**Commission Team Splits (Working Agents)** 

* Definitions:
	+ Team Client: All clients (buyers and sellers) generated from sign calls, advertising, internet calls, Team referrals, Referral Agents, etc. All Team Clients will be entered into the Team drip marketing program immediately.
	+ Personal Client: Clients coming from your personal sphere without a former relationship to the Team.
* Team Client Commission: 50% commission after Long Transaction Fee. All commissions are based on Team share after referral fees/commissions paid to others, including those paid to other Team members (Referral Agents, etc).
* Referral Agent Referrals: These are considered Team Clients that you will be working. Normally 25% off the top to the Referral Agent; 15% if it’s a 3rd Generation Referral. If a Referral Agent client refers a client to the Team, that is a second generation client because he/she comes from the Referral Agent’s sphere. A third generation client is a client who is referred from that referred client (as long as the Referral Agent does not have a relationship with that client). No Referral Agent fee for fourth generation referrals (a referral from the third generation client). EXAMPLE: John is a long-time RA client; John refers Jim to the RA or to the Team (second generation); the RA does not know Jim and does not get to know him during the transaction; Jim refers his son Ralph directly to the Team (not to the RA); Ralph is a third generation client.
* Personal Clients: 60% commission after Long Transaction Fee (N/A for Admin as the Team is paying admin time for paperwork). All must run through Team with Team credit. May keep customer when leave (if customer chooses) but must identify as personal customer from the start (record in Outlook notes). Buyers and sellers picked up at open houses without a previous tie to the Team are considered Personal Clients.
* Sign/Internet Calls and Leads: All are considered Team Clients and distributed to agents within the team according to Team procedures at the time. This includes leads that may come from Personal Client listings.
* Business Mixer Group: Should you refer a business to our Business Mixer Group and that business refers a customer back to the Team, that customer is considered your Personal Client but is paid at the 50% commission rate above if you work the client as the Team is sponsoring this Group. Team Lead has final approval/disapproval of membership in the Business Mixer Group. We encourage all Team agents to use these businesses for referrals as much as possible (Team players benefit us all).
* Referrals Outside Team: The Team will retain 25% of any referral fees generated by agent referrals of a Personal Client to someone outside of the Team (this is a Long Realty requirement). The Team will retain 50% of any referral fees generated by agent referrals of a Team Client to someone outside of the Team. Agents will only refer outside when the Team cannot or does not desire to accommodate the client.
* Farming and Marketing: Farming and other personal marketing will be at the agent’s own expense and will use Team branding to comply with ADRE rules. Leads from your personal farming are considered Personal Clients.