



**KELLER  
WILLIAMS**<sup>®</sup>  
R E A L T Y

Region Education Development Program  
Program Agreement  
Program A

This is an agreement between Agent, Assigned Education Developer from Keller Williams Southern California Region and Keller Williams Realty Market Center number \_\_\_\_\_

### 1. Eligibility

- a. The regional education development program is designed to assist new agents in a fundamentally sound and fast start in the real estate business.
- b. All new agents to real estate will automatically be entered into the regional education development program.
- c. Agents who have sold two or less transactions in the past 12 months will automatically be entered into the regional education development program. Agents who have closed (3) or more transactions and have not capped will be in the program automatically unless otherwise instructed by Team Leader.
- d. Eligible participants
  - i. Agents new to Real Estate
  - ii. Any agent desiring to reach Capper status
  - iii. Part-Time or fulltime agents (for the purpose of this program, part-time agents shall be classified as those individuals who are fully employed elsewhere).
- e. Each participant will sign this agreement in which represents an agreement with the Market Center and the Keller Williams Southern California Region.
- f. Participants agree to attend all classes indicated in the program outline and accountability sessions within a four month period.
- g. Agents agree to complete a DISC, Scorecard, Agent Questionnaire and turn in weekly activity reports to the regional representative assigned to you.

### 2. Completion time

- a. The duration of the program is for a minimum of four months.  
**(Newly licensed agents, agents who have closed (2) or less transactions in the past (12) months)** If agent has not capped within the four month period, Agent will continue in the program until capped and if not capped by month (12) agent to be evaluated by the Team Leader for further instruction.

### 3. Program Outline

Program begins from the date agent attends their first CAMP 443 session

During the agreement period or until capped, all transactions resulting will be worked by agent. A transaction is considered a "Listing or Sale" of real property where a commission is earned.

**If agent has not completed any of the following after the first four months in program, taken a listing, opened an escrow or closed a transaction, agent agrees to return to CAMP 443 sessions, and returns to accountability sessions held during class sessions.**

**If agent has completed the following after the first four months in program, taken 1+ listing, enters into escrow on 1+ transactions or closes 1+ transaction within four months, agent agrees to attend 36:12:3 and continue group coaching sessions until capped.**

Accountability coaching to be conducted during CAMP 443 sessions

Once agent graduates from CAMP 443 agent will be placed in a maximum group of 10 and will be coached every two weeks with the group via telephone conference call for a minimum of four months or until agent reaches capping status.

One on one coaching will be available by separate appointment to be conducted via telephone for 30 minutes on Saturdays from 8:00-12:00 noon.

### 3. Compensation to the Regional Educational Program

- a. Agent to pay a 20% commission after split with market center to the regional program. For their first (3) closed transactions (20% due even if agent caps prior to closing (3) transactions)
  - If agent has not capped after three closed transactions Market Center to pay a percentage until agent caps.
  - Agent will not be obligated to pay any other compensation beyond the initial (20%) from the first (3) closed transactions
  - Market center pays a portion until agent caps
- b. The region will not be compensated on agents portion of the compensation for personal transactions. Market Center portion will not be due on personal transactions.
  - Personal transactions do not count toward the first (3) closed transaction requirement of the program.

- c. Agents to provide the assigned RED or CED with a copy of contracts written, listings taken and a copy of greensheet reflecting the proper splits to the Southern California Region.

**AGENT FAILS TO PARTICIPATE IN PROGRAM OR STOPS PARTICIPATING IN PROGRAM:**

Agents will be enrolled into program automatically

If at any time during this agreement any agents who do not continue to show up to the scheduled class sessions and or coaching appointments understand and agree that agent and market center will be responsible to compensate the region a **minimum** of (3) transactions based upon the compensation agreement. If agent re-commits to the program agent will continue under the original compensation guidelines for the program for the agreed upon amounts until agent caps.

All agents to be evaluated through activity reports given to the team leaders every two weeks by the region.

If agent never participates in program region will make (3) attempts to get agent involved. Team Leader to contact agent and determine if they are a candidate for the program and or Keller Williams Realty. If agent never participates region will not be compensated if a transaction is closed by that agent.

Compensation structure and example for one transaction paid to the region:

**AGENT PAYS (20%) OF THE FIRST (3) CLOSED TRANSACTIONS RESULTING IN A COMMISSION**

INITIALS

**EXAMPLE: \$500,000.00 Sales Price  
3% Commission**

**\$15,000.00 Gross Commission**

**\$15,000.00 X 6% Royalty = \$900.00**

**\$15,000.00 X 70% to agent= \$10,500.00**

**\$10,500.00 X 20%= \$2,100.00      Paid to the region**

**Total net to agent=\*7,500.00 net of 50%**

**\*Calculations do not include E & O Ins. Pd. By agent or other agreement, or any amount to be contributed by the market center.**

**If agent has not capped at the end of the three transactions the market center will pay 15% of company dollar on agents transactions until capped. No other commission obligation will be required by the agent.**

