



**Homeland**  
Realty Corporation

# 100% PAYOUT

*HLR's compensation system sets us apart from every other business opportunity in today's business world!*

**YOU CONTROL** your own promotion in several different ways. Promotion is based on total number of transactions closed, both personal and total team building sales production. Each promotion you earn allows you to generate additional income through infinity overrides thru all levels.

To calculate your infinity overrides, simply subtract their level from yours. For example, a Sr. Vice President overrides a direct Sales Consultant at 25%, direct Sales Manager's team at 11% and direct Vice President's team at 3%. In addition, there are 10% generation overrides from 1st thru 4th generation. To calculate the total overrides, simply add the infinity overrides thru all levels and generation overrides thru 4th generations.

## Personal Commission Examples \*

<b>Sales Consultant</b>	<b>60%</b>	<b>\$5,100</b>
<b>Sales Manager</b>	<b>74%</b>	<b>6,290</b>
<b>Sr. Vice President</b>	<b>85%</b>	<b>7,225</b>

## Builder Commission

**You have earned Sales Manager contract and close 1 sale a month personally .....**

**You build 5 Sales Consultants who each close one sale a month**

<b>Personal Commission</b>	<b>6,290</b>
<b>Override Commission</b>	<b>5,950</b>
<b>Total Commission</b>	<b>\$12,240</b>

\* Commissions are based on 100% gross field payout (total gross loan revenue less 5% for general overhead and administration expenses or \$300 transaction fee whichever is higher).

\*\* The above hypothetical commission example is for illustrative purposes only. This example is based on net field payout of \$9,000 for a hypothetical of \$300,000 sale price. All commission plans are subject to change without notice. There is no assurance that the results can or will be achieved. Income is earned from sale of HLR authorized products and services. No income is earned from recruiting.

Homeland Realty Corporation, 3673 Westcenter Drive, Suite 100A, Houston, TX 77042 • [www.myhldr.com](http://www.myhldr.com)  
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# 100% Gross Payout Plan

Promotional Levels	Comm% <i>(thru all levels)</i>	Infinity Overrides	Promotional Fast Track (3 mos)	Requirements Cumulative (12 mos)
<b>Associate</b>	<b>50%</b>	<b>NA</b>	Licensing Certification	Licensing Certification
<b>Sales Consultant</b>	<b>60%</b>	<b>10%</b>	3 Personal Recruits 1 Personal Sale	6 Personal Recruits 2 Personal
<b>Team Leader</b>	<b>70%</b>	<b>10%</b>	6 Recruits 6 Team Sales	12 Recruits 12 Team Sales
<b>Sales Manager</b>	<b>74%</b>	<b>4%</b>	12 Recruits 12 Team Sales 1 Promotional Exchange	24 Recruits 24 Team Sales 1 Promotional Exchange
<b>National Sales Manager</b>	<b>78%</b>	<b>4%</b>	2 Direct QSM's or higher	3 Direct QSM's or higher
<b>Vice President</b>	<b>82%</b>	<b>4%</b>	4 Direct QSM's or higher	6 Direct QSM's or higher
<b>Sr. Vice President</b>	<b>85%</b>	<b>3%</b>	6 Direct QSM's or higher	9 Direct QSM's or higher
<b>Branch Associate Broker</b>	<b>88%</b>	<b>3%</b>	8 Direct QSM's or higher	12 Direct QSM's or
<b>Principal Broker</b>	<b>90%</b>	<b>2%</b>	12 Direct QSM's or higher	16 Direct QSM's or higher

EXECUTIVE LEVEL

## 10% Additional Overrides through 4th generations

Generation Overrides	Percentage	Requirements
<b>1st generation SM</b>	<b>4%</b>	<b>Must be a QSM or higher</b>
<b>2nd generation NSM</b>	<b>3%</b>	<b>Must be a QNSM or higher</b>
<b>3rd generation NSM</b>	<b>2%</b>	<b>To receive 2-4th generation Overrides</b>
<b>4th generation NSM</b>	<b>1%</b>	

**TOTAL Commission Payout 100%**

- All SM's and above must re-qualify for their position by maintaining the minimum production requirement for that promotion level. The re-qualification requirement for SM's and NSM's is six months and for VP's and above is twelve months.
- No more than 1/3 of promotional requirement at each level can come from any one leg.
- Direct upline Sales Manager has the right to receive one promotional exchange leg from the newly promoted Sales Manager.
- All HLR compensation plans and Promotional Standards are subject to change without notice. Commissions based on gross field payout total gross loan revenue less 5% general overhead and administration expenses (subject to \$300 minimum fee per transaction).

