



Mentor & Mentee Agreement

Kelly Right Real Estate's Mentor program is intended for an agent/salesperson (hereinafter referred to as "Mentee") to gain knowledge, learn the fundamentals and build confidence in their real estate business through guidance and advice from an established and experienced real estate professional (hereinafter referred to as "Mentor").

MENTORSHIP AGREEMENT:

All transactions remain the responsibility of the Designated/Principal Broker and Kelly Right Real Estate (KRRE).

The Mentee agrees to pay the Mentor 30% of the gross commission income earned on the Mentee's first 3 transactions. Each 30% Mentor's commission will be calculated and based on 3% commission of the price of the home on each of the Mentee's first 3 transactions following execution of this agreement.

The Mentee and Mentor will each be charged the KRRE transaction fee for their split of the commissions on these 3 transactions. If a transaction during this agreement is a personal purchase by Mentee, the Mentee agrees to leave enough commission in the closing to cover the Mentor's commission and the transaction fee to KRRE. This agreement is essential to building a successful mentoring relationship and preventing confusion or conflicts regarding Mentee and Mentor expectations and responsibilities.

MENTEE

Mentee is an individual who is being mentored by an established and experienced real estate professional (Mentor). Mentee seeks to work with the Mentor to gain knowledge, learn the fundamentals and nuances, and build skills and confidence for their real estate business.

MENTEE agrees to do the following:

- Explicitly identify real estate business goals and objectives ahead of time and in writing for discussion with their Mentor upon the first meeting.
- Establish communication norms with the Mentor to facilitate regular and beneficial communication including phone, text, email preferences, and response time expectations.
- Build trust and respect and participate in open and honest communication with the Mentor.
- Welcome advice and constructive feedback.
- Clearly detail in writing availability and scheduled time commitments.
- Be available for appointments with the Mentor. These may be in person or virtual, one on one or in a group. Their time is as valuable as yours.
- Participate and respect appointment times when Mentor invites you to shadow them at open houses, listing or buyer presentations, home inspections, walk throughs, and closing appointments.
- Engage when given opportunities to learn contract presenting, reviewing, negotiation tactics, marketing tips, how to follow up on leads, etc. to build skills in the day-to-day business of real estate.



- Present contracts to the Mentor and discuss offers ahead of time to identify concerns and be proactive in seeking and receiving advice.
- Attend the KRRE Orientation and other training opportunities offered through KRRE.
- Utilize outside sources to enhance learning from Mentor such as, and not limited to, Associations, MLSs, and other real estate training resources offering in person or online educational opportunities.
- Respect and keep Mentor's contacts and business strictly confidential.

_____ Mentee Initials

MENTOR

Mentor is a trusted and experienced real estate professional who will train, coach, and advise the Mentee and has a direct interest in the development of a Mentee. Mentor commits to helping the Mentee learn the fundamentals and nuances of the real estate business, building skills and confidence by engaging and guiding, and sharing resources, experience, and expertise.

MENTOR agrees to do the following:

- Assist Mentee in working towards the Mentee's stated goals and objectives.
- Establish communication norms with the Mentee to facilitate regular and beneficial communication including phone, text, email preferences, and response time expectations.
- Build trust and respect and participate in open and honest communication with the Mentee.
- Offer advice and constructive feedback.
- Clearly detail in writing availability and scheduled time commitments.
- Train, coach, assist and commit to helping the Mentee grow and work toward stated goals. Meetings can take place in person or virtual, one on one or in a group. Their time is as valuable as yours.
- Assist or direct the Mentee in utilizing business tools and outside resources available through relevant Association(s) and MLS(s) and other real estate training providers offering in person or online educational opportunities to enhance learning for the Mentee.
- Provide reasonable notice of appointment times when Mentee is invited to shadow Mentor at open houses, listing or buyer presentations, home inspections, walk throughs, and closing appointments. These are offered at the Mentor's discretion when opportunities arise which are applicable to Mentee's stated goals.
- Engage with the Mentee in opportunities to learn contract presenting, reviewing, negotiation tactics, marketing tips, leads generation and follow up, and other skills in the day-to-day business of real estate.
- Review contracts presented by the Mentee and discuss offers ahead of time to identify concerns and provide guidance and advice.
- Respect and keep Mentee's contacts and business strictly confidential.

_____ Mentor Initials



The MENTOR and MENTEE further agree:

- Any leads or referrals provided to the Mentee by the Mentor, shall not be included in the 3 transactions paid at 30%. A separate referral agreement will be signed for all referrals and the agreed referral fee will be used instead of the mentorship commission.
- If either party is not fulfilling their part of this agreement, the parties agree to engage in dialogue and attempt to resolve the concerns. If that is unsuccessful, a written request may be submitted to the Broker at KRRE to review the issues. The Broker will consider dissolving this agreement or assigning a new Mentor.
- If a new Mentor is assigned it is agreed by the original Mentor and Mentee that any pending transactions with the original Mentor and Mentee will be paid at 30% as previously agreed. If 3 transactions have not already been completed at the time of a re-assignment, active listings will split the 30% commission 50/50 between the original Mentor and the assigned new Mentor.
- If there are no pending or active contracts and a new Mentor is assigned, then this agreement will be terminated, and no further commission is owed to the original Mentor.

Mentee agrees to pay the Mentor 30% of the gross commission based on a 3% commission of the first 3 transactions commencing on the day and date of signature below. Once the 3 transactions are completed, the Mentee agrees to be paid per their contract with Kelly Right Real Estate and/or their team agreement, if applicable.

Mentee Name _____ Date _____

Mentee Signature _____

Mentor Name _____ Date _____

Mentor Signature _____