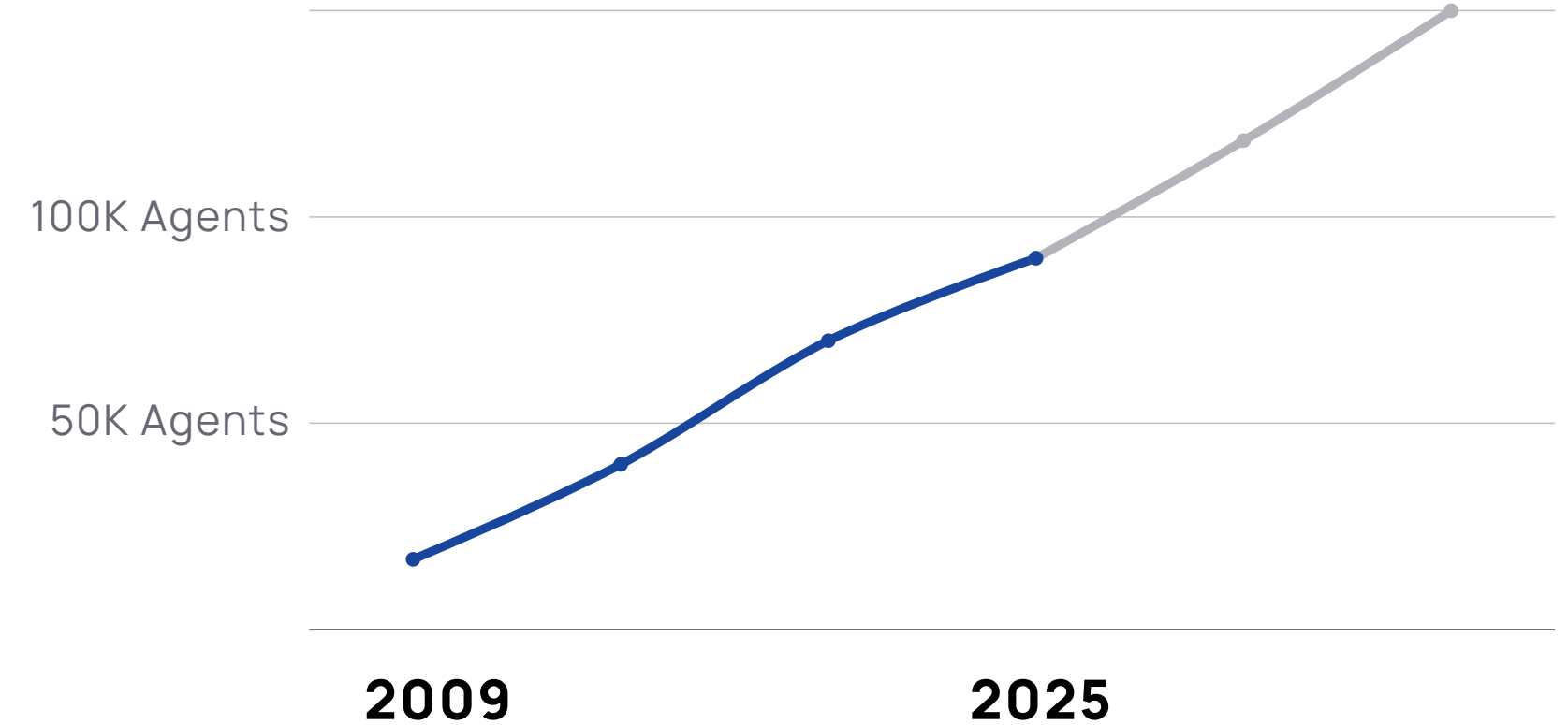


Discover how you fit into
the future of real estate
with eXp



Join the
Largest
Independent
Real Estate
Brokerage on
the Planet

Agent Count & Trajectory

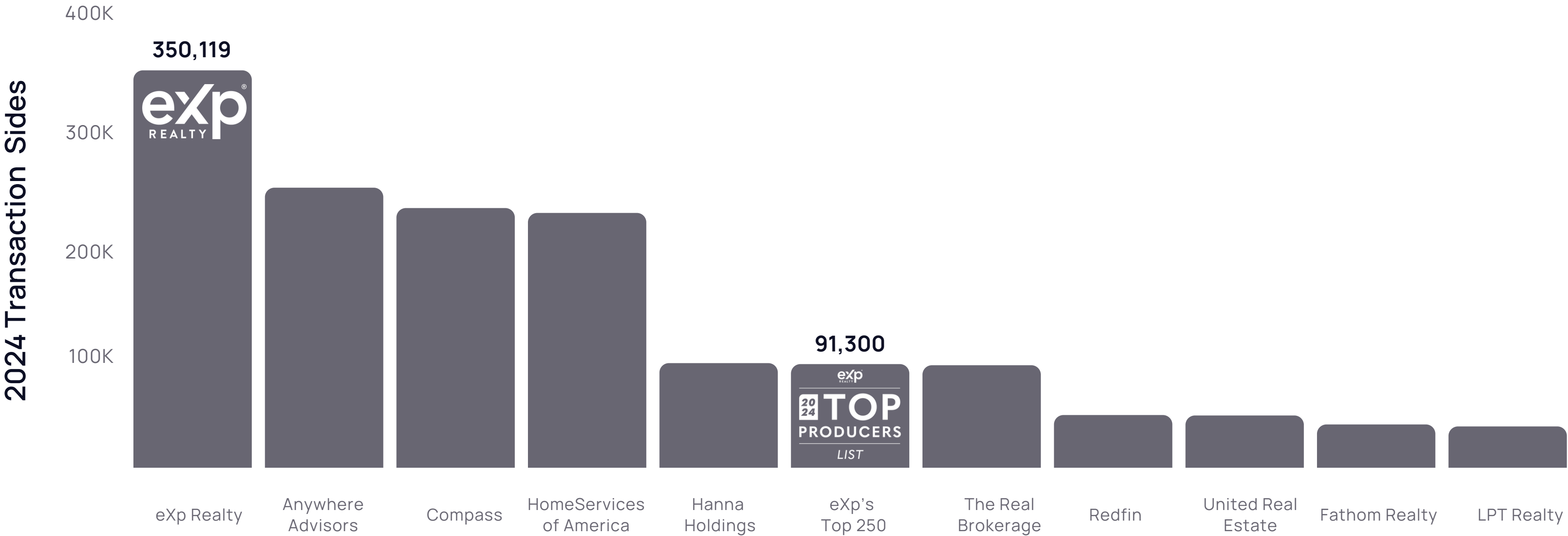




Leading the Way by Sides in 2024

The #1 real estate brokerage in closed transactions in the United States.

[As reported by Real Trends](#)





And the **#1**
growth leader
across agent
count, volume
and transactions



Ranked #1 Growth Leader

in year-over-year sales volume, transaction sides
and agent count



Ranked #1 in:

Transaction Sides (since 2023)
5-Year Top Movers – Sides
5-Year Top Movers – Volume
Public Independent (since 2021)
Best Brokerage



Ranked #1 in:

Transactions (since 2022)
Ranked in Top 4 (since 2019)

Ranked #3 in:

Sales volume
Ranked in Top 6 for Sales Volume (since 2019)



Top Producers 2024

#wheretheprosgotogrow

United States Top Producers

[Top 250 Teams](#) 

[Top 250 Individuals](#) 





Cloud Based Freedom

Work From Anywhere

No desk fees, utilities, or lease payments. Eliminate unnecessary overhead costs. All the tools and resources you need without any additional expenses.

Advanced Technology

Our state-of-the-art cloud-based platform gives you access to cutting-edge tools for lead generation, marketing, and transaction management.

Training and Development

From live webinars and virtual conferences to on-demand courses, live events and mentorship programs, eXp Realty is committed to ongoing education for its agents.

eXp.World

