

(Applies to all Regions)

Definitions

All licensed RE/MAX Agents need to be classified as one of the following in order to be eligible for a RE/MAX, LLC award and be published in the monthly Top 25 Commercial Teams by team categories (size), Top 50 Residential Teams by team categories (size), and Top 100 Individuals and Region Top Producer rankings, if applicable:

- **Individual:** A licensed RE/MAX Agent who closes their own transactions and earns their own gross commissions without assistance from another licensed RE/MAX agent (or agents) is considered an Individual.
- **Team Leader:** A licensed RE/MAX Agent who closes transactions and earns gross commissions by utilizing the services of another licensed RE/MAX agent or agents is considered a Team Leader. There can only be one designated Team Leader per team for purposes of aggregating all closed transactions and earned gross commissions for team recognition.
- **Team Member:** A Licensed RE/MAX Agent who closes transactions and earns gross commissions by assisting a Team with real estate activities is considered a Team Member.
 - A Team is defined as a licensed RE/MAX Agent (Team Leader) and one or more licensed RE/MAX agents (Team Members) who work in conjunction to assist the Team with real estate activities. This definition applies regardless if the Team Member(s) is employed by, or acting as an independent contractor for, the Team Leader or the RE/MAX Broker/Owner.
 - A Team is also defined as two or more licensed RE/MAX Agents who advertise their legal or marketing names together on communications such as: internet, signs, billboards, business cards, print and/or other promotional material. This includes spouses.

Please note: Team Member names do not appear on Top 25 Commercial Teams, Top 50 Residential Teams, Top 100 Residential and Commercial combined Teams, or Region Top Producer Lists.

RE/MAX Award Recognition:

Individuals:

- Individuals are recognized with Career and Individual Club Awards, and their names are published in the monthly Top 100 and Region Top Producer Individual rankings based on their own earned gross commissions, if applicable.

Team Members:

- A Team Member's Individual closed transactions and earned gross commissions are aggregated with that of the Team Leader for Team recognition.
- Team Members are also recognized for their own Individual Club Award based on their own closed transactions and earned gross commissions, if applicable.

Teams and Team Leader Recognition:

- The Team Leader represents the Team and receives all Team Award recognition, if applicable.
- All closed transactions and earned gross commissions by the Team Leader and Team Member(s) are aggregated and recognized under the Team Leader for monthly Top 25 Commercial Teams, Top 50 Residential Teams, and Region Top Producer Team rankings by team categories (size) and Team Club Award purposes.
 - Team Categories (Size) for Top 25 Commercial Teams and Top 50 Residential Teams Rankings (US/Canada/Global/Worldwide):
 - Small = two-person team
 - Medium = three-to-nine-person team
 - Large = 10+ person team
- Team Leaders are not eligible for Individual Awards.

Individual and Team Recognition Award Events at R4

Best of RE/MAX Awards Celebration

Platinum, Chairman's, Titan, Diamond, and Pinnacle Club Individual and Team Award recipients are recognized at the Best of RE/MAX Awards Celebration at R4. Team Members are welcome to join their Team Leader on stage during the award presentation. R4 registration and an event ticket is required for all attendees.

100% Club Recognition Luncheon

Individual and Team 100% Club Award recipients are recognized at the 100% Club Recognition Luncheon at R4. Team Members are welcome to join their Team Leader on stage during the award presentation. R4 registration and an event ticket is required for all attendees.

Special Awards Luncheon

The Top 3 Commercial and Top 3 Residential Teams by team categories (size) and Top 3 Residential and Commercial combined for the U.S., Canada, Global, and Worldwide are recognized at the Special Awards Luncheon at R4. R4 registration and an event ticket is required for all attendees.

The Top 10 Commercial and Top 10 Residential Individuals for the U.S., Canada, Global, and Worldwide are recognized via the Special Awards Video presented prior to R4. The 10 Residential and Commercial combined Worldwide are also recognized at the Special Awards Luncheon at R4. R4 registration and an event ticket is required for all attendees.

The #1 Team with the highest amount of transactions for each team categories (size) for the U.S., Canada, Global, and Worldwide are recognized at the Special Awards Luncheon. The #1 Individual with the highest amount of transactions in the U.S., Canada, Global, and Worldwide are also recognized via the Special Awards Luncheon. R4 registration and an event ticket is required for all attendees.

Reporting Transaction Data

Individuals:

Transaction Data includes Gross Commissions Income (GCI), Transaction(s) and Volume data earned by a licensed RE/MAX Agent.

- **Owned Regions** submit monthly agent transaction data through the Lone Wolf integration or via the Agent and Office Portal.
- **Independent and Global Regions** submit Year-To-Date (YTD) Agent transaction data via an Excel Spreadsheet provided by RE/MAX, LLC.

Team Leaders and Team Members:

Transaction Data includes Gross Commission Income earned before any compensation plan (e.g. split) is considered. See the below example.

