



eXpand Mentoring Program Overview

The purpose of the eXpand Mentoring Program is to provide new agents a learning platform where they will gain the fundamental knowledge required to start and build a successful real estate career. eXpand mentors shall provide guidance in a practical, hands-on manner to lead the mentee in the early stages of their career. The mentor shall lead the mentee through the education coursework (eXpand curriculum) and production requirements in preparation for graduation from the eXpand Mentoring Program. Graduation will be processed upon approval from both the mentor and State Administrative Broker. This program honors the eXp core values of community, collaboration, innovation, service, transparency, agile, sustainability, integrity and, most of all, FUN!

eXpand mentees will include:

- All new licensees or those who have not completed three transactions within the previous 12-month period.

eXpand mentee graduation requirements:

- Mentee must attend at least 50% of all state meetings and meet with their mentor regularly until the eXpand Mentorship Program has been successfully completed.
- Mentee shall attend the weekly eXp Leadership Meeting on Fridays at 8 a.m. PT / 11 a.m. ET in the eXp World Auditorium.
- Mentee shall attend and complete the following core eXp Realty classes:
 - eXp Realty Agent Orientation
 - SkySlope Basic Training
 - eXp World Training
- Mentee shall successfully complete all eXpand modules, including all course assignments. Some assignments will require mentor participation and oversight, including, but not limited to, state-specific content. Mentee is aware and agrees to complete this coursework within the first 60 days of transference of their license to eXp Realty.
- If required by mentor, mentee shall "shadow" their eXpand mentor on the following appointments. At the very least, mentee and mentor shall role play these scenarios.
 - Listing appointment
 - Buyer presentation
 - Presenting the contract
 - Home inspection/negotiating the repairs
 - Final walkthrough
 - Closing appointment
 - If applicable, mentee shall be present for a new construction meeting.



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- Mentee shall successfully complete all items listed on the Mentor Guide provided to mentor upon successful completion of certification course.

Mentee eXceptions:

- The participation of inactive/active real estate licensees (not newly licensed) who have not conducted a real estate transaction in the previous 12-month or more period are enrolled in the eXpand Mentoring Program at the discretion of the State Administrative Broker.
- If mentee joins eXp Realty to serve on a team, the team leader may serve as a mentor to the new team member only if the team leader is overseeing the mentee and their completion of the eXpand curriculum. Team leaders may waive the mentor/mentee financial commitment making the split 70/30 instead of 60/40. The company split of 20% applies toward agent cap and the remaining 10% is paid to eXp University.
- Should mentee complete eXpand curriculum and mentor or State Administrative Broker believes the mentee requires further engagement, mentee will be re-enrolled in eXpand Mentoring Program for another three transactions at the discretion of the State Administrative Broker.
- Rentals may be counted as applicable transactions should the commission earned be commensurate with commission earned for a resale transaction.

eXpand mentor minimum requirements:

- Mentor and mentee shall be members of the same Multiple Listings Service.
- Mentor and mentee shall both reside within acceptable geographic boundaries.
- Mentor must personally have completed at least eight real estate transactions within the previous 12-month period. (Recertifying mentors will be given six months to get into compliance with this policy. During that time, mentor will maintain current mentees but not be assigned new ones until they reach the rolling 12-month requirement. Should mentor not meet the rolling 12-month transaction commitment, mentor shall finish their commitment with current mentees then be excused from the eXpand Mentoring Program and may reapply once qualifications have been met.)
- Mentor must have closed at least two transactions within the eXp Realty system of the eight transactions completed in the previous 12-month period.
- Mentor must complete the certification course.
- Mentor must attend at least eight of the 12 monthly Mentor-the-Mentor Workshops provided in eXp World.
- Mentor must attend at least 50% of monthly agent meetings offered by the State Administrative Broker as well as attend local state events and take an active role in promoting and holding mentee accountable for their attendance.

- Mentor shall be actively engaged and committed to the success of the new agent and have regularly scheduled meetings with their mentee. The role of the mentor is to provide leadership, oversight, direction, correction and encouragement to the mentee.
- Mentor shall provide regular mentee Scorecard updates demonstrating ongoing progress of mentee participation and mentor engagement to their State Administrative Broker.
- Mentor shall successfully ensure mentee completes all eXpand modules, including all course assignments. Some assignments will require mentor participation and oversight, including, but not limited to, state-specific content. Mentor is aware and agrees to complete this coursework within 60 days of mentee transferring their license to eXp Realty. This does not mean that the mentee must complete all transactions prior to the expiration of the 60 days, but that the content of eXpand Mentoring Program is completed therein.
- Mentee shall make themselves available, and adjust their schedules accordingly in order to "shadow" eXpand mentor on each of the following meetings at least one time should that be required by mentor. At the very least, mentee and mentor shall role play all of the following scenarios:
 - Listing appointment
 - Buyer presentation
 - Presenting the contract
 - Home inspection/negotiating the repairs
 - Final walkthrough
 - Closing appointment
 - If applicable, mentee shall be present for a new construction meeting.
- Mentor shall ensure that mentee has completed all items listed on the eXpand Mentor Guide provided to mentor upon successful completion of the certification course. Mentor understands that should they be the sponsor of the mentee and choose to serve as the mentor, the sponsor must be certified through eXp University, be in good standing in the company and with the State Administrative Broker, and ensure that mentee completes the eXpand curriculum.

Mentor eXceptions:

- Seasoned agents who take on an additional state license will not be required to take the mentor course curriculum unless recommended by the State Administrative Broker. Agent may still take the state-specific module to assist in acquiring local market business practices.