



Gladden Global Network

Español



This is eXp:

Where Innovation Meets Opportunity

1011111111

UNITED STATES 2026-05-05



Discover how you fit into
the future of real estate
with eXp



Gladden Global Network

Join the **most**
agent-centricTM
brokerage on
the planet.





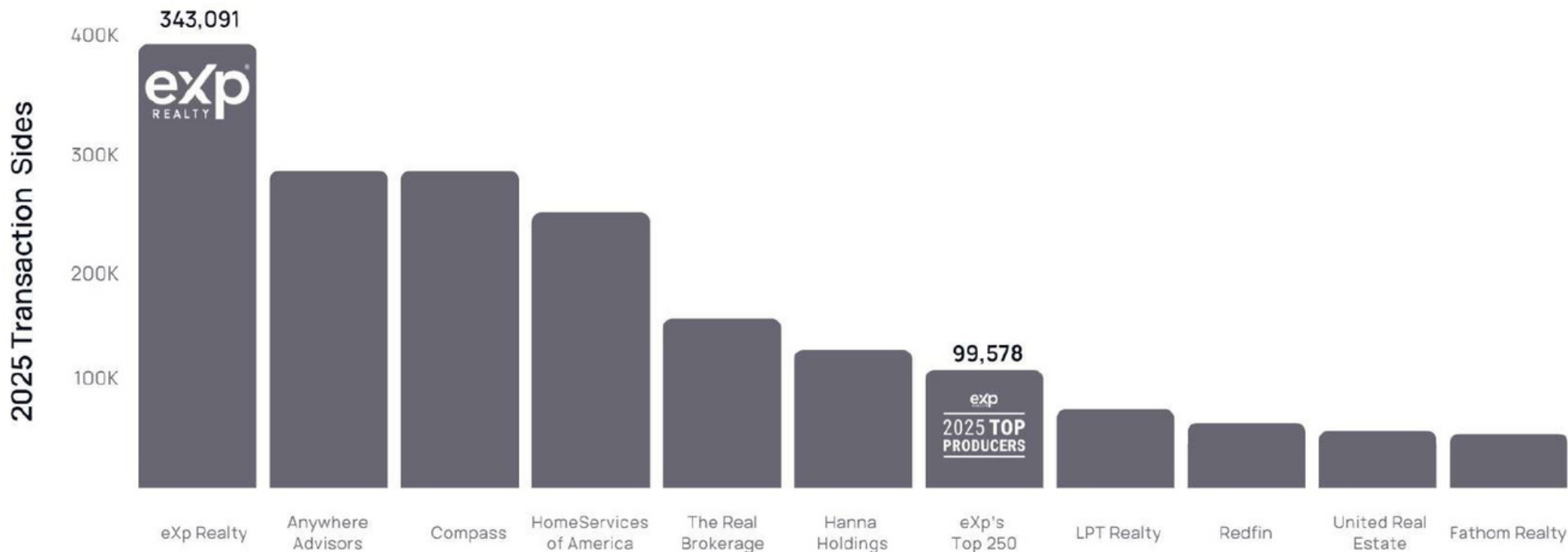
Leading the Way by Sides in 2025

The #1 real estate brokerage in closed transactions in the United States.

As reported by Real Trends [↗](#)



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**And the #1
growth leader
in 2024 across
agent count,
volume and
transactions**

As reported by [Real Trends](#) 



Ranked #3 on:

in year-over-year sales volume, transaction sides
and agent count (since 2024).



Ranked #1 in:

Transaction Sides (since 2023)
5-Year Top Movers – Volume



Ranked #1 in:

Transactions (since 2022)
Ranked in Top 4 (since 2019)

Ranked #3 in:

Sales volume
Ranked in Top 6 for Sales Volume (since 2019)



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Top Producers 2025

#wherethe**pros**gotogrow

United States Top Producers

[Top 250 Teams](#) 

[Top 250 Individuals](#) 





Gladden Global Network

Cloud Based Freedom

Work From Anywhere

No desk fees, utilities, or lease payments. Eliminate unnecessary overhead costs. All the tools and resources you need without any additional expenses.

Advanced Technology

Our state-of-the-art cloud-based platform gives you access to cutting-edge tools for lead generation, marketing, and transaction management.

Training and Development

From live webinars and virtual conferences to on-demand courses, live events and mentorship programs, eXp Realty is committed to ongoing education for its agents.

eXp.World

Is a virtual metaverse connecting real estate professionals worldwide, enabling collaboration, training, and expert support anytime, anywhere.

[Visit eXp World](#) 

Unlock the Full Power of eXp



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Click to explore the tools, training, and services available to support your business.

Tech

[CRM of Choice](#) 
[Canva](#) 
[SISU](#) 
[eXp HUB](#) 
[Skyslope](#) 
[My eXp](#) 
[eXp Enterprise](#) 
[InstaCard](#) 
[Build a Sign](#) 
[Pre-Market Exposure](#) 
[eXp World](#) 

Lead Gen

[REO](#) 
[Revenos](#) 
[Relocation](#) 
[Making it Rain](#) 
[Military Rewards](#) 
[My Link My Lead](#) 
[eXp Access](#) 
[Referral Division](#) 
[Global Referral Platform](#) 
[Realty.com](#) 
[Express Offers](#) 

Training

[eXp University](#) 
[FastCAP](#) 
[ICON Lead Mastery](#) 
[Team Leader Academy](#) 
[Mentor Program](#) 
[FastATTRACT](#) 
[Elevate Coaching](#) 
[eXpcon & Regional Rally](#) 
[Masterminds IRL Events](#) 
[Continuing Education](#) 
[Broker Led Classes](#) 



