

Understanding Teams at CANZELL



TEAMS →

- 80/20 commission split
- \$14,000 annual cap, then **100% commission split**
- Team members pay half-cap (\$7000) Mega team members pay quarter-cap (\$3500)
- Spouses share **one cap!**
- \$50/mo E&O Insurance—no other monthly fees
- \$100 one time onboarding fee to join

\$100 Broker Review and Risk Management Fee
\$195 Quality Control Fee

TEAM TYPE BREAKDOWN

	INFORMAL	SPOUSAL	STANDARD	MEGA
Who can start a team?	Any active agents at CanZell	Any legally married agents	Any active agents at CanZell	Any active agents at CanZell
Are agents required to pay a full cap?	YES \$14,000	YES shared - \$14,000	NO 1/2 cap- \$7,000	NO 1/4 cap - \$3,500
Are written team agreements required?	NO	NO	YES	YES
Does Canzell Realty require special team forms?	NO	NO	Team leaders must sign a Team Leader Addendum & team members must sign a team member Addendum	Team leaders must sign a Team Leader Addendum & team members must sign a team member Addendum
Is there a minimum amount of transactions required?	NO	NO	NO	YES - Only 100 transactions per team/year
Is there a minimum referral % to team leaders?	NO	NO	YES - 25%	YES - 25%
Do team rosters need to be shared with CanZell?	YES	NO	YES	YES
Can team members earn the Influencer award?	YES	YES	NO - agents need to pay a full cap to be eligible	NO - agents need to pay a full cap to be eligible

ATTRACTING AGENTS

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	INFORMAL	SPOUSAL	STANDARD	MEGA
Can team members earn capping equity awards?	YES	YES	NO - agents need to pay a full cap to be eligible	NO - agents need to pay a full cap to be eligible
Is there a minimum number of team members?	NO	2	2	2
Can you be part of more than one team?	NO	NO	NO	NO
Can teams be from multiple states?	YES	YES	YES	YES

TEAM COMMISSION EXAMPLE: 25/75 SPLIT, \$10,000 COMMISSION

Team Leader - 25% \$2,500 less \$500 (20% towards cap) Net Commission = \$2,000	Team Member - 75% \$2,500 less \$1,500 (20% towards cap) Net Commission = \$6,000
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MORE ABOUT TEAMS

Team Agreements: At CanZell, you as a team leader are in charge of determining the terms and conditions that your team members must agree to. The only condition we impose on how you run your team is that the Team Member Agreement must be in writing and every team member must agree to the terms and conditions you set for them.

Informal Teams: Informal team members do not pay a reduced cap to the company and are treated like individual agents. This is important because agents on an informal team are able to earn their full capping stock awards and are eligible for the INFLUENCER Agent award when company requirements are met. Informal teams are the easiest and hassle-free way to start or transition your current team or brokerage into CanZell Realty.

Spousal Teams: Under a spousal team, one spouse must be named as the primary partner and the other as the secondary partner. Spousal teams are also granted the same abilities as an individual agent and can start their own self organized or standard teams anytime they choose granted they have all requirements as stated by CanZell.

Mega Teams: Mega teams must close 100 transactions combined as a team in the last 12 months. Where mega teams and standard teams at CanZell Realty begin to differ is the reduced cap amount for your agents and the minimum annual production requirements to keep your team's status.

Team Members or Individual Agents?

As a small brokerage, you'll need to decide if you want to bring agents on as individual agents or as team members. This can be a big decision and we're here to help you decide. First, let's look at the difference between an individual agent and a team member.

