Team Agreement

Between Team Leader and Team Member

This Team Agreement ("Agreement") is entered into between:
Team Leader (TL): _____
Team Member (TM): _____
Together with any other licensed salespersons or associate brokers approved by Broker, TL and TM comprise the "Team."

All Team members are licensed to conduct real estate activity in the State of Connecticut through **List n Show LLC** ("Broker"). New members may be added or removed at TL's discretion with Broker's approval.

1. TERM AND TERMINATION

1.1 Commencement. This Agreement begins on _____ ("Commencement Date").
1.2 Duration. This Agreement continues until terminated by either party as provided below.
1.3 Termination.

- Either party may terminate with **30 days' written notice**.
- This Agreement ends immediately if TL's or TM's **license is suspended, revoked, or inactive**.
- This Agreement ends immediately if either TL or TM **is no longer affiliated with Broker**.
- TL may terminate immediately if TM's conduct damages the Team's reputation or creates legal, financial, or regulatory risk.
- Each party must notify the other if their license or Broker affiliation is compromised.

2. COVERED TRANSACTIONS

This Agreement applies to all real estate transactions conducted by TM during its term, unless excluded below.
2.1 Exclusions (check if applicable):

☐ TM's personal transactions (buy/sell own property)
☐ Immediate family transactions
☐ Specific persons/entities: _____
☐ Transaction types: ☐ Commercial ☐ Rental ☐ Referrals ☐ Other: _____
☐ Other exclusions: _____

2.2 TM's Role (check all that apply):

☐ Represent Buyers ☐ Represent Sellers ☐ Both ☐ Transaction Coordination ☐ Other: _____

All other activity must be conducted **under the Team and through Broker**.

3. RELATIONSHIP WITH BROKER

This Agreement does not change TL's or TM's independent contractor relationship with Broker. If a conflict arises, Broker's policies or agreements control. Broker's approval is required, but Broker is not a party to this Agreement.

4. PREEXISTING CLIENTS

☐ A list of TM's preexisting clients is attached.

Only listed clients are recognized as "Preexisting Clients."

5. COMPENSATION

All commissions are paid through Broker in accordance with Broker's policies and this Agreement.
5.1 Definitions. "Compensation" means the gross commission paid to Broker, less Broker fees, with the remainder split between TL and TM as set below.

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5.2 Compensation Splits.

- Buyer transactions generated by TL: ☐ ____% TL / ____% TM ☐ Flat fee arrangement: _____
- Buyer transactions generated by TM: ☐ ____% TL / ____% TM ☐ Flat fee arrangement: _____
- Seller transactions generated by TL: ☐ ____% TL / ____% TM ☐ Flat fee arrangement: _____
- Seller transactions generated by TM: ☐ ____% TL / ____% TM ☐ Flat fee arrangement: _____
- Other/Custom: _____

Broker may withhold payment if there is a dispute.

5.3 Broker Transaction Fees.

☐ Paid by TM

☐ Paid by TL

☐ Split same as Compensation in Section 5.2 above.

☐ Transaction fees will first be deducted from the gross commission. The remaining amount will then be split according to Section 5.2 above.

6. EXPENSES

Each party is responsible for their own licensing, MLS, REALTOR® dues, and Broker fees.

Transaction and marketing expenses:

☐ Paid by TL only. TM must obtain approval for expenses.

☐ Split same as Compensation.

☐ Other arrangement: _____

TM may not hire a Transaction Coordinator (TC) without TL's written consent.

7. TEAM NAME

Covered Transactions must be conducted under: _____

☐ Team Name complies with CT Real Estate Commission rules.

☐ Upon termination, rights to the Team Name remain with: ☐ TL ☐ TM ☐ Other: _____

8. TEAM POLICIES

- TL may set team policies. TM must comply in good faith.
- Leads belong to TL and are assigned at TL's discretion unless otherwise agreed.
- Materials, systems, and databases remain confidential and may not be used after termination.
- Documents must follow Broker's transaction system. TL may access all files.
- MLS use and credit must follow MLS rules.

9. TERMINATION – COMPENSATION AND RIGHTS

9.1 Pending Transactions. If terminated with pending transactions, TM must transfer files to TL. TL or another member will complete the deal. TM's share will be reduced by reasonable compensation for completion.

9.2 Preexisting Clients. TM keeps Preexisting Clients. TL has no claim if TM later works with them.

9.3 Team Clients. Team Clients belong to TL. If TM closes a Team Client deal within 12 months after leaving, TL will be entitled to a referral fee of ____% of gross commission income.

9.4 Branding. All Team branding, names, and materials remain with TL unless otherwise agreed.

9.5 Referral Obligations. If either party joins a new Broker, referral agreements must be honored for transactions covered under this Agreement.

10. LEGAL RELATIONSHIP

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Team Agreement

This Agreement does not create employment, a partnership, or joint venture. Both remain independent contractors.

11. DISPUTE RESOLUTION

- Parties must first attempt good-faith resolution.
- If unresolved, Broker may assist.
- If still unresolved, parties agree to mediation. Costs split equally.
- If both initial here _____ (TL) _____ (TM), parties agree disputes go to **binding arbitration**.

All proceedings remain confidential except as required by law.

12. ATTORNEY'S FEES

In any arbitration or legal proceeding, the prevailing party may recover attorney's fees and costs.

13. ENTIRE AGREEMENT

This Agreement is the entire understanding between TL and TM. Changes must be in writing and signed by both parties. No promise of income or success is made. TM's success depends solely on individual effort and ability.

14. BROKER

All activity is conducted through **List n Show LLC**. Commissions are paid only by Broker. No Team Member may directly pay another.

15. INDEPENDENT CONTRACTOR STATUS

Both TL and TM confirm they are independent contractors. Broker provides no employee benefits. Each is responsible for their own taxes.

16. INDEMNIFICATION

If TM or TL is ever classified as an "employer" of the other, that party assumes all legal responsibility and must indemnify Broker.

SO AGREED;

TM: _____ _____ _____
Signature *Print Name* *Date*

TL: _____ _____ _____
Signature *Print Name* *Date*

Broker acknowledges receipt of and consents to this Team Agreement, subject to separate agreement between TL and Broker, or TM and Broker.

Broker: _____ _____ _____
Signature *Print Name* *Date*

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