Support

[Broker Teams](#) 
[Expert Care & Transactions](#) 
[Team Services](#) 
[Transaction Coordinators](#) 
[Compliance](#) 
[IT Assistance](#) 
[Growth Team](#) 
[Onboarding](#) 
[Regus Offices](#) 
[Culture Centers](#) 
[Real Time Payments](#) 
[eXp Toolkits](#) 

Plus

[Solutions](#) 
[Luxury](#) 
[Commercial](#) 
[International](#) 
[Land & Ranch](#) 
[Sports & Entertainment](#) 
[New Homes](#) 
[Healthcare](#) 
[Stock Programs](#) 
[Incentive Programs](#) 
[ICON Awards](#) 
[Success Lending](#) 



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Compensation and Incentives

Commission & Cap

80/20

Commission Split

\$16K

Cap

After capping, earn **100% commission**
for the remainder of the year.¹

1. \$250 capped transaction fee. Once capped transaction fees total \$5,000, the capped transaction fee is reduced to \$75.



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Compensation and Incentives

Standard Costs²

\$149 Startup Fee

\$85/Month Cloud Brokerage Fee

\$25 Transaction Review Fee³

\$60 Risk Management Fee⁴

2. U.S. Compensation Model

3. Per transaction

4. Per transaction and caps at \$750

Exclusive Ways to Create Additional Income Streams



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Equity Awards Through Incentive Program	Agent Equity Commission Program	ICON Award
\$200 of EXPI stock for first transaction closing \$400 of EXPI stock when agents cap \$400 of stock for directly attracting another agent after the agent closes their first transaction Learn More  	Voluntarily enroll to receive 5% of net commissions from closed transaction at a 5% discount effective March 1, 2024. ~65% of agents and brokers participate in the program Learn More  	Top agents receive up to \$16,000 in stock upon the achievement of certain production and cultural goals within their anniversary year. Learn More  



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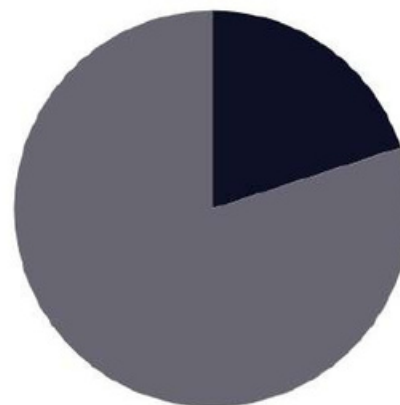
Earn Revenue Share by Introducing New Agents to eXp

eXp Agents can sponsor agents to join.

Earn a percentage of revenue when your sponsored agent closes a transaction. Earn revenue share until your sponsored agent reaches their annual cap.

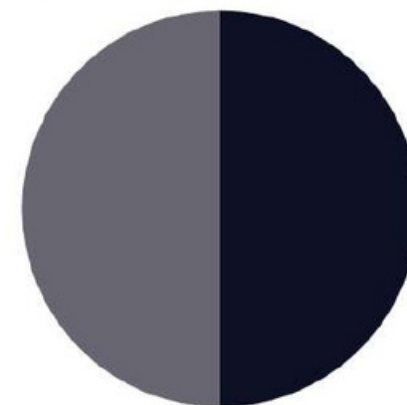
Agent Split 80%

\$16,000



eXp 20%

\$8,000 company dollar
/ \$8,000 revenue share





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Earn Revenue Share by Introducing New Agents to eXp

(+) These levels also qualify to receive an "Adjustment Bonus" from the amount of unpaid revshare on all levels.

eXp pays out to agents from the **Revenue Share Pool**. Percentages are paid based on each Tier Group.

Total Share % of Revenue Share Pool paid on transactions		
Year 1 50% (\$4K)	TIER 1	17.5% (+)
	TIER 2	20.0% (+)
	TIER 3	12.5% (+)
	TIER 4	7.5%
CAP	TIER 5	5.0%
	TIER 6	12.5%
ICON	TIER 7	25.0%



Revenue Share Breakdown by Tier Groups

(+) These levels also qualify to receive an "Adjustment Bonus" from the amount of unpaid revshare on all levels.

FLQA = Front-Line Qualifying Agent



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		FLQA Count Needed					Top % of Revenue Share Pool on Transactions
eXpansion Share Percentage		0-4	5-9	10-14 (CAP)	15-29	30+ (ICON)	
Tier 1	///	17.5%	17.5%	17.5%	17.5%	17.5%	17.5%
Tier 2	1.0%	19.0%	19.0%	19.0%	19.0%	19.0%	20.0%
Tier 3	0.5%	12.0%	12.0%	12.0%	12.0%	12.0%	12.5%
Tier 4	0.5%	///	7.0%	7.0%	7.0%	7.0%	7.5%
Tier 5	0.5%	///	///	4.5%	4.5%	4.5%	5.0%
Tier 6	2.5%	///	///	///	10.0%	10.0%	12.5%
Tier 7	2.5%	///	///	///	///	22.5%	25.0%



Co-Sponsor Program

[Learn More](#) 



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Additional Support for NEW Agents

The Co-Sponsor Program allows an agent/advisor to have both a Primary Sponsor and a Co-Sponsor. This means agents/advisors can benefit from the support and guidance of two experienced leaders while still maintaining the structure of eXp's revenue share model.

The Co-Sponsor benefits from revenue from the agent and their downline, but the revenue share does not flow up further in their organization.