Is a virtual metaverse connecting real estate professionals worldwide, enabling collaboration, training, and expert support anytime, anywhere.

[Visit eXp World](#) 



Unlock the Full Power of eXp

Explore the tools, training, and services available to support your business

Tech

- [eXp.World](#)
- [SISU](#)
- [Canva](#)
- [Slack](#)
- [Skyslope](#)
- [CRM of Choice](#)
- [My eXp](#)
- [eXp Enterprise](#)
- [InstaCard](#)

Lead Gen

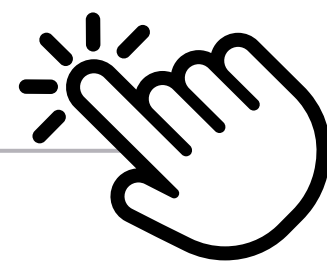
- [CRM of Choice](#)
- [REO](#)
- [Revenos](#)
- [Relocation](#)
- [Making it Rain](#)
- [Military Rewards](#)
- [My Link My Lead](#)
- [eXp Access](#)
- [Referral Division](#)

Training

- [eXp University](#)
- [FastATTRACT](#)
- [FastCAP](#)
- [Mentor Program](#)
- [Elevate Coaching](#)
- [Team Leader Academy](#)
- [eXpcon & Regional Rally](#)
- [Masterminds IRL Events](#)
- [Continuing Education](#)
- [Broker Lead Classes](#)

Support

- [Broker Teams](#)
- [Expert Care & Transactions](#)
- [Team Services](#)
- [Transaction Coordinators](#)
- [Compliance](#)
- [IT Assistance](#)
- [Growth Team](#)
- [Onboarding](#)



Plus

- [Luxury](#)
- [Commercial](#)
- [International](#)
- [Land & Ranch](#)
- [Solutions](#)
- [Regus Offices](#)
- [Healthcare](#)
- [Stock Programs](#)
- [Incentive Programs](#)
- [ICON Awards](#)
- [Build a Sign](#)



Compensation and Incentives

Commisson & Cap

80/20

Commission Split



\$16K

Cap

After capping, earn **100% commisson**
for the remainder of the year.¹

1. \$250 capped transaction fee. Once capped transaction fees total \$5,000, the capped transaction fee is reduced to \$75



