

A CAREER PATH AT THE REAL T COMPANY

The Climb

Four stages, one plan, and a clear view of what it takes to reach the next one.

OUR MISSION

To bring honor back to real estate, for every client we guide and every agent we build.

HOW IT WORKS

Every step up is earned, and you always know where you stand.

Every agent here starts with a business plan we build together, using your real numbers. We measure against it all year, and we rebuild it every fall for the year ahead.

You move up on production, nothing else. No politics, no guessing. The pages that follow show exactly how each stage works, from your first day to Senior Partner.

$0	$0	$0	$0
DESK FEE	ANNUAL FEE	E&O FEE	TECH FEE

THE FOUR STAGES

01
Junior Associate
Learning on live deals

02
Senior Associate
About 1 closing a month

03
Junior Partner
13+ closings a year

04
Senior Partner
50+ closings a year

01 Junior Associate

NEW LICENSEES · 6 TO 12 MONTHS

You work side by side with a partner on live deals and learn our systems before you prospect on your own. This stage has an end date. The goal is your first closings, fast.

Your share of your partner's deals	**15% of gross**

02 Senior Associate

ABOUT 1 CLOSING A MONTH

You work leads the company pays for, and I am on the appointments with you while you build your skills.

Company buyer leads	**50 / 50**
Company listings, you keep	**25%**
Your own sphere, you keep	**75%**

On company listings, the company pays for photos, video, 360 tours, Zillow Showcase and all marketing, and eats the cost if the home doesn't sell.

03 Junior Partner

13+ CLOSINGS IN THE LAST 12 MONTHS

Company leads count toward your 13. Once a partner clears you, you run company leads on your own, without me on the appointment. Company leads stay at the same splits.

On your own business you pay one flat fee per closing, set by how many closings you had last year:

13 TO 19	20 TO 26	27 TO 33	34 TO 40	41 TO 49
$995	**$895**	**$795**	**$695**	**$595**

04 Senior Partner

50+ CLOSINGS, AT LEAST HALF YOUR OWN

You lead. You train associates and feed leads to the people coming up behind you.

Per closing on your own business	**$495**
For each Senior Associate you develop, for 3 years	**15% of company dollar**

Running a team?

Teams are welcome. Your team is billed as one unit, with the fee set by the team's combined closings. A written team agreement is filed with us, and every split is paid through the brokerage, as Ohio law requires.

What happens next

We sit down and build your business plan with your real numbers: what your database can produce, what you want to earn, and which stage you start at. You leave with the plan, whether you join or not.

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This guide describes our compensation structure. It is not a promise or estimate of income. Final terms are set in your Independent Contractor Agreement.