
2021 Member Profile Texas REALTORS® Report

Prepared for:
Texas REALTORS®

Prepared by:
NATIONAL ASSOCIATION OF REALTORS®
Research Division

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2021 Member Profile Texas Report

Table of Contents

Introduction.....	3
Highlights	5
Methodology.....	8

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2021 Member Profile

Texas Report

Introduction

The National Association of REALTORS® has released reports on who members are and the business they are conducting dating back more than five decades. Each year the report is released in varying and unique circumstances. While the report provides timelines of how experiences and transactions have changed, it is also important to remember it is a snapshot of that period of time. This year's *2021 Member Profile* covers a period in which COVID-19 was widespread throughout the United States and world.

This time period was also an incredibly unique time for real estate. As COVID-19 lockdowns emerged in the Spring of 2020, home sales dropped. Quickly real estate was deemed an essential service in nearly every state. The 30-year fixed interest rate for mortgages was just 3.1 percent. The interest rate, coupled with the change in remote work patterns, drove home sales to 14-year highs. However, while buyer demand remained strong, inventory dropped to near 40-year lows. Members embraced technology as a way of doing business during COVID-19 and lived up to their dynamic nature.

In 2020, the rise in new members of the National Association of REALTORS® continued to increase. Membership grew from 1.40 million at the end of 2019 to 1.48 million at the end of 2020. The median years of experience in real estate decreased to eight years from nine in last year's report. Those with two years or less experience increased to 26 percent from 24 percent, while those with 25 years or more experience decreased to 15 percent from 17 percent. Despite the churn and unique real estate market conditions, looking forward, 79 percent of REALTORS® are very certain they will remain in the market for two more years.

Limited inventory continues to plague many housing markets in the U.S. Sixty percent of members who practice as brokerage specialists cited the lack of housing inventory was holding back clients from completing a transaction. Impacted by limited inventory, the typical number of transactions was 10 in 2020, a decrease from the previous year of 12. With the decline in the number of transaction sides, the median sales volume decreased from \$2.3 million to \$2.1 million in 2020.

The median gross income of REALTORS® declined to \$43,300 in 2020 from \$49,700 in 2019. New members entering the field can be noted by the differences in income by experience, function, and hours worked per week. Fifty-nine percent of members who have two years or less experience made less than \$10,000 in 2020 compared to 39 percent of members with more than 16 years of experience who made more than \$100,000 in the same time period. REALTORS® with 16 years or more experience had a median gross income of \$75,000—compared to REALTORS® with 2 years or less experience that had a median gross income of \$8,500.

The typical member was an independent contractor affiliated with an independent company catering to local markets. REALTORS® frequently have had careers in other fields prior to real estate, the most common being in management, business, and financial professions, followed by sales and retail. Only five percent indicated that real estate is their first career. The majority of members were women homeowners with a college education. The share of women in the industry continues to rise and is now at 65 percent—up from 57 percent in 2010. The median age of REALTORS® was 54 in the 2021 survey.

As COVID-19 has shown, technology can bridge the gap when in-person contact was limited and social distancing was essential. While there are older technologies that are embraced on a daily basis such as e-mail, social media, and GPS there are also new emerging technologies such as Photofy and the use of drones. The majority of members have their own website where they promote their own property listings, but many also post information about the buying and selling process to help consumers who may just be in the research part of the process.

2021 Member Profile

Texas Report

Highlights

Business Characteristics of REALTORS®

- Sixty-eight percent of REALTORS® were licensed sales agents, 20 percent held broker licenses, and 13 percent held broker associate licenses. In Texas, 85 percent of REALTORS® were licensed sales agents, 12 percent held broker licenses, and four percent held broker associate licenses.
- The typical REALTOR® had eight years of experience, down from nine last year. In Texas, the typical REALTOR® had six years of experience.
- Fifteen percent of members had at least one personal assistant. In Texas, 14 percent operate with at least one assistant.
- Seventy-nine percent of REALTORS® were very certain they would remain active as a real estate professional for two more years. In Texas, 82 percent of members report they are certain they will remain active for two more years.

Business Activity of REALTORS®

- In 2020, the typical agent had 10 transactions, down from 12 transactions in 2019. In Texas, agents also had 10 transactions typically.
- The median sales volume for brokerage specialists decreased to \$2.1 million in 2020 from \$2.3 million in 2019. In Texas, the typical sales volume was \$1.9 million in 2020.
- Lack of inventory was the the most cited reason limiting potential clients from completing transactions, following seven years of difficulty finding the right property being the top factor. In Texas, lack of inventory was also the most cited reason.
- The typical property manager managed 39 properties in 2020, up from 35 properties in 2019. In Texas, the typical property manager also managed 39 properties.
- The typical REALTOR® worked 35 hours per week in 2020. In Texas, the typical REALTOR® worked 40 hours per week.
- The typical REALTOR® earned 15 percent of their business from repeat clients and customers and 19 percent through referrals from past clients and customers. In Texas, 14 percent of business came from repeat business and 20 percent through referrals from past clients.

Income and Expenses of REALTORS®

- In 2020, 37 percent of REALTORS® were compensated under a fixed commission split (under 100 percent), followed by 23 percent with a graduated commission split (increases with productivity). In Texas, 31 percent of respondents were compensated under a fixed commission split (under 100%).

- The median gross income of REALTORS® was \$43,330 in 2020, a decrease from \$49,700 in 2019. The median gross income for REALTORS® in Texas was \$38,750.
- REALTORS® with 16 years or more experience had a median gross income of \$75,000—down from \$86,500 in 2019— compared to REALTORS® with two years or less experience that had a median gross income of \$8,500—a slight decrease from \$8,900. In Texas, members with 16 or more years of experience had a median gross income of \$73,500 and those with less than two years had an income of \$9,300.
- The median business expenses were \$5,330, down from \$6,290 in 2019. In Texas, the typical business expenses were \$4,880.
- The largest expense category for most REALTORS® remains vehicle expenses at a median of \$1,200. In Texas, the largest single expense category was also vehicle expenses, which was \$1,290.

Office and Firm Affiliation of REALTORS®

- Fifty-three percent of REALTORS® were affiliated with an independent company. This number was 60 percent of members in Texas.
- Eighty-eight percent of members were independent contractors at their firms. In Texas, that share is 87 percent.
- The median tenure for REALTORS® with their current firm was five years again, an increase from four years last year. The median firm tenure for Texas members was five years.
- Eight percent of REALTORS® worked for a firm that was bought or merged in the past two years. In Texas, this number was seven percent.

Technology and REALTORS®

- Fifty-two percent of REALTORS® reported having a website for at least five years, and the typical REALTOR® has had a website for a median of five years. In Texas, 52 percent of REALTORS® reported having a website for at least five years, with a median of five years.
- Seventy-four percent of members were on Facebook and 56 percent on LinkedIn for professional use. In Texas, 76 percent of members are on Facebook and 59 percent on LinkedIn for professional use.
- The most common information found on REALTOR® websites, among all REALTORS®, was the member's own listings and home buying and selling information. The same is true in Texas.

Demographic Characteristics of REALTORS®

- The typical REALTOR® was a 54-year-old white female who attended college and was a homeowner. The typical REALTOR® in Texas was 54 years old and 95 percent attended at least some college.
- Sixty-five percent of all REALTORS® were female, up slightly from 64 percent last year. In Texas, 69 percent of members were female.
- Fifteen percent of REALTORS® had a previous career in management, business, or finance, and 15 percent in sales or retail. Only five percent of REALTORS® reported real estate was their first career. In Texas, 23 percent

had a previous career in management, business, or the financial sector, and 13 percent in sales or retail. One percent in Texas reported real estate was their first career.

- Sixty-four percent of REALTORS® said that real estate was their only occupation and was so pre-COVID-19, while 11 percent also had another source of income pre-COVID-19. Sixty-four percent in Texas reported real estate was their only occupation now and pre-COVID-19, while 12 percent had another source pre-COVID-19.
- The majority of REALTORS®—82 percent—own their primary residence. Eighty-four percent of REALTORS® own their primary residence in Texas.

Methodology

In March 2021, NAR e-mailed a 93-question survey to a random sample of 161,155 REALTORS®. Using this method, a total of 10,643 responses were received. The survey had an adjusted response rate of 6.6 percent. The confidence interval at a 95 percent level of confidence is +/- 0.95 percent based on a population of 1.4 million members. In Texas a random sample of 16,140 members were sent the survey, 881 members took the survey. Texas had a response rate of 5.5 percent.

Survey responses were weighted to be representative of state level NAR membership. Information about compensation, earnings, sales volume and number of transactions is characteristics of calendar year 2020, while all other data are representative of member characteristics in early 2021.

The NATIONAL ASSOCIATION OF REALTORS® is committed to equal opportunity in the real estate industry. In accordance with this commitment, racial and ethnic information was collected and is included in this report.

Where relevant, REALTOR® information in subgroups based on the license held by members of NAR: a broker, broker-associate or sales agent license. The term “broker” refers to REALTORS® holding a broker or broker associate license unless otherwise noted. In some cases, information is presented by REALTORS®’ main function within their firm or their real estate specialty regardless of the type of license held.

The primary measure of central tendency used throughout this report is the median, the middle point in the distribution of responses to a particular question or, equivalently, the point at which half of the responses are above and below a particular value. Data may not be comparable to previous *Member Profile* publications due to changes in questionnaire design.

BUSINESS CHARACTERISTICS OF REALTORS®

- Exhibit 1-1 REALTORS® BY TYPE OF LICENSE
- Exhibit 1-2 SPECIALTY AND MAIN FUNCTION OF REALTORS®
- Exhibit 1-3 PRIMARY BUSINESS SPECIALTY OF BROKER/BROKER ASSOCIATE LICENSEES, 1999-2021
- Exhibit 1-4 PRIMARY BUSINESS SPECIALTY OF SALES AGENT LICENSEES, 1999-2021
- Exhibit 1-5 SECONDARY BUSINESS SPECIALTY OF REALTORS®
- Exhibit 1-6 REAL ESTATE EXPERIENCE OF REALTORS®, BY MAIN FUNCTION
- Exhibit 1-7 NUMBER OF PERSONAL ASSISTANTS
- Exhibit 1-8 NUMBER OF PERSONAL ASSISTANTS, BY YEARS OF REAL ESTATE EXPERIENCE
- Exhibit 1-9 TASKS PERFORMED BY PERSONAL ASSISTANTS
- Exhibit 1-10 CHARACTERISTICS OF PERSONAL ASSISTANTS
- Exhibit 1-11 RELOCATION ACTIVITY OF REALTORS®
- Exhibit 1-12 WILL REMAIN ACTIVE AS A REAL ESTATE PROFESSIONAL DURING THE NEXT TWO YEARS

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-1

REALTORS® BY TYPE OF LICENSE

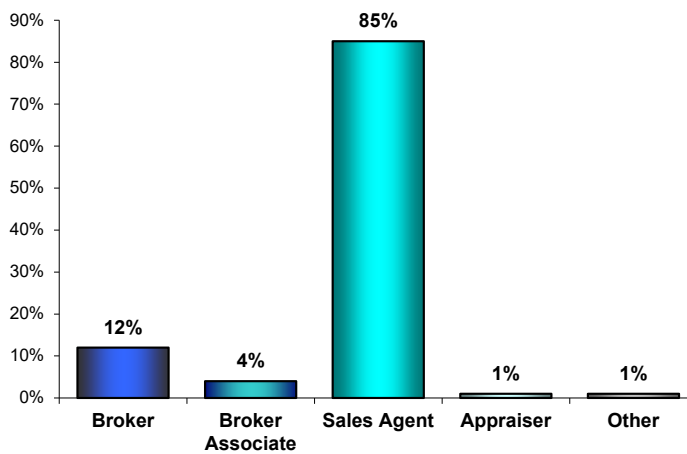
(Percent of Respondents)

Number of Total Respondents = 881

Texas

Broker	12%
Broker Associate	4%
Sales Agent	85%
Appraiser	1%
Other	1%

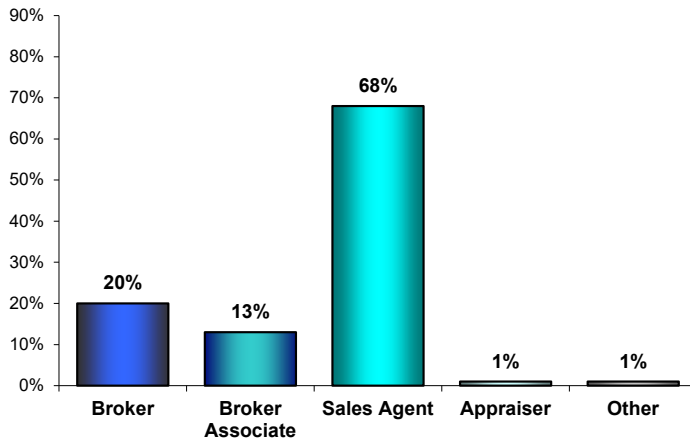
REALTORS® BY TYPE OF LICENSE



U.S.

Broker	20%
Broker Associate	13%
Sales Agent	68%
Appraiser	1%
Other	1%

REALTORS® BY TYPE OF LICENSE



BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-2

SPECIALTY AND MAIN FUNCTION OF REALTORS®

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS			
		Broker	Associate	Sales Agent	Appraiser
Primary Real Estate Specialty					
Residential brokerage	70%	75%	85%	69%	*
Commercial brokerage	2	11	*	1	*
Residential appraisal	1	2	*	1	100
Commercial appraisal	*	*	*	*	*
Relocation	4	1	6	4	*
Property management	4	4	3	4	*
Counseling	3	2	*	3	*
Land/Development	2	3	*	1	*
Other specialties	14	2	6	16	*
Main Function					
Broker-owner (with selling)	10%	74%	*	1%	*
Broker-owner (without selling)	1	7	*	*	*
Associate broker	2	5	38	*	*
Manager	1	*	3	3	*
Sales agent	82	6	56	94	*
Appraiser	1	2	*	*	100
Other	3	6	3	2	*

* Less than 1 percent

U.S.

	ALL		LICENSED AS			
	2021 Survey	2020 Survey	Broker	Associate	Sales Agent	Appraiser
Primary Real Estate Specialty						
Residential brokerage	73%	73%	81%	87%	67%	*
Commercial brokerage	2	2	3	2	1	*
Residential appraisal	1	1	1	*	*	94
Commercial appraisal	*	*	*	*	*	6
Relocation	4	3	2	3	5	*
Property management	4	4	6	2	4	*
Counseling	2	2	1	1	3	*
Land/Development	1	1	1	1	1	*
Other specialties	14	13	4	4	19	*
Main Function						
Broker-owner (with selling)	10%	10%	45%	2%	1%	1%
Broker-owner (without selling)	1	1	3	*	*	*
Associate broker	10	11	17	53	*	*
Manager	3	3	5	3	2	*
Sales agent	73	71	26	39	94	3
Appraiser	1	1	1	*	*	96
Other	3	3	4	3	3	*

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-3

PRIMARY BUSINESS SPECIALTY OF BROKER/BROKER ASSOCIATE LICENSEES, 1999-2021

(Percentage Distribution)

Texas

	2021
Residential brokerage	77%
Commercial brokerage	8
Land/Development	2
Relocation	2
Counseling	2
Appraising	2
Property management	4
International	*
Other	3

* Less than 1 percent

U.S.

	1999	2001	2003	2005	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Residential brokerage	75%	76%	81%	76%	79%	79%	80%	79%	78%	75%	81%	77%	79%	84%	82%	82%	83%	83%	84%
Commercial brokerage	6	6	3	4	5	6	6	7	6	4	3	5	5	3	4	3	2	3	3
Land/Development	4	3	1	3	3	1	3	2	2	2	1	1	1	2	1	2	2	1	1
Relocation	1	1	2	3	2	*	1	1	1	1	1	1	1	2	2	2	2	2	2
Counseling	1	1	2	3	1	1	1	1	1	2	1	1	1	1	1	1	1	1	1
Appraising	4	4	3	2	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1
Property management	6	5	4	4	4	1	6	6	7	10	8	8	7	5	6	6	6	5	5
International	NA	*	*	1	*	3	*	*	*	*	1	*	*	1	*	*	*	*	*
Other	4	3	4	4	4	4	2	3	5	6	4	6	5	3	3	4	3	3	4

NA - Not Asked

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-4

PRIMARY BUSINESS SPECIALTY OF SALES AGENT LICENSEES, 1999-2021

(Percentage Distribution)

Texas

2021	
Residential brokerage	69%
Commercial brokerage	1
Land/Development	1
Relocation	4
Counseling	3
Appraising	1
Property management	4
International	1
Other	16

* Less than 1 percent

U.S.

	1999	2001	2003	2005	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Residential brokerage	88%	82%	84%	74%	75%	77%	86%	87%	83%	83%	83%	83%	82%	67%	65%	65%	67%	68%	67%
Commercial brokerage	2	2	2	1	2	2	3	3	3	1	2	2	3	1	1	2	1	2	1
Land/Development	2	2	1	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Relocation	1	2	2	5	6	*	2	2	2	2	2	2	2	4	5	4	4	4	5
Counseling	1	3	2	5	4	5	1	1	1	1	1	2	1	2	2	2	2	2	3
Appraising	2	3	3	5	1	4	1	*	1	1	*	*	1	1	*	1	1	1	*
Property management	2	3	3	3	4	3	4	3	4	5	6	4	4	4	4	4	3	3	4
International	NA	*	*	*	2	2	1	*	1	*	1	1	1	1	1	*	1	1	1
Other	2	3	3	3	4	6	2	2	5	6	5	6	5	18	21	22	20	18	19

NA - not asked

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-5

SECONDARY BUSINESS SPECIALTY OF REALTORS®

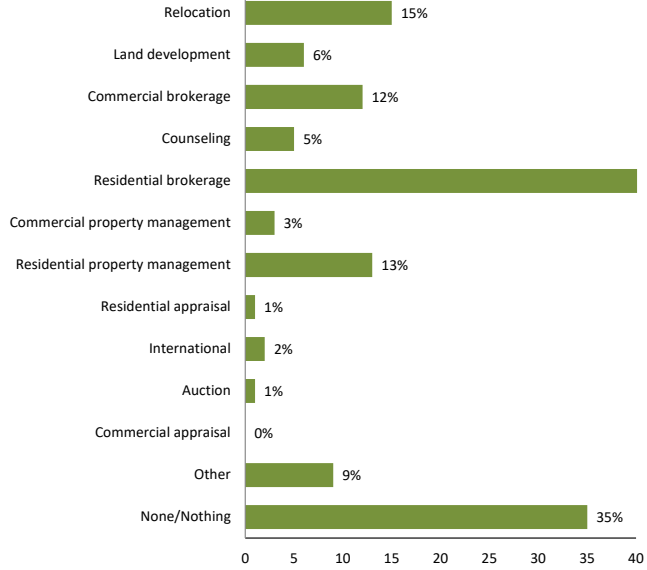
(Percent of Respondents)

Texas

Relocation	15%
Land development	6%
Commercial brokerage	12%
Counseling	5%
Residential brokerage	45%
Commercial property management	3%
Residential property management	13%
Residential appraisal	1%
International	2%
Auction	1%
Commercial appraisal	*
Other	9%
None/Nothing	35%

SECONDARY BUSINESS SPECIALTY OF REALTORS®

(Percent of Respondents)

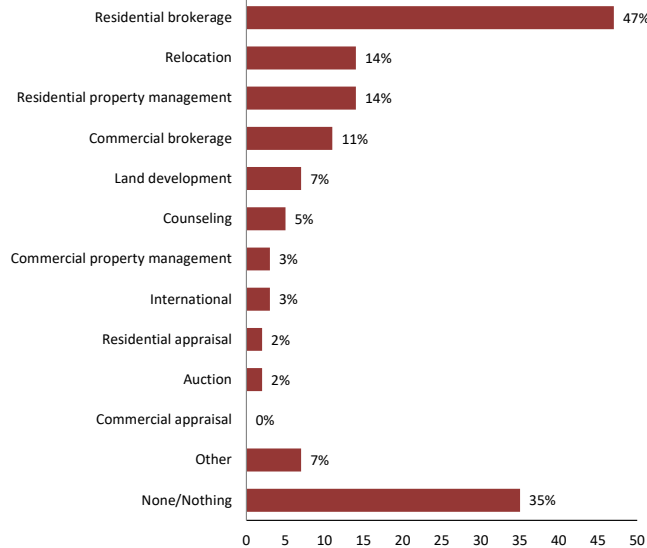


U.S.