	PRIMARY SPONSOR	CO-SPONSOR
REVENUE SHARE LEVEL 2-7	✓	
FLQA	✓	
STOCK GRANTS	✓	
REVENUE SHARE LEVELS 1-7		✓
FAST START BONUS 50% OF REVENUE SHARE IN THE FIRST YEAR		✓



CRM OF CHOICE



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Agents now have the freedom to choose the CRM that matches their business style — all included in eXp's monthly tech fee. It's the **power of possibilities**.

 **BoldTrail**

[Learn More](#)

 **Lofty**

[Learn More](#)

 **cloze**

[Learn More](#)



Gladden Global Network

Empower Agents and Enrich Communities

one exp®

We are committed to creating an equitable, diverse, and inclusive culture for our employees, agents, and brokers.

ONE eXp engages our people to promote DEI initiatives across the organization.

[Learn More](#) 



I ♥ exp®

We are dedicated to the betterment of our communities.

The first week of October of each year is designated "I Heart eXp" week and staff, agents, and brokers across the U.S. mobilize to take part in community charity initiatives.

[Learn More](#) 



exp® | EXTEND A HAND

We are committed to wellbeing.

eXp's wholly owned nonprofit, eXtend-a-Hand, supports eXp agents, staff, and their families facing hardship from catastrophic events, such as natural disasters or severe illnesses, that prevent them from working and supporting their families.

[Learn More](#) 





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Expert Care Desk

eXperts when
you need them.



Support Hours

Concierge Support | Mon-Fri, 8AM - 11PM EST

Transaction Support | Mon - Fri, 8AM - 8PM EST

Premier Desk | Mon - Fri, 8AM - 8PM EST

Concierge Support



[833-303-0610](tel:833-303-0610)



eXpertCare@exprealty.net



[eXp World](#)

Need Help Now?



24/7 AI Chat ~ my.exprealty.com

Click "Help Center" > "Chat Support"



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Questions?

Want to connect with
someone from eXp?



[Get in touch](#)



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Appendix

About eXp Realty



DOMINATING PRE-MARKET EXPOSURE

Three-Portal Syndication Programs for Maximum "Coming Soon" Reach



170M+

Combined Monthly Views

REACH MILLIONS of unique visitors across the industry's most-trafficked real estate platforms.

Homes.com Network



108 Million
Average Monthly
Unique Visitors

Realtor.com



62 Million
Average Monthly Unique Visitors



ComeHome.com
Distributed via Google Search

Unmatched Market Visibility

We **do not limit** your listing to one exclusive platform. More exposure means more potential buyers competing for your home.



realtor.com®

Homes.com™

Powered by eXp Access by **ZENLIST**



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Realtor.com: Recorded **62 million** average monthly unique users.

The Homes.com Network (including Homes.com, the Apartments Network, and the Land Network): Averaged **108 million** monthly unique visitors.

¹ Per calendar year Q4 2023 internal data.
² For the year ended Dec. 31, 2023 (per Google Analytics).



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Mira

An Exclusive AI
Business Assistant
**Built To Transform
Agent Productivity**

What is my cap status?



What is my current
revenue share balance?



Get started with
Mira™ today!



Gladden Global Network

Core Values



Community

Be a good neighbor
to create a
sustainable legacy.



Service

Make a positive
change in our
company and local
community.



Sustainability

Be a good financial
steward of the environment,
organizations and
our families.



Collaboration

We are all
on the
same field.



Transparency

Get things out
from behind
the curtain.

Integrity

Do the
right thing.



Innovation

The best way to
predict the future, is
to invent it.



Agile

Force chaos and
change to survive
and grow.



Fun

Don't take yourself
too seriously.



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FINANCIAL MANAGEMENT

- RevShare 2.0
- Pay Now
- My eXp

BUILDING A LEGACY

- Agent Equity
- RevShare 2.0
- Icon Awards
- Growth Team
- Global Network

BRAND & MARKETING

- Canva
- Build A Sign
- Luxury Division
- Land & Ranch
- Sports & Entertainment
- eXp Solutions
- Revenos
- Global Referral Network
- eXp Access

RELATIONSHIP MANAGEMENT

- CRM of Choice
- Sisu

LEARNING & DEVELOPMENT

- eXp University
- Fast Start and FastCap
- Team Leader Academy
- Elevate Coaching
- Masterminds
- eXpcnon & Regional Rallies
- Continuing Education
- Broker Lead Classes
- Mentor Program
- Zoocasa

