

- **Does Champion Realty really offer all agents a 90/10 commission split?**
 - Yes, all of our agents are on the same program
- **With a 90/10 split, are your monthly offices fees really high, and what do they include?**
 - Our fees are among the lowest in the industry. The base monthly dues are only \$50. All of the following services **are included** with Champion Realty at no additional cost:
 - Errors & Omissions Insurance
 - Yard Signs
 - Online Transaction Management
 - Branded E-mail, Toll Free Number and Personal Voice Mail
 - Listings Syndicated on Major Search Portals
 - Residual Income for Referring Agents
 - Property Management Referral Bonuses
 - Full Time Broker Support, After-Hours Support
- **How is the brokerage able to survive by only retaining 10% of the commissions? Most other agencies keep 30% or more of my commissions.**
 - Champion Realty has created a low overhead model. We are not a brick-and-mortar shop offering retail offices and computers to our agents. We provide the 'basics' to help agents succeed in the business. We cut out all the 'fluff' that other agencies offer, and most agents don't even use.
- **How much are the transaction fees?**
 - Zero. Champion Realty has no transaction fees of any kind.
- **How much are the franchise fees, or annual company dues?**
 - Zero. Champion Realty has no franchise fees or annual dues.
- **How much are the advertising fees and technology fees?**
 - Zero. Champion Realty has no advertising fees or technology fees.
- **What other expenses do agents have to pay for at Champion Realty?**
 - We believe in being upfront about all expenses. So here it goes:
 - Our office dues of only \$50 per month
 - Licensing and transfer fees
 - Continued education tuition and expenses
 - REALTOR® association and MLS dues
 - Personal advertising and promotion
 - Vehicle expenses, cell phone and internet access
 - Lockboxes and sign riders
 - At Champion Realty, these are **totally under the agent's control** as there are **no required advertising expenses**. You decide when and where to advertise. You reap the benefits.
- **Do commissions ever drop below the 90/10 based on an agent's production?**
 - No. Champion Realty agents **never** receive less than a 90/10 split.

- **Does Champion Realty offer a recruiting incentive**
 - You bet! We offer a residual referral fee of 10% of any company split generated on a transaction by the 'referee'. This will continue in effect as long as both agents remain active with Champion Realty.
- **I see that Champion Realty offers property management services. Do you provide referral fees to your agents that bring in property management accounts to Champion Realty?**
 - Yes, we do. For all property management clients that you refer to Champion Realty and who sign a one year agreement, we will pay to you a referral fee equal to two months of our property management fees for that account.
- **To which local association of REALTORS® will I need to join?**
 - Champion Realty is a member of the Raleigh Regional Association of REALTORS®
- **What is the business philosophy at Champion Realty?**
 - No other single attribute of a person or of a business can have such an impact on success or failure as integrity. We believe that every task must be undertaken with truth and honesty. If we must ask ourselves if it is alright to do something, it probably is not. Honesty in every action and truth in every word are the precepts for our corporate ethics. We expect honesty from our Employees and Associates.
 - Our clients and customers have a right to expect outstanding service. If we expect to be well paid, we must provide the best service available. We expect our Employees and Associates to provide excellent service. We are paid for our knowledge and for the skillful use of that knowledge for our customers and clients.
 - We should never undertake an assignment for a client or customer unless we have the training and experience to do the specific job. We believe in continuing education. Only by learning better ways to provide quality service can we enhance our reputations. We expect our Employees and Associates to continue developing their skills.
 - Sometimes, even the most competent professionals make mistakes. We understand this fact. Our clients and customers must be happy with the transaction, or we will not get repeat business, and our reputation within the community will suffer. If we make a mistake, we must be willing to stand accountable, and to make it right with the customer and/or the client. We expect our Employees and Associates to be accountable for their mistakes.
 - An organization can only be great when all members are working together. Helping one another whenever possible, giving the extra effort to cooperate with each other. We expect cooperation from each of our Employees and Associates.
 - The Code of Ethics of the National Association of REALTORS® is a guide for our daily business operations. The Laws, Rules & Regulations and Substantive Policy Statements of the North Carolina Real Estate Commission are clear regarding our obligations to our clients and customers. Our Employees and Associates must observe the Law, and abide by the Code of Ethics. At Champion Realty, we place a high priority on ethics. We do not vary from these principles under any circumstances, and we expect the same of all our Employees and Associates.

**To schedule a confidential interview with our Principal Broker, Rodney McNabb,
please call (800) 290-4010 ext 5**