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# HLR Compensation Examples

The following example illustrates commission payouts for all products marketed by Homeland Realty Corporation. To calculate your commission, simply multiply your commission percentage by the gross field payout amount (Gross commission amount less 5% general and administrative expenses or \$300 per transaction whichever is higher).

Sale Amount	Gross Comm Revenue	Percent of Total	Field Payout
\$300,000	\$9,000	100%	\$8,500

Promotional Level	Personal Commission	Infinity Override	Typical Personal Commission	Override Commission
<b>Associate</b>	<b>50%</b>	-----	<b>4,250</b>	
<b>Sales Consultant</b>	<b>60%</b>	<b>10%</b>	<b>5,100</b>	
<b>Team Leader</b>	<b>70%</b>	<b>10%</b>	<b>5,950</b>	
<b>Sales Manager</b>	<b>74%</b>	<b>4%</b>	<b>6,290</b>	
<b>National Sales Manager</b>	<b>78%</b>	<b>4%</b>	<b>6,630</b>	
<b>Vice President</b>	<b>82%</b>	<b>4%</b>	<b>6,970</b>	
<b>Sr. Vice President</b>	<b>85%</b>	<b>3%</b>	<b>7,225</b>	
<b>Branch Associate Broker</b>	<b>88%</b>	<b>3%</b>	<b>7,480</b>	
<b>Principal Broker</b>	<b>90%</b>	<b>2%</b>	<b>7,650</b>	

Annotations on the right side of the table:  
 - A bracket groups the 'Typical Personal Commission' values from Sales Consultant to National Sales Manager, with a value of 340.  
 - A bracket groups the 'Typical Personal Commission' values from National Sales Manager to Vice President, with a value of 340.  
 - A bracket groups the 'Typical Personal Commission' values from Vice President to Sr. Vice President, with a value of 680.  
 - A bracket groups the 'Typical Personal Commission' values from Sr. Vice President to Branch Associate Broker, with a value of 1,190.  
 - A bracket groups the 'Typical Personal Commission' values from Branch Associate Broker to Principal Broker, with a value of 1,190.  
 - A bracket groups the 'Typical Personal Commission' values from Associate to National Sales Manager, with a value of 2,040.  
 - A bracket groups the 'Typical Personal Commission' values from National Sales Manager to Principal Broker, with a value of 1,360.

<b>Plus Additional Overrides thru 4 Generations 10% Total Gross Payout = 100%</b>		
Generation Overrides	Percentage	Requirements
1st generation SM .....	4% .....	Must be a QSM or higher
2nd generation NSM .....	3% .....	Must be a QNSM or higher
3rd generation NSM .....	2% .....	To receive 2nd-4th
4th generation NSM .....	1% .....	Generation Overrides

- All SM's and above must re-qualify for their position by maintaining the minimum production requirement for that promotion level. The re-qualification requirement for SM's and NSM's is six months and for VP's and above is twelve months.
- Commissions are based on gross field payout (total gross commission amount less 5% for general overhead and administration expenses or \$300 transaction fee whichever is higher).
- Direct upline Sales Manager has the right to receive one builder exchange leg from the newly promoted Sales Manager.
- The above hypothetical commission example is for illustrative purposes only. This example is based on net field payout of \$9,000 for a hypothetical of \$300,000 sale price. All commission plans are subject to change without notice. There is no assurance that the results can or will be achieved. Income is earned from sale of HLR authorized products and services. No income is earned from recruiting.

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