

NINE BOX	LOW SKILL	MED SKILL	HIGH SKILL
HIGH VAULE	<p align="center"><u>Closing Coordinator</u> Compliance, Contract to Close, Communication between all parties</p> <p align="center"><i>Low Skill, High Value</i></p> <p align="center">\$13 to \$20/hr 40-plus hrs/week \$26,000 to \$40,000 Annual</p>	<p align="center"><u>Buyer Agent</u> Buyer Appointments, Showing Buyer’s Homes, Writing Contracts, Negotiating Contracts</p> <p align="center"><i>Med Skill, High Value</i></p> <p align="center">\$30 to \$70/hr 40 to 50-plus hrs/week \$60,000 to \$140,000 Annual</p>	<p align="center"><u>Listing Agent</u> Listing Appointments, Listing Homes, Negotiating Contracts</p> <p align="center"><i>High Skill, High Value</i></p> <p align="center">\$250 to \$1,000/hr 20 to 40 hrs/week \$500,000 to \$1,000,000 and up Annual</p>
MED VALUE	<p align="center"><u>Listing Coordinator</u> Putting Listings on the MLS, Following up with Active Listings, Seller Feedback</p> <p align="center"><i>Low Skill, Mid Value</i></p> <p align="center">\$12 to \$18/hr. 40-plus hrs/week \$24,000 to \$36,000 Annual</p>	<p align="center"><u>Inside Sales Associate</u> Prospecting, Inbound and Outbound Calls, Demand Gen, Setting Listing Appointments, Follow up, Reschedules</p> <p align="center"><i>Med Skill, Med Value</i></p> <p align="center">\$25 to \$45/hr. 20 to 40 hrs/week \$40,000 to \$90,000 Annual</p>	<p align="center"><u>Marketing Director</u> Websites, Tracking, Social Media, PPC, Database Communication</p> <p align="center"><i>High Skill, Mid Value</i></p> <p align="center">\$25 to \$30/hr 40 to 50 hrs/week \$50,000 to \$70,000 Annual</p>
LOW VALUE	<p align="center"><u>Courier</u> Signs in Ground, Lock boxes, Brochure Delivery, Delivering Docs</p> <p align="center"><i>Low Skill, Low Value</i></p> <p align="center">\$8 to \$9/hr 20 to 40 hrs/week \$8,000 to \$18,000 Annual</p>	<p align="center"><u>Receptionist</u> Checking E-mail, Voicemail, Ordering Supplies Paying Bills, Data Entry</p> <p align="center"><i>Med Skill, Low Value</i></p> <p align="center">\$10/hr 40 hrs/week \$20,000 Annual</p>	<p align="center"><u>Office Manager or Admin</u> Hiring Plan, Recruiting, Policies, Procedures, Goal Setting, Creating Property Brochures, Sending Market Updates,</p> <p align="center"><i>High Skill, Low Value</i></p> <p align="center">\$12 to \$25/hr 40 hrs/week \$25,000 to \$60,000 Annual</p>