Residential brokerage	47%
Relocation	14%
Residential property management	14%
Commercial brokerage	11%
Land development	7%
Counseling	5%
Commercial property management	3%
International	3%
Residential appraisal	2%
Auction	2%
Commercial appraisal	*
Other	7%
None/Nothing	35%

SECONDARY BUSINESS SPECIALTY OF REALTORS®

(Percent of Respondents)



BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-6

REAL ESTATE EXPERIENCE OF REALTORS®, BY MAIN FUNCTION

(Percentage Distribution)

Texas

	ALL REALTORS®	MAIN FUNCTION IN FIRM						
		Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 year or less	22%	13%	1%	*	25%	*	26%	17%
2 years	8	*	*	*	*	17	10	*
3 years	8	*	3	*	*	*	9	*
4 years	5	*	*	*	*	17	6	17
5 years	5	*	1	6	*	8	6	*
6 to 10 years	15	13	16	17	25	17	15	17
11 to 15 years	9	*	14	22	*	8	8	*
16 to 25 years	17	38	34	22	50	33	14	17
26 to 39 years	6	13	18	6	*	*	4	33
40 or more years	3	25	13	28	*	*	2	*
Median (years)	6	22	20	20	11	10	4	15

* Less than 1 percent

U.S.

	ALL		MAIN FUNCTION IN FIRM						
	2021 Survey	2020 Survey	Owner (without selling)	Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 year or less	18%	17%	3%	3%	13%	8%	3%	22%	2%
2 years	8	8	2	1	6	*	2	9	*
3 years	7	7	*	2	5	4	3	8	*
4 years	6	5	*	2	5	*	3	6	5
5 years	5	5	2	3	6	3	2	6	*
6 to 10 years	13	11	8	12	14	5	19	13	6
11 to 15 years	10	12	6	14	9	9	19	10	4
16 to 25 years	19	19	38	30	20	50	26	17	35
26 to 39 years	11	12	26	21	15	10	12	8	36
40 or more years	4	5	14	13	7	10	12	2	12
Median (years)	8	9	22	20	11	17	16	5	25

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-7

NUMBER OF PERSONAL ASSISTANTS

(Percentage Distribution)

Texas

	ALL REALTORS ®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	86%	70%	89%	67%	63%	82%	33%	70%	90%
One	11	25	8	33	31	12	33	30	8
Two	3	3	2	*	1	6	33	*	2
Three or more	1	3	*	*	4	*	*	*	*

* Less than 1 percent

U.S.

	ALL REALTORS ®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Owner (without selling)	Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	85%	78%	88%	56%	71%	84%	66%	65%	89%
One	12	17	10	30	23	13	23	25	9
Two	2	3	2	5	4	2	7	9	1
Three or more	1	1	*	9	2	1	4	2	*

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-8

NUMBER OF PERSONAL ASSISTANTS, BY YEARS OF REAL ESTATE EXPERIENCE

(Percentage Distribution)

Texas

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	86%	95%	91%	85%	75%
One	11	3	8	10	21
Two or more	3	2	2	5	4

* Less than 1 percent

U.S.

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	85%	94%	88%	83%	78%
One	12	5	9	13	18
Two or more	3	1	2	4	4

* Less than 1 percent

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-9

TASKS PERFORMED BY PERSONAL ASSISTANTS

(Percent of Respondents)

Texas

Process new listings and enter them in the MLS	86%
Manage closing paperwork	86
Prepare comps	14
Schedule listing presentations, closings, and appointment:	29
Photograph listings	14
Send mailings to past clients or prospects	71
Order inspections	43
Write ads	29
Place/track advertising of listings	29
Send progress reports to sellers	29
Prepare escrow files	14
Check MLS for expireds	14
Prospect FSBOs	14
Check newspapers/websites for FSBOs	14
Other	*

* Less than 1 percent

U.S.

Process new listings and enter them in the MLS	68%
Send mailings to past clients or prospects	61
Manage closing paperwork	57
Schedule listing presentations, closings, and appointment:	45
Place/track advertising of listings	40
Send progress reports to sellers	38
Prepare comps	37
Write ads	36
Order inspections	35
Check MLS for expireds	29
Prepare escrow files	26
Photograph listings	24
Check newspapers/websites for FSBOs	13
Prospect FSBOs	6
Other	28

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-10

CHARACTERISTICS OF PERSONAL ASSISTANTS

(Percentage Distribution)

Texas

License Information	Licensed	50%
	Unlicensed	50
Salary Expenses	Paid by REALTOR®	32
	Paid by company	36
	Both	32
Employment	Full-time	46
	Part-time	54
Exclusivity	Exclusive assistant	53
	Shared with others	47
Employment Arrangement	Independent contractor	55
	Employee	45
Compensation Structure	Hourly	21
	Arrangement varies	12
	Salary	39
	Percent of commission	24
	Per task	3

U.S.

License Information	Licensed	52%
	Unlicensed	48
Salary Expenses	Paid by REALTOR®	39
	Paid by company	32
	Both	29
Employment	Full-time	46
	Part-time	54
Exclusivity	Exclusive assistant	51
	Shared with others	49
Employment Arrangement	Independent contractor	53
	Employee	47
Compensation Structure	Hourly	27
	Arrangement varies	21
	Salary	18
	Percent of commission	12
	Per task	21

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-11

RELOCATION ACTIVITY OF REALTORS®

(Percentage Distribution)

Texas

ALL REALTORS®

<i>REALTORS®'s firm have a relocation department or business development department responsible for relocation activities</i>	
Yes	26%
No	52
Don't know	22

U.S.

ALL REALTORS®

<i>REALTORS®'s firm have a relocation department or business development department responsible for relocation</i>	
Yes	31%
No	48
Don't know	21

BUSINESS CHARACTERISTICS OF REALTORS®

Exhibit 1-12

WILL REMAIN ACTIVE AS A REAL ESTATE PROFESSIONAL DURING THE NEXT TWO YEARS

(Percentage Distribution)

Texas

ALL REALTORS®

Very certain	82%
Somewhat certain	14
Not certain	3

U.S.

ALL REALTORS®

Very certain	79%
Somewhat certain	15
Not certain	6

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-1	APPRAISAL: TYPES OF PROPERTIES APPRAISED
Exhibit 2-2	APPRAISAL: NUMBER OF PROPERTIES APPRAISED, 2020
Exhibit 2-3	APPRAISAL: OTHER REAL ESTATE ACTIVITIES OF APPRAISAL SPECIALISTS
Exhibit 2-4	BROKERAGE: AGENCY RELATIONSHIPS
Exhibit 2-5	BROKERAGE: LISTINGS SOLD, 2020
Exhibit 2-6	BROKERAGE: NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS, 2020
Exhibit 2-7	BROKERAGE: NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS. BY EXPERIENCE.
Exhibit 2-8	MEDIAN NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS
Exhibit 2-9	BROKERAGE: NUMBER OF TRANSACTION SIDES INVOLVING PROPERTIES IN FORECLOSURE, 2020
Exhibit 2-10	BROKERAGE: NUMBER OF TRANSACTION SIDES INVOLVING SHORT SALES, 2020
Exhibit 2-11	BROKERAGE: SALES VOLUME, 2020
Exhibit 2-12	BROKERAGE: SALES VOLUME, BY EXPERIENCE, 2020
Exhibit 2-13	THE MOST IMPORTANT FACTOR LIMITING POTENTIAL CLIENTS IN COMPLETING A TRANSACTION
Exhibit 2-14	BROKERAGE: WEB SITES WHERE REALTORS® PLACE THEIR LISTINGS
Exhibit 2-15	PROPERTY MANAGEMENT: TYPES OF PROPERTIES MANAGED
Exhibit 2-16	PROPERTY MANAGEMENT: NUMBER OF PROPERTIES MANAGED
Exhibit 2-17	PROPERTY MANAGEMENT: MANAGEMENT FUNCTIONS PERFORMED
Exhibit 2-18	HOURS WORKED PER WEEK
Exhibit 2-19	REPEAT BUSINESS FROM PAST CONSUMERS AND CLIENTS, BY SPECIALTY, 2020
Exhibit 2-20	REPEAT BUSINESS FROM PAST CONSUMERS AND CLIENTS, BY EXPERIENCE, 2020
Exhibit 2-21	BUSINESS THROUGH REFERRALS FROM PAST CONSUMERS AND CLIENTS, BY SPECIALTY, 2020
Exhibit 2-22	BUSINESS THROUGH REFERRALS FROM PAST CONSUMERS AND CLIENTS, BY EXPERIENCE, 2020

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-1

APPRAISAL: TYPES OF PROPERTIES APPRAISED

(Percent of Respondents, Appraisal Specialists only)

Texas

Residential (1 to 4 units)	100%
Agricultural land and farms	33
Commercial (retail, office, shopping centers, etc.)	17
Residential (5 or more units)	17
Industrial (manufacturing, warehouses, etc.)	17
Institutional (hospitals, schools, etc.)	17
Other	17

* Less than 1 percent

U.S.

2021 Survey

Residential (1 to 4 units)	97%
Agricultural land and farms	21
Residential (5 or more units)	19
Commercial (retail, office, shopping centers, etc.)	11
Industrial (manufacturing, warehouses, etc.)	11
Institutional (hospitals, schools, etc.)	7
Other	15

BUSINESS ACTIVITY OF REALTORS[®]

Exhibit 2-2

APPRAISAL: NUMBER OF PROPERTIES APPRAISED, 2020

(Percentage Distribution, Appraisal Specialists only)

Texas

	ALL APPRAISAL SPECIALISTS	RESIDENTIAL APPRAISAL SPECIALISTS
9 or fewer	*	*
10 to 24	*	*
25 to 49	*	*
50 to 99	25	25
100 to 199	*	*
200 to 299	50	50
300 to 399	*	*
400 or more	25	25
Median (properties)	225	225

* Less than 1 percent

U.S.

	ALL APPRAISAL SPECIALISTS		RESIDENTIAL APPRAISAL SPECIALISTS
	In 2020	In 2019	
9 or fewer	7%	6%	8%
10 to 24	4	1	4
25 to 49	10	4	6
50 to 99	11	7	11
100 to 199	17	23	18
200 to 299	17	25	18
300 to 399	13	22	14
400 or more	22	12	21
Median (properties)	200	204	200

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS[®]

Exhibit 2-3

APPRAISAL: OTHER REAL ESTATE ACTIVITIES OF APPRAISAL SPECIALISTS

(Percent of Respondents, Appraisal Specialists only)

Texas

	ALL APPRAISAL SPECIALISTS	RESIDENTIAL APPRAISAL SPECIALISTS
Residential brokerage	29%	29%
Counseling	*	*
Relocation	*	*
Commercial appraisal	14	14
Land/development	*	*
Residential property management	*	*
Commercial brokerage	14	14
Commercial property management	*	*
Residential appraisal	71	71
International	*	*
Auction	*	*
Other	*	*
None	29	29

* Less than 1 percent

N/A - Not Applicable

U.S.

	ALL APPRAISAL SPECIALISTS	RESIDENTIAL APPRAISAL SPECIALISTS
Residential appraisal	79%	80%
Residential brokerage	15	16
Commercial appraisal	13	7
Residential property management	12	12
Counseling	10	11
Commercial brokerage	5	4
Land/development	5	5
Relocation	3	3
Auction	*	*
Commercial property management	*	*
International	*	*
None	12	13
Other	6	6

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-4

BROKERAGE: AGENCY RELATIONSHIPS

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		All	Broker/ Associate	Sales Agent	
Buyer agency and seller agency with disclosed dual agency	20%	20%	25%	19%	*
Single agency	60	60	61	60	42
Transactional agency	3	3	1	3	25
Buyer agency exclusively	11	11	6	12	25
Seller agency exclusively	6	6	7	5	8
Other	*	*	*	*	*

* Less than 1 percent

U.S.

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		All	Broker/ Associate	Sales Agent	
Buyer agency and seller agency (not both in same transaction)	38%	38%	38%	39%	28%
Buyer agency and seller agency with disclosed dual agency for in-company transactions	34	34	35	33	28
Transactional agency	11	11	9	11	17
Buyer agency exclusively	9	9	8	10	16
Seller agency exclusively	6	6	7	5	10
Other	2	2	3	2	1

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-5

BROKERAGE: LISTINGS SOLD, 2020

(Percentage Distribution, Brokerage Specialists only)

U.S.

All REALTORS®	NUMBER OF OWN LISTINGS SOLD	NUMBER OF OWN LISTINGS SOLD BY SOMEONE ELSE	NUMBER OF OTHERS' LISTINGS SOLD
0 listings	41%	21%	22%
1 listing	17	10	9
2 listings	12	9	9
3 listings	7	8	7
4 listings	4	7	6
5 listings	4	6	7
6 to 10 listings	7	19	20
11 listings or more	7	21	22
Median listings (2020)	1	4	4
Median listings (2019)	1	4	5

Residential Specialists

0 listings	41%	21%	21%
1 listing	17	10	9
2 listings	12	9	9
3 listings	7	8	7
4 listings	4	7	5
5 listings	4	6	7
6 to 10 listings	7	19	20
11 listings or more	7	21	22
Median listings (2020)	1	4	4
Median listings (2019)	1	4	5

Commercial Specialists

0 listings	31%	36%	33%
1 listing	16	4	9
2 listings	7	13	11
3 listings	8	9	6
4 listings	9	5	13
5 listings	5	1	8
6 to 10 listings	15	12	13
11 listings or more	10	21	8
Median listings (2020)	2	2	2
Median listings (2019)	3	2	3

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-6

BROKERAGE: NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	RESIDENTIAL SPECIALISTS										
	ALL REALTORS®		RESIDENTIAL SPECIALISTS						Commercial Specialists		
	Residential sides	Commercial sides	All	Broker/ Broker Associate	Sales Agent	Commercial Specialists	Residential sides	Commercial sides	Residential sides	Commercial sides	
0 transactions	6%	65%	6%	70%	1%	47%	7%	78%	14%	9%	
1 to 5 transactions	27	29	27	29	17	50	29	22	43	27	
6 to 10 transactions	18	1	18	*	21	*	18	*	*	18	
11 to 15 transactions	15	2	15	*	17	*	15	*	14	27	
16 to 20 transactions	13	1	13	*	11	*	14	*	*	9	
21 to 50 transactions	15	1	15	*	18	*	14	*	14	9	
51 transactions or more	6	1	6	1	14	3	4	*	14	*	
Median (transactions)	10	*	10	*	14	2	9	*	4	10	

* Less than 1 percent

U.S.

	RESIDENTIAL SPECIALISTS										
	ALL REALTORS®		RESIDENTIAL SPECIALISTS						Commercial Specialists		
	Residential sides	Commercial sides	All	Broker/ Broker Associate	Sales Agent	Commercial Specialists	Residential sides	Commercial sides	Residential sides	Commercial sides	
0 transactions	7%	69%	6%	71%	3%	64%	9%	77%	20%	15%	
1 to 5 transactions	25	27	24	26	20	32	27	22	35	47	
6 to 10 transactions	19	2	19	2	18	4	20	1	13	14	
11 to 15 transactions	15	1	15	*	16	*	15	*	21	9	
16 to 20 transactions	10	1	10	*	11	*	10	*	2	8	
21 to 50 transactions	19	*	19	*	23	*	16	*	7	7	
51 transactions or more	5	*	5	*	8	*	4	*	2	*	
Median (transactions)	10	*	10	*	13	*	9	*	5	4	

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-7

BROKERAGE: NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS, BY EXPERIENCE, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®		REAL ESTATE EXPERIENCE							
	Residential sides	Commercial sides	2 years or less		3 to 5 years		6 to 15 years		16 years or more	
			Residential sides	Commercial sides	Residential sides	Commercial sides	Residential sides	Commercial sides	Residential sides	Commercial sides
0 transactions	6%	65%	22%	93%	*	71%	3%	57%	2%	58%
1 to 5 transactions	27	29	40	3	30	29	25	40	18	30
6 to 10 transactions	18	1	13	*	25	*	20	2	16	2
11 to 15 transactions	15	2	10	3	14	*	17	*	17	4
16 to 20 transactions	13	1	6	*	11	*	16	*	17	2
21 to 50 transactions	15	1	8	*	16	*	15	*	19	2
51 transactions or more	6	1	1	*	4	*	6	*	12	2
Median (transactions)	10	*	4	*	9	*	12	*	15	*

* Less than 1 percent

U.S.

	ALL REALTORS®		REAL ESTATE EXPERIENCE							
	Residential sides	Commercial sides	2 years or less		3 to 5 years		6 to 15 years		16 years or more	
			Residential sides	Commercial sides	Residential sides	Commercial sides	Residential sides	Commercial sides	Residential sides	Commercial sides
0 transactions	7%	69%	28%	91%	2%	73%	3%	69%	2%	57%
1 to 5 transactions	25	27	39	9	25	26	22	27	19	36
6 to 10 transactions	19	2	14	*	23	1	20	2	18	4
11 to 15 transactions	15	1	8	*	18	*	16	1	17	1
16 to 20 transactions	10	1	4	*	12	1	11	1	12	*
21 to 50 transactions	19	*	6	*	17	*	21	*	25	1
51 transactions or more	5	*	1	*	3	*	7	*	7	*
Median (transactions)	10	*	3	*	10	*	12	*	14	*

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

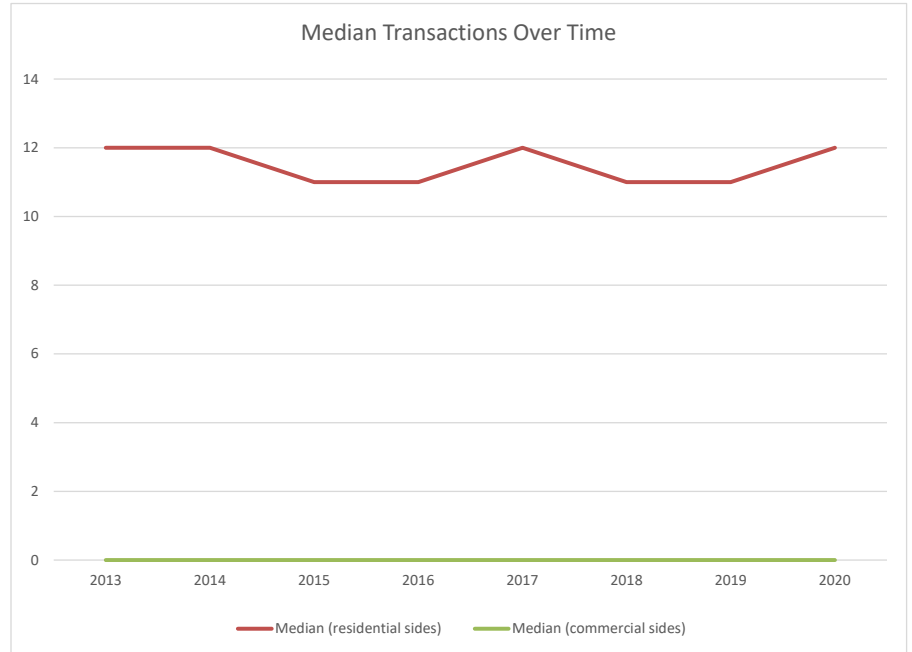
Exhibit 2-8

MEDIAN NUMBER OF TRANSACTION SIDES OR COMMERCIAL DEALS

(Median, Brokerage Specialists only)

U.S.

Year	Median (residential sides)	Median (commercial sides)
2013	12	*
2014	12	*
2015	11	*
2016	11	*
2017	12	*
2018	11	*
2019	11	*
2020	12	*
2021	10	*



BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-9

BROKERAGE: NUMBER OF TRANSACTION SIDES INVOLVING PROPERTIES IN FORECLOSURE, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS		
		All	Broker/ Associate	Sales Agent
0 transactions	94%	94%	93%	94%
1 to 5 transactions	5	5	4	5
6 transactions or more	1	*	2	*
Median (transactions)	*	*	*	*

* Less than 1 percent

U.S.

	ALL REALTORS®	RESIDENTIAL SPECIALISTS				Commercial Specialists
		All	Broker/ Associate	Sales Agent		
0 transactions	91%	91%	88%	93%	86%	
1 to 5 transactions	8	8	11	6	13	
6 transactions or more	1	*	1	*	1	
Median (transactions)	*	*	*	*	*	

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-10

BROKERAGE: NUMBER OF TRANSACTION SIDES INVOLVING SHORT SALES, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS		
		All	Broker/ Associate	Sales Agent
0 transactions	97%	96%	93%	97%
1 to 5 transactions	3	4	7	3
6 transactions or more	*	*	*	*
Median (transactions)	*	*	*	*

* Less than 1 percent

U.S.

