



Different by Design

Forge Your Own Path!

Get the *Confidence* in
and the *Control* over your
real estate business that
you deserve, with
the *Culture* you crave!

THE FUTURE IS CONNECTED

Serving MD, DC, VA, DE, PA, FL

866-987-3937

www.JoinDouglasRealty.com



866-987-3937



www.GoDouglasRealty.com

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**EVERYTHING IS ALIGNED TO HELP YOU PRODUCE MORE, CLOSE
MORE, AND GROW FASTER - WHILE KEEPING WHAT YOU EARN**

CONTROL **POWERED BY TECHNOLOGY**

Corporate Headquarters with the Support to do Your Job Anywhere

Transaction Management

Freedom to Build Your Own Brand

Industry's Top Technologies in CRM and Transaction Management

Cloud-Based Brokerage Platform

Agent-Owned Business Model

CONFIDENCE **POWERED BY TRAINING**

Structured Mentorship Program

Access to FREE Trainings in Both Real Estate and Business Development

1-on-1 Support

Summits to Success

REACT Academy

Business Coaching

Broker Accessibility

CULTURE **POWERED BY PEOPLE**

Benefits of a Large Company Without Losing the Personal Touch

Extensive Community Involvement

A Family of Companies to Serve You and Your Clients

470+ Agents Working Together

Charity Involvement

Collaboration Over Competition

POWERED BY A CONNECTED ECOSYSTEM OF SERVICES DESIGNED TO HELP AGENTS GROW



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THE DCA ECOSYSTEM ADVANTAGE: THE FUTURE IS CONNECTED



WHAT'S INCLUDED FULL SUPPORT. NO NICKEL- AND-DIMING.

- AI CRM platform & lead generation tools
- Personalized Business Plan Coaching
- Marketing Team & Branding Support
- Business Development Coaching
- Summits to Success Mentorship Program - The highest agent success rate in the industry
- Dedicated Transition / Onboarding Team

EVERYTHING WORKING FOR YOU BUILT-IN BUSINESS GROWTH

- Free Transfer Agent Marketing Package - Apparel, Signs, Sphere Postcards, Social Media Announcement Marketing, etc.
- Free Just Listed & Just Sold Postcards
- Free Social Media Listing Marketing
- Free Client for Life Follow-Up Program
- Free Single Property Websites
- Free Transaction Support Services (Light)

WHY AGENTS JOIN ONE ALIGNED SYSTEM

- Douglas Realty + Coastline Mortgage + Admiral Title
- Over \$1 billion closed annually across the platform
- Faster contract-to-close with coordinated teams
- Stronger, more competitive offers for your clients
- Lower client rates and fees equals happy clients and possibly higher purchase price
- Lower overhead - built by design to help agents grow

**WE'LL DELIVER THE VALUE. IN RETURN, WE SIMPLY ASK FOR THE OPPORTUNITY
TO EARN YOUR CLIENTS' MORTGAGE AND TITLE BUSINESS.**

LOCAL ROOTS. REGIONAL REACH.

Douglas Realty currently services several locations throughout the U.S. including:



Real estate no longer happens from behind a desk — and your brokerage should be built for that reality. Through the DCA Real Estate Solution, Douglas Realty provides agents with industry-leading cloud-based technology paired with real support from experienced professionals who are always within reach.

Our agents have the freedom to work from anywhere while still having access to the guidance, tools, and resources they need to succeed. And for those who value in-person collaboration.

DOUGLAS REALTY FOUNDED

Douglas Realty opens its first office, launching an agent-focused brokerage built on technology, support, and innovation

2008

2016

2018

2019

2019

2020

2025

COASTLINE MORTGAGE LAUNCHES

Coastline Mortgage is established, expanding the DCA family of companies and creating a more seamless homeownership experience for agents and clients.

ADMIRAL TITLE GROUP OPENS

Admiral Title Group launches, completing the DCA ecosystem with integrated real estate, mortgage, and title services under one aligned platform.

\$1B+
Ecosystem
Volume

A GROWING NETWORK OF SUCCESS

More than 100 agents choose Douglas Realty as their home, helping establish the brokerage as one of the region's fastest-growing real estate companies.

ANNAPOLIS OFFICE GRAND OPENING

Douglas Realty celebrates the opening of its Annapolis office, expanding its presence throughout the region..

CORPORATE HEADQUARTERS EXPANSION

Corporate Headquarters relocates to Ritchie Highway in Pasadena, bringing all DCA services together under one roof to better support agents and clients..



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“ — AND WE JUST KEEP GROWING!

