



## **Mentoring Program for New and Minimally experienced Licensees**

### **Mentoring Program Purpose:**

The purpose of the Mentoring Program is to help new agents learn the basic fundamentals of starting and building a successful real estate career. Helping the Mentee to meet the production requirements to graduate from the Mentoring Program. (All references to Rentals below are subject to the Approval of the State Broker of record, if Rentals are an option in your state.)

Please Note: Any exceptions to or deviations from program requirements shall be pre-approved in writing by the Company.

### **New Agents - Mentoring Program Criteria for New Agents:**

New eXp Agent agrees to compensate the Mentor 10% of New eXp Agent's first 5 closed transactions paid out of Gross Commission Income.

New agents must participate in the eXp Realty Brokerage Mentoring Program. A new agent is defined as one who meets the following criteria:

All agents (New/Active/Inactive) who have not closed at least 5 transactions during their career (excluding rentals) are required to be in the Mentor program.

Inactive/Active real estate license transfers that have not conducted a real estate transaction for 1 year or more, must complete at least 1 transaction (excluding rentals) with eXp Realty under the mentor program. \*(Exceptions are at the Discretion of the Broker of Record)

### **Guidelines for the Mentoring program are as follows:**

Must attend at least 50% of all State meetings and meet with Mentor at least weekly until Mentoring program is complete.

1. Must commit to attending and completing the following core eXp classes, but not limited to: Broker of Record to assign additional classes as needed.
  - a. New Agent orientation
  - b. View Getting Started course on Expressway website
  - c. Attend Commissions & Revenue Share Class
  - d. SkySlope Training
  - e. Intro to eXp email and Google apps

- f. Attend Orientation Tools
  - g. Attend 4 Step Plan for Success Training
  - h. Attend Kunversion 101
  - i. eXp Leadership Meeting
  - j. eXp explained
  - k. Attend Grow your business coaching
  - l. Attend eXp Tools for Success
2. Must complete the required "Shadow" or cloud training, which includes : contract writing, Listing and Buyer's Purchase and Sale, Agency Disclosure, MLS compliance and data entry, familiarity with all required contract documents. (Virtually)
    - a. Listing Agreement, CMA, Data Input, Disclosure forms.
    - b. Sales Contract - Buyer, Property Searches, scheduled showings
    - c. Rental Application, Disclosure forms and data entry.
  3. Must "Shadow" an eXp Mentor on the following meetings:
    - Listing Appointment and Buyers consultation (Rental and Sale), CMA
    - Listing Contract
    - Writing Purchaser's Contract and tenant application
    - Attending a final walk through and closing
    - New Construction Meeting
    - Home Inspection and NEGOTIATING INSPECTIONS / REPAIRS
    - Open House
  4. New eXp Agent agrees to compensate the Mentor 10% of New eXp Agent's first 5 closed transactions paid out of Gross Commission Income. Should Mentee fail to be fully engaged in moving any transaction to closing, the transaction will be changed to a commission split of 50/50. \*To be determined by the discretion of the State Broker of Record.

**Mentor Requirements:** (Mentor Must have an active real estate license in, and be a resident of, the same state as Mentee and Complete the Mentor Training course series in the Cloud Campus)

1. Mentor Must be approved by the State Broker of Record as a Mentor.
2. Have at least 5 or more closed transactions with eXp Realty. "Experience level with number of transactions during the course of Mentor's career is to be approved by State Broker of Record. (excluding rentals)"
3. Have the wisdom and capacity to help new agents learn the basic fundamentals of starting and building a successful real estate career. (Marketing, Listing and Buyer appt. Training, goal setting) and achieving and help them meet the production requirements to graduate from the Mentoring Program.

4. Must have a good working knowledge of eXp's technology, tools and websites etc. in order to help agents get started with eXp Realty.
5. Must attend 50% of all State meetings and events when possible and take an active role in promoting such.
6. Must be in good standing with State, MLS and Board memberships and eXp Tech Fees.
7. Mentor must instruct the Mentee on the finer details on the following topics:
  - a. Before - During - After Processes (\*as listed in new agent with Mentor checklist)
    - i. Buyers contract strategies
    - ii. Listing appointment and commission strategies
    - iii. Rental Application and process



## Mentor Referral Agreement

Mentor Name: \_\_\_\_\_

Mentee Name: \_\_\_\_\_

Date: \_\_\_\_\_

As of this date, \_\_\_\_\_ hereinafter called "Mentor" and \_\_\_\_\_, hereinafter called "New eXp Agent" agree to enter into the eXp New Agent Mentor Program as defined by the Guidelines.

New eXp Agent agrees to compensate the Mentor 10% of New eXp Agent's first 5 closed transactions paid out of Gross Commission Income.

Mentor Signature: \_\_\_\_\_

Date: \_\_\_\_\_

New eXp Agent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Broker Signature: \_\_\_\_\_

Date: \_\_\_\_\_