The Joe Whitmore Team

Team Leader (TL) = Joe Whitmore

Team Member (TM) = Jane Teal

Team Leader – Joe Whitmore earns \$250,000 annually

- Joe's reported commissions equal \$250,000
- The Joe Whitmore Team earns \$350,000
- Joe (TL) earns the Team Platinum Club Award on behalf of the Joe Whitmore Team. Joe doesn't earn an Individual Club Award for his reported commissions because of his TL status.

Team Member - Jane Teal earns \$100,000 annually

- Jane's reported commissions equal \$100,000
- The Joe Whitmore Team earns \$350,000
- Jane earns the Individual 100% Club Award based on her reported commissions as an Individual.

Switching Team Status and Transaction Data Adjustments:

Status	Applicable Recognition	Rule
Team Leaders	Team Club Awards	
	Top 50 Residential Rankings by team size	
	Top 25 Commercial Rankings by team size	All personal commissions (regardless of team affiliation) earned by a Team Leader will be aggregated to his or her current Team totals.
	Top 100 Residential and Commercial worldwide	
	Region Top Producers Ranking by team size	
Top 1 in Team Transactions by team size		
Team Members	Individual Club Awards	A Team Member's personal commissions earned will be aggregated to his/her current Team's totals and will also make them eligible for an Individual Club Award.
Individuals	Individual Club Awards	
	Top 100 Individual Rankings	All personal commissions earned by the Individual (while not a part of a team) will be aggregated to an Individual Club Award.
	Region Top Producers Ranking	
	Top 1 in Individual Transactions	

Example of Team to Individual:

Team to Individual Example				
	January - October RE/MAX Falcon Team C	November - December RE/MAX Outdoors	Club Award	Year-End Awardable Commissions towards Rankings
Greg Falcon Team Leader - Individual	\$735,000 - Team Leader	\$100,000 - Individual	Titan Club Award ($\$735,000 + \$100,000$) = \$835,000	\$100,000 - Individual
Tennessee Williams Team Member - Individual	\$55,000	\$50,000 - Individual	100% Club Award ($\$55,000 + \$50,000$) = \$105,000	\$50,000 - Individual
Sailor Moore Team Member - Individual	\$250,000	\$250,000 - Individual	Chairman's Club Award ($\$250,000 + \$250,000$) = \$500,000	\$250,000 - Individual
Team C				
Disbanded end of October				
Year-End Total	\$0			

January – October Team C is active with TL Greg Falcon and Team Members Tennessee Williams and Sailor Moore. Greg earns \$735,000 as the TL, Tennessee earns \$55,000 and Sailor contributes \$250,000.

On November 1st, the team disbands. Greg becomes an Individual and earns an additional \$100,000 by year-end, Tennessee becomes an Individual and earns another \$50,000 for 2020 and Sailor becomes an Individual and earns an additional \$250,000.

- Greg will earn the Titan Club Award based on his total 2020 commissions earned of \$835,000, regardless of his 2020 Team Status.
 - Only Greg's individual earned commissions of \$100,000 will be considered for rankings.
- Tennessee will receive the 100% Club Award for her total 2020 commissions of \$105,000, regardless of her 2020 Team Status.
 - Only her individual commissions of \$50,000 will be considered for rankings.
- Sailor will receive the Chairman's Club Award for his total 2020 commissions of \$500,000, regardless of his 2020 Team Status.
 - Only Sailor's individual commissions of \$250,000 will be eligible for ranking purposes.

Example of an Individual to a Team:

Individual to Team Example					
	January	February - June	July - December	July - December	Club Award
	RE/MAX Jones	RE/MAX Run	RE/MAX Run	RE/MAX Peace	
		Team A	Team A	Team B	
Tammy Jones Individual - Team Leader	\$50,000 - Individual	\$100,000 - Team (\$50,000 + \$100,000) = \$150,000		\$235,000 - Team (\$50,000 + \$100,000 + \$235,000) = \$385,000 - Team	N/A
Charles Lewis Team Leader			\$170,000 - Team		N/A
Hannah Winters Team Member		\$75,000	Transferred to Team B	\$100,000	100% Club Award (\$75,000+\$100,000)
John Grissom Team Member		\$80,000	\$55,000 Stayed with Team A		100% Club Award (\$80,000+\$55,000)
Jim Patterson Team Member				\$250,000	Platinum Club Award (\$250,000)
Kristen Smith Team Member				\$350,000	Platinum Club Award (\$350,000)
		Team A	Team A	Team B	
Awardable Commissions towards Monthly Rankings	Tammy Jones \$50,000	\$480,000 (\$100,000 + \$170,000 + \$75,000 + \$80,000 + \$55,000)		\$1,085,000 (\$385,000 + \$100,000 + \$250,000 + \$350,000)	
Year-End Totals & Final Ranking Commissions	N/A	N/A	\$380,000	\$1,085,000	
Team Club Award	N/A	N/A	Team Platinum Club Award	Team Diamond Club Award	

January

Tammy is eligible to rank as an Individual on the Top 100 list with the \$50,000 she earned prior to becoming a Team Leader.