PROCESS MANAGEMENT

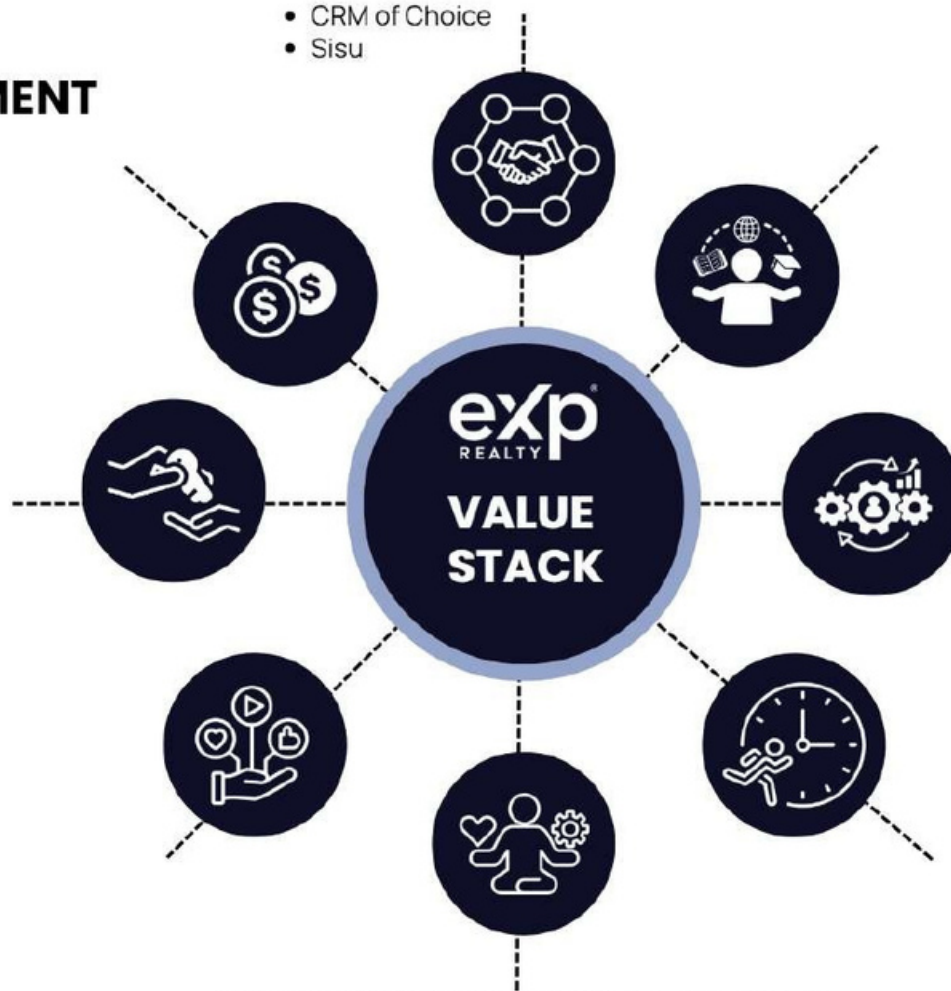
- Expert Care
- Onboarding
- Skyslope
- My eXp
- Enterprise
- Slack

SUPPORT

- eXp World
- Broker Teams
- Teams Services
- Transaction Coordinators
- Compliance
- IT Assistance

WELLNESS MANAGEMENT

- Healthcare
- eXp Extend a Hand
- Military Rewards



Team Types at eXp Realty



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[Learn more here](#)



Domestic Partnership

Who It's For

Legally married/unioned partners with same sponsor

Minimum Members

2 (Primary + Secondary)

Cap Options

Shared \$16K cap

ICON Eligible?

Yes – 1 award per partnership



Full Cap Team

Who It's For

Any agents – *no production requirement*

Minimum Members

1 Leader + 1 Member

Cap Options

All retain full \$16K cap

ICON Eligible?

Yes – all can qualify



Half Cap Team

Who It's For

\$6M / 30+ units
in past 12 months

Minimum Members

1 Leader + 1 Member

Cap Options

Members: \$8k or full \$16k cap

Leaders: \$16K

ICON Eligible?

Yes – if \$16K cap is chosen



Quarter Cap Team

Who It's For

\$40M / 140+ units
in past 12 months

Minimum Members

1 Leader + 10+ Members

Cap Options

Members: \$4K, \$8K, or \$16K

Leaders: \$16K

ICON Eligible?

Yes – if \$16K cap is chosen



Gladden Global Network

Team Leader Academy

Unlock your team's potential with the eXp Team Leader Academy—an exclusive program designed to empower you with the strategies, tools, and insights to elevate your leadership, streamline operations, and drive exponential growth.



Team leaders who complete TLA closed **5X more volume** and **8X more transactions** in 2024 than the average eXp team leader & have a blended average of over **12% higher** than non-TLA attendees.

Academy Outline

- EOS®, the Entrepreneur Operating System®, will teach you how to run a profitable, sustainable business with:
 - Vision alignment - so everyone on your team knows the vision and their role within the team
 - Accountability - everyone has a number
 - Data-driven decisions
 - Process documentation to scale your team
 - Problem-solving framework
- 7-Step Coaching framework
- Attraction Playbook
- Retention Playbook
- 32-week Team Member Playbook
- Certified teams may also qualify for growth assistance from eXp
- Ongoing deep-dive courses after graduation

[Join Now](#)





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exp REALTY	Commission Breakdown BEFORE CAPPING		Commission Breakdown AFTER CAPPING	
	TEAM LEADER	TEAM MEMBER	TEAM LEADER	TEAM MEMBER
GCI (Gross Commission Income)	\$10,000.00		\$200,000.00	
Team Split %	10.00%	90.00%	10.00%	90.00%
Agent's GCI	\$1,000.00	\$9,000.00	\$20,000.00	\$180,000.00
Broker Split: 20% to eXp	\$200.00	\$1,800.00	\$0.00	\$0.00
Standard Transaction Fees				
• Transaction Review Fee \$25	\$2.50	\$22.50	\$2.50	\$22.50
• Risk Management (E&O) \$60 (E&O caps at \$750 annually)	\$6.00	\$54.00	\$6.00	\$54.00
• Capped Transaction Fee \$250	\$0.00	\$0.00	\$25.00	\$0.00
Agent's Net Check	\$791.50	\$7,123.50	\$19,966.50	\$179,977.50
	Uncapped TL pays their 20% to eXp for their Company Dollar Cap.		Capped TL pays their percentage of the \$250 Capped Transaction Fee.	

How much will I make when I close a deal?

Use our interactive commission calculator to see your earning potential as an eXp Realty Agent.

[Commission Calculator](#)





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What About Teams?

