



ZEOLI REALTY TEAM AGREEMENT

DATE: _____

TEAM MEMBER NAME: _____

This Independent Contractor Agreement ("Agreement") is made between **The Zeoli Group LLC**, a Michigan limited liability company doing business as **Zeoli Realty** ("Company"), and the undersigned Team Member ("Contractor").

The purpose of this Agreement is to outline the rights, obligations, compensation structure, and mutual expectations between the parties while maintaining compliance with Real Broker LLC and applicable Michigan law.

1. TERM

This Agreement shall remain in effect for twenty-four (24) months from the Effective Date and shall automatically renew for successive twenty-four (24) month terms unless terminated in writing by either party.

2. INDEPENDENT CONTRACTOR STATUS

- Team Member acknowledges and agrees that they are an independent contractor and not an employee of Zeoli Realty or Real Broker LLC.
- Team Member shall be solely responsible for all self-employment taxes, licensing, insurance, and business expenses.
- Nothing in this Agreement shall be construed to create an employer-employee relationship, partnership, or joint venture.

3. DEFINITIONS

- A. **Company Leads:** Any buyer, seller, tenant, or referral opportunity generated, paid for, assigned by, or routed through Zeoli Realty's systems, CRM, or lead distribution channels.
- B. **Personal Business:** Any transaction opportunity sourced solely through the Team Member's personal network, social sphere, or unsolicited referral without company contribution.
- C. **Referral from Company Leads:** Any transaction that results from a repeat client or referral originally assigned by the Company.

- D. **Lifetime Volume:** The cumulative closed sales volume attributed to the Team Member during their affiliation with Zeoli Realty.
- E. **Compliance Fee:** A \$995 transaction administration fee charged on all purchase and sale transactions to cover compliance review, transaction coordination, and administrative oversight.

4. COMPENSATION STRUCTURE

Zeoli Realty maintains a transparent compensation model designed to reward both company contribution and individual performance. All payments to Team Members are issued following commission disbursement from Real Broker LLC and completion of compliance documentation.

A. **COMPANY LEAD TRANSACTIONS:**

- Split: 50% Agent / 50% Company.
- *Definition: Applies to all clients, leads, or opportunities generated, purchased, or assigned through Zeoli Realty.*
- Referral Fees: Any third-party referral fee (Zillow Flex, OJO, Opcity, etc.) is deducted from the gross commission prior to split.
- *Example: A \$300,000 sale at 3% commission yields \$9,000 GCI. With a 30% referral fee (\$2,700), the remaining \$6,300 is split 50/50: \$3,150 Agent / \$3,150 Company.*

B. **PERSONAL BUSINESS & REFERRALS:**

- Split: 50/50 until the Team Member achieves \$5,000,000 Lifetime Volume.
- After \$5,000,000: 60% Agent / 40% Company for personal business.
- Definition: Includes all transactions from the agent's network, sphere, and repeat or referral clients not generated from Company sources.

C. **LEASE TRANSACTIONS:**

- Tenant-side: 80% Agent / 20% Company split with \$295 compliance fee.
- Landlord-side: 60% Agent / 40% Company split with \$295 compliance fee.
- Lease deals are exempt from the \$995 sales compliance fee.

D. **COMPLIANCE FEE:**

- A \$995 compliance fee is charged on every purchase or sale transaction.
- Covers administrative support, compliance review, and E&O insurance.
- May be charged to the client or deducted from the agent's commission, as determined by company policy.

E. **BROKERAGE SPLIT (REAL BROKER LLC):**

- Split: 85% Agent / 15% Broker until a \$6,000 annual cap is reached.

- Post-cap: \$129 per transaction or 15% (whichever is less). *Supports Real Broker's technology, compliance, and operations.*

F. BROKERAGE FEES:

- Annual Fee: \$750 (charged as \$250 per transaction for first three closings each anniversary year).
- One-time Startup Fee: \$249 due upon onboarding.

G. PAYMENT PROCEDURES:

- Commissions are paid after Zeoli Realty receives funds from Real Broker and verifies complete compliance documentation.
- Delayed or incomplete compliance submission may result in delayed payment.
- All adjustments or corrections will be reflected on the subsequent disbursement.