February to June

Team A

Tammy joins Team A as a TL alongside TMs Hannah Winters and John Grissom. Tammy earns \$100,000 in commissions during this period while Hannah earns \$75,000 and John earns \$80,000.

Team A with Tammy as the TL can rank with \$305,000

- Tammy's individual \$50,000 +
- Tammy's additional earnings of \$100,000 while TL of Team A +
- The Team Members contributions of \$155,000
 - Hannah Winters - \$75,000
 - John Grissom - \$80,000

July to December

Team A

Team A stays intact and hires a new TL, Charles Lewis in July. Charles earns a commission amount of \$170,000 for the year. John Grissom stays with Team A and earns an additional \$55,000. Hannah Winters transfers to Team B though her commissions of \$75,000 earned while a member of Team A will stay with Team A. \$100,000 from old TL, Tammy Jones will also stay with Team A.

Team A with Charles Lewis as the TL can rank with \$480,000

- Tammy Jones commissions \$100,000 +
- Charles' earnings of \$170,000 while TL of Team A +
- The Team Members contributions of \$210,000
 - Hannah Winters - \$75,000
 - John Grissom - \$135,000

At Year-End Team A cannot claim Tammy's individual earned commissions of \$50,000 since she transferred as TL to Team B mid-year.

Team B

Tammy changes offices and becomes Team Leader of Team B alongside Team Members Hannah Winters, Jim Patterson and Kristen Smith. While on Team B Tammy earns an additional \$235,000, Hannah earns another \$100,000, Jim earns \$250,000 and Kristen earns \$350,000.

Team B has a total of \$1,085,000 in commissions for the year, meaning it earns a Team Diamond Club Award. This is also the number used to determine if the team makes the Top 100 Rankings. The commission total for the team is determined by adding:

- Tammy's \$50,000 Individual earned commissions while an Individual +
- Tammy's \$100,000 earned commissions while a TL on Team A +
- Tammy's \$235,000 earned while a TL on Team B +
- Other Team Members contributions totaling \$700,000:
 - Hannah Winters - \$100,000
 - Jim Patterson - \$250,000
 - Kristen Smith - \$350,000

At Year-End Team B cannot claim Hannah's individual earned commissions of \$75,000 earned while on Team A since she transferred as a TM to Team B mid-year.

Frequently Asked Questions regarding Team Status

Q: *How is the Team Leader credited for commissions generated by the Team Member(s)?*

A: *The Team Leader is credited with all commissions the entire team earns and is paid out by the brokerage. Those commission amounts will be credited to the Team Member(s) and used to determine their Individual Club Awards. Also, those same commissions will be applied to the Team's total earnings. It is important for offices to accurately report the Team Leader's and the Team Member's earnings.*

Ultimately the Team Leader's Team Club Award is based on all the commissions the Team has earned no matter how the commissions are paid out to Team Members.

Q: *If a Team Leader has an arrangement with their Team Member that the Team Leader takes 60 percent of any commissions generated by the Team Member and the Team Member keeps 40 percent, how should that be reported?*

A: *For the purposes of the Top 25/50 Teams Lists, the Team Leader is credited with 100 percent of the team commissions and the Team Member is credited with zero for their team commissions. For the purposes of the annual Club Awards (Executive, 100%, Platinum, Chairman's, Titan, Diamond, and Pinnacle) the Team Leader is credited with 100 percent of earned commissions to be recognized in the*

Team category. The Team Member is credited with 40 percent of the earned commissions as paid out, earning the appropriate Individual Club level award.

Q: Can a Team Member be ranked in either the Top 100 Teams or the Top 100 Individuals?

A: No. Team Members are not eligible for either Top 100 category because the commissions they generate are being credited to their Team for the Team Top 100. The Team Member is, however, eligible for the annual Individual Club Awards (Executive, 100%, Platinum, Chairman's, Titan, Diamond, and Pinnacle) and Career Awards (Hall of Fame, Lifetime Achievement, Circle of Legends, Luminary of Distinction, and Paramount of Excellence) based on their own reported earnings.

Q: If a Team disbands during the course of the year, can an agent change to Individual status from Team Leader or Team Member status?

A: Yes. Status changes for Team Members are allowed at any time during the calendar year, but the commissions credited to the team must remain with that Team. Team Leaders can also switch team status to an Individual or Team Member any time during the year. However, commissions credited to the team must remain with that Team.

Q: Can a Team Member change Teams during the course of the year?

A: Yes. A Team Member can change Teams throughout the year. However, the commissions generated by that Team Member up to the time of transfer that have been credited to the first Team must remain with that Team.

Q: If a Sales Associate has an Unlicensed Administrator, do they form a Team?

A: No. Teams are composed only of Licensed Associates.

PLEASE NOTE: These Team Award Guidelines will be reviewed and amended as needed. RE/MAX Headquarters reserves the right to alter or eliminate the program in its entirety at any time.

For additional questions:

- Contact your Region
- Reach out to RE/MAX, LLC, Billing and Membership Operations at:
 - billingandmembership@remax.com
- Western Canada:
 - billingreports@remax.ca
 - 250.860.3628