



## Platform Team

Independent team · Eagle Nexus infrastructure · Individual caps

This agreement between Eagle Nexus Real Estate Group and \_\_\_\_\_ (Team Leader) 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 all Platform Team members is that of Independent Contractors.

### 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 Platform Team tier is designed for established teams who want to operate under the Eagle Nexus brand while maintaining full independence. The team leader takes responsibility for their agents' conduct and production, with each member tracked individually. Access to the full Eagle Nexus tech stack and brand gives your team the infrastructure to compete at a higher level.

The team serves the agent — not the other way around. We will provide access to our brand, systems, and technology infrastructure. The team leader is accountable for team conduct and compliance. The team does not have a goal to generate income from agents, but only to cover the costs of running a highly successful real estate team.

### SCHEDULE A

#### MINIMUM STANDARDS OF PERFORMANCE

**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 Platform Team Leader 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 Platform Team agents.
5. The team leader is accountable for the conduct, compliance, and production of all agents on the Platform Team. Each team member must maintain an active real estate license in good standing at all times.
6. Manage your own transactions and client relationships independently. TC service is not provided at this tier.
7. The team is responsible for maintaining its own P&L. Eagle Nexus does not assume responsibility for team operating expenses, agent compensation structures, or internal financial management.

## 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 — PLATFORM TEAM (TIER PT)

#### PERFORMANCE REQUIREMENTS

- Self-generated leads only — no company leads provided at this tier
- Team leader accountable for team conduct and compliance
- Each agent maintains active license in good standing
- Full team autonomy — operate independently
- TC service not included — agent's responsibility
- Must have 20 buy/sale units in prior two years to remain qualified
- Team is responsible for maintaining own P&L
- Annual review based on team production and standing conducted 30 days prior to start date anniversary

## COMPENSATION SCHEDULE

• TEAM LEADER CAP			
<b>BUY / SALE SPLIT (BEFORE CAP)</b> <b>80 / 20</b> Agent / Eagle Nexus · individually tracked	<b>LEASE SPLIT</b> <b>90 / 10</b> Agent / Eagle Nexus	<b>TEAM LEADER CAP</b> <b>\$18,000</b> Eagle Nexus split portion · individually tracked	
• TEAM AGENT CAP			
<b>BUY / SALE SPLIT (BEFORE CAP)</b> <b>90 / 10</b> Agent / Eagle Nexus · individually tracked	<b>LEASE SPLIT</b> <b>90 / 10</b> Agent / Eagle Nexus	<b>TEAM AGENT CAP</b> <b>\$9,000</b> Per agent · individually tracked	
• AFTER CAP — INDIVIDUAL CAP REACHED			
<b>BUY / SALE SPLIT</b> <b>No Split</b> Agent keeps 100%	<b>BUY / SALE TRANSACTION FEE</b> <b>\$495</b> Per closing · replaces split	<b>LEASE FEE</b> <b>\$95 Flat</b> Per closing · replaces split	<b>DOUBLE-SIDED</b> <b>2 Transactions</b> Each side counts separately
<b>TC SERVICE</b> <b>Not included</b>	<b>LEADER TECH FEE</b> <b>\$149/month</b>	<b>AGENT TECH FEE</b> <b>\$49/month</b>	
<b>LEADS</b> <b>Self-generated only</b>	<b>CAPS</b> <b>Individually tracked per agent</b>	<b>MIN. COMMISSION</b> <b>\$495 buy/sale · \$95 lease</b>	

### 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. The team leader is accountable for ensuring all team members meet Eagle Nexus standards. Performance will be reviewed on an annual basis.
- 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 Platform Team Leader 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.
- 4. Team Leader Accountability:** The team leader is fully accountable for the conduct, compliance, and production of all agents on the Platform Team. Each agent must maintain an active real estate license in good standing at all times. The team is responsible for maintaining its own P&L.
- 5. 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.
- 6. Annual Review:** Annual review conducted 30 days prior to start date anniversary based on team production and standing. Agent must have a minimum of 20 buy/sale units in prior two years to remain qualified. Caps are tracked individually per team member and carry over on any tier change with no reset.
- 7. Minimum Commitment:** By signing this agreement, I agree that this relationship is for a minimum of one (1) year.
- 8. 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 or any team member.
- 9. 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.
- 10. 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.

- 11. **Technology Fee:** \$149/month for team leader · \$49/month per team agent. Tech fee reimbursement does not apply to this tier.
- 12. **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.
- 13. **Universal Agent Responsibilities:** All team members must maintain an active real estate license in good standing, adhere to the NAR Code of Ethics, maintain continuing education requirements, and use Dotloop for all transaction management. Each agent is responsible for LPT Realty brokerage split, all licensing costs, MLS dues, and Board dues.

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## TEAM LEADER SIGNATURE & ACKNOWLEDGMENT

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**Effective Date of Agreement:** \_\_\_\_\_

**Team Leader Name:** \_\_\_\_\_

**Team 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 periodically to ensure that business standards are being met. I agree to perform the duties outlined above with the highest degree of professionalism and integrity.

**TEAM LEADER SIGNATURE**

**EAGLE NEXUS AUTHORIZED REPRESENTATIVE**

\_\_\_\_\_  
Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Brian Mathieson / Leah Thomas

Date: \_\_\_\_\_