

Independent Contractor Agreement

Florida

This Independent Contractor Agreement ("Agreement") is entered into between HI FL, LLC, a Florida limited liability company doing business as HI | Real Estate ("Broker" or "HI"), and the undersigned Florida real estate licensee ("Associate"). The Agreement becomes effective when accepted by Broker and all required affiliation documents and information have been received.

Associate shall not advertise, solicit, negotiate, show property, enter into brokerage agreements, represent that Associate is affiliated with HI, or otherwise perform licensed real estate activity through HI until Broker confirms that Associate's affiliation is active and all required licensing, registration, and affiliation requirements have been completed. Execution or submission of this Agreement alone does not authorize Associate to conduct licensed activity through HI.

1. Independent Contractor Status

Broker retains Associate as an independent contractor to perform licensed real estate activities through Broker. Except to the extent Florida law treats Associate as Broker's agent in dealings with clients and customers, nothing in this Agreement creates an employer-employee relationship, partnership, joint venture, or other employment relationship.

Associate is responsible for all federal, state, and local taxes arising from compensation paid to Associate, including estimated income and self-employment taxes. Broker will not withhold payroll taxes or provide workers' compensation, salary, vacation, sick leave, health insurance, retirement benefits, or other employee benefits except as required by law.

Associate is responsible for ordinary business expenses, including licensing fees, association and MLS dues, transportation, marketing expenses not expressly provided by Broker, and other costs of operating Associate's independent real estate business.

2. Associate Responsibilities and Compliance

Associate will conduct all licensed activity lawfully, ethically, professionally, and in accordance with Chapter 475, Florida Statutes, applicable Florida Real Estate Commission rules, fair housing laws, MLS and association rules applicable to Associate, this Agreement, and Broker's then-current policies and procedures.

Associate is responsible for remaining informed of changes in law, rules, contracts, forms, and industry practices affecting Associate's activities. Associate will timely complete required continuing education and maintain an active and current real estate license.

Associate shall promptly provide Broker all documents, disclosures, contracts, amendments, notices, and other transaction materials required by Broker for review, supervision, recordkeeping, and compliance.

3. Fair Housing and Professional Conduct

HI supports and requires compliance with all applicable federal, state, and local fair housing laws. Discrimination or other conduct inconsistent with fair housing requirements, license law, professional standards, or Broker policy may result in disciplinary action up to and including termination.

4. Broker Supervision; Authority

Associate operates independently subject to the supervision and control Broker is required to exercise under Florida law. Associate has no authority to bind Broker by promise, representation, contract, settlement, rebate, payment obligation, commission concession, credit, or other commitment unless authorized by Broker. Associate may not offer, advertise, promise, modify, rebate, credit, reduce, or otherwise alter compensation payable to Broker without Broker's prior authorization.

All brokerage services are performed on behalf of Broker. Broker retains authority over brokerage relationships, transaction files, compensation received by Broker, commission disbursement, compliance requirements, and the use of Broker's name and branding.

5. Broker and Transaction Property

Listings, brokerage agreements, transaction files, contracts, records, forms, keys, company-provided signage, company data, manuals, systems, and other Broker property remain Broker property. Upon termination, Associate shall promptly return Broker property and credentials.

A request to transfer a listing or other brokerage relationship after termination is subject to the client's written consent where required and Broker's approval, consistent with applicable law and contract.

6. Funds and Escrow

Associate shall promptly deliver to Broker or the designated escrow agent all funds or items received in connection with a transaction as required by law and Broker policy. HI does not maintain an escrow account for residential sales transactions; escrow deposits are ordinarily held by third-party title or escrow agents designated in the applicable contract.

7. Compensation Plans

Associate shall participate in the compensation plan accepted by Broker. Unless a separate written compensation agreement applies, the following current plans govern qualifying Associate-generated residential sales transactions.

