



SkillbridgeRE - DoD Skillbridge Frequently Asked Questions

BASIC INFORMATION

Where will my work location be?

SkillbridgeRE conducts Skillbridge & Career Skills Program Internships across the United States and select international locations. SkillbridgeRE can support your internship anywhere in the United States. The majority of the training is conducted online, via our cloud brokerage software and other sites, which allows you to participate from the location of your choosing.

Do I have to choose one of the states listed on the DoD Skillbridge website?

No. We can support your internship anywhere in the United States and select international locations. We provide a hybrid training environment, with a portion of the training being in person and the remainder conducted online, via SkillbridgeRE University and eXp's virtual world, which allows you to participate from the location of your choosing. Our program allows you to practice real estate, once you obtain your license, in any location you choose that eXp operates (all 50 states and many international locations).

What if I'm not in the state where SkillbridgeRE is headquartered?

We have successfully supported interns across the country and even overseas. We can support your internship anywhere in the United States and in every international location that eXp operates.

How long is the program?

This internship can be customized for any duration from 2 to 6 months. The 2 month minimum is to ensure you obtain enough of a benefit from the program to set yourself up for success in real estate, and the DoD limits the Skillbridge internship to a maximum period of 6 months.

What are the days of the week it will be conducted?

The standard schedule is Monday through Saturday. Real estate typically requires work on the weekend as that is when the majority of clients are available to see homes. You should prepare for this until you are able to build a big enough business to have other agents cover work activities over the weekend. We can make exceptions and customize schedules as needed.

Support@SkillbridgeRE.com | www.skillbridgere.com

What will my hours be during the internship?

You will work 6-8 hours per day, 6 days per week, unless other arrangements are made. You are not allowed to work more than 40 hours per week, in accordance with the terms of the Skillbridge and Career Skills Programs. Work hours typically include weekdays and at least one weekend day. Our interns are allowed to observe all major Federal holidays.

APPLICATION INFORMATION

What else is required besides my command approval?

You will be required to sign the SkillbridgeRE Skillbridge Internship Agreement (SIA). In accordance with this agreement, you must contact Natasha Gwilt once you have passed your license exam and join eXp Realty with Natasha Gwilt or her designated partner agent as your sponsor.

Who do I contact if I want to apply for the SkillbridgeRE internship?

For a quicker response, apply directly [here](#). Contact us via email at Support@SkillbridgeRE.com with any questions not answered by this FAQ. Given the volume of real estate transactions and requests to join the program, we request that you do not call us unless specifically requested.

How long does it take to get approved?

We have seen some applications get approved in as little as two weeks, although the typical processing time by the DoD services is one to two months.

Do I have to be licensed in order to participate in the internship?

Ideally you want to have your license, however if you do not have your license we can still support you. Our program is designed to provide training on how to build your business to six figures and beyond. You will need to obtain your license in order to take full advantage of our program and receive commission on your sales after completing the internship. Our past licensed interns have repeatedly recommend that you obtain your license as soon as possible to maximize your benefit in our program.

When should I start my application?

We recommend starting as soon as you can to avoid any delay from impacting the amount of time you can participate in the internship. The DoD will allow you to submit your application 12 months out from retirement once you have an approved retirement date.

When should I obtain a real estate license?

Our past licensed interns have repeatedly recommend that you obtain your license as soon as possible to maximize your benefit in our program.

This program sounds awesome, how do I get approved?

Contact your Skillbridge POC to obtain application package. Once you do that, email us at Support@SkillbridgeRE.com or apply here to start the process. Once we receive your application, our staff will provide an approval letter as well as overall training plan for inclusion in your application package. This will be submitted to your base Skillbridge POC, and routed for Command approval. Once you receive your Command approval, you will need to email that to us at Support@SkillbridgeRE.com to receive the SIA to sign, pay your \$1500 registration fee (or receive an exemption if you have your real estate license and meet the requirements), and secure your position in our prestigious internship. The signing of the SIA is what secures your position in the internship and the terms of your internship. Army interns are prohibited from paying a fee by the Army and therefore must be licensed prior to the start of their internship and meet the requirements of associating their license with eXp as directed by the Company.

What is the Skillbridge Internship Agreement (SIA)?

This agreement outlines our expectations of you as an intern in our program, as well as your responsibilities and commitment to the program. It also provides protection for company intellectual property and other trade secrets.

INTERNSHIP TRAINING INFORMATION

What type of training will I receive?

