Agent Commission Plan

Reach your cap, then keep 100% of your commission for the rest of your cap year.

	Balanced Performer	Proven Agent	Selective High-Level Placement
Split (agent / broker)	**80 / 20**	**85 / 15**	**90 / 10**
Annual cap	**$24,000**	**$21,000**	**$15,000**
Reach 100% at	$120,000 GCI	$140,000 GCI	$150,000 GCI
Best for	Agents building consistent production	Agents with an established track record	Top producers with strong visibility and referral flow
Qualification	Open to all licensed agents	Prior-year GCI of $100,000+	By invitation; prior-year GCI of $150,000+

Fees

- **Transaction fee:** $499 per transaction.
- **E&O:** $100 per closed transaction.
- Fees are separate from your cap and continue after you reach 100%.

How it works

- **Cap year:** resets on your anniversary date, the date you join Icon Realty LA.
- **Cap:** the total dollars of commission you pay the brokerage in one cap year. Once you reach it, the brokerage's share stops.
- **Tier review:** annually, based on prior-year production.
- **Example:** a Proven Agent closes a $22,500 commission. The brokerage's 15% is $3,375, and the agent keeps $19,125 before fees.

Contact

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GCI = gross commission income. Terms subject to the independent contractor agreement.