



Legacy Partner

5 years earned · Loyalty recognized · Maximum independence · \$9,000 cap

This agreement between Eagle Nexus Real Estate Group and _____ is effective _____ . By their signatures and initials each party agrees to all terms and conditions of this agreement. It is agreed that the status of employment of the Legacy Partner is that of an Independent Contractor.

This agreement recognizes _____ as a Legacy Partner of Eagle Nexus Real Estate Group — a status earned through sustained commitment, production excellence, and loyalty to the team. Legacy status is subject to annual review and requires a minimum of 10 buy/sale closings per 12 months and 5 continuous years with Eagle Nexus to qualify and maintain.

OUR MODEL

Welcome to the Eagle Nexus Real Estate Group. We sincerely desire that you will become more successful in real estate because of your association with us.

Our mission is simple: within the scope of our real estate practice, we will provide the highest quality service to genuinely help those who come our way. We will always endeavor to serve our clients without regard to costs of personal convenience. We will not enter into a business relationship with people who are abusive toward us or who endeavor to achieve dishonest gain at the expense of other parties.

The Legacy Partner tier is reserved for Eagle Nexus agents who have demonstrated sustained commitment over five years with a minimum of 10 closed buy/sale transactions annually. Legacy Partners have earned the most favorable split structure in the model — a testament to their loyalty, production, and contribution to the Eagle Nexus community.

The team serves the agent — not the other way around. We will provide access to our brand, systems, and technology infrastructure. Legacy Partners operate with full business autonomy and are responsible for their own lead generation and transaction management.

SCHEDULE A

Results Inherent in this Position. To consistently acquire customers through buyer and seller consultations, prospecting, follow up and contact with personal sphere of influence. To assist in all aspects of the sales process. To work in conjunction with office staff to oversee agreement to closing.

DUTIES & MINIMUM STANDARDS OF PERFORMANCE

1. The Legacy Partner will work diligently and employ his or her best efforts to sell real estate on behalf of Eagle Nexus and conduct themselves in a manner that increases the reputation of Eagle Nexus.
2. Any and all information in the databases, records, and marketing and advertising materials and systems of Eagle Nexus cannot be used for any purpose other than conducting business for and/or on behalf of Eagle Nexus. The agent shall not at any time divulge to any unauthorized person information gained from the files or business of Eagle Nexus, and shall not use any such information to their advantage after termination of this agreement.
3. Follow up promptly: before, during and after a contract is negotiated. Implement, receive and negotiate through the inspection with the customer/client.
4. Weekly meetings are optional and not required for Legacy Partner agents.
5. Manage your own transactions and client relationships independently. TC service is not provided at this tier.
6. Maintain a minimum of 10 buy/sale closings per 12 months to maintain Legacy Partner status. Falling below this standard reverts the agent to Platform Partner tier.
7. Annual review to confirm continued Legacy Partner qualification is conducted 30 days prior to start date anniversary.

STANDARD BEHAVIOR

All work will be orchestrated and documented in a routine, coordinated manner to continuously duplicate desired results. All work will be performed according to the policies and standards of this office and in accordance with all applicable government laws and regulations. A positive attitude will be maintained at all times. All calls will be returned within one hour (15 minutes is preferable).

SCHEDULE B

PERFORMANCE REQUIREMENTS & COMPENSATION — LEGACY PARTNER (TIER LP)

PERFORMANCE REQUIREMENTS

- Self-generated leads only — no company leads provided at this tier
- Minimum 10 buy/sale closings per 12 months to maintain Legacy Partner status
- 5 continuous years with Eagle Nexus required to qualify
- Full business autonomy — manage your own pipeline and transactions
- TC service not included — agent's responsibility

- Weekly meetings optional — not required
- Annual review to confirm continued qualification conducted 30 days prior to start date anniversary
- Falling below 10 units per 12 months reverts agent to Platform Partner tier

COMPENSATION SCHEDULE

• BEFORE CAP — EAGLE NEXUS SPLIT REACHES \$9,000			
BUY / SALE SPLIT 90 / 10 Agent / Eagle Nexus	LEASE SPLIT 90 / 10 Agent / Eagle Nexus	CAP THRESHOLD \$9,000 Eagle Nexus split portion only	TC SERVICE Not Included Agent's responsibility
• AFTER CAP — EAGLE NEXUS SPLIT REACHES \$9,000			
BUY / SALE SPLIT No Split Agent keeps 100%	BUY / SALE TRANSACTION FEE \$495 Per closing · replaces split	LEASE FEE \$95 Flat Per closing · replaces split	DOUBLE-SIDED 2 Transactions Each side counts separately
TECH FEE \$98/month	TECH FEE REIMBURSEMENT \$1,176 at 12 Buy/Sale Closings	TC SERVICE Not included	
LEADS Self-generated only	QUALIFICATION 5 continuous years · 10+ units/year	MIN. COMMISSION \$495 buy/sale · \$95 lease	