Compensation and Incentives

Standard Costs²

\$149 Startup Fee

\$85/Month Cloud Brokerage Fee

\$25 Transaction Review Fee³

\$60 Risk Management Fee⁴

2. U.S. Compensation Model

3. Per transaction

4. Per transaction and caps at \$750



Exclusive Ways to Create Additional Income Streams

Equity Awards Through Incentive Program	Agent Equity Commission Program	ICON Award
\$200 of EXPI stock for first transaction closing \$400 of EXPI stock when agents cap \$400 of stock for directly attracting another agent after the agent closes their first transaction Learn More  	Voluntarily enroll to receive 5% of net commissions from closed transaction at a 5% discount effective March 1, 2024. ~65% of agents and brokers participate in the program Learn More  	Top agents receive up to \$16,000 in stock upon the achievement of certain production and cultural goals within their anniversary year. Learn More  

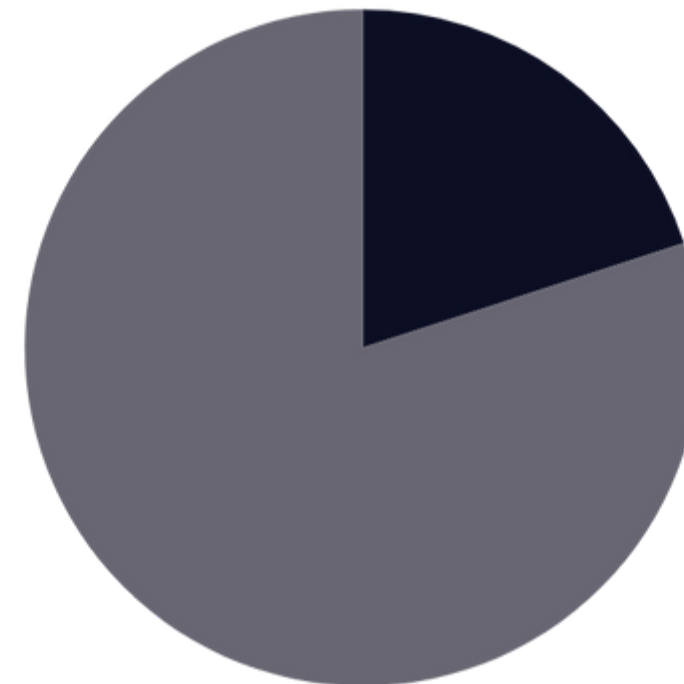


Earn Revenue Share by Introducing New Agents to eXp

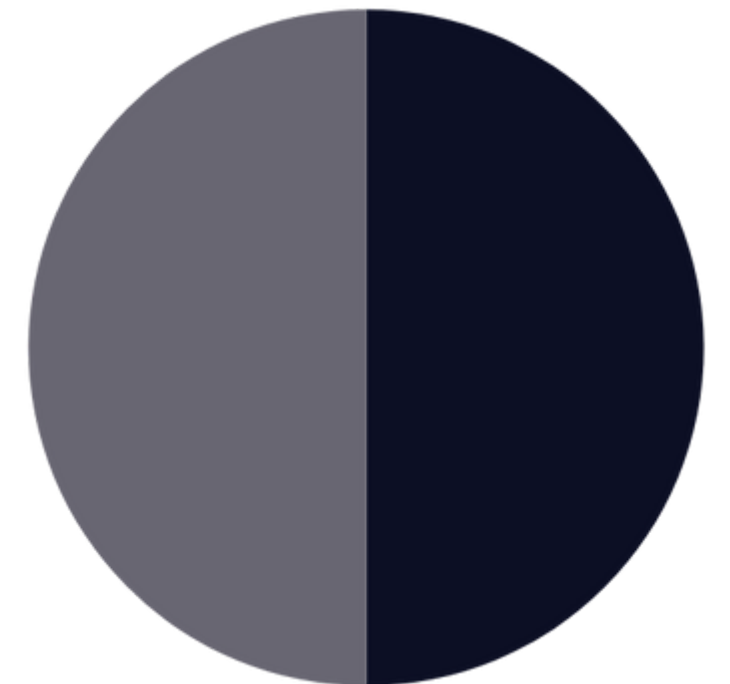
eXp Agents can sponsor agents to join.

Earn a percentage of revenue when your sponsored agent closes a transaction. Earn revenue share until your sponsored agent reaches their annual cap.

Agent Split 80%
\$16,000



eXp 20%
**\$8,000 company dollar
/ \$8,000 revenue share**





Earn Revenue Share by Introducing New Agents to eXp

(+) These levels also qualify to receive an “Adjustment Bonus” from the amount of unpaid revshare on all levels.

eXp pays out to agents from the **Revenue Share Pool**. Percentages are paid based on each Tier Group.

Total Share % of Revenue Share Pool paid on transactions		
Year 1 50% (\$4K)	TIER 1	17.5% (+)
	TIER 2	20.0% (+)
	TIER 3	12.5% (+)
	TIER 4	7.5%
CAP	TIER 5	5.0%
	TIER 6	12.5%
ICON	TIER 7	25.0%



Revenue Share Breakdown

by Tier Groups

(+) These levels also qualify to receive an “Adjustment Bonus” from the amount of unpaid revshare on all levels.

