



COMMISSION BASED RECRUITER OPPORTUNITY

EARN CASH & EQUITY COMPENSATION BY MAKING INTRODUCTIONS AND ASSISTING US TO HIRE REAL ESTATE AGENTS & LOAN OFFICERS TO AARE

Role: The central task of this role is to make introductions of real estate agents and loan officers to AARE. You will work directly with our talent acquisition team.

Responsibilities: Share our story. Simply make an introduction by text, email or phone call to start the recruiting process.

Experience: Real estate or lending experience is preferred for this role so that you can “speak the real estate and lending language”. No license is required to participate but most participants are either currently or previously licensed.

Status: Independent Contractor freelance, remote work. You will need to sign an ICA (Independent Contractor Agreement) that we will prepare. There are no set hours and you can work on your own schedule.

Cost Considerations: There are no ongoing costs or licensing costs requirements to be a recruiter. You will be responsible for your own phone, computer and any other equipment you use to conduct your recruiting.

Cash Reward to Introduce a Prospect: You will be paid \$50 when you introduce a prospect that is willing to discuss the AARE opportunity with our recruiters and review a proposal. The prospect does not have to join in order for you to qualify for the \$50.

Bonus When Prospect Joins: You will receive a bonus (finder's fee) in the form of a commission when a prospect joins. This is in addition to the cash reward to introduce a prospect.

Bonus Payment Choices: You have three choices for the payment of the bonus.
Choice #1=Cash Payment **Choice #2**=Stock Purchase **Choice #3**=Stock Options

Choice #1 - Cash Payment Program: When you make a successful introduction that leads to a hire, you will be paid a **10% finder's fee** based on how much the agent or loan officer is projected to earn for AARE in their first 12 months. For example, if an agent or loan officer is projected to earn \$10,000 for AARE you will receive \$1,000 in cash as a commission.

Choice #2 - Stock Purchase Program: When you make a successful introduction that leads to a hire, you will be rewarded with a **20% finder's fee** in the form of a stock purchase through our Regulation A+ IPO offering based on how much the agent or loan officer is projected to earn for AARE in their first 12 months. For example, if an agent or loan officer is projected to earn \$10,000 for AARE in their first 12 months you will receive \$2,000 in the form of IPO stock purchase.

Choice #3 - Stock Option Grant Program: When you make a successful introduction that leads to a hire, you will be granted a **30% finder's fee** in the form of stock options (non-qualified stock options) based on how much the agent or loan officer is projected to earn for AARE in their first 12 months. For example, if an agent or loan officer is projected to earn \$10,000 for AARE in the first year will receive \$3,000 in stock option grants that vest over 5 years. The stock option grant program offers triple the amount of bonus compared to the cash choice due to the risk associated with stock options, the 10 year life of the option contract, the 5 year vesting period, and the possibility that the option contracts could expire with little or no value. This program is only recommended for members who have a clear understanding of how stock options work or who are willing to learn on their own the mechanics of option contracts.

Stock Option Grant Dates: 25% of the grant will be issued at the end of the quarter that the agent or loan officer moves their license to AARE (based on the agent's projected 12 months earnings). Think of this as a down payment to your full stock grant. The other 75% of the payment will be paid each quarter for the next three quarters and be completed on the annual anniversary date (12 months later) to ensure the agent or loan officer stays with the company for at least one year. Grant terms will be per the 2023 AARE Equity Compensation plan. *See plan and disclaimer below for details.

***Cash Payment/Stock Purchase Program Disclaimer and Bonus Refund Policy:**

If you hire an agent or loan officer who quits before completing any transactions or earning any revenue for the company any bonus that was distributed to you will need to be refunded to the Company.

***Stock Grant Program Disclaimer and Unvested Grants Policy:** If you hire an agent or loan officer who quits before completing any transactions or earning any revenue for the company your stock option grants will be canceled.

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