ADDITIONAL COMMISSION RULES

- Agent is responsible for all annual LPT Realty fees and splits based on their LPT compensation plan
- Agent is responsible for all state Real Estate Commission fees, Local MLS dues, cellular and auto expenses
- Listings paid at tier split minus cost of photography. Eagle Nexus Real Estate Group listed as Team in MLS; Brian Mathieson listed as Co-Agent where applicable
- Lease listings: Eagle Nexus collects 10% split. Agent is responsible for photography, marketing, and transaction coordination costs
- BTSAs are considered Team Commission and the same tier splits apply
- All Listing or Buyer internal referrals from non-Eagle Nexus opportunities: 25% referral fee to referring agent; team splits then apply
- Out-of-market referrals: referral commissions are split at the agent's standard tier split
- New listing generated from Eagle Nexus team lead sources given to a Listing Agent: 10% referral fee paid at closing
- Personal transactions: one transaction per 12-month period excluded from team split; agent must be a party to the contract and is responsible for TC and LPT fees. Additional personal transactions carry a 10% split for the remaining period

GENERAL STIPULATIONS

TERMS & CONDITIONS OF AGREEMENT

- 1. Performance Standards:** I understand that Eagle Nexus Real Estate Group has a high standard of performance and I agree to adhere to the best of my ability to that high level. Legacy status requires a minimum of 10 buy/sale closings per 12 months. My performance will be reviewed annually 30 days prior to my start date anniversary.
- 2. Compensation:** The attached compensation schedule, which can be amended at any time during the contract by Eagle Nexus with 30 days' notice, shall apply for my role as a Legacy Partner with Eagle Nexus.
- 3. Property of Eagle Nexus:** All Eagle Nexus-generated leads, clients, buyers and sellers are the property of Eagle Nexus upon termination of this contract. Clients personally brought to Eagle Nexus upon joining will revert to the agent upon termination. Eagle Nexus will provide signs for all team listings and lockboxes in the Houston market.
- 4. Scripts and Databases:** All materials, scripts and correspondence are the property of Eagle Nexus. Databases and/or database extracts are not to leave the office or be copied without the permission of Eagle Nexus.
- 5. Legacy Status Review:** Annual review conducted 30 days prior to start date anniversary. Falling below 10 buy/sale units per 12 months results in reversion to Platform Partner tier. Cap carries over with no reset on any tier change. Legacy status is not guaranteed in perpetuity.
- 6. Minimum Commitment:** By signing this agreement, I agree that this relationship is for a minimum of one (1) year.
- 7. Indemnification:** _____ covenants and agrees to indemnify and hold harmless Eagle Nexus Real Estate LLC from any and all claims, damages and liabilities, including attorneys' fees, arising from the intentional or negligent acts of the agent.
- 8. Termination:** 30 days written notice is required. A 60-day protection period applies on all contracts written after the 30-day notice. A 12-month protection period applies on transactions arising from Eagle Nexus-generated activities. If the agent leaves LPT Realty, a 25% referral fee applies.
- 9. Universal Rules:** Leases excluded from tier qualification and unit caps. Double-sided deals count as 2 transactions. Cap calculation applies to Eagle Nexus split portion only. Lease split post-cap is \$95 flat fee only.
- 10. Technology Fee:** \$98/month. Reimbursement of \$1,176 paid via direct deposit upon 12 buy/sale closings in a rolling 12-month window, in the 2nd week of the following month. Agent must be active at time of payment. Maximum one reimbursement per anniversary year.

- 11. Brand & MLS Standards:** Eagle Nexus Real Estate Group must be listed as Team in MLS on all listings. Brian Mathieson must be listed as Co-Agent in MLS where he holds MLS affiliation.
- 12. Universal Agent Responsibilities:** Agent must maintain an active real estate license in good standing, adhere to the NAR Code of Ethics, maintain continuing education requirements, use Dotloop for all transaction management, and is responsible for LPT Realty brokerage split, all licensing costs, MLS dues, and Board dues.

LEGACY PARTNER SIGNATURE & ACKNOWLEDGMENT

Effective Date of Agreement: _____

Agent Name: _____

Leads/Clients: All Eagle Nexus-generated leads/clients are the sole property of Eagle Nexus. All systems, leads, and databases are strictly confidential and are not to be discussed or shared outside of our facilities.

Miscellaneous: My performance will be reviewed annually 30 days prior to my start date anniversary to confirm Legacy Partner status. I agree to perform the duties outlined above with the highest degree of professionalism and integrity.

LEGACY PARTNER SIGNATURE

EAGLE NEXUS AUTHORIZED REPRESENTATIVE

Print Name: _____

Date: _____

Brian Mathieson / Leah Thomas

Date: _____