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			
		All	Broker/ Associate	Sales Agent	Commercial Specialists
0 transactions	95%	95	93	96	96
1 to 5 transactions	5	5	7	4	2
6 transactions or more	*	*	*	*	2
Median (transactions)	*	*	*	*	*

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-11

BROKERAGE: SALES VOLUME, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		All	Broker/ Associate	Sales Agent	
Less than \$500,000	28%	28%	18%	31%	8%
\$500,000 to under \$1 million	10	10	7	11	8
\$1 to under \$1.5 million	7	7	10	6	17
\$1.5 to under \$2 million	8	8	6	9	*
\$2 to under \$3 million	12	12	11	12	8
\$3 to under \$4 million	8	8	8	8	17
\$4 to under \$5 million	5	5	4	6	8
\$5 to under \$6 million	7	7	7	7	*
\$6 to under \$7 million	4	4	6	3	*
\$7 to under \$8 million	1	1	*	1	*
\$8 to under \$10 million	4	3	6	2	17
\$10 million or more	8	8	18	5	17
Median (millions)	\$1.9	\$1.9	\$2.8	\$1.7	\$3.5

* Less than 1 percent

U.S.

	ALL		RESIDENTIAL SPECIALISTS			Commercial Specialists
	In 2020	In 2019	All	Broker/ Associate	Sales Agent	
Less than \$500,000	27%	24%	26%	22%	29%	33%
\$500,000 to under \$1 million	9	9	9	8	10	8
\$1 to under \$1.5 million	8	8	8	7	8	6
\$1.5 to under \$2 million	8	8	8	8	8	4
\$2 to under \$3 million	10	10	10	10	10	9
\$3 to under \$4 million	7	7	7	7	7	7
\$4 to under \$5 million	5	7	5	5	5	5
\$5 to under \$6 million	5	6	5	6	5	6
\$6 to under \$7 million	4	4	4	4	4	*
\$7 to under \$8 million	2	3	2	3	2	*
\$8 to under \$10 million	4	4	4	5	4	11
\$10 million or more	11	11	11	15	9	10
Median (millions)	\$2.1	\$2.3	\$2.1	\$2.6	\$1.8	\$2.0

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-12

BROKERAGE: SALES VOLUME, BY EXPERIENCE, 2020

(Percentage Distribution, Brokerage Specialists only)

Texas

	REAL ESTATE EXPERIENCE				
	ALL REALTORS®	2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$500,000	28%	56%	27%	17%	22%
\$500,000 to under \$1 million	10	10	15	9	8
\$1 to under \$1.5 million	7	4	10	6	9
\$1.5 to under \$2 million	8	7	6	11	7
\$2 to under \$3 million	12	7	15	14	9
\$3 to under \$4 million	8	4	10	10	8
\$4 to under \$5 million	5	4	*	6	8
\$5 to under \$6 million	7	1	6	7	10
\$6 to under \$7 million	4	3	2	6	3
\$7 to under \$8 million	1	*	*	*	2
\$8 to under \$10 million	4	1	6	3	5
\$10 million or more	8	*	4	13	11
Median (millions)	\$1.9	\$0.4	\$1.7	\$2.5	\$2.8

* Less than 1 percent

U.S.

	REAL ESTATE EXPERIENCE				
	ALL REALTORS®	2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$500,000	27%	59%	23%	18%	20%
\$500,000 to under \$1 million	9	9	11	8	8
\$1 to under \$1.5 million	8	6	9	9	7
\$1.5 to under \$2 million	8	8	8	8	8
\$2 to under \$3 million	10	5	13	11	10
\$3 to under \$4 million	7	6	8	8	7
\$4 to under \$5 million	5	2	5	6	6
\$5 to under \$6 million	5	1	5	7	6
\$6 to under \$7 million	4	1	4	5	4
\$7 to under \$8 million	2	*	2	3	3
\$8 to under \$10 million	4	1	4	5	5
\$10 million or more	11	2	7	12	17
Median (millions)	\$2.1	\$0.4	\$2.0	\$2.6	\$2.7

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-13

THE MOST IMPORTANT FACTOR LIMITING POTENTIAL CLIENTS IN COMPLETING A TRANSACTION

(Percentage Distribution, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		All	Broker/ Associate	Sales Agent	
No factors are limiting potential clients	7%	7%	10%	6%	8%
Lack of inventory	58	59	61	58	33
Difficulty in finding the right property	9	8	8	8	17
Housing affordability	9	9	10	9	*
Sellers feel uncomfortable due to COVID-19	*	*	*	*	*
Difficulty in obtaining mortgage finance	7	7	4	8	8
Expectation that prices might fall further	*	*	1	*	*
Concern about losing job	3	3	1	3	*
Ability to sell existing home	*	*	1	*	*
Expectation that mortgage rates might come down	1	*	*	*	8
Low consumer confidence	1	1	*	1	*
Ability to save for downpayment	3	3	1	3	*
Buyers feel uncomfortable due to COVID-19	1	1	1	1	8
Other	1	1	*	1	17

* Less than 1 percent

U.S.

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		All	Broker/ Associate	Sales Agent	
No factors are limiting potential clients	6%	6%	7%	6%	15%
Lack of inventory	60	60	60	60	37
Difficulty in finding the right property	11	11	13	10	11
Housing Affordability	8	8	9	8	9
Difficulty in obtaining mortgage finance	4	4	3	4	6
Buyers feel uncomfortable due to COVID-19	2	2	1	2	7
Sellers feel uncomfortable due to COVID-19	2	2	2	2	1
Expectation that prices might fall further	2	2	1	2	1
Ability to save for downpayment	1	1	1	2	*
Concern about losing job	1	1	*	1	1
Ability to sell existing home	*	*	*	*	3
Low consumer confidence	*	*	1	*	1
Expectation that mortgage rates might come d	*	*	*	*	1
Other	3	3	3	3	6

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-14

BROKERAGE: WEB SITES WHERE REALTORS® PLACE THEIR LISTINGS

(Percent of Respondents, Brokerage Specialists only)

Texas

	ALL REALTORS®	RESIDENTIAL SPECIALISTS			Commercial Specialists
		Broker/ Associate		Sales Agent	
		All	Associate	Agent	
REALTOR.com®	80%	81%	89%	79%	50%
Firm's Web site	70	71	68	72	58
Local MLS Web site	65	66	66	66	25
Personal Web site	48	48	48	48	33
Local REALTOR® association Web site	47	48	55	47	17
Local newspaper Web site	5	5	10	3	*
Franchiser's Web site	16	16	17	16	17
Local real estate magazine Web site	4	4	7	3	*
Other Broker's Web site	18	19	28	16	*
Commercial listing service**	7	4	7	3	92
None	5	5	*	6	*

* Less than 1 percent

** Commercial listing service, e.g., CoStar, LoopNet, CCIMNet, or other commercial information exchange (CIE)

U.S.

	ALL		RESIDENTIAL SPECIALISTS			Commercial Specialists
	2021 Survey	2020 Survey	All	Broker Associate	Sales Agent	
REALTOR.com®	81%	84%	81%	85%	79%	41%
Third party aggregator	78	82	78	80	77	33
Firm's Web site	76	79	76	78	75	59
Local MLS Web site	67	70	67	66	68	48
Social networking site	53	60	54	52	56	24
Personal Web site	51	53	51	49	53	24
Local REALTOR® association Web site	31	31	32	35	30	14
Other websites (Google, Craigslist, Yahoo)	22	27	23	22	23	11
Franchiser's Web site	20	25	21	21	20	7
Other Broker's Web site	20	22	21	24	18	7
Video hosting Web sites	14	16	12	14	14	5
Local real estate magazine Web site	7	10	7	8	6	5
Local newspaper Web site	8	9	8	9	7	2
Commercial listing service**	7	8	6	8	4	57
None	4	3	4	2	4	8

** Commercial listing service, e.g., CoStar, LoopNet, CCIMNet, or other commercial information exchange (CIE)

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-15

PROPERTY MANAGEMENT: TYPES OF PROPERTIES MANAGED

(Percent of Respondents, Property Management Specialists only)

Texas

Single-family residential	87%
Multi-family residential	43
Office	9
Retail	4
Industrial	*
Land	4
Other	4

* Less than 1 percent

U.S.

ALL REALTORS®

Single-family residential	88%
Multi-family residential	61
Office	18
Retail	11
Industrial	5
Land	4
Other	4

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-16

PROPERTY MANAGEMENT: NUMBER OF PROPERTIES MANAGED

(Percentage Distribution, Property Management Specialists only)

Texas

ALL REALTORS®

1 to 5 properties	14%
6 to 10 properties	*
11 to 20 properties	14
21 to 40 properties	24
41 to 60 properties	10
61 to 80 properties	5
81 to 100 properties	*
101 to 500 properties	24
501 properties or more	10
Median (properties)	39

* Less than 1 percent

U.S.

	ALL		Residential Specialists	Commercial Specialists
	In 2020	In 2019		
1 to 5 properties	16%	17%	15%	15%
6 to 10 properties	8	10	8	8
11 to 20 properties	16	10	14	14
21 to 40 properties	13	16	14	14
41 to 60 properties	8	7	8	8
61 to 80 properties	6	7	6	6
81 to 100 properties	10	5	10	10
101 to 500 properties	22	24	23	23
501 properties or more	1	5	1	1
Median (properties)	39	35	40	15

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-17

PROPERTY MANAGEMENT: MANAGEMENT FUNCTIONS PERFORMED

(Percent of Respondents, Property Management Specialists only)

Texas

Select tenants	64%
Take tenant applications	73
Collect rent	68
Marketing	50
Initiate evictions	50
Perform small repairs	55
Perform large repairs or upgrades	32
Make mortgage payments	9
Make tax payments	9
Initiate legal actions (other than evictions)	23
Other	23

U.S.

	ALL REALTORS
Collect rent	83%
Select tenants	84
Take tenant applications	84
Marketing	74
Initiate evictions	69
Perform small repairs	64
Perform large repairs or upgrades	52
Initiate legal actions (other than evictions)	30
Make tax payments	29
Make mortgage payments	23
Other	19

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-18

HOURS WORKED PER WEEK

(Percentage Distribution)

Texas

	LICENSED AS:			MAIN FUNCTION IN FIRM						
	ALL REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Less than 20 hour	16%	9%	17%	*	15%	19%	*	*	17%	*
20 to 39 hours	33	33	33	25	20	44	*	18	35	*
40 to 59 hours	38	44	37	63	49	25	67	64	36	80
60 hours or more	13	14	13	13	15	13	33	18	12	20
Median (hours)	40	40	39	48	40	30	55	45	35	45

* Less than 1 percent

U.S.

	LICENSED AS:			MAIN FUNCTION IN FIRM						
	ALL REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Less than 20 hour	17%	13%	19%	20%	11%	13%	4%	3%	18%	*
20 to 39 hours	36	31	39	27	26	37	12	16	39	23
40 to 59 hours	37	43	34	31	46	40	67	66	33	44
60 hours or more	11	13	9	22	17	11	17	14	9	33
Median (hours)	35	40	30	40	40	40	45	45	30	48

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-19

REPEAT BUSINESS FROM PAST CONSUMERS AND CLIENTS, BY SPECIALTY, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	PRIMARY REAL ESTATE SPECIALTY					
		APPRAISAL		BROKERAGE		PROPERTY MANAGEMENT	
		Residential	Commercial	Residential	Commercial	Residential	Commercial
None	29%	30%	*	26%	13%	24%	*
Less than 10%	16	20	*	15	13	21	50
Up to 25%	18	*	*	19	13	14	*
Up to 50%	13	*	*	15	6	10	*
More than 50%	22	50	*	21	56	21	50
Median	14%	10%	*	17%	55%	15%	25%

* Less than 1 percent

U.S.

	ALL REALTORS®	PRIMARY REAL ESTATE SPECIALTY					
		APPRAISAL		BROKERAGE		PROPERTY MANAGEMENT	
		Residential	Commercial	Residential	Commercial	Residential	Commercial
None	28%	14%	20%	17%	18%	16%	7%
Less than 10%	16	29	*	13	14	18	27
Up to 25%	19	18	44	26	24	24	24
Up to 50%	14	15	*	18	19	12	15
More than 50%	21	13	36	22	25	22	17
Median	15%	16%	20%	22%	21%	20%	20%

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS

Exhibit 2-20

REPEAT BUSINESS FROM PAST CONSUMERS AND CLIENTS, BY EXPERIENCE, 2020

(Percentage Distribution)

Texas

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	29%	63%	25%	11%	8%
Less than 10%	16	14	30	17	7
Up to 25%	18	8	18	27	20
Up to 50%	13	3	14	16	21
More than 50%	22	5	12	25	44
Median	14%	*	9%	22%	44%

U.S.

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	28%	66%	31%	12%	9%
Less than 10%	16	14	27	17	11
Up to 25%	19	6	22	29	21
Up to 50%	14	3	11	17	20
More than 50%	21	3	8	23	38
Median	15%	*	7%	21%	37%

BUSINESS ACTIVITY OF REALTORS®

Exhibit 2-21

BUSINESS THROUGH REFERRALS FROM PAST CONSUMERS AND CLIENTS, BY SPECIALTY, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	PRIMARY REAL ESTATE SPECIALTY					
		APPRAISAL		BROKERAGE		PROPERTY MANAGEMENT	
		Residential	Commercial	Residential	Commercial	Residential	Commercial
None	21%	30%	*	19%	13%	30%	*
Less than 10%	13	20	*	12	13	10	*
Up to 25%	24	20	*	24	38	20	50
Up to 50%	15	10	*	18	13	10	*
More than 50%	23	*	*	23	25	17	50%
Median	20%	10%	*	22%	19%	18%	25%

* Less than 1 percent

U.S.

	ALL REALTORS®	PRIMARY REAL ESTATE SPECIALTY					
		APPRAISAL		BROKERAGE		PROPERTY MANAGEMENT	
		Residential	Commercial	Residential	Commercial	Residential	Commercial
None	21%	14%	20%	17%	18%	16%	7%
Less than 10%	15	29	*	13	14	18	27
Up to 25%	24	18	44	26	24	24	24
Up to 50%	16	15	*	18	19	12	15
More than 50%	21	13	36	22	25	22	17
Median	19%	16%	20%	22%	21%	20%	20%

BUSINESS ACTIVITY OF REALTORS

Exhibit 2-22

BUSINESS THROUGH REFERRALS FROM PAST CONSUMERS AND CLIENTS, BY EXPERIENCE, 2020

(Percentage Distribution)

Texas

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	21%	51%	15%	7%	5%
Less than 10%	13	13	17	13	10
Up to 25%	24	11	25	30	32
Up to 50%	15	5	18	17	21
More than 50%	23	12	23	30	28
Median	20%	*	21%	25%	30%

U.S.

	REAL ESTATE EXPERIENCE				
	ALL REALTORS	2 years or less	3 to 5 years	6 to 15 years	16 years or more
None	21%	50%	18%	10%	7%
Less than 10%	15	14	20	15	13
Up to 25%	24	11	27	28	29
Up to 50%	16	7	14	20	20
More than 50%	21	9	18	25	28
Median	19%	*	17%	23%	27%

INCOME AND EXPENSES OF REALTORS®

- Exhibit 3-1 COMPENSATION STRUCTURES FOR REALTORS®
- Exhibit 3-2 COMPENSATION STRUCTURES FOR REALTORS®, BY EXPERIENCE
- Exhibit 3-3 COMPENSATION STRUCTURES FOR REALTORS®, BY GROSS PERSONAL INCOME
- Exhibit 3-4 TOTAL REAL ESTATE BUSINESS EXPENSES, 2020
- Exhibit 3-5 TOTAL REAL ESTATE EXPENSES, BY GROSS PERSONAL INCOME, 2020
- Exhibit 3-6 ADMINISTRATIVE EXPENSES, 2020
- Exhibit 3-7 AFFINITY/REFERRAL RELATIONSHIP EXPENSES, 2020
- Exhibit 3-8 MARKETING OF SERVICES EXPENSES, 2020
- Exhibit 3-9 OFFICE LEASE/BUILDING EXPENSES, 2020
- Exhibit 3-10 PROFESSIONAL DEVELOPMENT EXPENSES, 2020
- Exhibit 3-11 TECHNOLOGY PRODUCTS AND SERVICES EXPENSES, 2020
- Exhibit 3-12 BUSINESS USE OF VEHICLE EXPENSE, 2020
- Exhibit 3-13 ANNUAL INCOME OF REALTORS®, 2020
- Exhibit 3-14 ANNUAL INCOME OF REALTORS®, BY MAIN FUNCTION, 2020
- Exhibit 3-15 ANNUAL INCOME OF REALTORS®, BY EXPERIENCE, 2020
- Exhibit 3-16 ANNUAL INCOME OF REALTORS®, BY HOURS WORKED, 2020
- Exhibit 3-17 RECEIVED SIGN-ON BONUS
- Exhibit 3-18 EXPENDITURES TO MAINTAIN REALTOR® WEB SITE, 2020
- Exhibit 3-19 EXPENDITURES ON REALTOR® SOCIAL MEDIA ADVERTISING, 2020

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-1

COMPENSATION STRUCTURES FOR REALTORS®

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS	
		Broker/ Broker Associate	Sales Agent
Fixed commission split (under 100%)	31%	28%	32%
Graduated commission split (increases with production)	18	14	19
Capped commission split (rises to 100% after a predetermined threshold)	23	10	26
100% Commission	14	22	12
Commission plus share of profits	1	3	1
Salary only	3	9	2
Salary plus share of profits/production bonus	1	3	1
Share of profits only	1	3	1
Other	7	8	6

* Less than 1 percent

U.S.

	ALL	LICENSED AS	
		Broker/ Broker Associate	Sales Agent
Fixed commission split (under 100%)	37%	33%	39%
Graduated commission split (increases with production)	23	21	24
Capped commission split (rises to 100% after a predetermined threshold)	15	12	17
100% commission	14	18	11
Salary plus share of profits/production bonus	1	1	1
Commission plus share of profits	1	2	1
Share of profits only	1	1	1
Salary only	2	3	1
Other	7	9	5

* Less than 1 percent

N/A- Not Applicable

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-2

COMPENSATION STRUCTURES FOR REALTORS®, BY EXPERIENCE

(Percentage Distribution)

Texas

	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Fixed commission split (under 100%)	31%	32%	30%	30%	31%
Graduated commission split (increases with production)	18	19	21	15	18
Capped commission split (rises to 100% after a predetermined threshold)	23	30	25	23	16
100% Commission	14	9	15	16	17
Commission plus share of profits	1	2	1	1	1
Salary only	3	1	2	3	6
Salary plus share of profits/production bonus	1	1	1	3	1
Share of profits only	1	2	*	1	2
Other	7	6	6	7	8

* Less than 1 percent

U.S.

	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Fixed commission split (under 100%)	37%	32%	34%	38%	39%
Graduated commission split (increases with production)	23	29	25	21	20
Capped commission split (rises to 100% after a predetermined threshold)	15	21	18	15	10
100% commission	14	8	12	15	17
Salary plus share of profits/production bonus	1	1	1	1	1
Commission plus share of profits	1	1	1	1	2
Share of profits only	1	1	1	1	1
Salary only	2	1	1	2	3
Other	7	7	6	5	8

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-3

COMPENSATION STRUCTURES FOR REALTORS®, BY GROSS PERSONAL INCOME

(Percentage Distribution)

Texas

	GROSS PERSONAL INCOME								
	ALL REALTORS®	Less than \$10,000	\$10,000 to \$24,999	\$25,000 to \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$149,999	\$150,000 or more
Fixed commission split (under 100%)	31%	36%	36%	29%	42%	31%	24%	22%	25%
Graduated commission split (increases with production)	18	16	22	26	13	18	19	18	12
Capped commission split (rises to 100% after a predetermined threshold)	23	27	17	26	25	18	24	25	29
100% Commission	14	10	14	10	19	16	13	18	16
Commission plus share of	1	1	2	*	*	*	4	3	1
Salary only	3	1	4	*	*	5	6	6	4
Salary plus share of profits/production bonus	1	1	*	2	*	1	*	2	3
Share of profits only	1	1	2	*	*	3	*	3	*
Other	7	8	2	7	2	8	11	3	10

* Less than 1 percent

U.S.