You will complete a comprehensive training program designed to teach you about all aspects of being a Realtor and building your real estate business. The online portion of this training can be accessed from anywhere in the world. The in-person activities will be assigned based on the availability of vetted teams at the location that you choose to complete your internship, to include the team run by Company owner. This training is separate from your real estate pre-licensure training, which essentially teaches you how to stay out of trouble.

- Real estate fundamentals training will include the home buying process, home selling process, purchase contracts, sales contracts, lease contracts, and financing basics.
- Business growth training will include goal setting, mindset, lead generation techniques, time management, networking, and social media.
- Technology training will include client relationship management software, transaction file management, and remote and virtual tools.
- In person activities to include cold calling, door knocking, open houses, letter mailing campaigns, inspections and appraisals, buyer showings, event planning and execution, among others.

How will I get support in the real estate market I choose?

You will be assigned a mentor in your local area once you are licensed, to assist with the nuances of that area. You may also have an opportunity to be paired with a team that we have vetted in your local area. In addition, once you are licensed you will have access to a mentorship group of over 12,000 agents from around the world including top producing agents making millions per year in real estate.

Support@SkillbridgeRE.com | www.skillbridgere.com

What will I be doing?

You will go through extensive training on how to build your real estate business, to include opportunities to participate in activities with local vetted agents and tasks to support other agents and teams. Once you obtain your license, you may have the opportunity to shadow other agents in your local area and/or assist your own clients with their real estate transactions. You may also complete training to obtain your license (from an independent provider, not included in the registration fee) if you do not already have a license.

Will I obtain my license as part of this internship?

We do not provide pre-licensure training as we are not a state-approved pre-licensure provider. Our focus is on providing you tactics, techniques, and procedures to build your real estate business to six figures and beyond. Your pre-licensure training provides you the basics to pass your license test and stay out of trouble, while our training will provide you the tools you need to be successful in establishing your real estate business.

What in person activities are available for me to participate in?

In person activities include cold calling, door knocking, setting out open house signs, supporting open houses, letter mailing campaigns, inspections and appraisals, buyer showings, event planning and execution, and numerous other activities to build the skills you will need to be a successful agent. We will provide guidance and instructions on what you are able to do, especially if you are not licensed, as many states limit what you can say to potential clients when you do not have an active real estate license.

REGISTRATION AND OTHER EXPENSES

What is the registration fee and what does it cover?

The registration fee is \$1500. It covers your participation for the duration of the internship, the systems and tools that are provided, SkillbridgeRE University and the associated training, and a support staff to help you throughout the internship. This fee also covers our efforts to introduce you to vetted eXp Realty team hiring managers and accelerate your interview process. Army interns are prohibited from paying a fee by the Army and therefore must be licensed prior to the start of their internship and meet the requirements of associating their license with eXp as directed by the Company and name Natasha Gwilt or her partner agent as their sponsor with eXp.

What type of costs will I incur throughout the program?

SkillbridgeRE charges a \$1500 registration fee for the program, and provides you an opportunity to earn this registration fee back in full through a production bonus. There are also expenses that the Intern must pay in order to obtain a license, join the brokerage, and have access to the MLS. These expenses, which are not included in the \$1500 registration fee, are as follows:

- **Pre-license education:** Typically \$200-\$400, and can usually be completed online
- **Background check:** Typically \$75-\$150
- **State test and license application:** Typically \$200-\$400
- **Multiple Listing Service and Local Association:** Typically \$500-\$1000 per year, may be paid upfront or monthly based on the specific association

Support@SkillbridgeRE.com | www.skillbridgere.com

- **State and National Association of Realtors:** Typically included in local association dues
- **eXp Realty fee to join:** \$149 total, includes first month's \$85 fee
- **eXp Realty education & technology fee:** \$85/month

Army interns are prohibited from paying a fee to Company by the Army and therefore must be licensed prior to the start of their internship and meet the requirements of associating their license with eXp as directed by the Company.

Will I receive any compensation from SkillbridgeRE during the internship?

In accordance with the terms of the Skillbridge and Career Skills Program, the intern will not receive any form of compensation for work completed during the internship. This is a dual employment internship, where the military is still providing full pay and benefits to the military member throughout the duration of the internship. Any commissions resulting from intern sales will be assigned to Natasha Gwilt (or the designated beneficiary) for the duration of the internship in accordance with the DoD Skillbridge and Career Skills Program terms.

What should I prepare for financially?

In addition to your registration and other fees, you should be prepared to cover your monthly living expenses until you are able to close real estate transactions. The DoD will continue to provide you salary during your internship program in accordance with the Skillbridge regulations, and we recommend you use this time to build up your reserves before separating or retiring from the military.