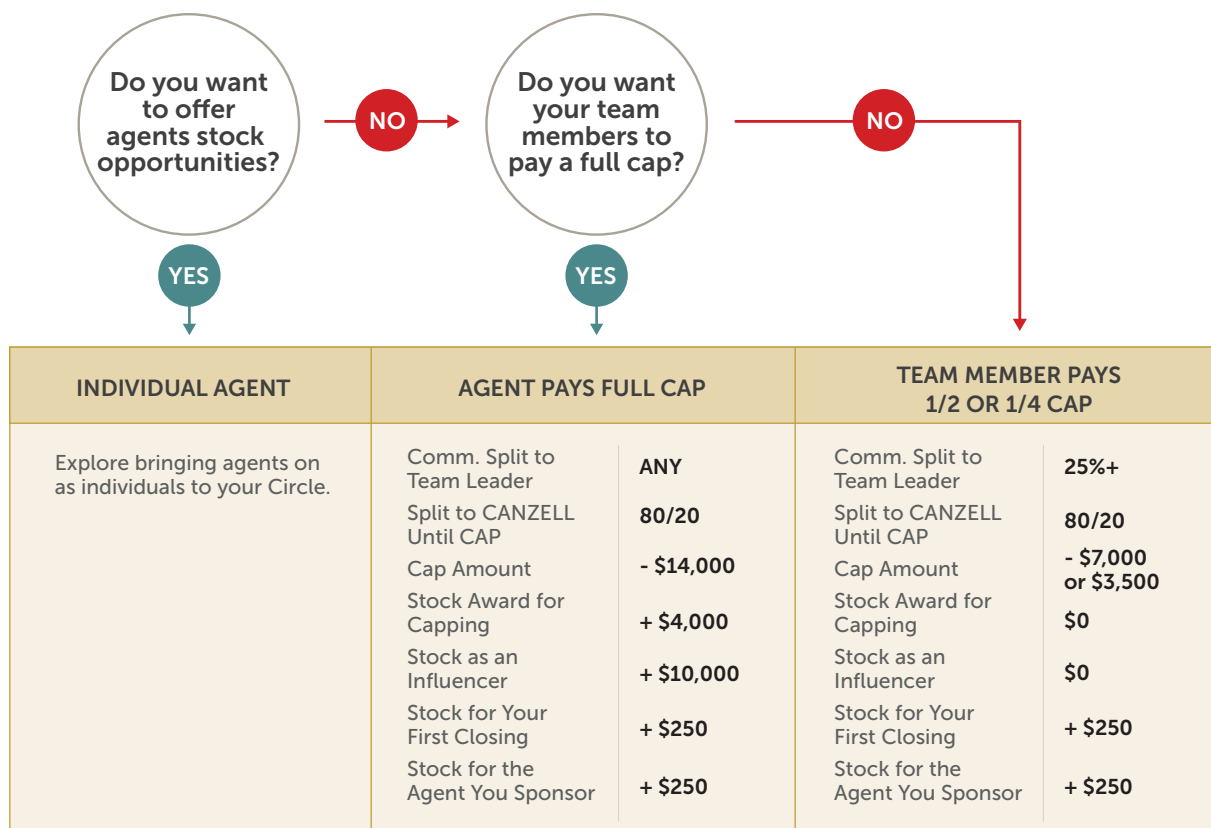
QUALIFY FOR REWARDS:	INDIVIDUAL AGENT \$ IN OWNERSHIP STOCKS	TEAM MEMBERS \$ IN OWNERSHIP STOCKS
When you join the company, after your first closing...	\$250	\$250
Every time you sponsor an agent, after their first closing...	\$250	\$250
When you cap...	\$4,000	\$0
When you cap and become an Influencer*...	\$14,000	\$0

*To become an Influencer an agent must cap, sell 30+ homes and teach 1 class/mo.

The **ONLY** difference is that team members do not qualify for stock opportunities when they cap OR when they become an Influencer*.

Do You Want Individual Agents or Team Members?

Answer these questions to see which path is best for you.



Team Members or Individual Agents?

Individual Agents

Deciding to bring agents on as individuals is an opportunity to grow as a leader in the company and earn extra income. As the agent's direct leader, you are responsible for overseeing and developing agents in your Circles.

EXAMPLE

Suzie is a **Local Circle Leader (CL)** and has 5 Agents in her circle. Suzie earns **5% company dollar** as the CL for each agent in her circle. Suzie can also earn **3% company dollar** as the **Local Managing Broker (MB)** AND **1% company dollar** as the **Principle State Broker (PB)**. ***Wow that is a lot of extra income!***