	GROSS PERSONAL INCOME								
	ALL REALTORS®	Less than \$10,000	\$10,000 to \$24,999	\$25,000 to \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$149,999	\$150,000 or more
Fixed commission split (under 100%)	37%	20%	15%	10%	29%	15%	13%	32%	35%
Graduated commission split (increases with production)	23	26	26	27	27	23	21	20	17
Capped commission split (rises to 100% after a predetermined threshold)	15	15	13	12	14	12	16	19	20
100% commission	14	12	12	13	12	13	14	17	15
Salary plus share of profits/production bonus	1	1	1	1		1	1	1	1
Commission plus share of profits	1	1	1	1	2	1	1	2	2
Share of profits only	1	*	1	1	2	1	1	1	1
Salary only	2	1	1	1	2	3	3	3	3
Other	7	9	4	4	4	7	7	5	7

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-4

TOTAL REAL ESTATE BUSINESS EXPENSES, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM						
		Broker/ Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	
None	4%	*	4%	*	*	*	*	*	*	4%
Less than \$500	5	5	5	*	4	18	*	*	*	5
\$500 to \$999	6	*	7	*	*	*	*	*	*	7
\$1,000 to \$2,499	16	8	17	25	9	12	50	14	17	17
\$2,500 to \$4,999	20	20	20	*	17	12	*	14	21	21
\$5,000 to \$9,999	12	13	12	*	11	12	*	14	12	12
\$10,000 to \$19,999	12	16	11	25	15	18	*	14	12	12
\$20,000 to \$29,999	7	14	5	*	19	12	*	14	5	5
\$30,000 to \$49,999	8	9	8	*	15	*	*	14	8	8
\$50,000 to \$99,999	5	12	3	25	9	12	*	14	3	3
\$100,000 or more	1	1	1	25	*	*	*	*	1	1
Median	\$4,880	\$12,500	\$4,630	\$20,000	\$16,000	\$8,330	\$2,500	\$7,860	\$4,520	

* Less than 1 percent

U.S.

	ALL		LICENSED AS		MAIN FUNCTION IN FIRM					
	In 2021	In 2020	Broker/ Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	4%	3%	2%	5%	5%	1%	2%	10%	1%	4%
Less than \$500	4	4	3	5	*	2	3	7	6	5
\$500 to \$999	5	4	3	7	3	2	3	*	2	6
\$1,000 to \$2,499	17	16	13	19	21	9	16	21	13	19
\$2,500 to \$4,999	19	19	18	20	14	18	20	23	12	20
\$5,000 to \$9,999	15	16	16	15	4	15	16	13	17	16
\$10,000 to \$19,999	12	13	15	10	14	15	16	4	14	11
\$20,000 to \$29,999	7	8	9	5	8	10	9	5	7	6
\$30,000 to \$49,999	6	7	7	5	8	11	5	2	10	5
\$50,000 to \$99,999	4	4	6	3	10	8	5	5	8	3
\$100,000 or more	2	3	4	1	7	5	2	*	5	2
Median	\$5,330	\$6,290	\$8,440	\$4,250	\$12,140	\$12,000	\$6,880	\$3,804	\$9,706	\$4,500

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-5

TOTAL REAL ESTATE EXPENSES, BY GROSS PERSONAL INCOME, 2020

(Percentage Distribution)

Texas

GROSS PERSONAL INCOME

	ALL REALTORS®	Less than \$10,000	\$10,000 to \$24,999	\$25,000 to \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$149,999	\$150,000 or more
None	4%	11%	1%	2%	*	3%	*	5%	*
Less than \$500	5	8	11	5	*	4	4	2	*
\$500 to \$999	6	14	4	2	8	3	*	*	*
\$1,000 to \$2,499	16	25	28	21	15	9	9	6	*
\$2,500 to \$4,999	20	28	31	29	21	22	6	6	7
\$5,000 to \$9,999	12	8	12	2	17	17	22	13	14
\$10,000 to \$19,999	12	2	6	26	15	22	15	20	12
\$20,000 to \$29,999	7	1	*	7	4	6	9	14	15
\$30,000 to \$49,999	8	*	*	*	*	5	20	20	23
\$50,000 to \$99,999	5	*	*	*	*	8	9	6	16
\$100,000 or more	1	*	*	*	*	*	2	*	10
Median	\$4,880	\$2,020	\$2,984	\$4,224	\$6,176	\$7,647	\$16,000	\$18,000	\$30,870

* Less than 1 percent

U.S.

GROSS PERSONAL INCOME

	ALL REALTORS®	Less than \$10,000	\$10,000 to \$24,999	\$25,000 to \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$149,999	\$150,000 or more
None	4%	13%	1%	1%	2%	1%	*	1%	1%
Less than \$500	4	11	5	4	3	2	1	1	1
\$500 to \$999	5	12	8	5	4	3	2	1	1
\$1,000 to \$2,499	17	30	28	26	16	12	7	6	3
\$2,500 to \$4,999	19	21	29	23	25	23	18	12	5
\$5,000 to \$9,999	15	9	17	21	22	21	20	17	10
\$10,000 to \$19,999	12	2	8	12	14	19	21	19	16
\$20,000 to \$29,999	7	*	1	5	4	8	12	17	14
\$30,000 to \$49,999	6	*	*	1	3	4	10	12	20
\$50,000 to \$99,999	4	*	*	*	1	3	5	6	16
\$100,000 or more	2	*	*	*	*	*	*	3	12
Median	\$5,330	\$1,700	\$3,190	\$4,022	\$5,000	\$7,140	\$10,950	\$16,320	\$29,290

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-6

ADMINISTRATIVE EXPENSES, 2020

(Percentage Distribution)

Texas

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	16%	15%	16%	67%	11%	13%	100%	17%	15%
Less than \$500	24	11	26	33	15	19	*	17	25
\$500 to \$999	19	18	19	*	13	19	*	*	20
\$1,000 to \$1,499	12	20	11	*	19	*	*	17	12
\$1,500 to \$2,499	12	10	12	*	15	6	*	17	12
\$2,500 to \$4,999	9	12	8	*	11	19	*	33	8
\$5,000 to \$9,999	4	5	4	*	11	6	*	*	4
\$10,000 to \$14,999	1	4	1	*	2	6	*	*	1
\$15,000 or more	3	6	3	*	4	13	*	*	3
Median	\$760	\$1,150	\$711	*	\$860	\$970	*	\$1,470	\$750

* Less than 1 percent

U.S.

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	19%	18%	19%	33%	17%	15%	40%	27%	18%
Less than \$500	24	19	26	6	18	23	18	21	25
\$500 to \$999	18	17	18	9	15	18	27	11	18
\$1,000 to \$1,499	13	14	12	16	12	13	7	10	13
\$1,500 to \$2,499	11	11	11	14	12	12	8	9	11
\$2,500 to \$4,999	8	9	7	9	9	9	*	12	7
\$5,000 to \$9,999	4	4	4	9	6	3	*	3	4
\$10,000 to \$14,999	2	2	1	*	3	2	*	2	1
\$15,000 or more	3	5	2	3	7	5	*	4	2
Median	\$720	\$880	\$640	\$1,060	\$1,000	\$830	\$280	\$590	\$690

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-7

AFFINITY/REFERRAL RELATIONSHIP EXPENSES, 2020

(Percentage Distribution)

Texas

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	64%	54%	66%	100%	51%	54%	100%	33%	65%
Less than \$500	13	13	13	*	16	15	*	17	13
\$500 to \$999	5	7	5	*	11	*	*	*	5
\$1,000 to \$1,499	4	7	3	*	9	*	*	17	3
\$1,500 to \$2,499	4	4	3	*	*	8	*	17	4
\$2,500 to \$4,999	3	4	3	*	2	8	*	17	3
\$5,000 to \$9,999	3	4	3	*	2	*	*	*	4
\$10,000 to \$14,999	3	3	3	*	4	*	*	*	3
\$15,000 or more	2	5	1	*	4	15	*	*	1
Median	*	*	*	*	*	*	*	\$500	*

* Less than 1 percent

U.S.

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	63%	58%	65%	64%	57%	58%	78%	47%	64%
Less than \$500	11	10	11	19	10	10	8	14	11
\$500 to \$999	5	5	5	*	6	5	8	4	5
\$1,000 to \$1,499	4	5	4	*	6	6	*	7	4
\$1,500 to \$2,499	5	5	4	4	6	7	2	4	4
\$2,500 to \$4,999	5	6	4	5	6	5	*	9	5
\$5,000 to \$9,999	4	5	3	4	5	5	*	8	4
\$10,000 to \$14,999	2	2	2	4	2	2	3	2	2
\$15,000 or more	2	3	1	*	3	3	*	3	2
Median	*	*	*	*	*	*	*	*	*

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-8

MARKETING OF SERVICES EXPENSES, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	17%	16%	17%	*	15%	7%	100%	14%	16%
Less than \$500	31	22	33	*	23	27	*	14	34
\$500 to \$999	14	12	14	33	13	*	*	*	15
\$1,000 to \$1,499	13	20	12	67	15	20	*	*	13
\$1,500 to \$2,499	10	8	10	*	17	7	*	29	9
\$2,500 to \$4,999	7	8	7	*	6	20	*	29	6
\$5,000 to \$9,999	5	10	4	*	6	20	*	14	4
\$10,000 to \$14,99	2	4	1	*	6	*	*	*	1
\$15,000 or more	1	*	2	*	*	*	*	*	2
Median	\$570	\$1,000	\$500	\$1,130	\$960	\$1,400	*	\$2,260	\$500

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	17%	15%	18%	38%	18%	11%	39%	12%	16%
Less than \$500	30	25	32	18	22	26	30	23	31
\$500 to \$999	16	16	17	10	14	19	10	11	17
\$1,000 to \$1,499	11	13	11	6	11	13	15	16	11
\$1,500 to \$2,499	10	11	9	16	13	9	6	14	9
\$2,500 to \$4,999	8	10	7	12	10	11	*	8	8
\$5,000 to \$9,999	4	5	4	*	6	5	1	7	4
\$10,000 to \$14,999	2	2	1	*	3	3	*	7	1
\$15,000 or more	2	3	1	*	3	3	*	1	2
Median	\$600	\$810	\$500	\$330	\$860	\$840	\$180	\$1,130	\$590

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-9

OFFICE LEASE/BUILDING EXPENSES, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	73%	54%	76%	50%	44%	64%	100%	71%	76%
Less than \$500	7	9	7	*	9	7	*	*	7
\$500 to \$999	4	4	4	*	2	*	*	14	4
\$1,000 to \$1,499	4	6	4	*	7	7	*	*	4
\$1,500 to \$2,499	5	9	4	*	16	7	*	*	3
\$2,500 to \$4,999	2	4	2	*	2	7	*	*	2
\$5,000 to \$9,999	3	5	3	*	7	7	*	14	2
\$10,000 to \$14,999	1	5	*	*	9	*	*	*	*
\$15,000 or more	1	4	*	50	4	*	*	*	*
Median	*	*	*	*	\$330	*	*	*	*

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	75%	70%	78%	64%	54%	77%	83%	78%	78%
Less than \$500	7	6	8	9	6	6	4	2	8
\$500 to \$999	4	4	4	18	5	3	6	4	4
\$1,000 to \$1,499	4	4	3	*	6	3	4	2	3
\$1,500 to \$2,499	3	3	2	*	5	3	3	2	2
\$2,500 to \$4,999	2	3	2	*	4	3	*	1	2
\$5,000 to \$9,999	2	4	2	6	8	2	*	5	1
\$10,000 to \$14,999	1	2	1	*	4	2	*	3	1
\$15,000 or more	1	3	1	3	7	1	*	4	1
Median	*	*	*	*	*	*	*	*	*

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-10

PROFESSIONAL DEVELOPMENT EXPENSES, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	9%	10%	9%	*	10%	7%	50%	*	8%
Less than \$500	24	19	25	33	20	20	50	43	24
\$500 to \$999	25	17	27	*	22	7	*	14	28
\$1,000 to \$1,499	18	24	17	*	24	27	*	14	17
\$1,500 to \$2,499	14	19	14	*	14	27	*	*	15
\$2,500 to \$4,999	7	8	6	67	4	13	*	*	6
\$5,000 to \$9,999	2	2	2	*	4	*	*	29	1
\$10,000 to \$14,999	*	*	*	*	*	*	*	*	*
\$15,000 or more	*	*	*	*	*	*	*	*	*
Median	\$840	\$1,080	\$800	\$3,130	\$950	\$1,300	*	\$750	\$820

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	12%	27%	40%	23%	13%	7%	31%	12%	11%
Less than \$500	28	25	27	27	23	32	21	24	29
\$500 to \$999	23	18	16	10	22	23	19	25	23
\$1,000 to \$1,499	17	12	8	10	17	16	20	19	17
\$1,500 to \$2,499	12	8	5	13	15	13	5	8	11
\$2,500 to \$4,999	6	6	3	14	6	5	4	6	6
\$5,000 to \$9,999	2	3	1	*	3	3	*	5	1
\$10,000 to \$14,999	*	1	*	*	1	1	*	1	*
\$15,000 or more	1	1	*	4	*	1	*	1	*
Median	\$710	\$460	\$190	\$500	\$820	\$740	\$450	\$780	\$720

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-11

TECHNOLOGY PRODUCTS AND SERVICES EXPENSES, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	16%	10%	18%	*	10%	7%	100%	50%	11%
Less than \$500	31	17	33	*	17	21	*	*	20
\$500 to \$999	21	32	19	50	31	21	*	17	14
\$1,000 to \$1,499	15	17	15	*	10	29	*	*	12
\$1,500 to \$2,499	10	10	10	50	10	7	*	*	14
\$2,500 to \$4,999	5	10	4	*	10	7	*	*	13
\$5,000 to \$9,999	2	4	2	*	8	7	*	*	9
\$10,000 to \$14,999	*	*	*	*	*	*	*	33	4
\$15,000 or more	*	1	*	*	2	*	*	*	3
Median	\$720	\$860	\$480	\$1,000	\$870	\$1,020	*	*	\$1,210

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM					
		Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	18%	16%	20%	36%	17%	14%	38%	21%	18%
Less than \$500	29	25	31	21	20	29	17	25	31
\$500 to \$999	22	23	21	11	20	24	19	20	22
\$1,000 to \$1,499	14	14	14	16	13	15	17	9	14
\$1,500 to \$2,499	10	11	8	16	14	9	*	11	9
\$2,500 to \$4,999	5	7	4	*	10	5	10	5	4
\$5,000 to \$9,999	2	2	1	*	4	2	*	7	1
\$10,000 to \$14,999	1	1	*	*	2	1	*	1	*
\$15,000 or more	*	1	*	*	1	*	*	1	*
Median	\$560	\$700	\$480	\$330	\$830	\$650	\$350	\$600	\$520

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-12

BUSINESS USE OF VEHICLE EXPENSE, 2020

(Percentage Distribution)

Texas

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	12%	11%	12%	*	14%	*	100%	20%	14%
Less than \$500	18	9	20	*	9	15	*	*	14
\$500 to \$999	13	9	14	*	9	8	*	20	18
\$1,000 to \$1,499	12	14	12	33	11	8	*	20	13
\$1,500 to \$2,499	15	20	13	*	23	15	*	*	10
\$2,500 to \$4,999	13	22	12	33	16	23	*	*	15
\$5,000 to \$9,999	10	8	10	33	9	15	*	40	15
\$10,000 to \$14,999	4	4	5	*	5	8	*	*	3
\$15,000 or more	3	3	3	*	5	8	*	*	*
Median	\$1,290	\$1,850	\$1,170	\$3,790	\$1,800	\$2,930	*	\$1,250	\$1,150

* Less than 1 percent

U.S.

	LICENSED AS			MAIN FUNCTION IN FIRM					
	ALL REALTORS®	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	14%	13%	14%	20%	15%	10%	29%	15%	13%
Less than \$500	16	13	18	18	11	14	5	13	17
\$500 to \$999	15	12	16	3	11	13	14	12	16
\$1,000 to \$1,499	12	12	12	3	12	14	24	13	12
\$1,500 to \$2,499	12	12	12	1	12	12	8	7	12
\$2,500 to \$4,999	14	17	13	22	18	16	13	9	14
\$5,000 to \$9,999	10	13	9	24	12	12	3	16	10
\$10,000 to \$14,999	3	4	3	5	6	4	4	8	3
\$15,000 or more	3	4	2	4	3	3	*	7	3
Median	\$1,200	\$1,500	\$1,080	\$3,070	\$1,580	\$1,460	\$1,040	\$1,380	\$1,170

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-13

ANNUAL INCOME OF REALTORS®, 2020

(Percentage Distribution)

Texas

Gross Income: Before taxes and expenses	ALL REALTORS®	LICENSED AS	
		Broker/ Associate	Broker/ Sales Agent
Less than \$10,000	25%	7%	28%
\$10,000 to \$24,999	16	9	17
\$25,000 to \$34,999	7	4	7
\$35,000 to \$49,999	8	6	8
\$50,000 to \$74,999	13	22	11
\$75,000 to \$99,999	9	9	9
\$100,000 to \$149,999	11	16	10
\$150,000 to \$199,999	5	10	5
\$200,000 to \$249,999	2	6	2
\$250,000 or more	4	12	3
Median	\$38,750	\$80,560	\$32,140

Net Income: After taxes and expenses

Less than \$10,000	33%	15%	36%
\$10,000 to \$24,999	17	8	18
\$25,000 to \$34,999	8	6	8
\$35,000 to \$49,999	11	16	10
\$50,000 to \$74,999	11	18	10
\$75,000 to \$99,999	9	10	9
\$100,000 to \$149,999	6	11	5
\$150,000 to \$199,999	3	6	2
\$200,000 to \$249,999	1	3	1
\$250,000 or more	2	6	1
Median	\$25,000	\$56,900	\$21,700

* Less than 1 percent

U.S.

Gross Income: Before taxes and expenses	ALL REALTORS®		LICENSED AS	
	In 2020	In 2019	Broker/ Associate	Broker/ Sales Agent
Less than \$10,000	24%	22%	14%	29%
\$10,000 to \$24,999	13	12	11	14
\$25,000 to \$34,999	8	8	7	8
\$35,000 to \$49,999	9	9	8	10
\$50,000 to \$74,999	12	13	13	11
\$75,000 to \$99,999	9	10	10	8
\$100,000 to \$149,999	10	11	13	8
\$150,000 to \$199,999	6	6	8	5
\$200,000 to \$249,999	3	3	5	2
\$250,000 or more	7	7	12	4
Median	\$43,330	\$49,700	\$69,200	\$33,800

Net Income: After taxes and expenses

Less than \$10,000	31%	27%	20%	36%
\$10,000 to \$24,999	16	16	15	16
\$25,000 to \$34,999	9	10	8	9
\$35,000 to \$49,999	10	12	12	10
\$50,000 to \$74,999	11	13	13	10
\$75,000 to \$99,999	8	8	10	8
\$100,000 to \$149,999	7	7	10	5
\$150,000 to \$199,999	3	3	5	3
\$200,000 to \$249,999	2	2	2	1
\$250,000 or more	3	2	5	2
Median	\$28,300	\$32,100	\$43,800	\$23,100

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-14

ANNUAL INCOME OF REALTORS®, BY MAIN FUNCTION, 2020

(Percentage Distribution)

Texas

MAIN FUNCTION IN FIRM

Gross Income: Before taxes and expenses	ALL REALTORS®	MAIN FUNCTION IN FIRM						
		Broker-Owner (without selling)	Broker-Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Less than \$10,000	25%	*	10%	13%	*	*	29%	*
\$10,000 to \$24,999	16	25	6	6	50	14	17	*
\$25,000 to \$34,999	7	*	8	*	*	*	7	*
\$35,000 to \$49,999	8	*	8	6	*	29	8	17
\$50,000 to \$74,999	13	*	20	13	*	*	12	17
\$75,000 to \$99,999	9	*	8	6	50	29	9	*
\$100,000 to \$149,999	11	25	16	19	*	14	9	33
\$150,000 to \$199,999	5	*	12	13	*	14	4	17
\$200,000 to \$249,999	2	25	4	13	*	*	2	*
\$250,000 or more	4	25	10	13	*	*	3	17
Median	\$38,750	\$150,000	\$72,500	\$115,800	\$25,000	\$81,000	\$30,700	\$124,200

Net Income: After taxes and expenses

Less than \$10,000	33%	*	16%	20%	50%	*	37%	*
\$10,000 to \$24,999	17	25	10	7	*	17	18	*
\$25,000 to \$34,999	8	*	8	*	*	*	8	17
\$35,000 to \$49,999	11	*	16	13	*	33	10	*
\$50,000 to \$74,999	11	*	18	7	50	17	10	17
\$75,000 to \$99,999	9	25	14	20	*	33	8	17
\$100,000 to \$149,999	6	*	10	13	*	*	5	17
\$150,000 to \$199,999	3	25	2	13	*	*	3	17
\$200,000 to \$249,999	1	*	4	7	*	*	1	*
\$250,000 or more	2	25	4	*	*	*	2	17
Median	\$25,000	\$100,000	\$50,000	\$78,800	\$10,000	\$50,000	\$20,800	\$98,500

* Less than 1 percent

U.S.

