

# Own a piece of your company

Real offers three stock plans for agents: agent stock purchase, capping & attracting stock awards, and Elite Agent stock awards.

## 1. Purchase stock at a discount with commissions

Agents can have 5% of net commissions paid out in stock. Real will grant 25% worth of additional shares one year after the transaction at no cost to agent. After capping, agents can have 10% of net commissions paid out in stock up to a maximum of \$15,000/year. Real will grant 50% worth of shares one year after transaction at no cost to agent.

## 2. Earn stock by capping and attracting agents

When an agent caps, the agent will be granted shares in stock. When an agent directly attracts another agent to the company, and upon the attracted agent's completion of the first transaction, the attracting agent will be granted shares in stock. Both will have to remain in good standing throughout the vesting period.

## 3. Elite Agent stock awards

Agents can earn Elite Agent status if they reach specific production benchmarks. Once you earn this status, you are granted shares in stock and become eligible to earn more shares in stock through different cultural benchmarks.

**“It’s awesome that Real values and wants to share the wealth with its agents.”**

Claire, Real agent in California

