

# Real Estate Employee Benefit Supplement

## FAQ and Answers

This should answer most any question you may have about this Real Estate Employee Benefit Supplement. However, if after reading it you have questions remaining or need further information, please do not hesitate to contact Kelli Grant.

**480-889-7442**

### **What is the background of this program?**

This program actually came about as the result of several cultural and economic shifts that have taken place over the past two decades... namely, the mounting pressure on small businesses to find more and more innovative ways to reward their employees and to do it, in many instances, with increasingly limited resources at their disposal. It has been tested and proven in many states. Over \$100,000 was spent initially testing the concept in the first year.

### **And the results?**

Employers embrace it. Employees love it. Real estate's best agents are drawn to it and today the concept is being spread nationwide in a remarkably flexible grassroots campaign. It is designed to allow each community to mold the concept to fit that community's own culture, economy and employment circumstances.

### **How are employees enrolled in the Benefit Plan?**

After gaining the employer's support, we will schedule a short meeting to explain the coverage and help the employees enroll. A face to face meeting is recommended. It is important that the employees be fully aware of the benefits and that they are encouraged to take advantage of the benefits.

### **Are the employees required to use your services?**

Absolutely not. The employees who understand the benefits available to them are only asked to contact us FIRST, when considering the assistance from a real estate professional and lender, but by no means are they obligated to buy anything from me now or at any time in the future. This is made very clear in all the literature associated with the plan—we truly want to earn their business.

### **Besides real estate service, what other services do the employees gain access to under their Employee Benefit Plan?**

The Real Estate Employee Benefit Supplement offers over eight real estate related services. Also through the benefit supplement, employees are provided access to other reliable professionals who are offering a menu of services in the areas of insurance, mortgage lending, financial planning, etc....

### **Why is real estate the center focus of the benefit plan?**

We feel quality of life begins with a family's HOME, and because of the importance a real estate company plays in every homeowners life, it only makes the most sense to have a benefit plan structured around real estate opportunities.



## **Who pays for the benefit since it is free to the employee?**

We absorb the cost of providing free services to the participants. We believe that it is an investment to provide participants with access to our partners through the list of services available. The hope is that the participant will recognize the value of services they received, be pleased with the results, and utilize our services for other real estate needs.

## **Are there employee groups who do not qualify?**

While we are happy to offer the Real Estate Employee Benefit Supplement to all legal employers, some employer groups work better than others. For example, the local Pizza Hut would probably not be a good candidate. Even though they may have a sizable number of employees, most are under 18, temporary, and paid minimum wage incomes. But, we do not discriminate in any way and support all Federal Fair Housing Regulations.

## **Which employees are eligible for benefit coverage?**

All full time employees (25 hours per week or more) are eligible, regardless how they are compensated. Employees receive coverage immediately upon enrollment because there is no waiting period.

## **Are employees' children covered?**

Yes, as well as their siblings and parents. In fact, their entire immediate family can access benefits through one employee's benefit membership!

## **How does an Employee access their benefits?**

Once enrolled, the employee receives a packet which includes their *Employee Benefit Guide* which assists them in using their benefit services. We also provide them easy access to their benefits utilizing several technologically advanced systems and tools that are cutting edge to the industry.

Please direct any other questions to:

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**Thank You!**

