

**Annual cap:** Once you have paid \$14,000 in company dollar on your personal closings, you will be promoted to a 100% commission for the remainder of your anniversary year on your personal transactions.

**Completed Transaction:** When a real estate sale transaction is closed and all commissions are paid out by CanZell.

**Restricted Share Units (RSUs):** Restricted stock units (RSUs) are a form of stock-based employee compensation. RSUs are restricted during a vesting period, during which time they cannot be sold. Once vested, the RSUs are just like any other shares of company stock.

**Influencer:** Influencer status is reserved for those agents who cap, close 30 or more transactions during their anniversary year, teach 1 class/mo, and operate in alignment with our core values.

**OptionTrax:** We are currently a privately traded company and our stocks are managed by OptionTrax. Canzell is licensed with the SEC. **WE ARE ABLE TO BUY, SELL AND TRADE STOCK IN ALL 52 STATES—Woohoo!** Once we go public you can trade on the NASDAQ or other stock platforms.

**Vested:** CanZell Realty is an agent owned company and we want everyone to have a vested interest in our success. Agent stock awards are considered vested after 3 years. Meaning you could cash it out or move it to your personal brokerage account after 3 years. **The day we go public, YOUR STOCKS ARE FULLY VESTED!** You don't have to wait!

**L1PA (Level 1 Producing Agent):** When you close your first transaction at CanZell, you will be counted as an L1PA for 6 months. After that, every 12 month period that you close 4 transactions, you will be counted as an L1PA for your sponsor for that 12 month period.

**Producing Agent:** Agents are considered producing when they have closed a minimum of 4 homes in the last 12 months with our company.