\$1B+ in 2025 Ecosystem Volume

- \$915M+ in Sales Volume & 2,065 Transactions Closed
- Nearly 500 Agents
- \$71M+ Loan Volume with Coastline Mortgage
- \$213M+ Files Closed with Admiral Title

2024

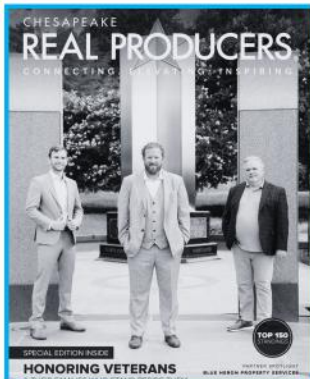
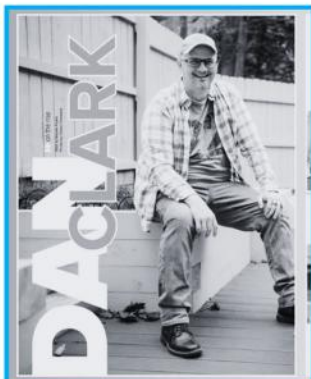
- \$745M+ in Sales Volume
- 1,923 Transactions Closed
- \$127,809,956 Loan Volume

2023

- \$716,581,571 in Sales Volume
- 1,892 Transactions Closed
- \$86,457,812 Loan Volume



BY FOCUSING ON OUR AGENTS, WE KNOW THE REST WILL FOLLOW



“ — Q2 2026 MOMENTUM

- 26 New Agents in Q2
- Over \$421.5M in Volume Closed
- Over 5.8 Transactions Per Day
- \$48.6M in Loan Volume Closed
- \$83.5M Closed with Admiral

100% Commission

NO SPLITS. NO CAPS. NO CLUBS.

CHOOSE THE PLAN THAT MATCHES YOUR BUSINESS

SILVER	PRO	GOLD
New & Dual Career Agents - 1-3 Deals/Year	Growing Agents - 3-8 Deals/Year	High Volume & Commercial - 9+ Deals/Year
\$25 / mo	\$99 / mo	\$199 / mo
\$400 per Transaction	\$150 per Transaction	\$0 Transaction Fee
• Lowest monthly commitment - nearly zero overhead • Pay the transaction fee only when you close • Full brokerage resources & support • Access to the entire DCA ecosystem • Rentals: Flat \$100 fee per transaction side	• Best balance of fixed cost & deal savings • Low per-deal cost as volume grows • Full brokerage resources & support • Technology, CRM, & marketing consultations • Rentals: Flat \$100 fee per transaction side	• Maximum efficiency at high volume • Required plan for all commercial agents • Commercial: 90/10 Split, no transaction fees • Technology, CRM, & marketing consultations • Rentals: Flat \$100 fee per transaction side

RECRUITING BONUS: Earn \$500 for every agent you help recruit to Douglas Realty

But Your Commission is Only One Piece of the Platform!

\$595

CLIENT FLAT COMMISSION FEE (AKA ADMIN FEE) | ALL PLANS | ALL TRANSACTIONS
A \$595 flat fee is charged to the client on every residential transaction side - disclosed on the ALTA/HUD settlement statement. Clients pay it. Simple, transparent, and consistent no matter which plan you're on. Rentals: \$100 Flat.

BUILDING A TEAM? ASK ABOUT OUR TEAM PLAN DESIGNED FOR GROWTH.