MAIN FUNCTION IN FIRM

Gross Income: Before taxes and expenses	ALL REALTORS®	MAIN FUNCTION IN FIRM						
		Broker-Owner (without selling)	Broker-Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Less than \$10,000	24%	19%	10%	18%	*	4%	28%	1%
\$10,000 to \$24,999	13	14	9	13	6	5	14	4
\$25,000 to \$34,999	8	2	6	6	5	6	8	4
\$35,000 to \$49,999	9	8	7	9	2	6	9	12
\$50,000 to \$74,999	12	8	13	14	12	11	11	18
\$75,000 to \$99,999	9	10	10	10	19	15	8	12
\$100,000 to \$149,999	10	10	15	11	14	21	8	27
\$150,000 to \$199,999	6	6	9	6	7	13	5	9
\$200,000 to \$249,999	3	10	6	5	7	5	2	8
\$250,000 or more	7	14	15	8	26	12	5	6
Median	\$43,300	\$71,900	\$87,500	\$57,100	\$121,400	\$107,100	\$35,000	\$97,900

Net Income: After taxes and expenses

Less than \$10,000	31%	31%	17%	22%	3%	10%	35%	4%
\$10,000 to \$24,999	16	9	13	18	4	9	17	7
\$25,000 to \$34,999	9	5	7	9	7	8	9	5
\$35,000 to \$49,999	11	5	12	14	13	12	9	19
\$50,000 to \$74,999	11	12	15	11	9	15	11	14
\$75,000 to \$99,999	8	11	11	8	27	17	7	16
\$100,000 to \$149,999	7	7	12	9	13	11	5	25
\$150,000 to \$199,999	3	6	5	4	10	8	3	5
\$200,000 to \$249,999	2	2	3	3	11	4	1	*
\$250,000 or more	3	11	6	3	4	5	2	5
Median	\$28,300	\$50,000	\$51,700	\$36,100	\$88,000	\$68,300	\$23,200	\$76,600

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-15

ANNUAL INCOME OF REALTORS®, BY EXPERIENCE, 2020

(Percentage Distribution)

Texas

Gross Income: Before taxes and expenses	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$10,000	25%	54%	15%	12%	9%
\$10,000 to \$24,999	16	19	23	9	11
\$25,000 to \$34,999	7	3	13	6	9
\$35,000 to \$49,999	8	6	15	9	5
\$50,000 to \$74,999	13	6	11	19	17
\$75,000 to \$99,999	9	4	8	14	12
\$100,000 to \$149,999	11	5	9	14	16
\$150,000 to \$199,999	5	2	3	7	10
\$200,000 to \$249,999	2	2	1	2	5
\$250,000 or more	4	1	3	8	6
Median	\$38,750	\$9,300	\$34,200	\$68,400	\$73,500

Net Income: After taxes and expenses

Less than \$10,000	33%	62%	23%	16%	19%
\$10,000 to \$24,999	17	14	28	14	14
\$25,000 to \$34,999	8	5	13	8	6
\$35,000 to \$49,999	11	6	14	12	12
\$50,000 to \$74,999	11	4	7	19	17
\$75,000 to \$99,999	9	5	8	12	10
\$100,000 to \$149,999	6	2	4	8	12
\$150,000 to \$199,999	3	2	2	5	5
\$200,000 to \$249,999	1	*	1	2	2
\$250,000 or more	2	1	1	4	3
Median	\$25,000	\$8,100	\$24,500	\$50,000	\$48,800

* Less than 1 percent

U.S.

Gross Income: Before taxes and expenses	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$10,000	24%	59%	18%	11%	10%
\$10,000 to \$24,999	13	15	17	12	10
\$25,000 to \$34,999	8	6	10	7	8
\$35,000 to \$49,999	9	7	12	10	9
\$50,000 to \$74,999	12	5	14	15	13
\$75,000 to \$99,999	9	3	9	11	12
\$100,000 to \$149,999	10	2	9	13	13
\$150,000 to \$199,999	6	1	5	7	9
\$200,000 to \$249,999	3	1	2	5	5
\$250,000 or more	7	1	3	8	12
Median	\$43,300	\$8,500	\$41,300	\$66,700	\$75,000

Net Income: After taxes and expenses

Less than \$10,000	31%	66%	26%	16%	16%
\$10,000 to \$24,999	16	14	21	16	14
\$25,000 to \$34,999	9	6	11	10	9
\$35,000 to \$49,999	10	5	13	12	12
\$50,000 to \$74,999	11	4	12	15	14
\$75,000 to \$99,999	8	2	8	12	11
\$100,000 to \$149,999	7	1	5	9	10
\$150,000 to \$199,999	3	1	2	5	6
\$200,000 to \$249,999	2	*	1	2	2
\$250,000 or more	3	*	2	3	5
Median	\$28,300	\$7,600	\$27,700	\$45,000	\$48,800

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-16

ANNUAL INCOME OF REALTORS®, BY HOURS WORKED, 2020

(Percentage Distribution)

Texas

Gross Income: Before taxes and expenses	ALL REALTORS®	HOURS PER WEEK			
		Less than 20 hours	20 to 39 hours	40 to 59 hours	60 hours or more
Less than \$10,000	25%	45%	35%	14%	5%
\$10,000 to \$24,999	16	25	17	11	14
\$25,000 to \$34,999	7	10	8	5	3
\$35,000 to \$49,999	8	9	10	8	3
\$50,000 to \$74,999	13	6	13	16	11
\$75,000 to \$99,999	9	2	7	12	16
\$100,000 to \$149,999	11	1	7	18	14
\$150,000 to \$199,999	5	*	2	8	14
\$200,000 to \$249,999	2	*	2	3	4
\$250,000 or more	4	1	*	4	18
Median	\$38,750	\$13,000	\$23,200	\$68,800	\$96,900

Net Income: After taxes and expenses

Less than \$10,000	33%	54%	45%	21%	9%
\$10,000 to \$24,999	17	22	18	13	15
\$25,000 to \$34,999	8	7	7	8	4
\$35,000 to \$49,999	11	9	12	11	9
\$50,000 to \$74,999	11	3	8	17	16
\$75,000 to \$99,999	9	2	6	12	19
\$100,000 to \$149,999	6	*	2	12	6
\$150,000 to \$199,999	3	*	1	3	12
\$200,000 to \$249,999	1	1	*	1	3
\$250,000 or more	2	1	*	2	7
Median	\$25,000	\$9,300	\$14,200	\$45,900	\$70,300

* Less than 1 percent

U.S.

Gross Income: Before taxes and expenses	ALL REALTORS®	HOURS PER WEEK			
		Less than 20 hours	20 to 39 hours	40 to 59 hours	60 hours or more
Less than \$10,000	24%	52%	28%	14%	8%
\$10,000 to \$24,999	13	23	16	7	6
\$25,000 to \$34,999	8	7	10	6	5
\$35,000 to \$49,999	9	6	12	8	6
\$50,000 to \$74,999	12	5	13	14	10
\$75,000 to \$99,999	9	2	8	12	10
\$100,000 to \$149,999	10	3	7	14	16
\$150,000 to \$199,999	6	1	3	9	12
\$200,000 to \$249,999	3	*	2	5	7
\$250,000 or more	7	1	2	9	20
Median	\$43,300	\$9,600	\$31,000	\$77,100	\$115,600

Net Income: After taxes and expenses

Less than \$10,000	31%	60%	35%	18%	12%
\$10,000 to \$24,999	16	20	20	11	9
\$25,000 to \$34,999	9	6	12	8	7
\$35,000 to \$49,999	10	6	12	12	9
\$50,000 to \$74,999	11	3	10	16	13
\$75,000 to \$99,999	8	2	6	12	14
\$100,000 to \$149,999	7	2	4	10	14
\$150,000 to \$199,999	3	*	1	6	8
\$200,000 to \$249,999	2	*	1	2	5
\$250,000 or more	3	1	*	4	9
Median	\$28,300	\$8,300	\$21,300	\$51,600	\$75,000

* Less than 1 percent

INCOME AND EXPENSES OF REALTORS®

Exhibit 3-17

RECEIVED SIGN-ON BONUS

(Percentage Distribution)

Texas

ALL REALTORS®

Received a sign-on bonus	2%
Received a sign-on bonus, after first transaction	*
Did not receive a sign-on bonus	97%

U.S.

ALL REALTORS®

Received a sign-on bonus	3%
Received a sign-on bonus, after first transaction	*
Did not receive a sign-on bonus	96

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 3-18

EXPENDITURES TO MAINTAIN REALTOR® WEB SITE, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	33%	12%	38%	*	8%	10%	100%	20%	42%
Less than \$100	21	15	22	*	11	20	*	20	24
\$100 to \$499	19	26	17	33	24	40	*	*	20
\$500 to \$999	8	18	6	*	24	10	*	*	6
\$1,000 or more	11	26	9	67	34	20	*	60	8
Median	\$80	\$450	\$60	\$1,250	\$650	\$300	*	\$1,170	\$30

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	38%	29%	44%	16%	8%	35%	71%	26%	43%
Less than \$100	20	18	21	23	13	22	5	14	21
\$100 to \$499	21	23	20	14	28	22	13	22	20
\$500 to \$999	10	13	8	8	19	10	*	13	8
\$1,000 or more	11	18	8	39	31	11	10	25	8
Median	\$60	\$150	\$30	\$410	\$530	\$70	*	\$280	\$30

* Less than 1 percent

BUSINESS ACTIVITY OF REALTORS®

Exhibit 3-19

EXPENDITURES ON REALTOR® SOCIAL MEDIA ADVERTISING, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	37%	30%	38%	25%	37%	31%	100%	14%	37%
Less than \$100	21	17	21	25	14	6	*	29	23
\$100 to \$499	22	31	21	25	25	44	*	*	23
\$500 to \$999	7	7	7	*	9	13	*	*	7
\$1,000 or more	11	14	10	25	16	6	*	57	10
Median	\$60	\$140	\$60	\$100	\$90	\$220	*	\$1,120	\$60

* Less than 1 percent

U.S.

	ALL REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	41%	39%	42%	55%	36%	38%	45%	31%	41%
Less than \$100	22	21	22	9	20	24	14	16	22
\$100 to \$499	21	21	21	13	20	23	17	25	22
\$500 to \$999	8	8	7	11	10	8	2	6	7
\$1,000 or more	9	11	8	12	15	7	23	22	8
Median	\$40	\$50	\$40	*	\$70	\$50	\$40	\$150	\$40

* Less than 1 percent

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-1	FIRM AFFILIATION, BY LICENSE TYPE AND FUNCTION
Exhibit 4-2	FIRM AFFILIATION, BY SPECIALTY
Exhibit 4-3	REALTOR® AFFILIATION WITH FIRMS
Exhibit 4-4	NUMBER OF OFFICES
Exhibit 4-5	TENURE OF REALTORS® AT THEIR PRESENT FIRM
Exhibit 4-6	BROKER OWNERSHIP INTEREST, 2020
Exhibit 4-7	BENEFITS RECEIVED THROUGH FIRM, FAMILY, OR PAYS OUT OF POCKET
Exhibit 4-8	WORKED FOR A FIRM THAT WAS BOUGHT OR MERGED
Exhibit 4-9	REALTORS® CHANGING FIRMS DUE TO CONSOLIDATION
Exhibit 4-10	CHANGE IN COMPENSATION RESULTING FROM MERGER
Exhibit 4-11	REAL ESTATE TEAMS
Exhibit 4-12	TENURE OF REALTORS® ON REAL ESTATE TEAM
Exhibit 4-13	NUMBER OF LICENSED REAL ESTATE TEAM MEMBERS

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-1

FIRM AFFILIATION, BY LICENSE TYPE AND FUNCTION

(Percentage Distribution)

Texas

Firm Description	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM							
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser	Other
Independent company	60%	72%	57%	80%	88%	47%	*	100%	57%	100%	64%
Franchised company	36	25	39	20	12	47	100	*	39	*	32
Other	4	3	4	*	*	6	*	*	4	*	5

* Less than 1 percent

U.S.

Firm Description	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM							
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser	Other
Independent company	53%	60%	49%	80%	85%	49%	34%	64%	48%	89%	58%
Franchised company	42	35	46	16	12	46	54	34	46	1	37
Other	5	6	5	4	3	6	12	2	6	10	5

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-2

FIRM AFFILIATION, BY SPECIALTY

(Percentage Distribution)

Texas

Firm Description	ALL REALTORS®	Appraisal	PRIMARY REAL ESTATE SPECIALTY			
			BROKERAGE		PROPERTY MANAGEMENT	
			Residential	Commercial	Residential	Commercial
Independent company	60%	100%	60%	64%	70%	100%
Franchised company	36	*	35	36	25	*
Other	4	*	5	*	5	*

* Less than 1 percent

U.S.

Firm Description	ALL REALTORS®	Appraisal	PRIMARY REAL ESTATE SPECIALTY			
			BROKERAGE		PROPERTY MANAGEMENT	
			Residential	Commercial	Residential	Commercial
Independent company	53%	86%	52%	61%	79%	88%
Franchised company	42	6	42	33	18	12
Other	5	8	6	6	3	*

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-3

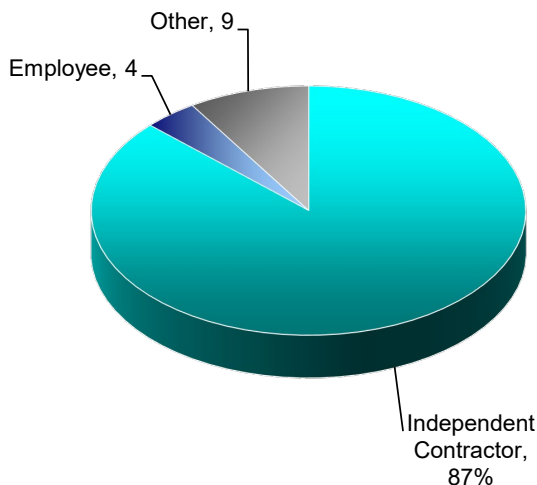
REALTOR® AFFILIATION WITH FIRMS

(Percentage Distribution)

Texas

Independent Contractor	87%
Employee	4
Other	9

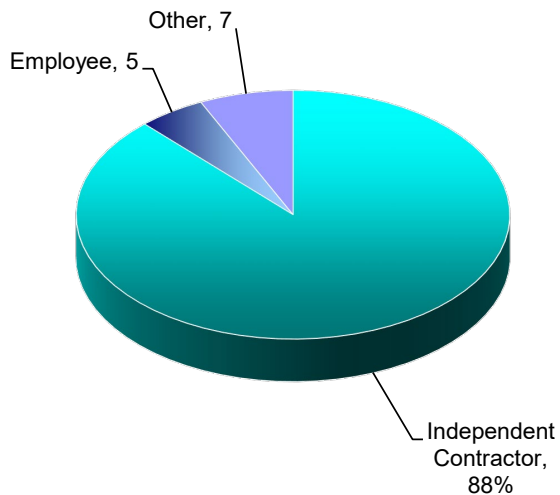
REALTOR® AFFILIATION WITH FIRMS
(Percentage Distribution)



U.S.

Independent Contractor	88%
Employee	5
Other	7

REALTOR® AFFILIATION WITH FIRMS
(Percentage Distribution)



OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-4

NUMBER OF OFFICES

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS		MAIN FUNCTION IN FIRM						
		Broker/ Broker Associate	Sales Agent	Broker- Owner (no selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 office	53%	71%	49%	60	88%	41%	50%	71%	47%	67%
2 to 4 offices	21	16	22	20	8	41	50	14	23	33
5 to 9 offices	9	4	10	*	*	6	*	*	10	*
10 to 99 offices	11	6	12	20	*	12	*	14	13	*
100 or more offices	6	3	6	100	5	*	*	*	6	*
Median	2	2	3	4	1	2	1	8	3	1

U.S.

	ALL REALTORS®		LICENSED AS		MAIN FUNCTION IN FIRM						
	2021 Survey	2020 Survey	Broker/ Broker Associate	Sales Agent	Broker- Owner (no selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 office	42%	42%	51%	38%	64%	84%	37%	25%	38%	36%	87%
2 to 4 offices	26	24	22	28	25	9	30	18	29	28	13
5 to 9 offices	11	11	9	12	4	2	12	13	10	12	*
10 to 99 offices	15	17	14	15	7	2	17	27	21	17	*
100 or more offices	6	6	4	7	*	3	4	17	2	7	*
Median	2	2	1	2	1	1	3	5	2	3	1

* Less than 1 percent

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-5

TENURE OF REALTORS® AT THEIR PRESENT FIRM

(Percentage Distribution)

Texas

	All REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM						
		Broker/ Broker Associate	Sales Agent	Broker- Owner (no selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 year or less	42%	17%	48%	20%	18%	24%	67%	43%	48%	33%
2 years	13	7	14	*	5	6	*	29	13	*
3 years	6	6	7	*	8	6	*	14	6	*
4 years	6	1	7	20	*	*	*	14	7	*
5 years	5	7	5	20	3	12	33	*	5	*
6 to 11 years	17	30	14	20	31	29	*	*	14	50
12 years or more	11	33	6	20	34	24	*	*	7	17
Median (years)	5	8	3	23	9	8	1	3	3	11

* Less than 1 percent

U.S.

	All REALTORS®		LICENSED AS:		MAIN FUNCTION IN FIRM						
	2021 Survey	2020 Survey	Broker/ Broker Associate	Sales Agent	Broker- Owner (no selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
1 year or less	39%	30%	28%	44%	13%	19%	39%	40%	20%	43%	6%
2 years	10	13	8	11	3	7	8	8	7	11	3
3 years	7	9	7	7	4	5	6	11	8	7	8
4 years	6	7	5	6	5	3	6	*	7	6	1
5 years	5	6	5	5	8	5	5	7	6	5	2
6 to 11 years	21	22	25	18	27	28	23	11	30	18	33
12 years or more	13	14	22	8	40	33	13	24	23	9	47
Median (years)	5	4	7	4	13	11	5	3	8	4	15

* Less than 1 percent

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-6

BROKER OWNERSHIP INTEREST, 2020

(Percentage Distribution)

Texas

	ALL BROKERS	FIRM AFFILIATION		
		Independent company	Franchised company	Other
Sole ownership	68%	4%	8%	*
Partner in a partnership	4	79	23	*
Stockholder and/or corporate office	4	3	8	50
No ownership interest	20	1	8	50
Other	5	12	54	*

* Less than 1 percent

U.S.

	ALL BROKERS		FIRM AFFILIATION		
	2021 Survey	2020 Survey	Independent company	Franchised company	Other
Sole ownership	37%	33%	50%	9%	22%
Partner in a partnership	7	8	8	5	2
Stockholder and/or corporate office	6	7	5	5	20
No ownership interest	49	50	35	81	52
Other	2	2	2	1	4

* Less than 1 percent

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-7

BENEFITS RECEIVED THROUGH FIRM, FAMILY, OR PAYS OUT OF POCKET

(Percent of Respondents)

Texas

	Provided by			
	Provided by Firm	Partner/ Spouse/ Family	Pays for out of pocket	Do not receive
Errors & Omissions insurance	57%	1%	28%	14%
Health insurance	3	30	38	30
Pension/SEP/401(K)	3	8	29	56
Paid vacation/sick days	5	5	13	70
Dental insurance	3	25	25	42
Life insurance	2	20	35	41
Vision care	2	28	26	42

U.S.

	Provided by			
	Provided by Firm	Partner/ Spouse/ Family	Pays for out of pocket	Do not receive
Errors and omissions (liability)	42%	1%	40%	19%
Health insurance	3	28	44	25
Paid vacation/sick days	4	4	15	72
Pension/SEP/401(K)	3	8	33	53
Life insurance	2	14	38	45
Dental insurance	3	27	30	41
Disability insurance (long-term care)	2	6	15	71
Vision care	2	25	28	43
Other	1	1	6	46

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-8

WORKED FOR A FIRM THAT WAS BOUGHT OR MERGED

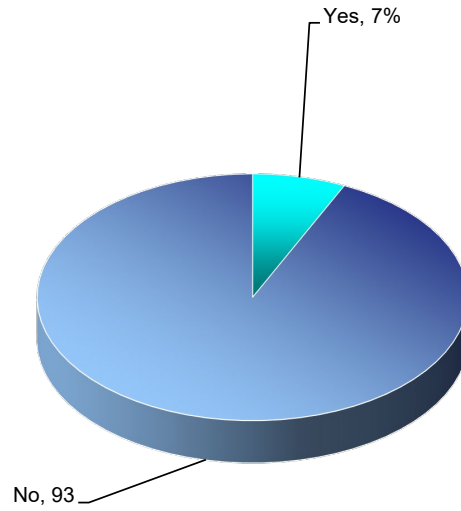
(Percentage Distribution)

Texas

Yes	7%
No	93

WORKED FOR A FIRM THAT WAS BOUGHT OR MERGED

(Percentage Distribution)

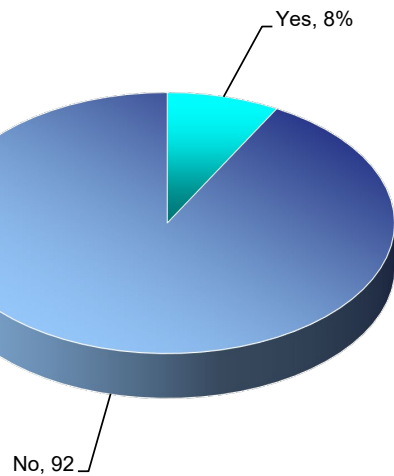


U.S.