Term	Flex	Membership
Commission	85% Associate / 15% HI	100% Associate
Monthly fee	\$0	\$199.99
Residential sales transaction fee	\$395 per closed side	\$395 per closed side*
Compliance/review	\$50 per closed side	\$50 per closed side
E&O	\$50 per closed side	\$50 per closed side
Commission disbursement	\$50 per payee/disbursement	\$50 per payee/disbursement
Transaction coordination	Optional; \$395 when elected	Optional; \$395 when elected
Commission cap	None	None

*Founding 50 Membership Waiver: The first fifty (50) agents accepted into HI Membership receive a waiver of the standard \$395 residential sales transaction fee for so long as the agent remains continuously affiliated with HI and continuously enrolled in Membership. The waiver is personal and nontransferable. It ends if the agent leaves HI or switches out of Membership and is not automatically reinstated if the agent later returns. Existing NuView/HI agents who elect Membership are eligible. For an existing agent changing plans, a Founding 50 position may be secured when HI accepts the completed Membership election, and the waiver becomes effective when Membership becomes effective. Broker's records shall control the determination of Founding 50 eligibility and order of acceptance absent manifest error.

The Founding 50 waiver applies only to the standard \$395 residential sales transaction fee and does not waive compliance/review, E&O, commission disbursement, optional transaction coordination, company-generated opportunity economics, or other charges or compensation arrangements.

8. Plan Changes and Transaction Attribution

A newly affiliating Associate selects an initial plan effective upon affiliation unless Broker agrees otherwise. After affiliation, a requested change between Flex and Membership becomes effective on the first day of the third calendar month following the month in which Broker receives and accepts the request.

The compensation plan applicable to a transaction is determined by the effective/binding contract date, not the closing date. Any transaction placed under contract before a new plan becomes effective - including a transaction placed under contract during the plan-change waiting period - remains governed by the plan in effect when the transaction became binding.

9. Residential Leasing

Residential leasing and tenant-placement transactions follow Associate's applicable Flex or Membership commission split. The standard \$395 residential sales transaction fee does not apply to residential leasing. Other charges expressly established by Broker policy may apply. Property-management compensation, if any, must be separately authorized in writing and is not created by this Agreement.

10. Commercial, Business Brokerage, and Referral Transactions

Commercial sales, commercial leasing, and business brokerage/business-sale transactions are compensated fifty percent (50%) to Associate and fifty percent (50%) to HI, regardless of Associate's Flex or Membership plan. This 50/50 structure is otherwise all-inclusive; no separate transaction, compliance/review, or E&O fee applies to such transactions unless the parties agree otherwise in writing before the transaction. The standard \$50 commission disbursement fee applies to each payee/disbursement.

A qualifying broker-to-broker referral fee received by HI, where Associate does not perform the underlying transaction, is compensated ninety percent (90%) to Associate and ten percent (10%) to HI. This 90/10 structure is otherwise all-inclusive; no separate transaction, compliance/review, or E&O fee applies. The standard \$50 commission disbursement fee applies to each payee/disbursement. If Associate performs licensed services in the underlying transaction, the transaction will instead be classified under the applicable residential, commercial, business brokerage, or other compensation category.

11. Company-Generated Opportunities

Company-generated, company-paid, or company-qualified opportunities may be offered to participating Associates under compensation terms separate from Flex or Membership. The applicable split, fees, lead-routing requirements, response standards, and other conditions will be established by Broker policy or a written opportunity agreement. Participation is not guaranteed.

12. HI Credit Agent Referral Program

HI does not maintain a traditional revenue-share or downline program. Instead, an Associate may earn a \$199 HI Credit when an agent personally referred by Associate officially affiliates with HI and satisfies program requirements.

- The credit is earned upon the referred agent's official affiliation, not merely submission of a name or lead.
- The referred agent must identify the referring Associate through the affiliation process, subject to Broker verification.
- Only one referring Associate may receive credit for a new affiliation.
- HI Credit has no cash value and is not redeemable for cash.
- HI Credit may be applied only to eligible future amounts owed to HI, including qualifying Membership dues or qualifying Flex brokerage charges, as determined by Broker policy.
- Credits may accumulate. Broker may establish reasonable administrative rules for application, expiration, fraud prevention, or program changes with prospective notice.