What is the performance bonus that you offer?

We offer you an easy solution to earn the entirety of your Skillbridge registration fee back as a performance bonus. The requirements are simple as long as you are committed to your success. To be awarded the performance bonus, you must:

1. Pay the full \$1,500 registration fee.
2. Intern successfully completes the Company Internship with Company. Completion is not possible if Intern breaches any of the terms of this SIA or does not meet activity requirements and is terminated from the Company Internship by Company.
3. Intern joins eXp Realty prior to starting the internship program or within 2 weeks of obtaining their real estate license or within 2 months of graduating the internship, whichever is earlier.
4. Intern satisfies sponsorship requirements identified in Company Sponsorship Requirement section.
5. Intern sells at least \$1,000,000 of real estate as an eXp agent within the first 12 months of joining eXp after completion of the internship.
6. Intern remains with eXp a minimum of 12 continuous months after completion of the internship, or joining eXp, whichever date is later.

This is a very low sales requirement to meet given the mentorship you will receive as part of this internship and as one of our partner agents. Our goal is to pay you this bonus!

Support@SkillbridgeRE.com | www.skillbridgere.com

COMPANY INFORMATION

How our program differs from other real estate programs?

We are one of the largest real estate Skillbridge programs in the country. As an international brokerage, we are able to offer you opportunities for your internship anywhere in the world. We provide you with thousands of hours of past training, 60+ hours of live training opportunities per week, as well as exposure to the mindset, tools, tactics, techniques, and procedures used by national top producing agents. We are ranked in the top 1.5% of all real estate teams and agents in the nation by RealTrends, and our partners include agents and teams selling from \$100M to \$800M+ in real estate annually.

Who are the people supporting this program?

Natasha Gwilt is the co-founder of the SkillbridgeRE internship program, along with her husband David. David is a career USAF Officer with 21+ years of service. Natasha and David have grown their real estate business from \$1.6M of sales in 2016 to \$52M in 2022. Zoar Morales and Samantha Morales are successful Realtors in Oahu Hawaii, and Zoar is a graduate of our internship program. Conrad Leybag is the executive admin for this internship and supports every intern from application through graduation.

Expectations from us

We expect you to be fully committed to your success in real estate. We can provide you all the tools, tactics, techniques and procedures in the world, but if you don't execute we can't force you to be successful. Those who are successful in our program complete all the available training, acquire their real estate license, and treat this like a profession by time blocking and executing the things they've learned in our program to create the income they desire. We also expect you to adhere to the requirements set forth in the SIA, and failing to do so can lead to your dismissal from the program.

What is revenue share?

eXp Realty provides you with the opportunity to earn income (aka revenue) when your partner agents are successful and sell homes. eXp Realty has committed to sharing 50% of the company revenue with its agents, and is the first real estate company truly focused on agent success not just company profitability. You can learn more about eXp Realty and revenue share [here](#).

How can I learn more about eXp?

You can learn more about eXp Realty and revenue share [here](#). The founders of SkillbridgeRE leveraged the partnerships at eXp to accelerate their growth from \$5.8M in 2018 (prior to joining eXp) to \$52M in 2022.

Why do the team founders believe revenue share is better than profit share?

Revenue is a top-line number, meaning that it cannot be manipulated as it is purely an input number and is not impacted by things like salaries, office expenses, rent, or management bonuses. Profit on the other hand is a bottom-line number that is impacted by all the aforementioned items and more. As such, the profit number can be manipulated. We believe it is better to receive a share of revenue, a number that cannot be

Support@SkillbridgeRE.com | www.skillbridgere.com

manipulated, than profit which is prone to manipulation. We have heard stories of specific companies manipulating their profit in order to share less of that profit with their employees.

GRADUATING FROM THE INTERNSHIP

Is there any job placement assistance after the program?

As a graduate of the internship, you will remain with eXp Realty and partnered with Natasha Gwilt (or her designated partner agent) as long as you keep your license active and meet eXp Realty's requirements. If you decide to join a team, SkillbridgeRE will help pair you with vetted teams to include the team owned by the founder of SkillbridgeRE.

Do I get hired to Natasha Gwilt's team after the internship is complete?

We have opportunities for interns that align with us to join our team anywhere in the nation. We also have opportunities with other vetted teams within eXp Realty if we do not feel that you are in alignment with our team values and mission.

Is there any guarantee of income?