Yes	8%
No	92

WORKED FOR A FIRM THAT WAS BOUGHT OR MERGED

(Percentage Distribution)



OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-9

REALTORS® CHANGING FIRMS DUE TO CONSOLIDATION

(Percentage Distribution)

Texas

REALTOR® changed firms as a result of a merger:

Yes, voluntarily	24%
Yes, involuntarily	4
No	72

U.S.

	2021	2020
REALTOR® changed firms as a result of a merger:	Survey	Survey
Yes, voluntarily	28%	28%
Yes, involuntarily	6	4
No	66	67

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-10

CHANGE IN COMPENSATION RESULTING FROM MERGER

(Percentage Distribution)

Texas

	Among all who worked for a firm that was bought or merged	Among those who changed firms as a result of merger
It increased	10%	14%
It stayed the same	84	64
It decreased	6	21

U.S.

	2021 SURVEY		2020 SURVEY	
	Among all who worked for a firm that was bought or merged	Among those who changed firms as a result of merger	Among all who worked for a firm that was bought or merged	Among those who changed firms as a result of merger
It increased	14%	21%	14%	21%
It stayed the same	74	62	74	55
It decreased	12	18	12	25

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-11

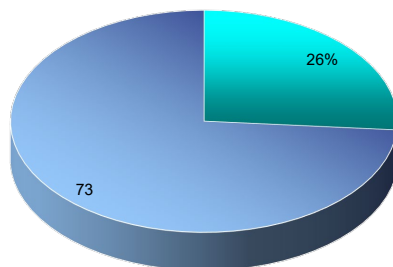
REAL ESTATE TEAMS

(Percentage Distribution)

Texas

Member of a Real Estate Team	
Yes	26%
No	73
Median (number of team members)	3

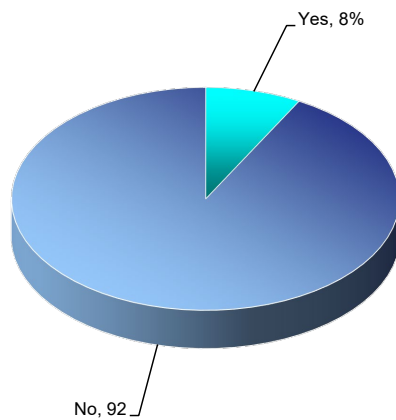
Member of a Real Estate Team
(Percentage Distribution)



U.S.

Yes	23%
No	76%
Median (number of team members)	4

Member of a Real Estate Team
(Percentage Distribution)



OFFICE AND FIRM AFFILIATION OF REALTORS[®]

Exhibit 4-12

TENURE OF REALTORS[®] ON REAL ESTATE TEAM

(Percentage Distribution)

Texas

	All REALTORS
1 year or less	60%
2 years	11
3 years	5
4 years or more	25
Median (years)	2

* Less than 1 percent

U.S.

	All REALTORS [®]
1 year or less	47%
2 years	11
3 years	9
4 years or more	33
Median (years)	2

OFFICE AND FIRM AFFILIATION OF REALTORS®

Exhibit 4-13

NUMBER OF LICENSED REAL ESTATE TEAM MEMBERS

(Percentage Distribution)

Texas

	All REALTORS®
All team members	84%
More than half, but not all	13
Half of the team members	1
Less than half, but some	*
None of the team members	2

* Less than 1 percent

U.S.

	All REALTORS®
All team members	85%
More than half, but not all	12
Half of the team members	1
Less than half, but some	1
None of the team members	2

TECHNOLOGY & REALTORS®

- Exhibit 5-1 FREQUENCY OF USE OF COMMUNICATIONS AND TECHNOLOGY PRODUCTS
- Exhibit 5-2 FREQUENCY OF USE OF SMARTPHONE FEATURES
- Exhibit 5-3 FREQUENCY OF USE OF BUSINESS SOFTWARE
- Exhibit 5-4 PREFERRED METHOD OF COMMUNICATION WITH CLIENTS
- Exhibit 5-5 REALTOR'S® FIRM WEB PRESENCE
- Exhibit 5-6 REALTORS® WITH WEB SITES, BY LICENSE AND FUNCTION
- Exhibit 5-7 REALTORS® WITH WEB SITES, BY EXPERIENCE
- Exhibit 5-8 LENGTH OF TIME REALTORS® HAVE HAD A WEB SITE FOR BUSINESS USE
- Exhibit 5-9 INFORMATION ON REALTOR® WEB SITES
- Exhibit 5-10 ACTIVE USE OF SOCIAL OR PROFESSIONAL NETWORKING WEB SITES
- Exhibit 5-11 USE OF DRONES IN REAL ESTATE BUSINESS OR OFFICE
- Exhibit 5-12 CUSTOMER INQUIRIES GENERATED FROM WEB SITE, 2020
- Exhibit 5-13 CUSTOMER INQUIRIES GENERATED FROM WEB SITE BY AMOUNT SPENT TO MAINTAIN, 2020
- Exhibit 5-14 BUSINESS GENERATED FROM REALTOR® WEB SITE, 2020
- Exhibit 5-15 BUSINESS GENERATED FROM REALTOR® WEB SITE, BY AMOUNT SPENT TO MAINTAIN, 2020
- Exhibit 5-16 BUSINESS GENERATED FROM REALTOR® SOCIAL MEDIA, 2020

TECHNOLOGY & REALTORS®

Exhibit 5-1

FREQUENCY OF USE OF COMMUNICATIONS AND TECHNOLOGY PRODUCTS

(Percentage Distribution)

Texas

All REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
Smartphone with wireless email and Internet capabilities	96%	2%	*	1%	1%
Laptop/Desktop computer	93	5	1	1	1
Cell phone (no email and Internet)	68	4	*	1	27
Tablets	26	15	8	5	46
Digital camera	25	20	12	10	33

* Less than 1 percent

U.S.

All REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
Smartphone with wireless email and Internet capabilities	96%	2%	*	1%	1%
Laptop/Desktop computer	92	5	*	1	1
Cell phone (no email and Internet)	64	3	*	1	32
Tablets	25	15	5	7	48
Digital camera	21	20	9	13	37

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-2

FREQUENCY OF USE OF SMARTPHONE FEATURES

(Percentage Distribution)

Texas

All REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
E-mail	96%	3%	*	1%	*
Global positioning system (GPS)	55	30	5	3	8
Podcasts	7	12	14	9	57
Apps for personal security	13	11	5	9	62
Photo Apps	28	21	13	10	27
Social Media Apps	63	18	6	4	10
Lock Box (Sentrilock)	24	35	13	13	15
Document Storage (OneDrive, Docusign)	48	26	11	8	8
Listing Apps	27	20	8	12	32
News Apps	31	17	9	7	36
Realtor Management Apps	22	18	9	7	44
Messaging (Slack, Teams, G chat)	26	10	6	5	53
Realtor Magazine	6	13	22	23	36
Photofy	3	3	4	4	87
Newsletters	5	11	18	16	49

* Less than 1 percent

U.S.

All REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
E-mail	95%	4%	*	1%	*
Social Media Apps	57	18	4	7	14
Global positioning system (GPS)	49	29	3	8	11
Document Storage (OneDrive, Docusign)	44	27	8	11	11
News Apps	28	17	8	11	38
Photo Apps	26	21	9	13	31
Lock Box (Sentrilock)	24	32	11	16	16
Listing Apps	24	18	11	10	36
Messaging (Slack, Teams, G chat)	22	9	5	6	58
Realtor Management Apps	18	14	7	8	52
Apps for personal security	11	8	7	7	67
Podcasts	7	11	9	13	61
Newsletters	5	9	15	17	55
Realtor Magazine	4	9	22	21	45
Photofy	2	2	3	4	89

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-3

FREQUENCY OF USE OF BUSINESS SOFTWARE

(Percentage Distribution)

Texas

ALL REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
Multiple listing	59%	18%	8%	6%	9%
Contact management	35	24	10	6	25
Document preparation	37	30	12	8	13
Comparative market analysis	32	40	16	9	4
Social media management tools	36	19	9	7	30
Customer relationship management	31	15	12	7	35
E-signature	36	32	15	12	6
Electronic contract and forms	44	31	13	7	4
Transaction management	29	22	11	8	30
Graphics or presentation	16	23	15	15	31
Property management	10	6	8	9	68
Video	14	19	16	13	37
Loan analysis	8	15	17	12	48

U.S.

ALL REALTORS®	Daily or nearly every day	A few times a week	A few times a month	A few times a year	Rarely or Never
Multiple listing	63%	16%	6%	7%	8%
Electronic contract and forms	39	33	9	15	4
E-signature	33	32	12	17	7
Contact management	32	23	8	12	25
Document preparation	32	33	8	14	13
Social media management tools	30	19	7	12	32
Customer relationship management	27	17	7	11	38
Transaction management	25	22	10	12	32
Comparative market analysis	23	38	12	22	7
Graphics or presentation	12	20	17	18	34
Video	11	16	17	17	40
Property management	8	6	9	7	71
Loan analysis	5	14	13	16	53

TECHNOLOGY & REALTORS®

Exhibit 5-4

PREFERRED METHOD OF COMMUNICATION WITH CLIENTS

(Percent of Respondents)

Texas

	ALL REALTORS®			
	Current clients/ customers	Past clients/ customers	Potential clients/ customers	Do not use
Text messaging	95%	65%	61%	1%
E-mail	71	71	68	*
Telephone	93	62	64	1
Instant messaging (IM)	41	27	29	33
Postal mail	24	37	35	33
Video chat	30	13	20	52

* Less than 1 percent

U.S.

	ALL REALTORS®			
	Current clients/ customers	Past clients/ customers	Potential clients/ customers	Do not use
Text messaging	93%	61%	58%	2%
Telephone	90	59	62	2
E-mail	89	70	66	1
Instant messaging (IM)	36	23	23	37
Video chat	28	12	18	51
Postal mail	23	39	40	30

TECHNOLOGY & REALTORS®

Exhibit 5-5

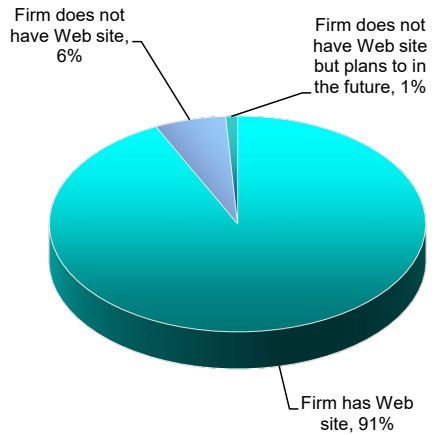
REALTOR'S® FIRM WEB PRESENCE

(Percentage Distribution)

Texas

Firm has Web site	91%
Firm does not have Web site	6%
Firm does not have Web site but plans to in the future	1%

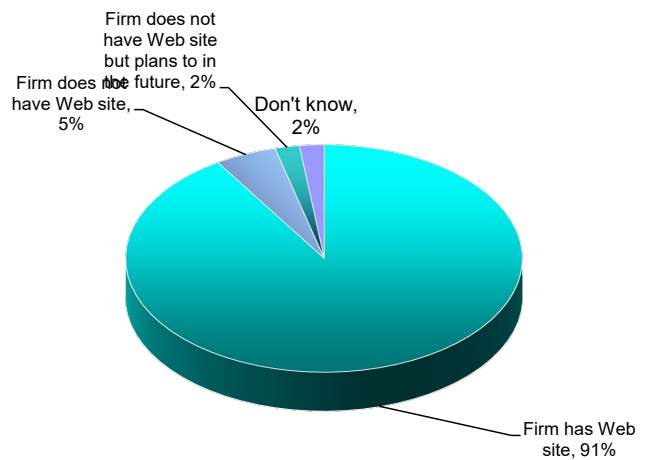
REALTOR'S® FIRM WEB PRESENCE
(Percentage Distribution)



U.S.

	2021 Survey
Firm has Web site	91%
Firm does not have Web site	5%
Firm does not have Web site but plans to in the future	2%
Don't know	2%

REALTOR'S® FIRM WEB PRESENCE
(Percentage Distribution)



TECHNOLOGY & REALTORS®

Exhibit 5-6

REALTORS® WITH WEB SITES, BY LICENSE AND FUNCTION

(Percentage Distribution)

Texas

	LICENSED AS			MAIN FUNCTION IN FIRM						
	ALL REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (no selling)	Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Have a Web site	67%	64%	68%	100%	61%	56%	100%	60%	69%	*
A Web site developed and/or maintained by REALTOR®	25	26	14	50	42	6	*	20	15	*
A Web site provided by firm	42	38	54	50	19	50	100	40	54	*
Do not have a Web site	33	36	32	*	39	44	*	40	31	100
No Web site	23	30	17	*	27	44	*	40	18	67
No web site, but plan to have one in the future	10	6	15	*	12	*	*	*	13	33

* Less than 1 percent

U.S.

	LICENSED AS:			MAIN FUNCTION IN FIRM						
	ALL REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (no selling)	Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Have a Web site	69%	70%	69%	75%	67%	71%	74%	76%	70%	37%
A web site developed and/or maintained by	24	31	21	44	45	24		36	21	19
A Web site provided by firm	45	39	48	31	22	47	74	40	49	18
Do not have a Web site	31	30	31	25	33	29	26	25	30	63
No Web site	21	22	20	21	24	21	23	22	19	61
No web site, but plan to have one in the future	10	8	11	4	9	8	3	3	11	2

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-7

REALTORS® WITH WEB SITES, BY EXPERIENCE

(Percentage Distribution)

Texas

	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Have a Web site	67%	66%	68%	68%	64%
A web site developed and/or maintained by REALTOR®	25	18	23	27	30
A Web site provided by firm	42	48	45	41	34
Do not have a Web site	33	34	32	31	35
No Web site	23	24	22	19	28
No Web site, but plan to have one in the future	10	10	10	12	7

U.S.

	ALL REALTORS®	
	2021 Survey	2020 Survey
Have a Web site	69%	70%
A web site developed and/or maintained by REALTOR®	24	26
A Web site provided by firm	45	44
Do not have a Web site	31	29
No Web site	21	20
No Web site, but plan to have one in the future	10	9

TECHNOLOGY & REALTORS®

Exhibit 5-8

LENGTH OF TIME REALTORS® HAVE HAD A WEB SITE FOR BUSINESS USE

(Percentage Distribution Among those with a Web Site)

Texas

	ALL REALTORS®	REAL ESTATE EXPERIENCE			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than one year	7%	19%	2%	*	30%
1 to 2 years	25	78	29	7	34
3 to 4 years	15	2	51	14	28
5 or more years	52	1	18	80	7
Median years	5	1	3	7	16

U.S.

	ALL REALTORS®	
	2021 Survey	2020 Survey
Less than one year	6%	5%
1 to 2 years	28	27
3 to 4 years	14	13
5 or more years	52	55
Median years	5	5

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-9

INFORMATION ON REALTOR® WEB SITES

(Percent of Respondents with a Web Site)

Texas

	BROKERAGE SPECIALISTS		
	ALL REALTORS®	Residential	Commercial
Own property listings	79%	84%	*
Information about home buying and selling	72	76	33
Mortgage or financial calculators	41	43	33
Link to firm's Web site	72	72	67
Community information or demographics	27	25	*
School reports	20	22	*
Virtual tours	35	35	*
Links to state and local government Web sites	15	13	*
Current mortgage rates	14	13	*
Home valuation or Comparative Market Analysis	26	26	*
Chat Live	5	15	*
Links to mortgage lenders' Web sites	17	18	*
Links to real estate service providers	14	15	*
Link to National Association of REALTORS®	12	11	*
Link to social media	45	52	33
Appointment scheduler	26	25	*
Link to commercial information exchange (CIE)	1	*	*
Link to local association	10	13	33
Link to state association	6	11	33
Other	3	3	*

* Less than 1 percent

U.S.

	BROKERAGE SPECIALISTS		
	ALL REALTORS®	Residential	Commercial
Own property listings	81%	86%	66%
Information about home buying and selling	69	73	29
Link to firm's Web site	66	65	71
Link to social media	43	46	39
Mortgage or financial calculators	42	45	32
Virtual tours	37	40	21
Home valuation or Comparative Market Analysis tools	29	33	9
Community information or demographics	24	28	7
Appointment scheduler	23	22	17
School reports	22	25	4
Current mortgage rates	16	17	12
Links to state and local government Web sites	14	16	8
Links to real estate service providers	14	15	9
Links to mortgage lenders' Web sites	13	14	12
Chat Live	11	12	6
Link to local association	8	7	13
Link to National Association of REALTORS®	7	6	3
Link to state association	5	4	9
Link to commercial information exchange (CIE)	2	1	10
Other	4	4	5

TECHNOLOGY & REALTORS®

Exhibit 5-10

ACTIVE USE OF SOCIAL OR PROFESSIONAL NETWORKING WEB SITES

(Percentage Distribution)

Texas

Use of Social Media for Professional or Personal Use:

	Professional Use:		Personal Use:
Facebook	76%	Facebook	79%
LinkedIn	59	LinkedIn	25
Instagram	43	Instagram	48
Twitter	22	Twitter	23
Pinterest	14	Pinterest	35
Snapchat	5	Snapchat	18
ActiveRain	3	ActiveRain	2
Blog	7	Blog	3
TikTok	5	TikTok	14
YouTube	28	YouTube	33
Do not use social media	26	Do not use social media	30

U.S.

	Professional Use:	Personal Use:
Facebook	74%	76%
LinkedIn	56	21
Instagram	44	47
YouTube	26	33
Twitter	19	21
Pinterest	9	31
Blog	6	4
Snapchat	4	19
ActiveRain	3	2
TikTok	3	12
Do not use social media	27	28

TECHNOLOGY & REALTORS®

Exhibit 5-11

USE OF DRONES IN REAL ESTATE BUSINESS OR OFFICE

(Percentage Distribution)

Texas

Yes, personally use drones	6%
Yes, hire a professional to operate a drone for my business	33
Yes, someone in office uses drones	13
Not currently, but plan to in the future	14
No, do not use drones	23
Don't Know	11

U.S.

Yes, personally use drones	6%
Yes, hire a professional to operate a drone for my business	36
Yes, someone in office uses drones	14
Not currently, but plan to in the future	12
No, do not use drones	21
Don't know	12

TECHNOLOGY & REALTORS®

Exhibit 5-12

CUSTOMER INQUIRIES GENERATED FROM WEB SITE, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	52%	31%	56%	50%	24%	33%	100%	*	58%
1 to 5 inquiries	28	43	26	50	46	44	*	25	26
6 to 10 inquiries	7	8	7	*	8	*	*	*	7
11 to 20 inquiries	4	8	4	*	11	11	*	*	4
21 to 50 inquiries	5	3	5	*	3	*	*	25	4
51 to 100 inquiries	2	5	2	*	5	11	*	50	1
More than 100 inquiries	1	2	1	*	3	*	*	*	*
Median (inquiries)	1	3	*	150	10	*	1	2	*

* Less than 1 percent

U.S.

	ALL REALTORS®		LICENSED AS:		MAIN FUNCTION IN FIRM					
	In 2020	In 2019	Broker/ Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	54%	54%	45%	59%	29%	35%	51%	36%	35%	59%
1 to 5 inquiries	28	29	32	26	31	34	32	19	26	27
6 to 10 inquiries	6	6	7	5	6	8	6	*	12	5
11 to 20 inquiries	4	4	6	3	3	8	5	8	10	3
21 to 50 inquiries	4	4	5	4	11	7	4	21	7	3
51 to 100 inquiries	2	2	2	1	7	5	1	*	4	1
More than 100 inquiries	2	2	3	1	14	3	1	16	7	1
Median (inquiries)	*	*	1	*	2	2	*	5	3	*

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-13

CUSTOMER INQUIRIES GENERATED FROM WEB SITE BY AMOUNT SPENT TO MAINTAIN, 2020

(Percentage Distribution)

Texas

	ALL REALTORS®	AMOUNT SPENT TO MAINTAIN THE WEB SITE:				
		None	Less than \$100	\$100 to \$499	\$500 to \$999	\$1,000 or more
None	52%	76%	54%	40%	34%	15%
1 to 5 inquiries	28	15	31	41	38	33
6 to 10 inquiries	7	4	7	6	6	13
11 to 20 inquiries	4	3	4	5	6	11
21 to 50 inquiries	5	1	2	4	9	15
51 to 100 inquiries	2	*	*	4	6	9
More than 100 inquiries	1	1	2	*	*	4
Median (inquiries)	1	*	1	2	4	4

* Less than 1 percent

U.S.