FLQA = Front-Line Qualifying Agent

		FLQA Count Needed					Top % of Revenue Share Pool on Transactions
eXpansion Share Percentage		0-4	5-9	10-14 (CAP)	15-29	30+ (ICON)	
Tier 1	///	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%
Tier 2	1.0%	19.0%	19.0%	19.0%	19.0%	19.0%	20.0%
Tier 3	0.5%	12.0%	12.0%	12.0%	12.0%	12.0%	12.5%
Tier 4	0.5%	///	7.0%	7.0%	7.0%	7.0%	7.5%
Tier 5	0.5%	///	///	4.5%	4.5%	4.5%	5.0%
Tier 6	2.5%	///	///	///	10.0%	10.0%	12.5%
Tier 7	2.5%	///	///	///	///	22.5%	25.0%



Co-Sponsor Program

[Learn More](#)

Additional Support for NEW Agents

The Co-Sponsor Program allows an agent/advisor to have both a Primary Sponsor and a Co-Sponsor. This means agents/advisors can benefit from the support and guidance of two experienced leaders while still maintaining the structure of eXp’s revenue share model.

The Co-Sponsor benefits from revenue from the agent and their downline, but the revenue share does not flow up further in their organization.

	PRIMARY SPONSOR	CO-SPONSOR
REVENUE SHARE LEVEL 2-7	✓	
FLQA	✓	
STOCK GRANTS	✓	
REVENUE SHARE LEVELS 1-7		✓
FAST START BONUS 50% OF REVENUE SHARE IN THE FIRST YEAR		✓





CRM OF CHOICE

Agents now have the freedom to choose the CRM that matches their business style — all included in eXp's monthly tech fee. It's the **power of possibilities**.



BoldTrail

[Learn More](#)



Lofty

[Learn More](#)



cloze

[Learn More](#)



Empower Agents and Enrich Communities

cre exp

We are committed to creating an equitable, diverse, and inclusive culture for our employees, agents, and brokers.

ONE eXp engages our people to promote DEI initiatives across the organization.

[Learn More](#)



I ❤️ exp

We are dedicated to the betterment of our communities.

The first week of October of each year is designated “I Heart eXp” week and staff, agents, and brokers across the U.S. mobilize to take part in community charity initiatives.

[Learn More](#)



exp | **EXTEND A HAND**
REALTY

We are committed to wellbeing.

eXp's wholly owned nonprofit, eXtend-a-Hand, supports eXp agents, staff, and their families facing hardship from catastrophic events, such as natural disasters or severe illnesses, that prevent them from working and supporting their families.

[Learn More](#)



24/7 Support for Agents



Expert Care Desk

The eXp Expert Care Desk is staffed 24/7 with best-in-class subject matter experts to help handle all inbound inquiries. Help is offered in English, Spanish, or French.



[Expert Care Hub - World](#)



[\(833\) 303-0610](tel:(833)303-0610)



ExpertCare@exprealty.net



[Live chat available in My_eXp
and Join app](#)



Questions?

Want to connect with
someone from eXp?



[Get in touch](#)



Appendix

About eXp Realty

Core Values



Community

Be a good neighbor
to create a
sustainable legacy.



Service

Make a positive
change in our
company and local
community.



Sustainability

Be a good financial
steward of the environment,
organizations and
our families.



Collaboration

We are all
on the
same field.



Transparency

Get things out
from behind
the curtain.

Integrity

Do the
right thing.



Innovation

The best way to
predict the future, is
to invent it.



Agile

Force chaos and
change to survive
and grow.



Fun

Don't take yourself
too seriously.