13. Teams and Multiple Payees

A formal team must be approved by Broker and comply with Florida law, MLS/association rules, advertising requirements, and Broker policy. Team members may participate under different HI compensation plans only with Broker's prior written approval and pursuant to a Broker-approved Team Agreement/Addendum establishing the compensation treatment applicable to team transactions. Every approved team must maintain a Broker-approved Team Agreement/Addendum identifying the team leader, members, internal compensation instructions, lead/data ownership rules, expenses, advertising requirements, and procedures for member departure and pending transactions.

A team leader's Membership status does not extend Membership economics to another licensee who is not independently enrolled in Membership. Unless a Broker-approved written Team Agreement/Addendum expressly provides otherwise, HI's brokerage compensation, splits, fees, charges, and other amounts due to Broker are calculated first under the plan governing the transaction; the remaining Associate compensation is then allocated among team members according to Broker-approved written commission instructions. Broker will disburse compensation to licensees and other authorized recipients as required by law and Broker policy. The standard \$50 commission disbursement fee applies to each payee/disbursement on transactions for which that fee is applicable.

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Broker retains final authority to resolve conflicting commission instructions among Associates and may withhold disputed amounts pending written resolution, mediation, arbitration, court order, or other lawful resolution.

14. Division and Payment of Compensation

All compensation for licensed real estate activity must be received and disbursed through Broker as required by Florida law. Associate shall not directly accept commission or other compensation from a client, customer, cooperating brokerage, vendor, or other person for brokerage activity except as expressly permitted by law and Broker. Associate shall not promise or pay any brokerage commission, referral fee, or other compensation to an unlicensed person except as expressly permitted by law and approved by Broker. Unless a transaction category or written compensation arrangement expressly states that the commission disbursement fee is already included, the standard \$50 commission disbursement fee applies to each payee/disbursement whenever HI issues compensation, including residential sales, residential leasing or tenant placement, commercial transactions, business brokerage transactions, broker-to-broker referrals, company-generated opportunities, specialty transactions, and other transaction types. Broker may waive the fee in writing.

For purposes of this Agreement, each separate payment issued by HI to an Associate, team member, approved entity, or other authorized recipient constitutes a separate payee/disbursement unless Broker policy or a written compensation arrangement expressly provides otherwise.

Compensation will be paid only to Associate or to an entity legally eligible to receive compensation on Associate's behalf and approved by Broker. Associate is responsible for maintaining any entity registration, licensing, tax election, authorization, or documentation required by applicable law. Broker may require supporting documentation before directing compensation to an entity and may decline or suspend an entity payment instruction that Broker reasonably determines is incomplete, inconsistent, or not legally permitted.

Broker may deduct from compensation amounts then due from Associate to Broker, including plan fees, transaction charges, advances, authorized reimbursements, chargebacks, legal expenses attributable to Associate where permitted by this Agreement, and other undisputed obligations.

Associate's right to compensation is contingent upon the transaction closing or other event giving rise to compensation, Broker actually receiving cleared funds, Associate being otherwise entitled to compensation under this Agreement, and satisfaction of applicable transaction-file, compliance, and commission-authorization requirements. Subject to those conditions, Broker will use commercially reasonable efforts to disburse compensation promptly. No commission or other compensation is deemed finally earned or payable merely because a contract has been executed, a closing has been scheduled, or an amount appears on a commission statement.

If Broker has paid compensation that is later reduced, reversed, refunded, forfeited, corrected, charged back, or required to be returned because of a closing correction, rescission, commission dispute, settlement, arbitration award, court order, MLS action, overpayment, returned funds, or other lawful reason attributable to the transaction, Associate shall repay the applicable amount upon demand. Broker may offset an undisputed or finally determined amount against future compensation or other sums otherwise payable to Associate to the extent permitted by law.

