

# ANTITRUST COMPLIANCE POLICY

of \_\_\_\_\_(firm)

1. The commission rates of our firm are based upon the cost of the service we provide, the value of the services to our clients, and competitive market conditions. Our commission rates are not determined by agreement with, or recommendations from, any person not a party to a listing agreement with our firm.
2. Salespersons affiliated with this firm shall not participate in any discussion with any persons affiliated with or employed by any real estate firm concerning the commission rates charged by this firm, or any other real estate firm in our community.
3. When soliciting a listing, or negotiating a listing agreement, no salesperson affiliated with this firm shall make any reference to a "prevailing" commission level in the community, the "going rate", or other words or phrases that suggest that commission rates are uniform or "standard" within our market.
4. The amount of compensation, or "commission split", offered by this firm to cooperating brokers is determined by the level of service we can expect a cooperating office to perform, and the amount of compensation necessary to induce cooperation under prevailing market conditions. Compensation, or commission splits, are not intended, and may not be used, to induce or compel any other real estate firm in our marketing area to raise or lower the commission they charge to their client.
5. When soliciting or negotiating a listing agreement, no salesperson affiliated with this office shall disparage the business practices of any other real estate firm. Listing presentation shall focus exclusively on the level of service and professionalism provided by this office, the results we have achieved for other clients, and the value the client can expect to receive for the fees we charge. Potential clients should be invited, and encouraged, to compare the value of our services to those of any other real estate firm in our marketing area. Likewise, any salesperson who is invited by a potential client to compare our services with those of any other real estate firm should do so by emphasizing the nature and quality of the services we provide.
6. Whenever a salesperson is unsure about the proper way to respond to the concerns of an actual or potential client or customer, or whenever a salesperson has been present during an unauthorized discussion of fees or commissions, he/she should contact his/her Broker or sales manager immediately. If necessary, the Broker/manager will consult our firm's attorney.

I have read, understand and agree to abide by the policies and procedures set forth above.

Salesperson: \_\_\_\_\_

Date: \_\_\_\_\_