RELATIONSHIP MANAGEMENT

- KV Core
- Sisu

FINANCIAL MANAGEMENT

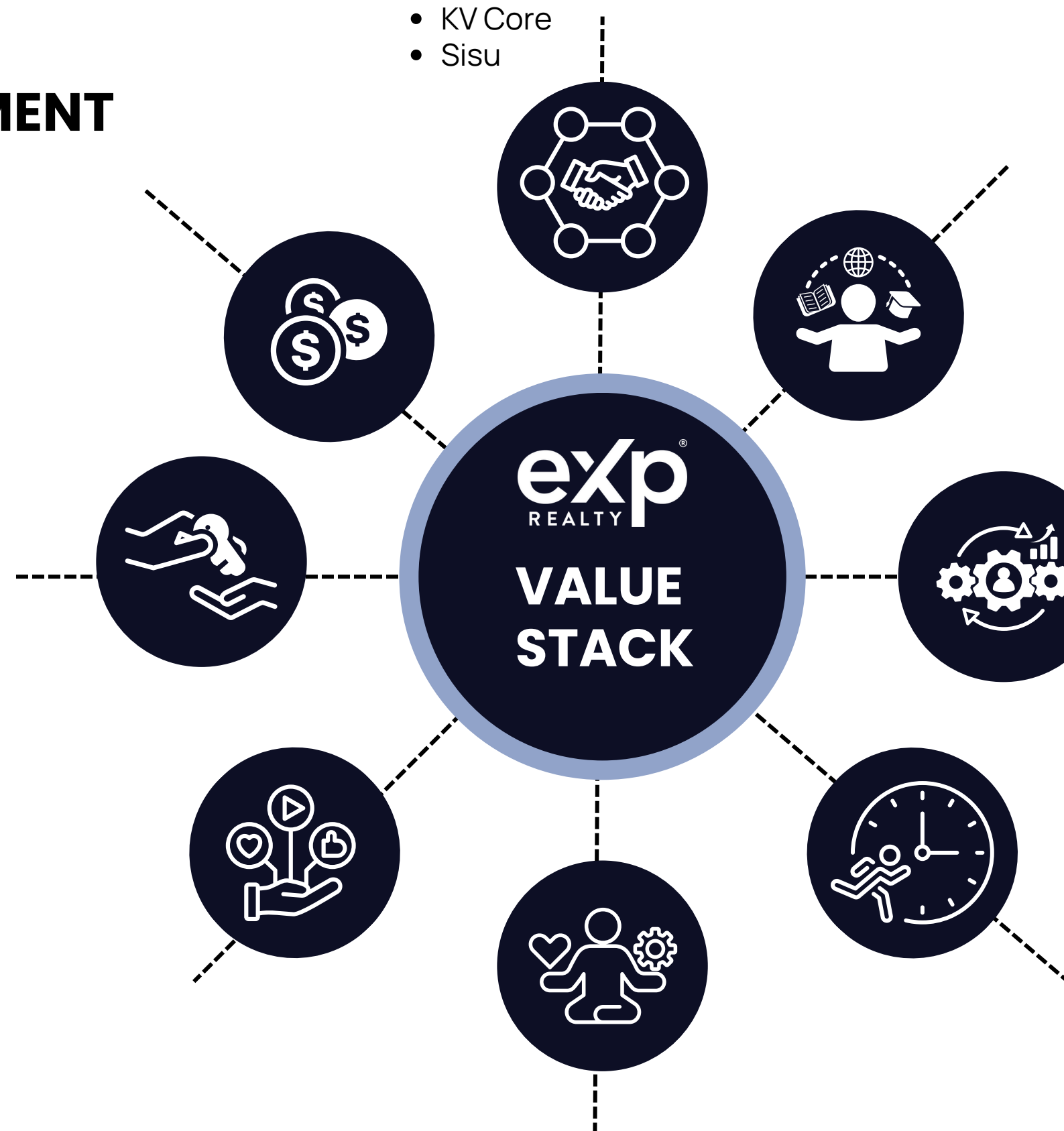
- RevShare 2.0
- Pay Now
- My eXp

BUILDING A LEGACY

- Agent Equity
- RevShare 2.0
- Icon Awards
- Growth Team
- Global Network

BRAND & MARKETING

- Canva
- Build A Sign
- Luxury Division
- Land & Ranch
- eXp Solutions
- Revenos
- Global Referral Network
- eXp Access



WELLNESS MANAGEMENT

- Healthcare
- eXp Extend a Hand
- Military Rewards

LEARNING & DEVELOPMENT

- eXp University
- Fast Start and FastCap
- Team Leader Academy
- Elevate Coaching
- Masterminds
- eXpCON & Regional Rallies
- Continuing Education
- Broker Lead Classes
- Mentor Program
- Zoocasa

PROCESS MANAGEMENT

- Expert Care
- Onboarding
- Skyslope
- My eXp
- Enterprise
- Slack

SUPPORT

- eXp World
- Broker Teams
- Teams Services
- Transaction Coordinators
- Compliance
- IT Assistance

Team Types at eXp Realty

[Learn more here](#) 



Domestic Partnership

Who It's For

Legally married/unioned partners with same sponsor

Minimum Members

2 (Primary + Secondary)

Cap Options

Shared \$16K cap

ICON Eligible?

Yes – 1 award per partnership



Self-Organized

Who It's For

Any agents – *no production requirement*

Minimum Members

1 Leader + 1 Member

Cap Options

All retain full \$16K cap

ICON Eligible?

Yes – all can qualify



Standard Team

Who It's For

\$6M / 30+ units
in past 12 months

Minimum Members

1 Leader + 1 Member

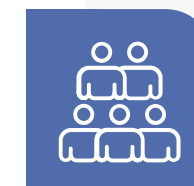
Cap Options

Members: \$8k or full \$16k cap

Leaders: \$16K

ICON Eligible?

Yes – if \$16K cap is chosen



Mega Team

Who It's For

\$40M / 140+ units
in past 12 months

Minimum Members

1 Leader + 10+ Members

Cap Options

Members: \$4K, \$8K, or \$16K

Leaders: \$16K

ICON Eligible?

Yes – if \$16K cap is chosen



Team Leader Academy

Unlock your team's potential with the eXp Team Leader Academy—an exclusive program designed to empower you with the strategies, tools, and insights to elevate your leadership, streamline operations, and drive exponential growth.



Team leaders who complete TLA closed **5X more volume** and **8X more transactions** in 2024 than the average eXp team leader & have a blended average of over **12% higher** than non-TLA attendees.