15. Bonuses, Incentives, and Multiple Licensees

If two or more Associates claim entitlement to compensation from the same transaction and their written instructions do not resolve the matter, Broker may determine the temporary allocation or hold the disputed portion pending resolution. Any bonus, incentive, or non-cash item arising from a transaction must be disclosed to Broker and handled in compliance with law, contract, and Broker policy.

16. Errors and Omissions Insurance

Broker maintains or may maintain errors and omissions insurance covering qualifying brokerage activities. Associate is responsible for the per-transaction E&O charge stated in the applicable compensation plan and for any deductible, uninsured loss, excluded claim, or expense attributable to Associate to the extent permitted by the applicable policy and law. Policy limits, deductibles, carriers, and coverage terms may change.

17. Indemnification and Cooperation

Associate shall promptly notify Broker of threatened or actual claims, complaints, demands, investigations, subpoenas, ethics matters, licensing matters, or litigation relating to Associate's brokerage activity. Associate shall also promptly notify Broker of any suspension, involuntary inactivation, restriction, or material change in license status; DBPR/FREC complaint or investigation; MLS or association suspension or disciplinary matter affecting Associate's ability to practice; or other event materially affecting Associate's legal ability or qualification to perform licensed activity through HI. Associate shall fully cooperate with Broker and its insurers or counsel.

To the fullest extent permitted by law, Associate shall indemnify and hold harmless HI, its broker, owners, managers, officers, employees, and affiliated entities from claims, losses, costs, and reasonable attorneys' fees arising from Associate's unauthorized acts, omissions, negligence, willful misconduct, violation of law, violation of this Agreement, or violation of Broker policy. This obligation survives termination.

18. Collection and Commission Disputes

Broker is not required to commence litigation or collection proceedings to recover a commission or fee. If Broker elects to pursue collection or defend a commission attributable to Associate, reasonable legal fees and costs attributable to the matter may be allocated to Associate to the extent permitted by law and the applicable compensation arrangement.

Broker may hold a disputed portion of compensation until entitlement is resolved. Nothing in this section authorizes Broker to retain compensation contrary to Florida law.

19. Termination; Pending Transactions

Either party may terminate the affiliation subject to applicable law and Broker's administrative procedures. Broker may terminate immediately for loss or suspension of licensure, material violation of law or Broker policy, fraud, dishonesty, conduct creating material risk to the public or Broker, or other grounds permitted by law.

Termination of affiliation does not relieve Associate of responsibility for Membership dues, fees, charges, reimbursements, chargebacks, repayment obligations, or other amounts accrued or incurred before the effective date of termination, subject to applicable law and this Agreement.

Because all brokerage relationships and transactions are conducted through Broker, Broker retains responsibility and control over pending transactions after termination. Broker will determine, consistent with applicable law, contracts, and client interests, whether a departing Associate may continue servicing a pending transaction or whether another licensee will be assigned. Broker may immediately reassign any pending matter when reasonably necessary for client service, supervision, risk management, or compliance. If another licensee is assigned to complete or materially service a transaction, Broker may deduct reasonable compensation payable to that replacement licensee from the departing Associate's otherwise payable compensation. A departing Associate does not automatically forfeit compensation solely because affiliation ends; however, any compensation remains subject to the plan and fee structure governing the transaction, Broker's actual receipt of cleared funds, completion and compliance requirements, lawful offsets, chargebacks, and any Broker-approved servicing allocation. No compensation is payable on a transaction that does not close or otherwise generate compensation actually received by Broker, unless a separate written agreement expressly provides otherwise.

Associate shall immediately return Broker property, confidential information, signs, keys, credentials, transaction records, and other materials upon termination and shall discontinue use of HI branding and representations of affiliation.