H. ADJUSTMENTS & FUTURE REVISIONS:

- Zeoli Realty reserves the right to revise compensation structures with written notice to all agents.
- Adjustments are prospective only and shall not affect any transactions under contract at the time of notice.

5. SUPPORT & SERVICES PROVIDED

Zeoli Realty provides the following resources to support agent success:

- Access to company-provided lead opportunities (based on availability and performance).
- Transaction coordination and compliance assistance.
- CRM and performance dashboards.
- Professional listing marketing and photography.
- Training, coaching, and workspace access.
- Group accountability and open house/showing coverage.

6. TEAM MEMBER OBLIGATIONS

A. Exclusivity: Team Member shall not engage in real estate activities under another brokerage or team during affiliation.

B. Professional Standards: Team Member shall comply with NAR, Real Broker LLC, and Michigan law.

C. Lead Access: Lead distribution is merit-based and contingent on responsiveness and KPI standards.

7. CONFIDENTIALITY & INTELLECTUAL PROPERTY

All company data, CRM information, templates, and systems remain property of Zeoli Realty. Unauthorized use, duplication, or sharing is prohibited. Upon termination, all materials must be returned immediately.

8. NON-SOLICITATION

For twelve (12) months after termination, Team Member agrees not to:

- Solicit clients or leads generated by Zeoli Realty.
- Recruit or attempt to employ Zeoli Realty agents or staff.

This section protects company goodwill and proprietary interests.

9. TERMINATION

Either party may terminate this Agreement with thirty (30) days' written notice. Immediate termination may occur if:

- The Team Member removes their license from Real Broker LLC.
- Unethical or unlawful conduct occurs.
- Confidential company data is misused.

Active company listings and leads remain the property of Zeoli Realty.

10. DISPUTE RESOLUTION

Any dispute shall first be resolved through confidential mediation in Oakland County, Michigan. If mediation fails, it shall proceed to binding arbitration per the American Arbitration Association.

11. VACATION & KPI GRACE

Agents are eligible for up to two (2) weeks of vacation annually without KPI penalty.

12. GOVERNING LAW

This Agreement shall be governed by and construed under Michigan law, with venue in Oakland County.

13. MISCELLANEOUS

- A. This Agreement supersedes all prior written or verbal agreements.
- B. Any amendments must be signed in writing by both parties.

C. Electronic signatures are binding and enforceable.

14. TEAM & BROKERAGE FINANCIAL SUMMARY

- Team Split: 50/50 (Company Leads).
- Sphere Split: 60/40 (After \$5M Lifetime Volume).
- Compliance Fee: \$995 per transaction.
- Lease Transactions: 80/20 (Tenant) & 60/40 (Landlord) with \$295 compliance fee.
- Real Broker Split: 85/15 until \$6,000 cap, then \$129 per transaction post-cap.
- Annual Fee: \$750 (\$250 × 3 closings).
- Startup Fee: \$249.

15. PERFORMANCE SUCCESS BLUEPRINT

Recommended model for consistent production:

- 8:30–11:30 AM – Prospecting & Follow-Up.
- 11:00 AM – Training / Accountability (Tue–Thu).
- 2:00–7:00 PM – Appointments & Client Work.

Benchmarks: 20 conversations/day, 1 appointment/day, 3 closings/month.

16. CORE VALUES

1. **Integrity** – Do what’s right, always.
2. **Results-Driven** – Focus on measurable progress.
3. **Mutual Respect** – Maintain professionalism and collaboration.
4. **Punctuality** – Value others’ time.
5. **Personal Responsibility** – Own your actions and outcomes.
6. **Work Ethic** – Strive for excellence daily.

17. EMERGENCY CONTACT

Primary Contact: _____

Relationship: _____ Phone: _____

Secondary Contact: _____

Relationship: _____ Phone: _____

SIGNATURES

THE ZEOLI GROUP LLC (DBA ZEOLI REALTY)

By: _____

Name: **Nicholas Zeoli**

Title: **Team Leader**

Date: _____

TEAM MEMBER

By: _____

Name: _____

Date: _____