Academy Outline

- EOS®, the Entrepreneur Operating System®, will teach you how to run a profitable, sustainable business with:
 - Vision alignment - so everyone on your team knows the vision and their role within the team
 - Accountability - everyone has a number
 - Data-driven decisions
 - Process documentation to scale your team
 - Problem-solving framework
- 7-Step Coaching framework
- Attraction Playbook
- Retention Playbook
- 32-week Team Member Playbook
- Certified teams may also qualify for growth assistance from eXp
- Ongoing deep-dive courses after graduation

[Join Now](#)





 GCI (Gross Commission Income) Team Split % Agent's GCI Broker Split: 20% to eXp Standard Transaction Fees • Transaction Review Fee \$25 • Risk Management (E&O) \$60 (E&O caps at \$750 annually) • Capped Transaction Fee \$250 Agent's Net Check	Commission Breakdown BEFORE CAPPING		Commission Breakdown AFTER CAPPING	
	\$10,000.00		\$200,000.00	
	TEAM LEADER	TEAM MEMBER	TEAM LEADER	TEAM MEMBER
	10.00%	90.00%	10.00%	90.00%
	\$1,000.00	\$9,000.00	\$20,000.00	\$180,000.00
	\$200.00	\$1,800.00	\$0.00	\$0.00
	\$2.50	\$22.50	\$2.50	\$22.50
	\$6.00	\$54.00	\$6.00	\$54.00
	\$0.00	\$0.00	\$25.00	\$0.00
	\$791.50	\$7,123.50	\$19,966.50	\$179,966.50
Uncapped TL pays their 20% to eXp for their Company Dollar Cap.		Uncapped TM pays their 20% to eXp for their Company Dollar Cap.		Capped TL pays their percentage of the \$250 Capped Transaction Fee.

How much will I make when I close a deal?

Use our interactive commission calculator to see your earning potential as an eXp Realty Agent.

[Commission Calculator](#)





What About Teams?

Contact Team Services

Team Services provides team leaders with a dedicated, detail-oriented Analyst who creates and maintains your Team documentation, Team Rosters, member's Pay plans, and Skyslope Offices. Our staff is here to ensure your team's documentation supports your ever-changing growth goals.

 [Team Services Lobby - eXp World](#)

 [\(833\) 303-0610](#)

 TeamServices@exprealty.net



eXp Luxury

eXp's exclusive luxury real estate program provides members with access to a robust suite of resources, tools, and training designed to differentiate them in the luxury market. Members are positioned to stand out as trusted advisors who bring both local market expertise and valuable global connections to their clients.

World-class Brand Advertising & Marketing
Luxury Listing Distribution | Powerful Partnerships
Extraordinary Presentations | A Powerful Community
Global Exposure

[Learn More](#) 



exp[®]
REALTY

LUXURY



eXp Commercial

eXp Commercial is the world's leading advisor-centric brokerage. With a global network of over 81,000 real estate professionals, we focus on innovation, collaboration, and growth. Access cutting-edge tools and a virtual platform that lets you transact across state lines. Benefit from a lucrative cost structure while maintaining the freedom to grow your own brand.

Interstate Co-Brokering | Lucrative Cost Structure
Brand Autonomy | Cutting Edge Tools & Virtual Platform
Competitive Compensation & Incentives

[Learn More](#)





eXp Land & Ranch

At eXp Land & Ranch, we go beyond selling your vision of land or estate living. The process to acquire or sell a specialized property is unlike any other real estate transaction. That's why you need expert agents dedicated to rural and specialty properties that will guide you every step of the way.

Local Expertise | The Personal Touch |
Smarter Technology | A Worldwide Network

[Learn More](#)



exp[®]
REALTY

**LAND &
RANCH**



SUCCESS Space

SUCCESS Space® is a unique coworking space for creative professionals to work and learn individually or collaboratively, in a relaxed professional environment. The SUCCESS Space® franchise meets the demand for a new kind of workplace in a suburban setting that is socially minded, technically savvy and positioned locally.

[Learn More](#) 



SUCCESS®
Space



REVENOS

eXp Revenos

We know high-quality leads & referrals can be hard to find, especially in a shifting market. That's why we created a market leading referral engine that taps into our robust network to bring more opportunities directly to you. Exclusively for eXp Agents.

[Learn More](#) 