20. Confidentiality; Data; Systems

Confidential information includes nonpublic client and customer information, financial information, business plans, marketing strategies, internal policies, training materials, software credentials, system configurations, company-generated lead data, and other proprietary information. For ownership and permitted-use purposes: (a) Associate-Originated Contacts means the personal sphere, contacts, and database demonstrably brought to HI by Associate or independently generated by Associate without use of HI-paid lead sources or proprietary data; (b) HI-Originated Data means leads, inquiries, prospects, databases, mailing lists, CRM records, website inquiries, advertising responses, and other data generated, purchased, paid for, assigned, or supplied by HI; and (c) Transaction Records means brokerage agreements, contracts, disclosures, communications, files, and records required for Broker supervision or retention. Associate-Originated Contacts

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remain Associate's contacts, subject to contractual, privacy, record-retention, and client obligations. HI-Originated Data and Transaction Records remain Broker property. Associate shall use confidential information only for authorized brokerage purposes and protect it from unauthorized access, copying, export, or disclosure.

Broker-provided technology, email accounts, CRM access, websites, portals, and other systems may be monitored, suspended, or terminated by Broker and must be used in accordance with Broker policy and applicable privacy and security requirements. Upon termination, Associate's right to access, retain, export, use, or solicit from HI-Originated Data ends unless Broker authorizes otherwise in writing or applicable law requires otherwise. Nothing in this section prevents Associate from retaining lawful access to Associate-Originated Contacts, but Broker retains all required Transaction Records.

Associate shall maintain reasonable cybersecurity practices, safeguard passwords and credentials, promptly report suspected account compromise, phishing, wire fraud, data loss, or unauthorized access, and follow Broker and closing-agent procedures for transmitting or verifying wiring instructions. Associate shall not transmit, alter, or rely upon wiring instructions contrary to approved verification procedures.

Associate may use artificial-intelligence and automation tools only in accordance with Broker policy. Associate remains responsible for reviewing the accuracy, legality, fair-housing compliance, advertising compliance, intellectual-property compliance, and appropriateness of AI-assisted content before use. Associate shall not upload confidential, protected, or nonpublic client information to an AI or technology service not authorized by Broker.

21. Branding, Advertising, and Marketing

To protect legal compliance and brand consistency, Associate shall use Broker-approved company names, logos, email formats, signage, business-card templates, disclosures, and advertising standards. Only signage and marketing materials approved by Broker may be used in connection with HI brokerage activity.

Associate must obtain Broker approval for advertising or marketing when required by Broker policy and must comply with Florida advertising requirements, fair housing requirements, MLS/association rules, intellectual-property restrictions, and all required brokerage disclosures.

Upon termination or other end of affiliation, Associate shall promptly remove HI names, logos, brokerage references, email signatures, website references, social-media representations, Google/business-profile references, team pages, signs, and other indications of current affiliation under Associate's control, subject to any transition period expressly approved by Broker.

22. Automobile and Business Insurance

Associate is responsible for maintaining automobile insurance and any other insurance required by law for Associate's business activities. Broker may require evidence of coverage where reasonably necessary for risk management or compliance.

23. Broker Price Opinions and Specialty Services

Associate shall not perform broker price opinions, property management, auction services, business brokerage, commercial services, or other specialty services through HI unless properly licensed or qualified and authorized by Broker. Associate accepts responsibility for obtaining any training or credentials required by law or Broker policy.

24. Policies; Prospective Changes

Broker may adopt and revise reasonable policies, procedures, technology requirements, program terms, dues, fees, and charges on a prospective basis. Unless a different period is required by law or a separate written agreement, Broker will provide at least thirty (30) days' written or electronic notice of a material change to recurring dues, standard fees, or compensation policies. A change does not retroactively alter the compensation plan applicable to a transaction already under binding contract unless required by law or agreed in writing.

The \$199.99 Membership dues are the current rate and are not represented as a lifetime guaranteed rate. The Founding 50 benefit is a waiver of the standard residential sales transaction fee subject to the continuous-affiliation and continuous-Membership conditions stated in this Agreement.