Contact Team Services

Team Services provides team leaders with a dedicated, detail-oriented Analyst who creates and maintains your Team documentation, Team Rosters, member's Pay plans, and Skyslope Offices. Our staff is here to ensure your team's documentation supports your ever-changing growth goals.



(833) 303-0610



TeamServices@exprealty.net



Gladden Global Network

eXp Luxury

eXp's exclusive luxury real estate program provides members with access to a robust suite of resources, tools, and training designed to differentiate them in the luxury market. Members are positioned to stand out as trusted advisors who bring both local market expertise and valuable global connections to their clients.

World-class Brand Advertising & Marketing

Luxury Listing Distribution | Powerful Partnerships

Extraordinary Presentations | A Powerful Community

Global Exposure

[Learn More](#)



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LUXURY



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eXp Commercial

eXp Commercial is the world's leading advisor-centric brokerage. With a global network of over 81,000 real estate professionals, we focus on innovation, collaboration, and growth. Access cutting-edge tools and a virtual platform that lets you transact across state lines. Benefit from a lucrative cost structure while maintaining the freedom to grow your own brand.

Interstate Co-Brokering | Lucrative Cost Structure
Brand Autonomy | Cutting Edge Tools & Virtual Platform
Competitive Compensation & Incentives

[Learn More](#)





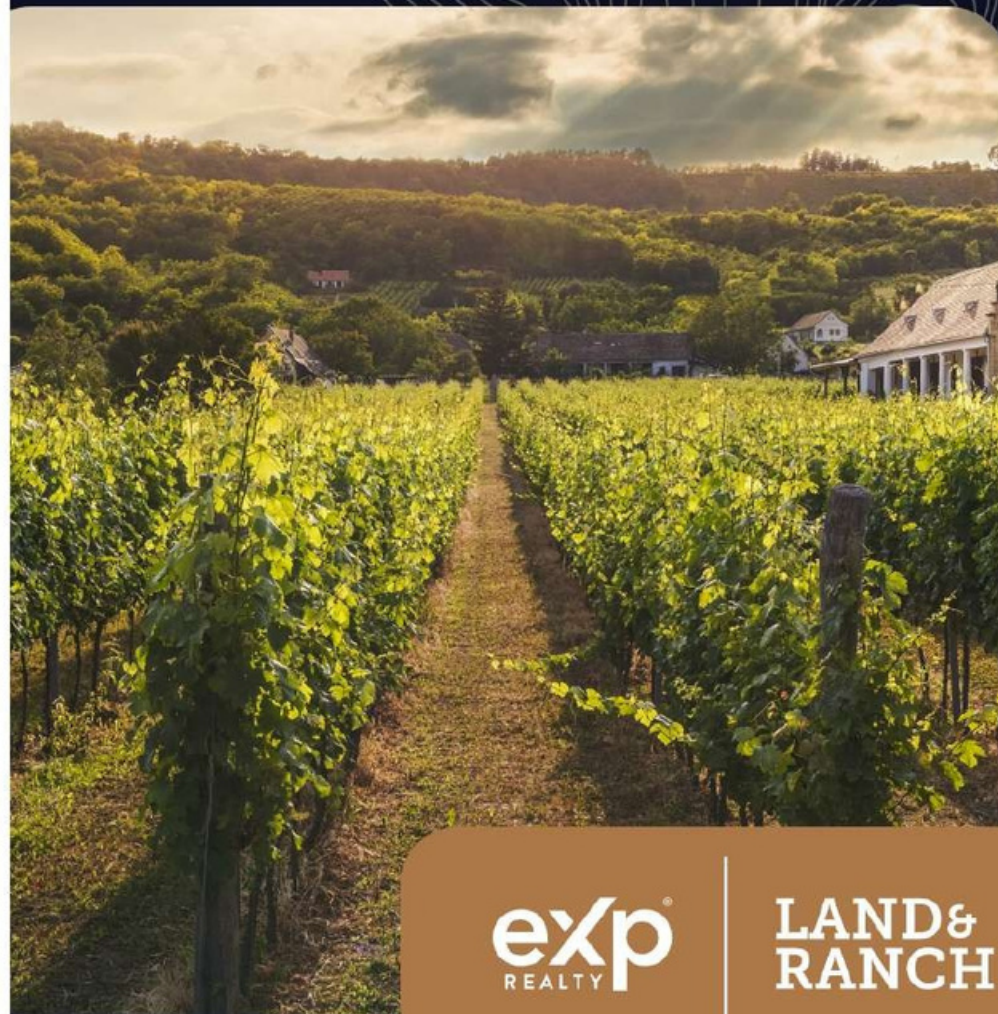
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eXp Land & Ranch

At eXp Land & Ranch, we go beyond selling your vision of land or estate living. The process to acquire or sell a specialized property is unlike any other real estate transaction. That's why you need expert agents dedicated to rural and specialty properties that will guide you every step of the way.

Local Expertise | The Personal Touch |
Smarter Technology | A Worldwide Network

[Learn More](#)



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**LAND &
RANCH**



Gladden Global Network

SUCCESS Lending

SUCCESS® Lending is bridging the gap between homebuyers, real estate agents, and loan officers by offering a faster, smoother, and more stress-free mortgage lending experience. Through innovation, technology, and our unique business model, SUCCESS is transforming the mortgage lending and real estate industry.

[Learn More](#)



SUCCESS®
~ LENDING



Gladden Global Network

eXp Revenos

We know high-quality leads & referrals can be hard to find, especially in a shifting market. That's why we created a market leading referral engine that taps into our robust network to bring more opportunities directly to you. Exclusively for eXp Agents.