Revenos Programs



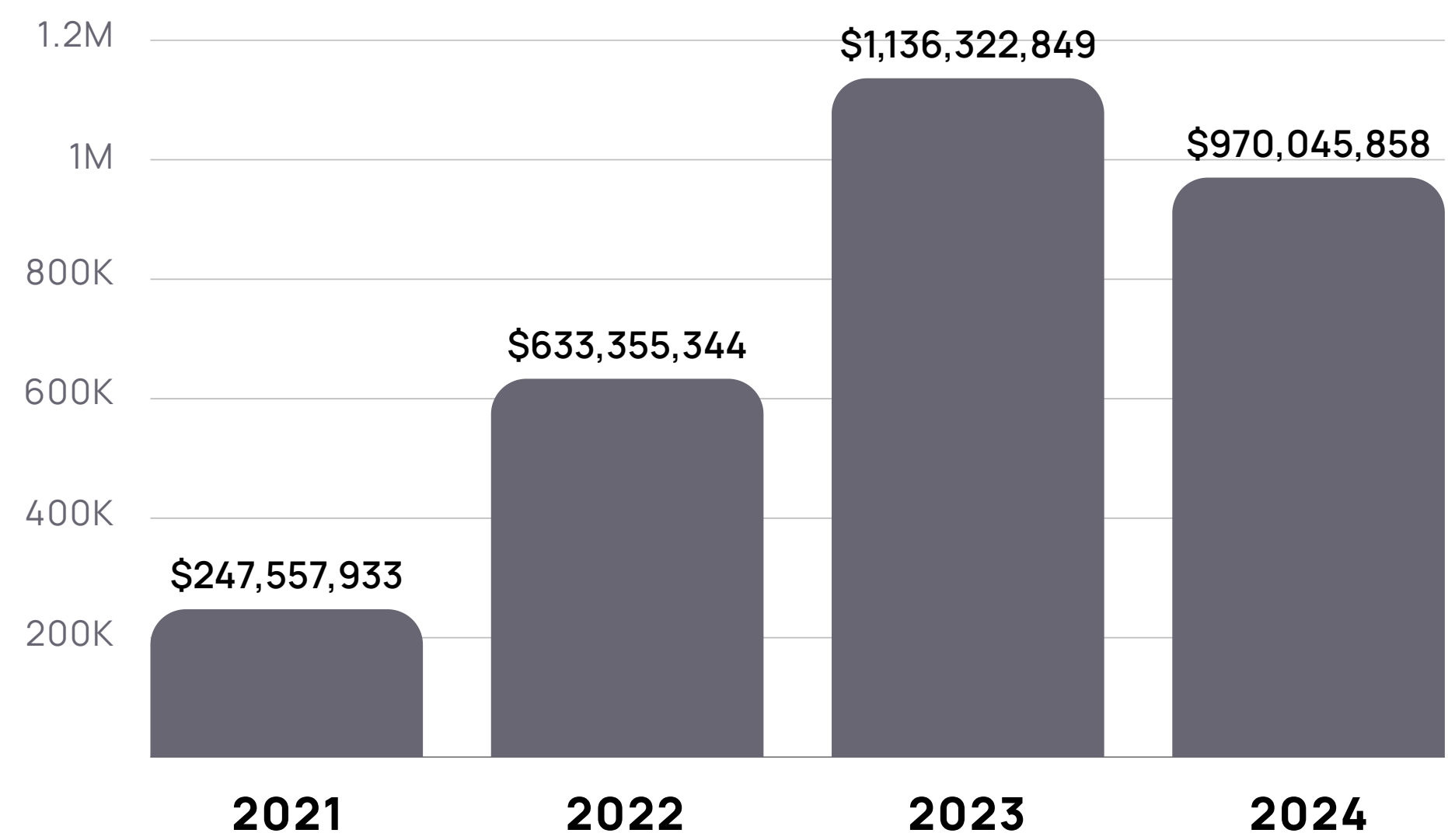
REVENOS

[See Program Details](#)





Revenos Closed Sales Volume



[Learn More](#)





Referral Division

The eXp Referral Division is here to support agents looking to transition their successful selling careers to focus solely on building referral businesses.

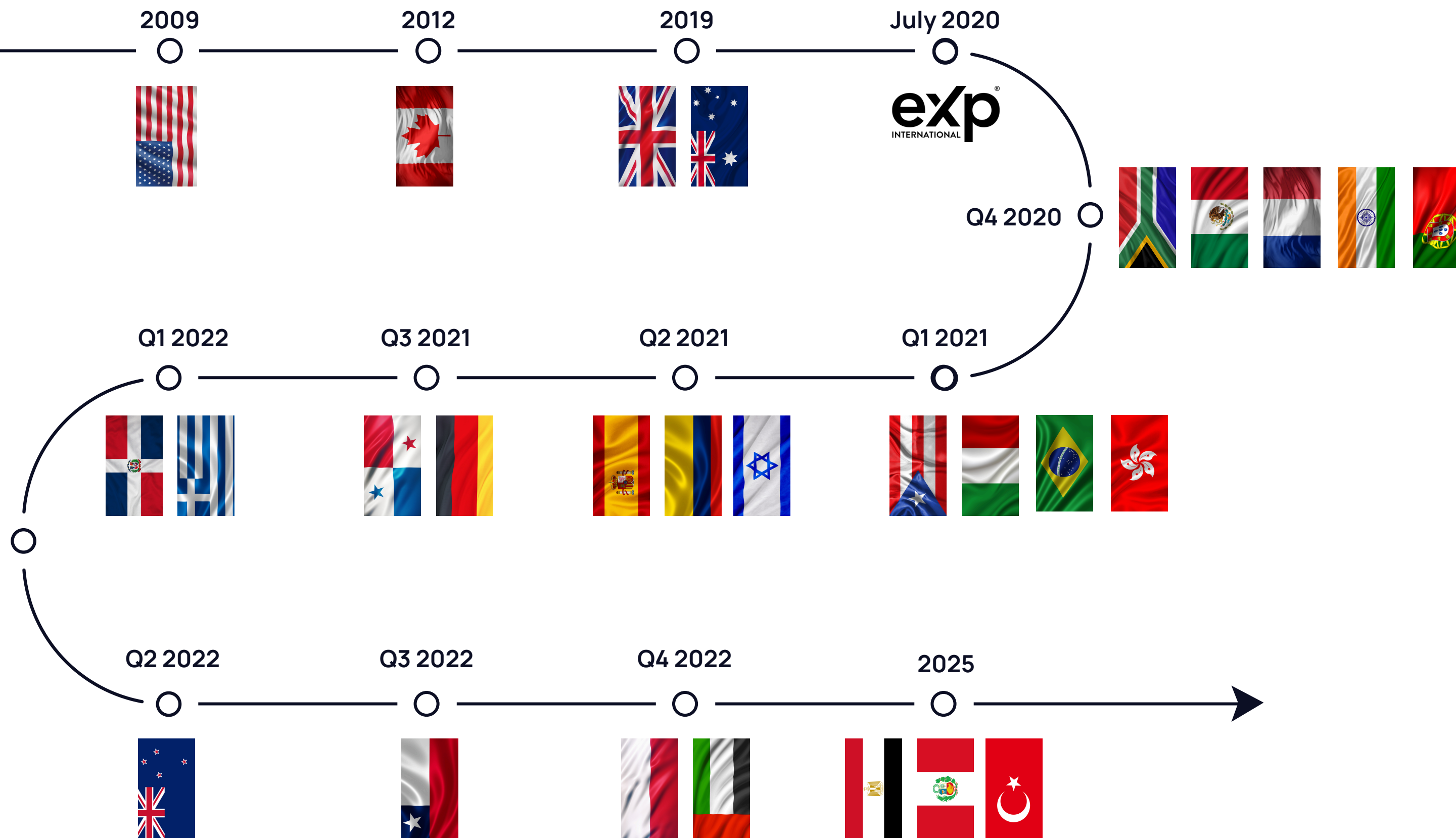
[See Program Details](#) 



