

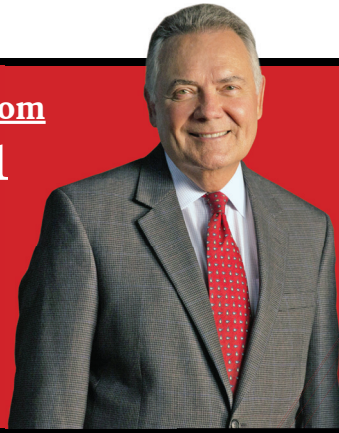


"This game changing program is a first of its kind in the real estate industry and is aimed at securing our agent's financial future so they can live the retirement life they've always dreamed of."

*Harold E. Crye*

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**WB**  
CRYE-LEIKE WEALTH BUILDING  
**WB**

**BUILDING FOR A BETTER FUTURE**

**Over 500 CRYE-LEIKE® Agents  
Are Enrolled In This  
Industry Exclusive Program**

# 2 Parts To the Program

- ① **Deferred Compensation Agreement**
- ② **Supplemental Executive Benefit Agreement**

# **① Deferred Compensation Agreement**

- **Participant agrees to defer a minimum of 5% of their Crye-Leike income**
- **Taxes are deferred on the deferred income**
- **Deferred money will receive investment income with a floor of 0% and a cap of 9% each year**
- **Deferred money plus investment earnings will be paid to participant over 180 months**
- **Benefit payments will begin in 10 years or 15 years depending on participant's age (see age chart)**
- **Taxes will be paid when benefits are received**

## ② Supplemental Executive Benefit Agreement

- Participant will receive 25% of their highest 3 years average of their Crye-Leike 1099 earnings
- Money will be paid monthly for 15 years (180 months)
- Benefit payments will begin in 10 or 15 years depending on participant's age (see age chart)
- The supplemental agreement has a 7 year vesting period
  - First 4 years – 10% each year
  - Next 3 years – 20% each year

# Wealth Building Program

## Age chart for when benefit payments begin:

<u>Age When Enrolled</u>	<u>Benefits Begin</u>
55 and Older	10 years
50-54	Age 65
Under 50	15 Years

# **Wealth Building Program (Example)**

**Assuming the agent's highest three year average commission income is \$200,000, the agent will receive \$50,000 per year (25% of \$200,000) paid in monthly installments of \$4,167 for 180 months (15 years) for a total of \$750,000.**

# Wealth Building Program

**FAQ:** What is the eligibility requirement to be in this program?

**Answer:** \$75,000 or more in 1099 income from the prior year.

**FAQ:** I am 60 years old, when will I start receiving benefits?

**Answer:** 10 years (see age chart).

**FAQ:** I earned over \$75,000 last year but it was with another real estate company. Will this count for me to be eligible?

**Answer:** Yes! You are eligible if you have a 1099 showing \$75,000 income in the past year.

# Wealth Building Program

**FAQ:** What if I die before receiving my benefits?

**Answer:** Your named beneficiaries will receive your benefits.

**FAQ:** What if Crye-Leike is sold?

**Answer:** The acquiring company would be required to honor the Wealth Building Program.

**FAQ:** What if I leave Crye-Leike?

**Answer:** On your benefit date, you will begin receiving your deferred money plus earnings paid monthly. You will also begin receiving your vested supplemental money paid monthly.

# Wealth Building Program

**FAQ:** How is this program funded (possible)?

**Answer:** Actuarially people pass away over time. Each participant has a life insurance policy (paid by Crye-Leike) that will pay the plan sponsor when they die. These millions of dollars pay the monthly benefits as the obligations come due in 10-15 years or when /if the participant passes away earlier.

**FAQ:** How do I sign up?

**Answer:** Open enrollment is offered each quarter.

**FAQ:** How often do I receive a statement of benefits?

**Answer:** Statements are provided annually 45 days after anniversary date of enrollment when earnings are credited to your account.

# **Wealth Building Program Benefits Recap**

- **2 monthly benefit checks**
  - 1. 25% of highest 3 year average Crye-Leike income**
  - 2. Deferred money plus earnings paid monthly**
- **Checks received for 180 months (15 years)**
- **\$25,000 burial benefit to beneficiary**
- **\$100,000 residual death benefit to beneficiary (participant must have still been with Crye-Leike or receiving benefits when participant dies)**

*The description in this presentation is only a summary of key provisions of the wealth building program. In the case of any differences between the description and the program document, the program document will govern.*





**Our Footprint:**

- Est. 1977
- 7 States + Puerto Rico
- 3200+ Sales Associates
- 600+ Employees
- 110 Branch Offices
- 28 Franchises
- 800,000+ Homes Sold



**THE CRYE-LEIKE® ADVANTAGE**

- Wealth Buiding Program
- Convenient Office Locations
- In House Marketing Department
- In House Technology Department
- Crye-Leike College (Training)
- Crye-Leike Advantage Program
  - Instant Offers, Bridge Solutions & Converting Buyer's Offers To All Cash
- Customer Relationship Management (CRM)
- Award Winning Website
- Relocation Department
- Luxury Portfolio Member
- One Stop Shop
  - Title, Mortgage, Insurance
- Lead Generation Tools
- Competitive Splits & Capping Plans
- Production Incentives



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