[Learn More](#)



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REVENOS



Revenos Programs

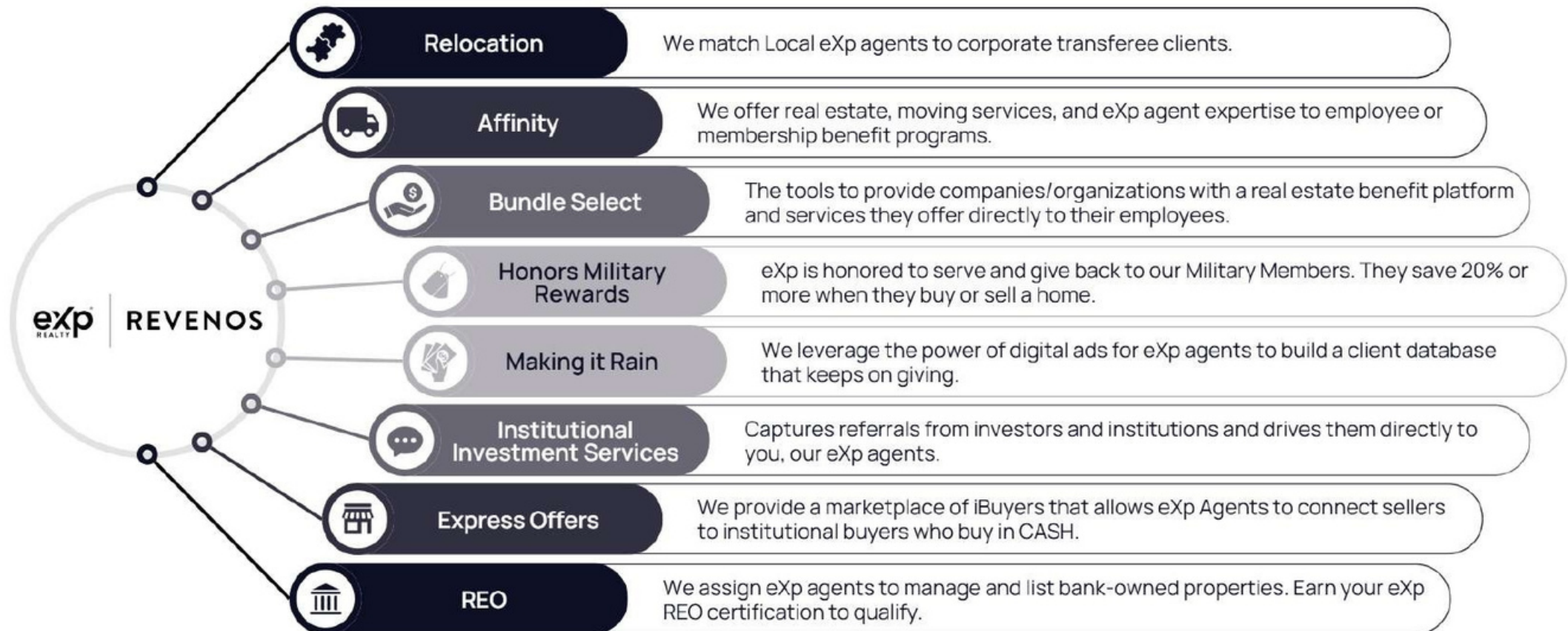


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REVENOS

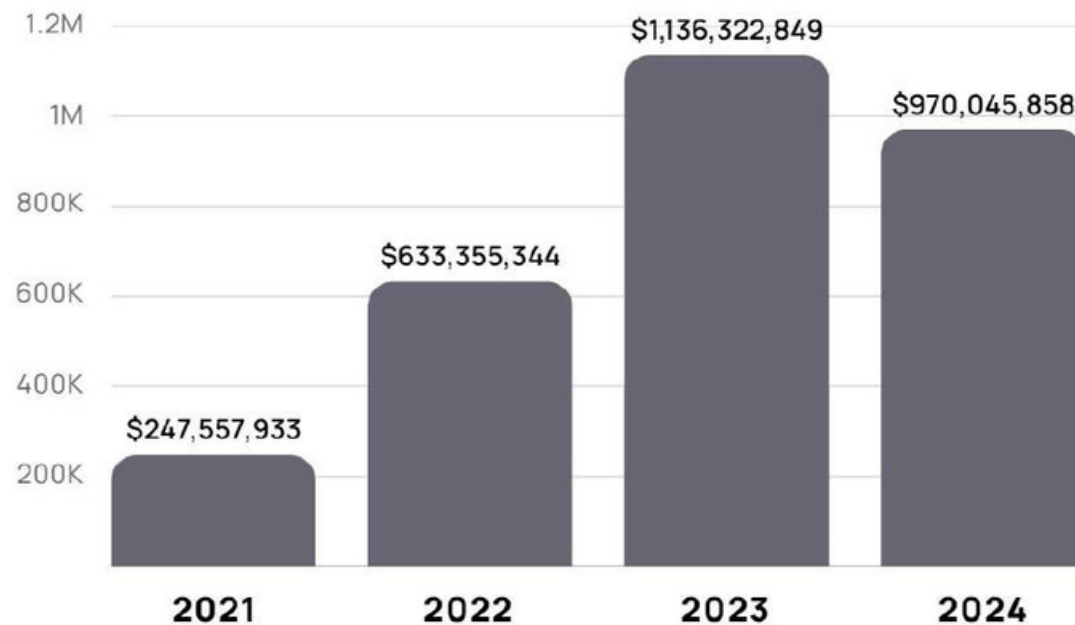
[See Program Details](#)





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Revenos Closed Sales Volume



[Learn More](#)





Referral Division



REFERRAL DIVISION

The eXp Referral Division is here to support agents looking to transition their successful selling careers to focus solely on building referral businesses.