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Membership dues paid in advance or prepaid for any period are nonrefundable once paid, including if Associate later changes compensation plans, terminates affiliation with HI, or elects not to use available Broker services during the prepaid period, except to the extent Broker expressly agrees otherwise in writing or a refund is required by applicable law. Prepayment of Membership dues does not guarantee any future dues rate beyond the period actually prepaid.

Membership dues commence on the effective date of Associate's Membership enrollment. HI may establish a standard recurring billing date. Initial Membership dues may be prorated or charged for the first billing period in accordance with Broker policy disclosed at enrollment.

25. Onboarding Information; Tax Documentation

Associate shall provide complete and accurate onboarding information requested by Broker, including license, contact, tax, affiliation, team, MLS/association, and payment-administration information. Associate authorizes Broker to use information supplied through Broker's secure onboarding process to prepare or populate affiliation records, compensation elections, IRS Form W-9, commission-payment records, and other onboarding or compliance documents, subject to Associate review, certification, and signature where required. Associate shall promptly update Broker when material onboarding information changes. Sensitive taxpayer identification and payment information may be collected and stored through a secure system and need not be reproduced in the body of this Agreement.

26. Payment Authorization; Dues and Fees

Associate authorizes HI and its designated payment processor to maintain one or more payment methods supplied by Associate through HI's secure onboarding or payment system and, subject to the terms below, to charge or debit an authorized payment method for amounts properly due from Associate to HI under this Agreement, an accepted compensation election, a Team Agreement/Addendum, an authorized transaction, or Broker policy then in effect.

This authorization includes recurring Membership dues, if applicable, and may include transaction fees, compliance/review fees, E&O charges, commission-disbursement fees, optional transaction-coordination charges affirmatively elected by Associate, approved reimbursements, chargebacks, repayment obligations, and other fees or charges expressly authorized by this Agreement or another written agreement with HI. HI may also deduct amounts from commissions or other compensation otherwise payable to Associate where permitted by this Agreement and applicable law.

Recurring Membership dues may be charged automatically on the billing schedule disclosed by HI. Variable or nonrecurring charges must arise from a transaction, service, fee schedule, policy, invoice, or other obligation authorized by this Agreement or separately accepted by Associate. This authorization does not permit HI to impose charges not otherwise authorized by the parties' agreements or applicable Broker policy.

Associate shall maintain a valid authorized payment method and promptly update expired, replaced, or invalid payment information. If a scheduled payment is declined or returned, HI may retry the payment, require another payment method, offset the amount against compensation otherwise payable where permitted, and assess any disclosed returned-payment or processing charge permitted by law. Failure of a payment method does not cancel or reduce an amount otherwise properly owed.

Continued failure to pay amounts properly due may result in suspension of nonessential Broker-provided services, termination of participation in the applicable fee-based program, or termination of affiliation, subject to applicable law and any notice required by Broker policy. Any change in Associate's compensation plan must be confirmed by Broker in writing and will be applied in accordance with the transaction-attribution rules of this Agreement.

Associate may revoke automatic payment authorization prospectively by providing HI written notice and allowing a reasonable period for processing, but revocation does not cancel Membership, terminate this Agreement, eliminate amounts already incurred, or relieve Associate of the obligation to timely pay amounts otherwise due. HI may require another approved payment method as a condition of continued participation in a fee-based plan or service.

Sensitive bank-account, debit-card, or credit-card information should be collected and maintained through HI's secure payment system or designated processor and need not appear in ordinary copies of this Agreement. Associate authorizes HI and its processor to retain tokenized or otherwise securely stored payment credentials to the extent permitted by applicable law and processor rules.

27. Dispute Resolution and Governing Law

This Agreement is governed by Florida law. Venue for court proceedings shall lie in Duval County, Florida, unless applicable law requires otherwise. Before filing suit concerning a dispute arising from this Agreement, Broker and Associate agree to attempt good-faith mediation with a mutually acceptable mediator, with mediator fees divided equally unless otherwise agreed.

