

JOIN US!

POTENTIAL TEAM MEMBER GUIDE



REB REALTY

What is a Real Estate Boss?

A Real Estate Boss is:

- Dedicated to success: You're committed to growing your business and reaching your goals.
- Persistent: You don't quit when faced with challenges; you find solutions.
- Smart-working: You leverage tools and resources to maximize efficiency.
- Team-oriented: You're not just focused on individual success—you lift others up.

The Real Estate Bosses (REB Realty) Difference:

We are more than a brokerage—we are a family that is God-centered, agent-focused, pro-black, financially free, community-driven, and committed to living lives we love.

If you're ready to elevate your real estate career, grow your income, and work smarter—not harder—you're in the right place. Together, we'll create success stories, impact our communities, and help more families achieve home and investment ownership.

We are agent-centered, meaning everything we do is designed to help you succeed. Here's how we stand out:

- On-Demand Training & Coaching: Access training, group coaching, and action plans to grow your business.
- Quarterly Business Retreats: Recharge, plan, and grow with exclusive retreats.
- Admin Support: From transaction coordination to social media management, we handle the back-end so you can focus on selling.
- Cutting-Edge Tools: Leverage IDX Broker and Realty Back Office for seamless operations.

Why Agents Struggle (and How REB Realty Helps)

✗ Pain Point #1: Lack of Support

✓ Solution: At REB Realty, you'll never feel alone. From an attentive broker, admin support to group/one-on-one coaching, we've got your back.

✗ Pain Point #2: Outdated Strategies

✓ Solution: The real estate game has changed. In 2025, it's all about leveraging technology, social media, and smart systems. We provide training and tools like IDX Broker and Realty Back Office to keep you ahead of the curve.

✗ Pain Point #3: Unpredictable Income

✓ Solution: We help agents build multiple income streams, from investments to commissions, affiliate marketing, opportunities, and more.

PRIMARY AGENT BENEFITS

Training & Development : "Transform Your Business with Expert Training"

We're committed to helping you grow professionally and personally. We equip you with the tools, skills, and confidence to excel in today's competitive market.

Our Training Benefits Include:

- Goal Planning: Personalized guidance to map out and achieve your objectives.
- Group Coaching: Join collaborative sessions with other top-performing agents.
- Quarterly Business Retreats: Travel, recharge, refocus, and plan your business for success.

Technology Tools : "Leverage Technology to Work Smarter, Not Harder"

The right tools can streamline your business and save you time. We provide cutting-edge technology to keep you ahead of the competition.

Our Technology Includes:

- Website: Real-time property listings to wow your clients.
- Realty Back Office: Manage leads, transactions, electronic signatures, and client communication seamlessly.
- Automated Lead Management: Never lose track of opportunities.
- Social Media Tools: Templates and strategies to grow your online presence.

Administrative Support: "Focus on Your Clients, We'll Handle the Rest"

At REB Realty, we handle the behind-the-scenes tasks so you can focus on what you do best: helping clients buy and sell homes.

Support Services Include:

- Transaction Coordination: Streamline every deal with your coordinators.
- Listing Coordination: Let us handle MLS uploads, marketing materials, and showings.
- Social Media Management: Save time with professionally created and scheduled content.
- Inside Sales Assistance: Get help with lead follow-ups and appointment setting.

Community & Culture: "We Are a Supportive, Collaborative Family"

At REB Realty, we believe in the power of community. We foster an inclusive, supportive environment where agents thrive together.

Our Culture Highlights:

- Team Building Events: Strengthen relationships with your colleagues.
- Sales Contests: Fun, rewarding challenges to push your limits.
- Customer Appreciation Events: Show your clients the love they deserve.
- Volunteer Opportunities: Give back to the communities we serve.



GET TO KNOW YOUR NEXT REAL ESTATE BROKERAGE

At REB Realty, we believe that agents are the heart of our business, and our mission is to provide the support, resources, and encouragement needed to help you become the agent you've always aspired to be.

A Close-Knit Team with a Family Vibe

When you join REB Realty, you become part of a close-knit team where collaboration and camaraderie are at the core of everything we do. Here, you're not just another agent—you're family. That means personalized support, genuine encouragement, and a nurturing environment designed to help you succeed. Whether you're a seasoned professional or just starting out, we'll walk with you every step of the way to cultivate your skills, confidence, and business.

Excellence and Integrity in Every Interaction

Our agents pride themselves on operating with the highest levels of excellence, integrity, and professionalism. At REB Realty, we emphasize kindness and compassion in every client interaction, ensuring a stress-free experience for both buyers and sellers. By prioritizing strong relationships and exceptional service, we not only deliver outstanding results for our clients but also foster a sense of trust and loyalty that drives repeat business and referrals.

Your Success Is Our Priority

Our ultimate goal is to help you build a thriving, six-figure real estate business. From offering innovative tools and training to providing mentorship and administrative support, we're committed to empowering you to work smarter, achieve your financial goals, and create the lifestyle you desire.

At REB Realty, we don't just create real estate agents—we cultivate Real Estate Bosses. If you're ready to elevate your career, join a brokerage that's as invested in your success as you are. Together, let's build the life and business you've always dreamed of.



GET TO KNOW YOUR NEXT BROKER

I'm Keira Ingram, formerly known as The Real Estate Queenpin, and I would be honored to be your next broker.

With nearly 20 years of experience as a Real Estate Broker, coach, and published author, I am here to help. I created REB Realty for agents like you—those ready to grow, serve, and thrive in a supportive environment.

