

## PHT AGENT/TEAM SPLITS BY LEAD SOURCE

SOURCE	BUYER OR LISTING?	OUTSIDE REFERRAL PAID BEFORE SPLIT WITH AGENT?	% TO AGENT	% TO TEAM	WHO PAYS MARKETING FEES (LISTINGS ONLY)?		
Zillow Flex (without ISA handoff)	BOTH	Y (25-35%)	55	45	Agent		
Zillow Flex (with ISA handoff)	BOTH	Y (25-35%)	50	50	Agent		
Veterans United (with or without ISA handoff)	BOTH	Y (30%)	50	50	Agent		
Homelight (with or without ISA handoff)	BOTH	Y (25%)	50	50	Agent		
FastExpert (with or without ISA handoff)	BOTH	Y (25%)	50	50	Agent		
Realty.com (with or without ISA handoff)	BOTH	Built into split	37.5	62.5	Agent		
Other ISA Handoff	BUYER	N	40	60	N/A		
	LISTING	N	30	70	Team	*No \$250 fee	
Direct referral from PP/SP	BUYER	N	40	60	N/A		
	LISTING	N	30	70	Team	*No \$250 fee	
Other team leads	BUYER	N	50	50	N/A		
	LISTING	N	30	70	Team	*No \$250 fee	