[See Program Details](#)



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	Monthly Cost	KV Core	Hold Stock	Earn Stock	Healthcare	Teams	Revenue Sharing	Mentor Program	MLS Access	REALTOR® Forms	Personal Deals	Family Deals	eXp University	Workplace Access
eXp Realty	\$85	•	•	•	•	•	•	•	•	•	•	•	•	•
eXp Referral	\$50		•		•		•			•		•	•	•

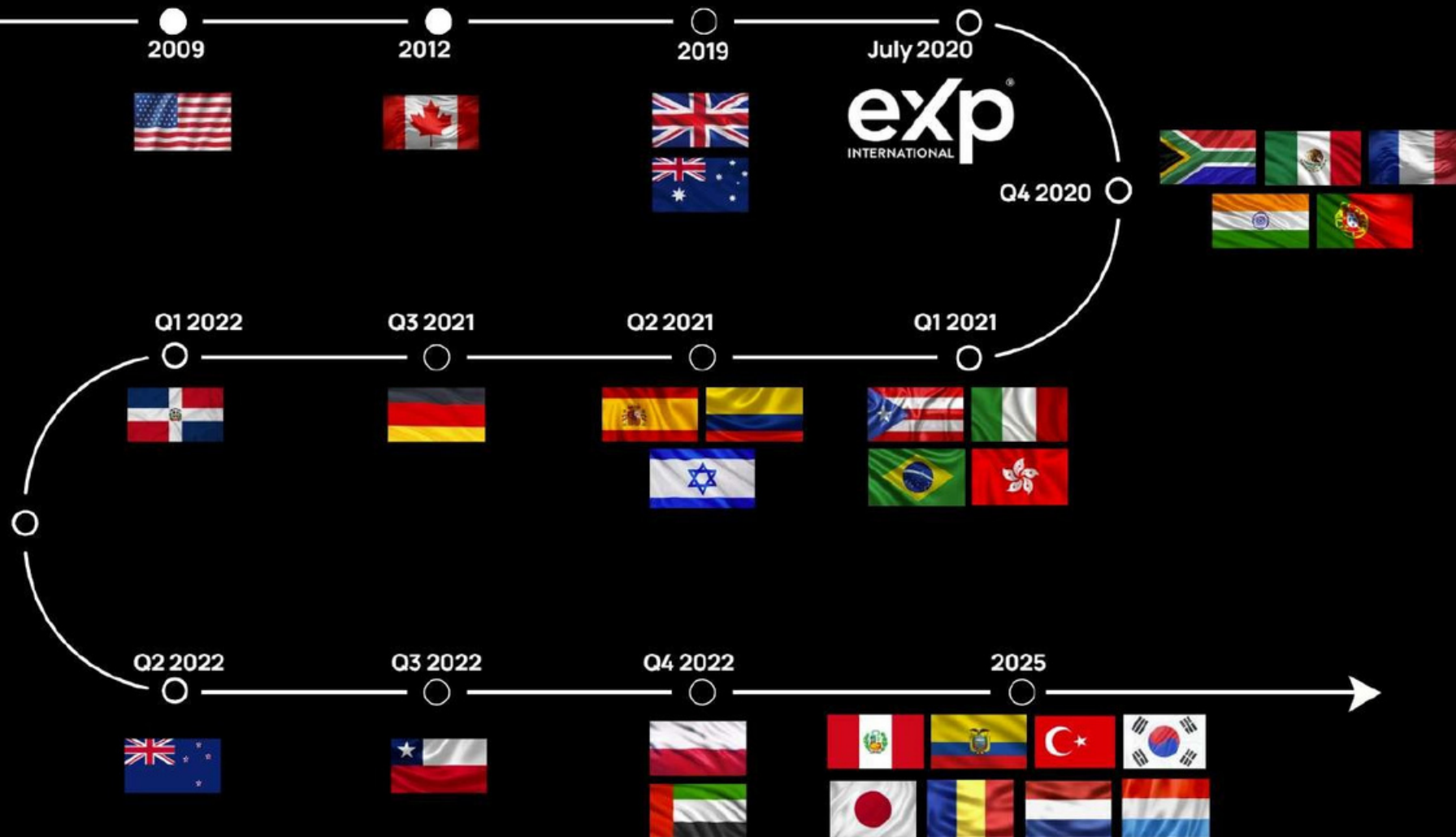


Global Reach



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[Learn More](#)