	ALL REALTORS®	AMOUNT SPENT TO MAINTAIN THE WEB SITE:				
		None	Less than \$100	\$100 to \$499	\$500 to \$999	\$1,000 or more
None	54%	69%	56%	49%	41%	24%
1 to 5 inquiries	28	22	31	35	32	30
6 to 10 inquiries	6	4	5	6	9	12
11 to 20 inquiries	4	2	3	5	5	11
21 to 50 inquiries	4	1	4	3	8	12
51 to 100 inquiries	2	1	1	2	2	5
More than 100 inquiries	2	1	1	1	2	7
Median (inquiries)	*	*	*	1	2	5

TECHNOLOGY & REALTORS®

Exhibit 5-14

BUSINESS GENERATED FROM REALTOR® WEB SITE, 2020

(Percentage Distribution)

Texas

	All REALTORS®	LICENSED AS:		MAIN FUNCTION IN FIRM					
		Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	52%	32%	55%	50%	26%	33%	100%	*	57%
1% to 5%	26	35	25	50	42	33	*	*	25
6% to 10%	10	13	9	*	8	22	*	*	9
11% to 25%	6	11	5	*	8	11	*	75	4
26% to 50%	4	6	3	*	11	*	*	*	3
More than 50%	3	3	3	*	5	*	*	25	2
Median (percent of business)	#VALUE!	3%	*	#VALUE!	3%	2%	*	21%	*

* Less than 1 percent

U.S.

	All REALTORS®		LICENSED AS:		MAIN FUNCTION IN FIRM					
	In 2020	In 2019	Broker/ Broker Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	54%	53%	44%	59%	26%	34%	48%	41%	30%	59%
1% to 5%	25	25	28	23	30	29	27	24	28	24
6% to 10%	9	11	12	8	16	14	13	18	15	8
11% to 25%	7	6	9	6	9	15	6	5	16	6
26% to 50%	3	3	4	3	15	7	4	8	4	3
More than 50%	2	2	2	2	4	1	1	4	8	2
Median (percent of business)	*	*	2%	*	4%	3%	1%	3%	4%	*

* Less than 1 percent

TECHNOLOGY & REALTORS®

Exhibit 5-15

BUSINESS GENERATED FROM REALTOR® WEB SITE, BY AMOUNT SPENT TO MAINTAIN, 2020

(Percentage Distribution)

Texas

	AMOUNT SPENT TO MAINTAIN THE WEB SITE:					
	ALL REALTORS®	None	Less than \$100	\$100 to \$499	\$500 to \$999	\$1,000 or more
None	52%	76%	52%	38%	33%	22%
1% to 5%	26	17	32	41	24	26
6% to 10%	10	3	7	10	15	20
11% to 25%	6	1	7	9	9	11
26% to 50%	4	2	1	*	15	13
More than 50%	3	2	*	3	3	9
Median (percent of business)	*	*	*	2%	4%	6%

* Less than 1 percent

U.S.

	AMOUNT SPENT TO MAINTAIN THE WEB SITE:					
	ALL REALTORS®	None	Less than \$100	\$100 to \$499	\$500 to \$999	\$1,000 or more
None	54%	71%	55%	48%	40%	23%
1% to 5%	25	19	29	29	27	27
6% to 10%	9	5	8	11	12	17
11% to 25%	7	3	6	7	12	19
26% to 50%	3	2	2	3	5	7
More than 50%	2	1	1	1	4	6
Median (percent of business)	*	*	*	1%	2%	5%

TECHNOLOGY & REALTORS®

Exhibit 5-16

BUSINESS GENERATED FROM REALTOR® SOCIAL MEDIA, 2020

(Percentage Distribution)

Texas

	LICENSED AS:			MAIN FUNCTION IN FIRM					
	All REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	43%	36%	44%	67%	40%	41%	100%	*	44%
1% to 5%	21	27	20	33	24	29	*	14	20
6% to 10%	10	16	9	*	16	*	*	14	10
11% to 25%	8	6	9	*	7	12	*	43	8
26% to 50%	5	4	5	*	3	6	*	29	5
More than 50%	5	2	5	*	2	*	*	*	6
Median (percent of business)	2%	3%	2%	*	3%	2%	*	19%	2%

* Less than 1 percent

U.S.

	LICENSED AS:			MAIN FUNCTION IN FIRM					
	All REALTORS®	Broker/ Associate	Sales Agent	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent
None	46%	42%	47%	43%	39%	43%	25%	31%	47%
1% to 5%	20	20	20	20	20	20	17	20	19
6% to 10%	10	12	9	8	13	13	19	13	10
11% to 25%	8	10	7	2	13	9	*	15	7
26% to 50%	5	5	5	13	5	4	7	6	5
More than 50%	4	3	4	3	3	2	*	5	4
Median (percent of business)	2%	3%	2%	2%	3%	2%	8%	5%	2%

* Less than 1 percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

- Exhibit 6-1 GENDER OF REALTORS®, BY AGE
- Exhibit 6-2 GENDER OF REALTORS®, BY EXPERIENCE
- Exhibit 6-3 GENDER OF REALTORS®, BY FUNCTION
- Exhibit 6-4 AGE OF REALTORS®, 1999-2021
- Exhibit 6-5 AGE OF REALTORS®, BY FUNCTION
- Exhibit 6-6 AGE OF REALTORS®, BY REAL ESTATE EXPERIENCE
- Exhibit 6-7 FORMAL EDUCATION OF REALTORS®
- Exhibit 6-8 PRIOR FULL-TIME CAREERS OF REALTORS®
- Exhibit 6-9 PRIOR FULL-TIME CAREER OF REALTORS®, BY REAL ESTATE EXPERIENCE
- Exhibit 6-10 REAL ESTATE IS ONLY OCCUPATION
- Exhibit 6-11 MARITAL STATUS OF REALTORS®
- Exhibit 6-12 SIZE OF REALTOR® HOUSEHOLDS, BY AGE
- Exhibit 6-13 RACIAL AND ETHNIC DISTRIBUTION OF REALTORS®, BY REAL ESTATE EXPERIENCE
- Exhibit 6-14 RACIAL AND ETHNIC DISTRIBUTION OF REALTORS®, BY AGE
- Exhibit 6-15 GROSS HOUSEHOLD INCOME OF REALTORS®, BY REAL ESTATE EXPERIENCE, 2020
- Exhibit 6-16 REAL ESTATE IS PRIMARY SOURCE OF INCOME FOR HOUSEHOLD
- Exhibit 6-17 HOMEOWNERSHIP OF REALTORS®, BY AGE
- Exhibit 6-19 REAL ESTATE INVESTMENTS OF REALTORS®
- Exhibit 6-20 VOTING PATTERN OF REALTORS®
- Exhibit 6-20 VOLUNTEERS IN COMMUNITY
- Exhibit 6-22 LANGUAGE FLUENCY OF REALTORS®, BY AGE
- Exhibit 6-23 COUNTRY OF BIRTH OF REALTORS®, BY AGE
- Exhibit 6-23 SELF OR SPOUSE/PARTNER IS ACTIVE MILITARY OR VETERAN
- Exhibit 6-18 OWN SECONDARY PROPERTY

DEMOGRAPHIC CHARACTERISTICS OF REALTORS[®]

Exhibit 6-1

GENDER OF REALTORS[®], BY AGE

(Percentage Distribution)

Texas

	All REALTORS [®]	Age			
		39 or younger	40 to 49	50 to 59	60 or older
Male	30%	30%	25%	27%	41%
Female	69%	68%	75%	72%	59%
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	1%	*
Prefer not to say	1%	2%	*	1%	*

U.S.

	All REALTORS [®]	Age			
		39 or younger	40 to 49	50 to 59	60 or older
Male	33%	33%	32%	31%	37%
Female	65	65	67	68	62
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2	2	1	1	1

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-2

GENDER OF REALTORS®, BY EXPERIENCE

(Percentage Distribution)

Texas

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
All REALTORS®					
Male	30%	31%	29%	30%	30%
Female	69%	68%	68%	69%	68%
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	1%
Prefer not to say	1%	1%	3%	1%	2%
Brokers/Broker Associates					
Male	44%	*	*	39%	49%
Female	54%	100%	100%	61%	47%
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2%	*	*	*	4%
Sales Agents: Work 40+ hours					
Male	28%	37%	25%	30%	17%
Female	70%	63%	73%	68%	80%
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	2%
Prefer not to say	1%	*	2%	2%	2%
Sales Agents: Work less than 40 hours					
Male	26%	28%	32%	24%	17%
Female	72%	71%	65%	76%	83%
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	1%	1%	3%	*	*

U.S.

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
All REALTORS®					
Male	33%	32%	31%	32%	34%
Female	65	66	66	66	64
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2	1	2	1	2
Brokers/Broker Associates					
Male	37%	35%	35%	33%	39%
Female	61	63	63	65	59
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2	1	2	1	2
Sales Agents: Work 40+ hours					
Male	33%	36%	32%	35%	28%
Female	65	62	65	62	69
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2	1	3	2	2
Sales Agents: Work less than 40 hours					
Male	28%	28%	29%	29%	27%
Female	70	70	69	70	71
Non-binary/third gender	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*
Prefer not to say	2	2	2	1	2

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-3

GENDER OF REALTORS®, BY FUNCTION

(Percentage Distribution)

Texas

	All REALTORS®	Licensed as		Main Function in Firm						
		Brokers/ Broker Associates	Sales Agents	Broker-Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent Appraiser	
Male	30%	44%	27%	75%	49%	50%	*	43%	26%	67%
Female	69%	54%	72%	25%	49%	44%	100%	57%	73%	33%
Non-binary/third gender	*	*	*	*	*	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*	*	*	*	*	*
Prefer not to say	1%	2%	1%	*	2%	6%	*	*	1%	*

U.S.

	All REALTORS®	Licensed as		Main Function in Firm						
		Brokers/ Broker Associates	Sales Agents	Broker-Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent Appraiser	
Male	33%	37%	31%	57%	46%	33%	19%	34%	31%	61%
Female	65	61	67	43	52	65	79	64	67	37
Non-binary/third gender	*	*	*	*	*	*	*	*	*	*
Prefer to self-describe	*	*	*	*	*	*	*	*	*	*
Prefer not to say	2	2	2	*	1	1	2	2	2	2

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-4

AGE OF REALTORS®, 1999-2021

(Percentage Distribution)

Texas

2021	
Under 30 years	4%
30 to 34 years	4
35 to 39 years	9
40 to 44 years	10
45 to 49 years	10
50 to 54 years	15
55 to 59 years	19
60 to 64 years	13
65 years and over	17
Median age	54

U.S.

	1999	2001	2003	2005	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Under 30 years	4%	4%	5%	5%	5%	5%	4%	4%	3%	2%	2%	3%	2%	5%	4%	5%	4%	4%	5%
30 to 34 years	5	6	6	6	6	6	4	5	4	4	4	4	4	6	6	6	6	5	5
35 to 39 years	9	9	9	8	8	8	7	6	5	5	5	5	5	8	8	7	8	8	8
40 to 44 years	12	12	13	12	12	10	9	8	9	9	8	7	7	10	9	8	9	9	10
45 to 49 years	15	14	12	13	14	13	12	12	11	11	10	10	10	12	12	11	11	10	10
50 to 54 years	17	18	16	16	16	15	16	15	15	15	13	16	15	15	15	15	15	14	14
55 to 59 years	15	16	15	16	16	16	15	16	16	16	17	16	16	15	15	16	16	16	15
60 to 64 years	11	10	12	12	13	14	15	16	16	16	16	16	16	14	13	13	14	13	13
65 years and over	13	12	12	13	12	14	17	17	22	22	25	24	25	16	17	20	19	21	20
Median age	52	52	51	52	51	52	54	54	56	56	57	56	57	53	53	54	54	55	54

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-5

AGE OF REALTORS®, BY FUNCTION

(Percentage Distribution)

Texas

	Licensed as			Main Function in Firm						
	All REALTORS®	Brokers/ Broker Associates	Sales Agents	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Under 30 years	4%	2%	5%	*	2%	*	*	*	5%	*
30 to 34 years	4	1	4	*	2	*	*	14	4	*
35 to 39 years	9	1	10	*	6	*	*	29	9	*
40 to 44 years	10	1	11	*	2	7	*	*	11	20
45 to 49 years	10	8	11	*	10	7	*	43	10	20
50 to 54 years	15	11	15	*	10	7	50	*	15	20
55 to 59 years	19	22	18	*	20	13	*	*	18	40
60 to 64 years	13	18	12	50	24	13	50	14	12	*
65 years and over	17	35	13	50	24	53	*	*	15	*
Median age	54	60	53	54	59	69	57	45	53	53

* Less than one percent

U.S.

	Licensed as			Main Function in Firm						
	All REALTORS®	Brokers/ Broker Associates	Sales Agents	Broker- Owner (without selling)	Broker- Owner (with selling)	Associate Broker	Manager (without selling)	Manager (with selling)	Sales Agent	Appraiser
Under 30 years	5%	3%	6%	*	1%	4%	2%	2%	5%	*
30 to 34 years	5	3	6	*	1	4	4	2	6	1
35 to 39 years	8	6	9	1	5	7	8	7	9	1
40 to 44 years	10	7	11	*	5	9	1	9	10	8
45 to 49 years	10	9	10	12	9	9	8	11	10	11
50 to 54 years	14	13	14	12	15	13	25	19	14	16
55 to 59 years	15	16	15	19	19	16	7	13	15	14
60 to 64 years	13	14	12	10	15	15	22	15	13	13
65 years and over	20	28	16	46	31	24	24	22	18	36
Median age	54	57	52	63	58	56	58	55	53	59

* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS[®]

Exhibit 6-6

AGE OF REALTORS[®], BY REAL ESTATE EXPERIENCE

(Percentage Distribution)

Texas

	All REALTORS [®]	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Under 30 years	4%	11%	4%	*	1
30 to 34 years	4	8	5	2	*
35 to 39 years	9	17	12	3	1
40 to 44 years	10	13	11	12	2
45 to 49 years	10	12	10	15	4
50 to 54 years	15	16	20	11	12
55 to 59 years	19	11	22	22	25
60 to 64 years	13	9	9	18	16
65 years and over	17	4	7	17	39
Median age	54	45	52	55	61

* Less than one percent

NA- Not Applicable

U.S.

	All REALTORS [®]	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Under 30 years	5%	14%	4%	1%	*
30 to 34 years	5	11	9	4	*
35 to 39 years	8	14	15	8	1
40 to 44 years	10	14	14	10	3
45 to 49 years	10	12	15	11	5
50 to 54 years	14	14	15	17	12
55 to 59 years	15	12	14	19	16
60 to 64 years	13	6	8	16	19
65 years and over	20	3	6	16	44
Median age	54	44	47	55	63

NA- Not Applicable

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-7

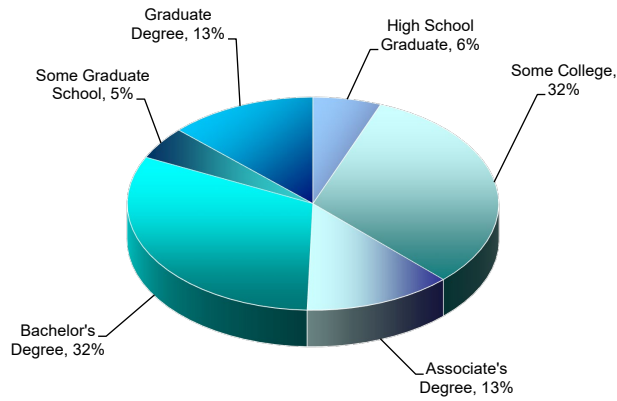
FORMAL EDUCATION OF REALTORS®

(Percentage Distribution)

Texas

All REALTORS®	
High School Graduate	6%
Some College	32%
Associate's Degree	13%
Bachelor's Degree	32%
Some Graduate School	5%
Graduate Degree	13%

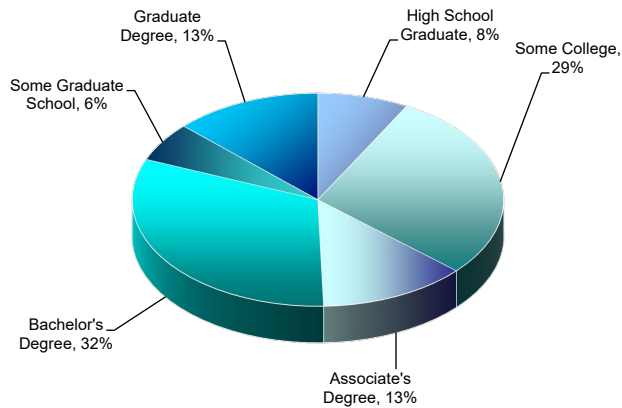
FORMAL EDUCATION OF REALTORS®
(Percentage Distribution)



U.S.

All REALTORS®	
High School Graduate	8%
Some College	29%
Associate's Degree	13%
Bachelor's Degree	32%
Some Graduate School	6%
Graduate Degree	13%

FORMAL EDUCATION OF REALTORS®
(Percentage Distribution)



DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-8

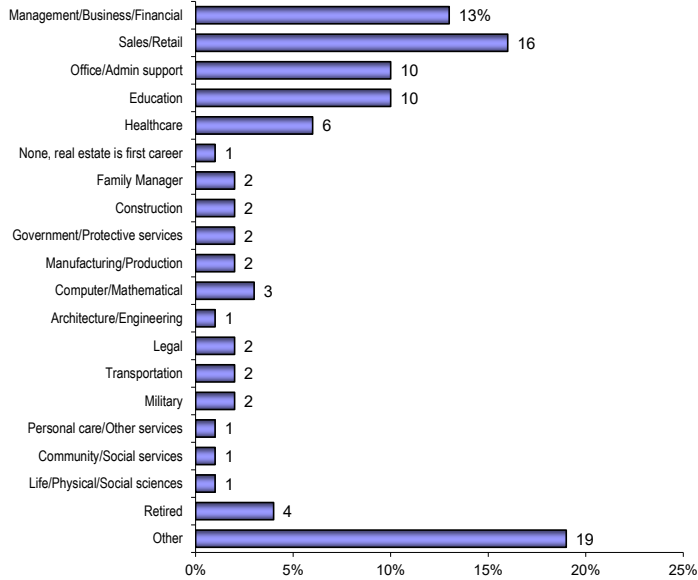
PRIOR FULL-TIME CAREERS OF REALTORS®

(Percentage Distribution)

Texas

Management/Business/Financial	13%
Sales/Retail	16
Office/Admin support	10
Education	10
Healthcare	6
None, real estate is first career	1
Family Manager	2
Construction	2
Government/Protective services	2
Manufacturing/Production	2
Computer/Mathematical	3
Architecture/Engineering	1
Legal	2
Transportation	2
Military	2
Personal care/Other services	1
Community/Social services	1
Life/Physical/Social sciences	1
Retired	4
Other	19

PRIOR FULL-TIME CAREERS OF REALTORS®
(Percentage Distribution)

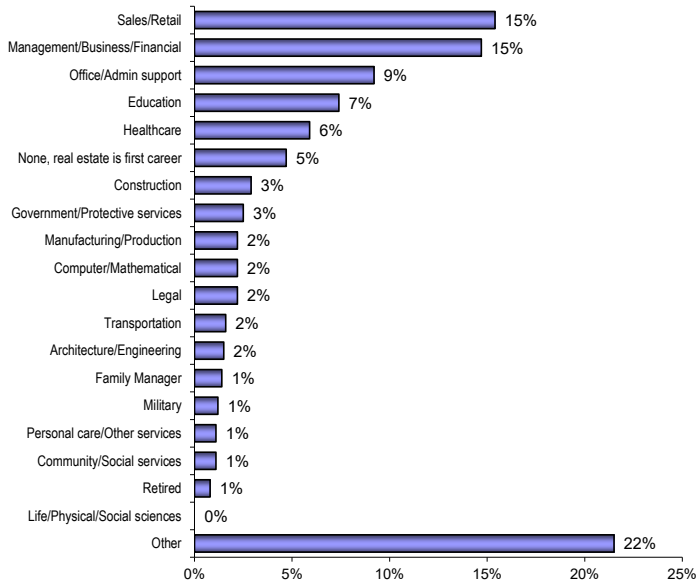


* Less than one percent

U.S.