Just as with any industry, there are no income guarantees. Once you obtain your license and graduate from the program, you could join a builder or sales team on a salaried position, however your income will be capped much like it has been in the military and you will have a less flexible work schedule along with a traditional management structure. If you're interested in learning how to earn unlimited amounts of income while having a flexible work schedule, partnering with us at eXp Realty to grow your business is the best course of action.

Do I have to join eXp?

In order to participate in the program, you will sign the SIA which indicates your intent to partner with us at eXp Realty. In addition, in order to receive your performance bonus as a graduate of the SkillbridgeRE internship, you must partner with us at eXp Realty for at least a year and sell at least \$1M of real estate in the first 12 months in addition to other requirements.

What does it mean when I partner with you at eXp?

To partner with me, you will name Natasha Gwilt or her designated partner agent as your sponsor when you join eXp Realty. By doing so, I will be in financial alignment with you and we will both win when you are successful in building your real estate business. This alignment allows me to provide you resources to increase the likelihood of your success.

Who are Natasha's designated partners that I may be sponsored by?

Our designated partners Zoar Morales and Samantha Morales have completed our Skillbridge program, are licensed and partnered with us at eXp Realty, and continue to actively support our Skillbridge program. My other designated partner is fellow founder David Gwilt.

What if I don't name you or someone else as my sponsor?

Support@SkillbridgeRE.com | www.skillbridgere.com

As a military family, we expect you to act with integrity and the highest ethics in order to be a part of our program. Our SIA specifically calls out the requirement to partner with us at eXp Realty. Unfortunately, if you do not intend to join us then we respectfully request that you find another internship program. We spend a significant amount of time and resources on our internship program and must protect the integrity and longevity of our program as well as the value provided to our dedicated interns.

Does the team I join have to be an eXp team?

Yes. As a Realtor, you can only hang your license with one brokerage and as a SkillbridgeRE intern, you are committing to joining us at eXp Realty as part of your internship.

Do I have to join your team or any other team?

No, joining our team is a separate decision from partnering with us at eXp Realty with Natasha Gwilt or her designated partner agent as your sponsor. You do not have to join a team at all, although many interns have indicated they found success by joining a team and highly recommend other interns do the same. We have relationships with vetted teams at eXp Realty if we decide that you are not a good candidate to join our team.

What is the difference between Sponsor, Mentor, and joining a team at eXp Realty?

- Sponsor – the agent that most influenced you to join eXp and helped you join the company. For SkillbridgeRE interns, this is Natasha Gwilt or her designated partner agent.
- Mentor – a local agent assigned by eXp Realty when you have closed fewer than 3 deals in the last 12 months. This person will help you understand the local nuances, write contracts, and help you successfully complete a real estate transaction.
- Joining a team – this is an option at eXp Realty, regardless of who your sponsor is. Natasha Gwilt or her designated partner agent will be your sponsor regardless of your decision to be a solo agent or join a team.

OUR PROGRAM IS AVAILABLE TO EVERYONE

What if I'm not in the military?

No problem, we have you covered! You can participate in the same training our military members complete to transition into real estate from a different career field. Natasha was in the nursing career field prior to making the change to real estate and understands how important it is to have a support network as you make your career change.

What if I'm a veteran or a spouse?

We will happily accept you into our program! As a military family, we have a goal of helping 1000+ military families in all stages of life.

Already licensed and want to join our team?

We are always looking to partner with agents that are aligned with our mission and values. We'd love to discuss what partnership with us looks like and how we can help you accelerate your business growth. We are

Support@SkillbridgeRE.com | www.skillbridgere.com

currently operating in 5 states and continue to pursue opportunities to expand to other states with like-minded partner agents. Schedule a call [here](#) to see how we can help you grow your business.

Want to sponsor a Skillbridge intern in our program?

We allow our partner agents to sponsor interns within our program without the burden of creating and managing their own program. Your sponsored intern will join you at eXp Realty as long as you join the company with us first. Schedule a call [here](#) to see how we can help you grow your real estate business and build a team if you desire to do so.

Are you a team at eXp Realty that would like to learn about our Priority Team Placement Program?

If you're looking for a way to enhance your team's productivity while providing valuable real estate skills to military members transitioning into real estate, we have you covered! Our interns are hungry for in person activities with successful teams and will do what your team agents won't. Best of all, their salary is covered by the DoD and they are prohibited by regulation from receiving any compensation for their work in our internship program. You have the opportunity to provide valuable skills, through experience, to a transitioning service member while conducting a no-obligation job trial with your team. Schedule a call [here](#) to see how we can help you grow your real estate team with dedicated veterans through our Priority Team Placement Program.