	Monthly Cost	KV Core	Hold Stock	Earn Stock	Healthcare	Teams	Revenue Sharing	Mentor Program	MLS Access	REALTOR® Forms	Personal Deals	Family Deals	eXp University	Workplace Access
eXp Realty	\$85	•	•	•	•	•	•	•	•	•	•	•	•	•
eXp Referral	\$50		•		•		•			•		•		•

X Global Expansion Journey

[Learn More](#)





NAR Settlement

We've got your back and will navigate the changes together. We understand the real estate landscape is shifting, and we're here to make this transition smooth and straightforward for both you and your clients.



[Seller Toolkit](#) 

[Buyer Toolkit](#) 



ICON Stock Awards

[See Program Details](#) 



Production	Cultural Commitment*	Events
\$8,000 Awarded the month an agent is recognized as an ICON 3 year vesting period	\$4,000 Awarded after earning 20 points 1 year vesting period *Please reference the ICON Points Guide for more information	\$2,000 - \$4,000 \$2K for attending eXpCon \$2K for attending one Regional Rally No vesting period



ICON Stock Award Requirements

[See Program Details](#)



Agent Type	Option 1		Option 2				Option 3	
	Cap \$16K	Cap Fee \$5K	Cap \$16K	GCI \$500K	10 Closed Transactions	ICON Qualifying Fee	Cap \$16K	Team Company Dollar \$40K
Individual Agent	●	●	●	●	●	●		
Self Organized or Standard Team Lead	●	●	●	●	●	●		
Full Cap Team Member	●	●	●	●	●	●		
Mega Team Lead							●	●



Celebrating FastCAP Agents

During First Full Cohort: FastCappers who completed the minimum recommended daily “Real Talks” (customer conversations) averaged in just 6 weeks:

- 6.9 appointments per person (buy & list)
- 3.8 agreements per person (buy & list)

*From an average of 109 agents reporting weekly during the 6-week pilot

20,583
SISU Activities Tracked

183
Open Houses

227
Contracts Signed

9,348
Real Talks

1,597
CMA's Completed

566
Appointments

[Register Here](#) 



FastCAP Program Schedule

[Register Here](#) 



Week 1 - "Owning" Your Business

- Session 1 — FastCAP Foundations - Mon.
- Session 2 — UnCap Your Potential - Wed.
- Session 3 — FastCAP Tribe Friday - Fri.

Week 2 - Prospecting

- Session 4 — Be a Conversation Pro - Mon.
- Session 5 — Prospecting Playground - Wed.
- Session 6 — FastCAP Tribe Friday - Fri.

Week 3 - Your Database & Lead Gen

- Session 7 — Invest in Your Databank - Mon.
- Session 8 — Rave & Refer - Wed.
- Session 9 — FastCAP Tribe Friday - Fri

Week 4 - Marketing & Your Brand

- Session 10 — Strategic Marketing - Mon.
- Session 11 — Be the Local Expert - Wed.
- Session 12 — FastCAP Tribe Friday - Fri.

Week 5 - Winning with Buyers

- Session 13 — Buyer Success Blueprint - Mon.
- Session 14 — Strategic Negotiation - Wed.
- Session 15 — FastCAP Tribe Friday - Fri.

Week 6 - Winning with Sellers

- Session 16 — Win the Listing - Mon.
- Session 17 — Exceed Sellers' Expectations - Wed.
- Session 18 — FastCAP Tribe Friday - Fri



Agent Advisory Council

eXp's Agent Advisory Council facilitates communication between eXp agents and the executive team, allowing agents to provide feedback and ensuring that the agent-led model of eXp continues to thrive.



Lisa Parenteau
AAC Chair



Mindy Price
AAC Vice Chair



Heather Morton



Jina St James



Kymbrye Mooney



Mikki McDougall



Andy Peterson



Michael Weisman



Rizwana Afzali



Elizabeth Page



Stacey Lambright



Steve Parrish



Kelly McCarthy