Sales/Retail	15%
Management/Business/Financial	15
Office/Admin support	9
Education	7
Healthcare	6
None, real estate is first career	5
Construction	3
Government/Protective services	3
Manufacturing/Production	2
Computer/Mathematical	2
Legal	2
Transportation	2
Architecture/Engineering	2
Family Manager	1
Military	1
Personal care/Other services	1
Community/Social services	1
Retired	1
Life/Physical/Social sciences	*
Other	22

PRIOR FULL-TIME CAREERS OF REALTORS®
(Percentage Distribution)



* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-9

PRIOR FULL-TIME CAREER OF REALTORS®, BY REAL ESTATE EXPERIENCE

(Percentage Distribution)

Texas

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Management/Business/Financial	13%	11%	12%	20%	11%
Sales/Retail	16	15	15	18	15
Office/Admin support	10	7	15	8	12
Education	10	13	8	10	9
None, real estate is first career	1	*	2	*	1
Family Manager	2	2	*	2	3
Healthcare	6	11	5	3	3
Construction	2	2	3	2	3
Computer/Mathematical	3	4	3	2	1
Manufacturing/Production	2	2	3	2	1
Government/Protective services	2	3	2	2	2
Architecture/Engineering	1	2	3	1	*
Legal	2	1	2	4	3
Transportation	2	1	2	2	3
Military	2	1	2	2	4
Personal care/Other services	1	1	3	2	*
Community/Social services	1	1	1	2	1
Life/Physical/Social sciences	1	1	1	*	1
Retired	4	3	2	2	10
Other	19	19	17	19	21

* Less than one percent

U.S.

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Sales/Retail	15%	17%	14%	16%	15%
Management/Business/Financial	15	14	15	16	14
Office/Admin support	9	8	9	9	10
Education	7	8	9	7	6
Healthcare	6	9	6	5	4
None, real estate is first career	5	2	1	4	9
Construction	3	3	3	3	3
Government/Protective services	3	3	3	2	2
Manufacturing/Production	2	2	2	2	3
Computer/Mathematical	2	2	2	3	2
Legal	2	2	3	2	2
Transportation	2	2	2	2	1
Architecture/Engineering	2	1	2	2	1
Family Manager	1	1	1	2	1
Military	1	1	1	1	1
Personal care/Other services	1	1	2	1	1
Community/Social services	1	1	1	1	1
Retired	1	1	1	1	1
Life/Physical/Social sciences	*	*	1	*	*
Other	22	21	22	21	22

* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-10

REAL ESTATE IS ONLY OCCUPATION

(Percent "Yes")

Texas

	All REALTORS	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Yes, now and pre-Covid	64%	41%	70%	70%	80%
Was pre-Covid, is not now	3	2	4	1	5
Yes, now is, had another source pre-Covid	12	25	5	6	5
No, has never been	22	33	21	22	10

U.S.

	All REALTORS	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
Yes, now and pre-Covid	64%	34%	62%	75%	81%
Was pre-Covid, is not now	3	3	4	2	3
Yes, now is, had another source pre-Covid	11	26	7	6	4
No, has never been	22	36	27	17	13

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

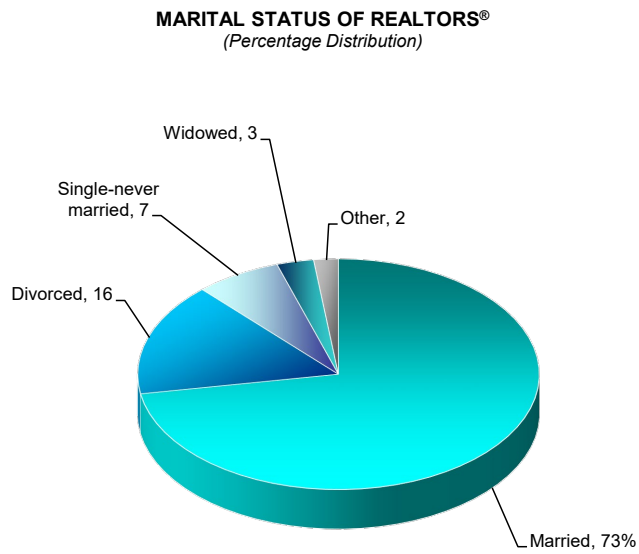
Exhibit 6-11

MARITAL STATUS OF REALTORS®

(Percentage Distribution)

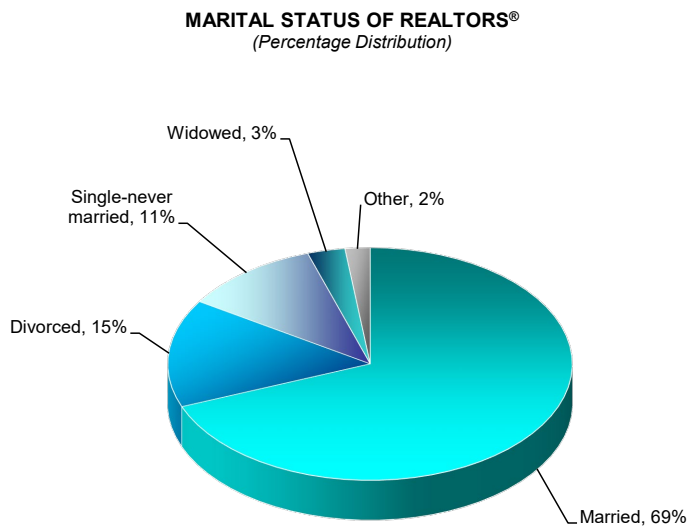
Texas

All REALTORS®	
Married	73%
Divorced	16
Single-never married	7
Widowed	3
Other	2



U.S.

All REALTORS®	
Married	69%
Divorced	15%
Single-never married	11%
Widowed	3%
Other	2%



DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-12

SIZE OF REALTOR® HOUSEHOLDS, BY AGE

(Percentage Distribution)

Texas

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
1 adult	17%	7%	17%	19%	20%
2 adults	68	88	67	62	65
3 adults	9	1	10	10	11
4 adults	4	1	3	7	3
5 or more adults	2	3	2	1	1
Median (adults)	2	2	2	2	2
0 children	66%	40%	30%	76%	98%
1 child	12	16	23	11	*
2 children	13	24	31	8	1
3 children	6	17	8	3	*
4 or more	2	2	7	2	1
Median (children)	*	1	1	*	*

U.S.

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
1 adult	21%	15%	18%	23%	24%
2 adults	60	70	60	52	61
3 adults	13	8	16	17	11
4 adults	5	5	5	7	3
5 or more adults	2	2	1	2	1
Median (adults)	2	2	2	2	2
0 children	67%	39%	34%	74%	95%
1 child	14	20	25	16	3
2 children	12	24	27	8	2
3 children	5	12	9	2	*
4 or more	2	5	5	*	*
Median (children)	*	1	1	*	*

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-13

RACIAL AND ETHNIC DISTRIBUTION OF REALTORS®, BY REAL ESTATE EXPERIENCE

(Percentage of Respondents)

Texas

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
White	69%	59%	65%	70%	84%
Hispanic/Latino	17	22	13	17	11
Black/African American	8	9	10	7	4
Asian/Pacific Islander	5	10	9	3	1
American Indian/Eskimo/Aleut	1	2	*	2	1
Other	3	2	5	3	3

Note: Respondent could choose more than one racial or ethnic category.

U.S.

	All REALTORS®	Real estate experience			
		2 years or less	3 to 5 years	6 to 15 years	16 years or more
White	78%	71%	75%	79%	83%
Hispanic/Latino	9	13	11	9	6
Black/African American	7	10	8	5	5
Asian/Pacific Islander	6	7	7	6	4
American Indian/Eskimo/Aleut	1	1	2	1	1
Other	3	3	2	3	3

Note: Respondent could choose more than one racial or ethnic category.

* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-14

RACIAL AND ETHNIC DISTRIBUTION OF REALTORS®, BY AGE

(Percentage of Respondents)

Texas

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
White	69%	57%	57%	68%	85%
Hispanic/Latino	17	31	18	19	6
Black/African American	8	6	11	7	7
Asian/Pacific Islander	5	6	12	6	2
American Indian/Eskimo/Aleut	1	2	2	1	1
Other	3	3	4	3	2

Note: Respondent could choose more than one racial or ethnic category.

U.S.

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
White	78%	71%	70%	78%	86%
Hispanic/Latino	9	14	15	9	4
Black/African American	7	9	8	7	4
Asian/Pacific Islander	6	7	8	5	5
American Indian/Eskimo/Aleut	1	2	1	1	1
Other	3	2	3	4	2

Note: Respondent could choose more than one racial or ethnic category.

* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS[®]

Exhibit 6-15

GROSS HOUSEHOLD INCOME OF REALTORS[®], BY REAL ESTATE EXPERIENCE, 2020

(Percentage Distribution)

Texas

	All REALTORS [®]	Licensed as		Real estate experience			
		Brokers/ Broker Associates	Sales Agents	2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$10,000	2%	1%	3%	4%	2%	*	2%
\$10,000 to \$24,999	3	1	4	6	4	1	1
\$25,000 to \$34,999	4	1	4	5	6	2	3
\$35,000 to \$49,999	8	2	9	10	9	5	6
\$50,000 to \$74,999	11	11	11	13	8	10	11
\$75,000 to \$99,999	12	13	12	10	17	10	13
\$100,000 to \$149,999	21	23	21	21	22	22	20
\$150,000 to \$199,999	17	11	17	13	14	23	18
\$200,000 to \$249,999	11	13	10	12	8	10	11
\$250,000 or more	12	23	10	6	10	17	16
Median	\$123,800	\$145,700	\$116,700	\$104,800	\$109,100	\$150,000	\$135,000

* Less than one percent

U.S.

	All REALTORS [®]	Licensed as		Real estate experience			
		Brokers/ Broker Associates	Sales Agents	2 years or less	3 to 5 years	6 to 15 years	16 years or more
Less than \$10,000	3%	1%	3%	6%	2%	2%	1%
\$10,000 to \$24,999	4	3	4	7	3	2	2
\$25,000 to \$34,999	4	3	4	7	4	3	2
\$35,000 to \$49,999	7	5	8	9	8	6	6
\$50,000 to \$74,999	12	11	13	17	11	10	12
\$75,000 to \$99,999	14	12	14	13	16	13	13
\$100,000 to \$149,999	21	20	21	20	22	22	19
\$150,000 to \$199,999	13	14	13	11	14	15	14
\$200,000 to \$249,999	9	11	8	6	8	11	12
\$250,000 or more	14	19	12	6	13	17	18
Median	\$116,700	\$137,500	\$109,500	\$82,700	\$113,600	\$131,800	\$136,800

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-16

REAL ESTATE IS PRIMARY SOURCE OF INCOME FOR HOUSEHOLD

(Percent "Yes")

Texas

	All REALTORS®	Licensed as		Real estate experience			
		Brokers/ Broker Associates	Sales Agents	2 years or less	3 to 5 years	6 to 15 years	16 years or more
All REALTORS®	43%	60%	39%	30%	35%	44%	60%
Work less than 40 hours per week	21	38	19	14	16	23	34
Work 40 hours or more per week	66	72	61	52	59	58	77

U.S.

	All REALTORS®	Licensed as		Real estate experience			
		Brokers/ Broker Associates	Sales Agents	2 years or less	3 to 5 years	6 to 15 years	16 years or more
All REALTORS®	46%	55%	41%	29%	39%	51%	58%
Work less than 40 hours per week	27	32	24	16	24	29	38
Work 40 hours or more per week	67	72	63	52	58	70	76

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-17

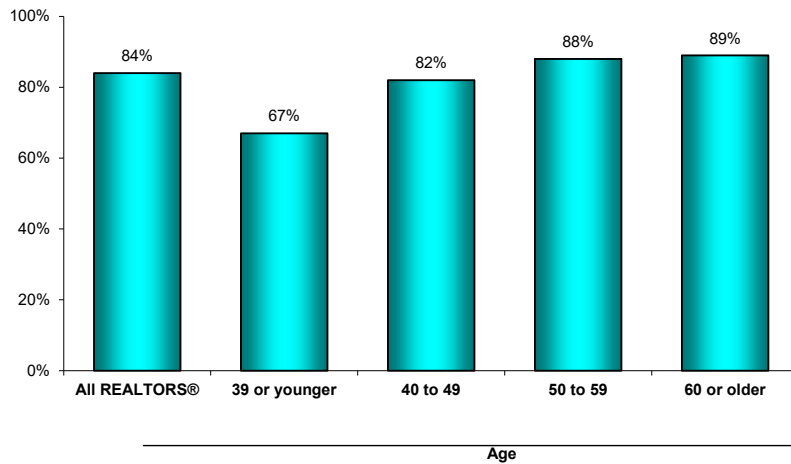
HOMEOWNERSHIP OF REALTORS®, BY AGE

(Percent "Own Primary Residence")

Texas

Own Home	Age				
	All REALTORS®	39 or younger	40 to 49	50 to 59	60 or older
	84%	67%	82%	88%	89%

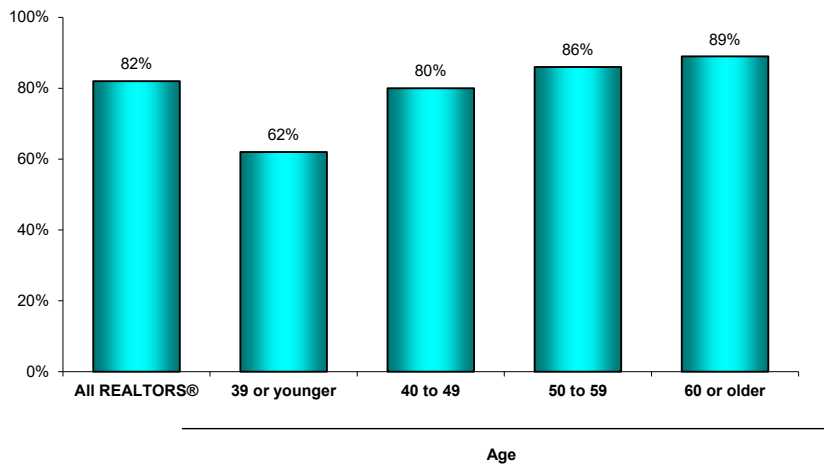
HOME OWNERSHIP RATE BY REAL ESTATE EXPERIENCE



U.S.

Own Home	Age				
	All REALTORS®	39 or younger	40 to 49	50 to 59	60 or older
	82%	62%	80%	86%	89%

HOME OWNERSHIP RATE BY REAL ESTATE EXPERIENCE



DEMOGRAPHIC CHARACTERISTICS OF REALTORS[®]

Exhibit 6-18

OWN SECONDARY PROPERTY

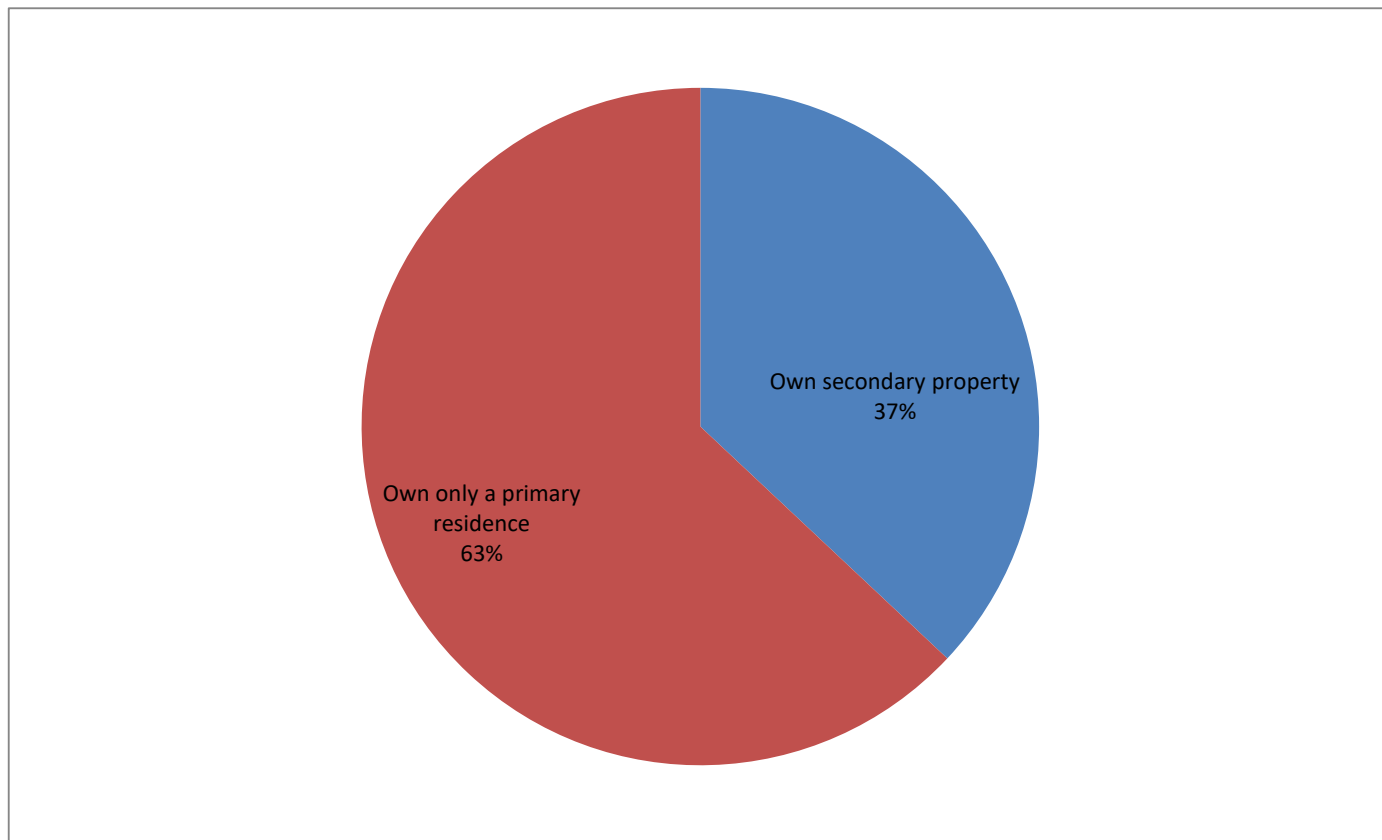
(Percentage Distribution)

Texas

Own secondary property	35%
Own only a primary residence	65%

U.S.

Own secondary property	37%
Own only a primary residence	63%



DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-19

REAL ESTATE INVESTMENTS OF REALTORS®

(Percentage Distribution)

Texas

All REALTORS®

Vacation Homes	
None	78%
One	20
Two	1
Three or more	*
Residential Properties (except primary residence and vacation homes)	
None	30%
One	27
Two	15
Three or more	27
Commercial Properties	
None	85%
One	8
Two	2
Three or more	5

U.S.

All REALTORS®

Vacation Homes	
None	73%
One	24
Two	3
Three or more	*
Residential Properties (except primary residence and vacation homes)	
None	30%
One	33
Two	14
Three or more	23
Commercial Properties	
None	81%
One	12
Two	2
Three or more	5

* Less than one percent

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-20

VOTING PATTERN OF REALTORS®

(Percent "Yes")

Texas

Registered to vote	95%
Voted in last national election	93
Voted in last local election	86

U.S.

Registered to vote	95%
Voted in last national election	92
Voted in last local election	85

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-21

VOLUNTEERS IN COMMUNITY, BY AGE

(Percentage Distribution)

Texas

	Age				
	All REALTORS®	39 or younger	40 to 49	50 to 59	60 or older
Volunteers	70%	64%	74%	71%	67%

U.S.

	Age				
	All REALTORS™	39 or younger	40 to 49	50 to 59	60 or older
Volunteers	66%	61%	70%	69%	63%

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-22

LANGUAGE FLUENCY OF REALTORS®, BY AGE

(Percentage Distribution)

Texas

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
Fluent only in English	77%	67%	74%	74%	89%
Fluent in other languages	23	33	26	26	11

U.S.

	All REALTORS®	Age			
		39 or younger	40 to 49	50 to 59	60 or older
Fluent only in English	82%	77%	77%	82%	87%
Fluent in other languages	18	23	23	18	13

Spanish	47%
French	7
Chinese (includes Mandarin)	6
Italian	3
Arabic	3

DEMOGRAPHIC CHARACTERISTICS OF REALTORS[®]

Exhibit 6-23

COUNTRY OF BIRTH OF REALTORS[®], BY AGE

(Percentage Distribution)

Texas

	All REALTORS [®]	Age			
		39 or younger	40 to 49	50 to 59	60 or older
U.S.	86%	80%	78%	86%	94%
Outside U.S.	14	20	22	14	6

U.S.

	All REALTORS [®]	Age			
		39 or younger	40 to 49	50 to 59	60 or older
U.S.	86%	86%	81%	86%	89%
Outside U.S.	14	14	19	14	11

DEMOGRAPHIC CHARACTERISTICS OF REALTORS®

Exhibit 6-24

SELF OR SPOUSE/PARTNER IS ACTIVE MILITARY OR VETERAN

(Percentage Distribution)

Texas

An active-duty service member	1%
A veteran	13%
Neither	86%

U.S.

An active-duty service member	1%
A veteran	12%
Neither	88%