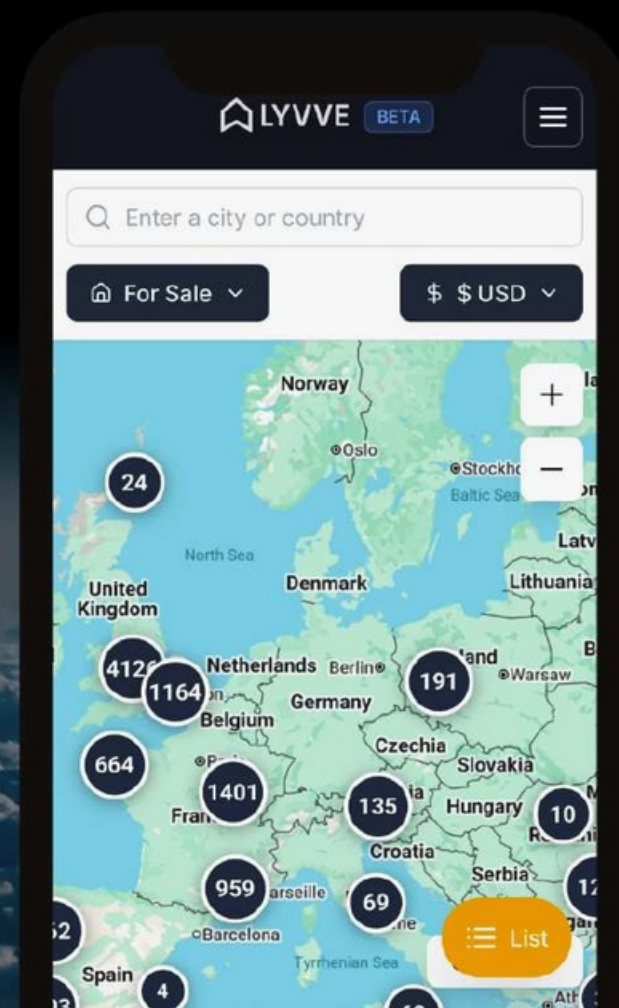


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[Lyvve.com](https://lyvve.com)

The World, Listed.

- **Your listings go global** — every eXp listing, in every country we operate, all on one platform.
- **A true differentiator** that gives your sellers international visibility and your buyers access to markets worldwide.
- **You stay at the center of every deal** with built-in WhatsApp integration and direct lead routing.
- **Every lead goes straight to you** — your data, your clients, your business.
- **Built in-house for agents**, giving you global exposure without giving up control.
- **No extra cost. Just more opportunity.**
- **Borderless real estate** made real, helping you attract more clients and win more listings with a worldwide reach.





Gladden Global Network

NAR Settlement

We've got your back and will navigate the changes together. We understand the real estate landscape is shifting, and we're here to make this transition smooth and straightforward for both you and your clients.



[Seller Toolkit](#) 

[Buyer Toolkit](#) 

ICON Stock Awards



Gladden Global Network



[See Program Details](#)



Production	Cultural Commitment*	Events
\$8,000 Awarded the month an agent is recognized as an ICON 3 year vesting period	\$4,000 Awarded after earning 20 points 1 year vesting period *Please reference the ICON Points Guide for more information	\$2,000 - \$4,000 \$2K for attending eXpCon \$2K for attending one Regional Rally No vesting period

ICON Stock Award Requirements



[See Program Details](#)



Agent Type	Option 1		Option 2				Option 3	
	Cap \$16K	Cap Fee \$5K	Cap \$16K	GCI \$500K	10 Closed Transactions	ICON Qualifying Fee	Cap \$16K	Team Company Dollar \$40K
Individual Agent	•	•	•	•	•	•		
Self Organized or Standard Team Lead	•	•	•	•	•	•		
Full Cap Team Member	•	•	•	•	•	•		
Mega Team Lead							•	•



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Celebrating FastCAP Agents

During First Full Cohort: FastCappers who completed the minimum recommended daily “Real Talks” (customer conversations) averaged in just 6 weeks:

- 6.9 appointments per person (buy & list)
- 3.8 agreements per person (buy & list)

*From an average of 109 agents reporting weekly during the 6-week pilot

20,583

SISU Activities Tracked

183

Open Houses

227

Contracts Signed

9,348

Real Talks

1,597

CMA's Completed

566

Appointments

[Register Here](#) 





FastCAP Program Schedule



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[Register Here](#)



Week 1 - "Owning" Your Business

- Session 1 – FastCAP Foundations - Mon.
- Session 2 – UnCap Your Potential - Wed.
- Session 3 – FastCAP Tribe Friday - Fri.

Week 2 - Prospecting

- Session 4 – Be a Conversation Pro - Mon.
- Session 5 – Prospecting Playground - Wed.
- Session 6 – FastCAP Tribe Friday - Fri.

Week 3 - Your Database & Lead Gen

- Session 7 – Invest in Your Databank - Mon.
- Session 8 – Rave & Refer - Wed.
- Session 9 – FastCAP Tribe Friday - Fri

Week 4 - Marketing & Your Brand

- Session 10 – Strategic Marketing - Mon.
- Session 11 – Be the Local Expert - Wed.
- Session 12 – FastCAP Tribe Friday - Fri.

Week 5 - Winning with Buyers

- Session 13 – Buyer Success Blueprint - Mon.
- Session 14 – Strategic Negotiation - Wed.
- Session 15 – FastCAP Tribe Friday - Fri.

Week 6 - Winning with Sellers

- Session 16 – Win the Listing - Mon.
- Session 17 – Exceed Sellers' Expectations - Wed.
- Session 18 – FastCAP Tribe Friday - Fri



2026 Agent Advisory Council

eXp's Agent Advisory Council facilitates communication between eXp agents and the executive team, allowing agents to provide feedback and ensuring that the agent-led model of eXp continues to thrive.



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Mindy Price
Chairperson



Stacey Lambright
Vice Chair



Maddison Berrios



Monica Kelley



Kelly McCarthy



Jessica Nieto



Lisa Parenteau



Steven Parrish



Andy Peterson



Jessica Ruh



Jayson Ramsey



Jina St James



Michael Weisman



Gladden Global Network

Have an office?

Turn it into a **Culture Center**.

Bring agents together, offer support, and monetize your space with a flexible model.

Create a local hub for connection, training & culture – more than just a desk.

Learn more & apply:
culturecenter@exprealty.net

[Learn More](#)