Over the course of my career, I have led multiple real estate brokerages, established a real estate school, and trained many agents and teams - impacting the lives of hundreds of agents, real estate investors, and clients.

At REB Realty, I provide tools, training, and team support you need to meet your goals while making an impact in your community. My mission is to ensure every agent feels valued, heard, and equipped for success. Let's build your success story together.

Keira Ingram

AS SEEN/HEARD/READ



REAL ESTATE COMPENSATION OPTIONS

At REB Realty, we offer two tailored compensation tracks to meet the unique needs of our agents. Both tracks come with comprehensive support, resources, and opportunities to grow your real estate career. Here's a breakdown of what each track offers:

Track A: Entrepreneurial Agents

For entrepreneurial agents who want to build and grow their own real estate business with no income limit, while benefiting from a supportive brokerage environment.

💰 Cost & Commission Structure:

- \$50/Month Fee: Covers E&O insurance and technology.
- Commission Splits: Start at 65/35 (adjustments based on production)
- \$650 per transaction transaction fee
- Brokerage Leads: All brokerage-provided leads are subject to a 50/50 commission split.

💰 Included Benefits & Resources:

- Coaching & Training:
 - Group Coaching sessions.
 - Monthly 1:1 Coaching for personalized guidance.
 - Access to training materials, templates, forms, checklists, and resources.
- Marketing & Tools:
 - Electronic Business Card.
 - Social media posting and online marketing materials.
 - Listing signs and lockboxes.
- Support & Technology:
 - Admin support and transaction coordination.
 - Access to advanced technology tools like IDX Broker and Realty Back Office CRM.
- Business Growth Opportunities:
 - Quarterly business retreats for planning and networking.
 - Team meetings to foster collaboration and knowledge sharing.
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💰 Agent Responsibilities:

Agents are responsible for covering additional expenses, including their Bright MLS membership and other business-related costs.

REAL ESTATE COMPENSATION OPTIONS

Track B: Employee Agents

For agents who prefer financial stability and a structured work environment while still enjoying bonuses and brokerage support.

💰 Compensation & Benefits:

- Hourly Pay: Guaranteed hourly wage for a minimum of 25 hours per week at the brokerage office.
- Performance Bonus: Additional bonus earned for each closing.
- Retirement contributions
- National Holidays Off
- Paid Time Off

💰 Included Benefits & Resources:

- Coaching & Training:
 - Group Coaching sessions.
 - Monthly 1:1 Coaching for personalized guidance.
 - Access to training materials, templates, forms, checklists, and resources.
- Marketing & Tools:
 - Electronic Business Card.
 - Social media posting and online marketing materials.
 - Listing signs and lockboxes.
- Support & Technology:
 - Admin support and transaction coordination.
 - Access to advanced technology tools like IDX Broker and Realty Back Office CRM.
- Support & Technology:
 - Admin support and transaction coordination.
 - Access to technology tools and Bright MLS provided by the brokerage.
- Professional Growth Opportunities:
 - Quarterly business retreats for planning and networking.
 - Team meetings to foster collaboration and knowledge sharing.

💰 Selection Process:

Employee Agents undergo a rigorous interview process to ensure they meet the qualifications are committed to working in the office and are a strong fit for the brokerage's collaborative culture.

PRIMARY AGENT BENEFITS

Pennsylvania

Real Estate Bosses License # RB069167

- **New License**
 - <https://www.pals.pa.gov/#/page/register>
 - Select new standard license application.
 - An application fee is required
 - Provide a recent (90 days or less) Criminal History Records Check (CHRC) from the state police or other state agency for every state in which you have lived, worked, or completed professional training/studies for the past five (5) years. For applicants living, working, or completing training/studies in PA, your CHRC request will be automatically submitted to the Pennsylvania State Police upon submission of this application and will be reflected in your checkout fee.
 - Upload score sheets evidencing a passing score on the State & National portion of the salesperson licensing examination within 3 years of the date this application is received in the Commission Office. Applicants who have held a current license from another state, territory or country within the last 5 years are not required to retake the national portion of the examination.
- **Transfer Brokerages**
 - <https://www.pals.pa.gov/#/page/login>
 - Select to start a new change employer application
 - An application fee is required
- **Reciprocal Licensing**
 - Arkansas, Georgia, Louisiana, Maryland, Massachusetts, and New York
 - No state exam required
 - An application fee is required
 - Provide a recent (90 days or less) Criminal History Records Check (CHRC) from the state police or other state agency for every state in which you have lived, worked, or completed professional training/studies for the past five (5) years. For applicants living, working, or completing training/studies in PA, your CHRC request will be automatically submitted to the Pennsylvania State Police upon submission of this application and will be reflected in your checkout fee.

READY?

JOIN OUR TEAM



We're excited to welcome driven, ambitious agents like you to our team! Whether you're ready to build your own business or thrive as an employee agent, REB Realty offers the support, tools, and opportunities you need to succeed.

Take the next step to becoming a Real Estate Boss:

- Complete An Application
- Schedule Your Confidential Interview
- Let's discuss your vision, the opportunities at REB Realty, and how we can help you reach your full potential.

[!\[\]\(e10773081adcaeab632f9dd4c8931cd5_img.jpg\) Click Here to Apply and Schedule Your Interview](#)

Join a brokerage that's as committed to your success as you are.
We can't wait to meet you!