Disputes between Associates concerning internal commission allocation, team splits, or brokerage operations shall first be submitted to Broker for administrative review. This provision does not waive rights or remedies that cannot lawfully be waived.

28. Entire Agreement; Electronic Signatures; Severability

This Agreement, together with incorporated compensation elections, team agreements, addenda, and Broker policies, constitutes the parties' agreement concerning Associate's affiliation with HI and supersedes prior inconsistent independent-contractor agreements concerning the same affiliation. If a provision is unenforceable, the remaining provisions remain effective to the fullest extent permitted by law.

Electronic signatures and electronic records may be used and will have the same force and effect as originals to the extent permitted by law. Associate acknowledges having had the opportunity to review this Agreement and seek independent legal or tax advice before signing.

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Complete by Associate through HI's secure onboarding workflow. Information entered here or through the secure workflow may be used to populate this Agreement, the current IRS Form W-9, the RE-11 or current required affiliation form, and related onboarding records. Taxpayer-identification information should be collected securely and need not appear on ordinary copies of this Agreement.

Legal name exactly as shown on Florida real estate license	
Florida real estate license number	
License type	☐ Sales Associate ☐ Broker Associate ☐ Broker
Preferred/professional name (if different)	
Personal email address	
Mobile phone	
Mailing/residential address	
City / State / ZIP	
Primary REALTOR® association / board (if applicable)	
MLS name and MLS/member ID(s) (if applicable)	
NRDS/M1 Member ID (if applicable)	
Team affiliation	☐ None ☐ Joining approved HI team: _____
Referring agent name	_____ ☐ None
Preferred commission payment method	☐ ACH ☐ Other approved method
Authorized payee / approved payment entity, if applicable	_____ ☐ N/A

TAX / W-9 INFORMATION

Taxpayer name (Form W-9 line 1)	
Business/disregarded entity name, if different (line 2)	
Federal tax classification	☐ Individual/sole proprietor ☐ C corp ☐ S corp ☐ Partnership ☐ Trust/estate ☐ LLC: C / S / P ☐ Other
W-9 line 3b, if applicable	☐ Foreign partners/owners/beneficiaries box applies ☐ Not applicable
Exempt payee code, if any	
FATCA exemption code, if any	
Tax mailing address	
City / State / ZIP	
Taxpayer Identification Number type	☐ SSN ☐ EIN ☐ Applied For
SSN or EIN - SECURE FIELD	_____

Associate Certification of Information: Associate certifies that information submitted through HI's onboarding process is true, correct, and complete and authorizes HI to rely upon that information for licensing, affiliation, tax reporting, compensation, payment administration, MLS/association administration, and other legitimate brokerage purposes. Associate agrees to promptly notify HI of any material change.

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COMPENSATION PLAN ELECTION

Associate selects the following compensation plan as part of this onboarding submission, subject to the terms of this Agreement:

- ☐ FLEX - 85/15 commission split; \$0 monthly fee; applicable transaction and closing-related charges.
- ☐ MEMBERSHIP - 100% commission; current monthly dues of \$199.99; applicable transaction and closing-related charges.
- ☐ LEGACY / OTHER WRITTEN PLAN - Only if separately approved in writing by Broker.

Associate acknowledges that commercial sales, commercial leasing, business brokerage, qualifying broker-to-broker referrals, company-generated opportunities, and other specially classified transactions may be compensated differently from the selected residential plan as described in this Agreement or applicable written policy.

Associate acknowledges that the information, selections, and signatures submitted through HI's secure onboarding workflow are intended to complete the applicable onboarding documents without additional entries by Broker, except for internal records, approvals, or filings that do not alter Associate's submitted information or agreed terms.

Associate Legal Name:	Date:
Associate Signature:	
Selected Plan: ☐ FLEX ☐ MEMBERSHIP ☐ LEGACY / OTHER WRITTEN PLAN (if applicable)	
Brokerage:	Hi FL, LLC d/b/a HI Real Estate