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NEW, REACTIVATING, & TRANSFER AGENTS ONBOARDING PROCESS

- 1** “ — **YOU MADE THE RIGHT DECISION**
After attending a Career Night or speaking with the team, your next step would be to fill out your initial licensing onboarding questionnaire to gather your correct information or please feel free to reach out to the office directly at 410-255-3690 to speak with a member of our Agent Services Team.
- 2** **ONBOARDING AND PAPERWORK** — ”
With the answers provided from your questionnaire, a member from our Agent Services Team will reach out to you directly to discuss next steps and send you over our Agent Paperwork for your review and signature. Once your packet is completed, our Agent Services Coordinator will follow up with you to proceed with affiliation to the brokerage.
- 3** “ — **AGENT SERVICES COORDINATOR**
You will be contacted by our Agent Services Coordinator, who will serve as your primary point of contact as you begin your journey with Douglas Realty, providing guidance, support, and answers to your questions throughout the joining process - and even after you've officially joined.
- 4** **CHECKLIST & ORIENTATION** — ”
You will be provided with a New Agent Checklist & date of our upcoming Agent Orientation - both of which are key to setting up your success at Douglas Realty. Your New Agent Checklist will outline the important steps/tasks to complete in your first few weeks as a new agent. You will be **required** to attend an Agent Orientation before we can issue any commissions. The Orientation will provide an overview of Douglas Realty resources, along with a review of our policies, procedures to help ensure you feel informed and supported as you get started.
- 5** “ — **TRANSFERRING EXISTING BUSINESS (TRANSFER AGENTS)**
We understand that business doesn't pause for a transition - and we wouldn't want it to. Our goal is to make your transfer to Douglas Realty as smooth and seamless as possible for both you and your clients. Every transfer situation is different, but generally speaking clients who are not currently under contract will make the transfer with you to Douglas Realty. To support you through this process, we will provide a welcome email and step by step guidance to help you ensure nothing falls through the cracks. Our team will be with you every step of the way so you can stay focused where it matters most - your clients.
- 6** **GETTING YOUR MENTOR (NEW AGENTS)** — ”
All new agents (as well as those not meeting minimum requirements) will be required to participate in our Summits to Success Mentoring Program and will be required to work with a Douglas Realty mentor for their first three sale transactions. Your mentor will guide you through every step of the process - from working directly with clients, conducting in the field activities, to preparing transaction paperwork and developing strong professional habits as a real estate agent. The hands on support is designed to help build confidence, consistency, and long-term success.
- 7** “ — **LET'S GET STARTED!**
At this point, you will have completed all paperwork, attended a Agent Orientation, been assigned a mentor (if applicable), and are well on your way to achieving great success in the real estate industry! You mentors and Agent Services Coordinator are here for you every step of the way if you have any questions. Additionally, you will have access to the DCA Homeownership support resources to help keep yourself educated and empowered.

CONFIDENCE THROUGH EDUCATION



We don't believe education ends after onboarding. We believe growth never stops.

MARYLAND REAL ESTATE PRE-LICENSING IN-PERSON • PASADENA

- Offering 1:
 - April 13, 2026 – June 22, 2026
 - 3 clock hours a day, 6 clock hours per week, 10 weeks total
 - Monday & Wednesday evenings from 6:00pm-9:00pm.
- Offering 2:
 - May 16, 2026 – June 14, 2026
 - 6 clock hours a day, 12 clock hours per week, 5 weeks total
 - Saturdays and Sundays from 10:00am-4:00pm.
- Offering 3:
 - July 20, 2026 - July 31, 2026
 - 6 clock hours a day, 30 clock hours per week, 2 weeks total
 - Monday through Fridays from 10:00am-4:00pm.
- Offering 4:
 - September 12, 2026 - November 14, 2026
 - 6 clock hours a day, 6 clock hours per week, 10 weeks total
 - Saturdays from 10:00am-4:00pm.

Additional upcoming sessions are available. Please reach out via email to academy@godouglasrealty.com or call us directly at (866) 280-4222 to inquire about our course catalog.

“— **CONTINUING EDUCATION**

WHO NEEDS CONTINUING EDUCATION?

Whether you're a new licensee renewing for the first time or a seasoned agent, continuing education is required to maintain your real estate license and stay informed about industry changes.

At REACT Academy, we make completing your CE simple, practical, and valuable—not just another box to check.

WHY CHOOSE REACT FOR CE?

- Convenient in-person classes designed for busy REALTORS®
- Engaging instructors with real-world industry experience
- Required state credits without the boring lecture
- Stay current on contracts, laws, ethics, and industry changes
- Expand your knowledge while earning your required CE credits

WHAT TO EXPECT

- ✓ In-person, instructor-led classes
- ✓ Convenient Maryland locations
- ✓ Interactive discussions and real-world scenarios
- ✓ Easy registration
- ✓ Courses designed to help you become a better agent—not just renew your license

“— **CAREER DEVELOPMENT IN-PERSON • VIRTUAL • THROUGHOUT THE YEAR**

WHO ARE THESE CLASSES FOR?

Whether you're closing your first transaction or your hundredth, there's always another level to reach. Our Business Development Series is designed for agents at every stage of their career, providing practical tools, proven systems, and fresh ideas to help you grow your business year after year.

WHY BUSINESS DEVELOPMENT?

- Practical strategies you can implement immediately
- Learn from top-producing agents and industry professionals
- Designed to help you increase production—not just knowledge
- Stay ahead of changing markets and industry trends
- Ongoing education included as part of the DCA Ecosystem

WHAT TO EXPECT

- ✓ In-person and virtual learning opportunities
- ✓ Sales, marketing & lead generation strategies
- ✓ Technology & AI training
- ✓ Listing presentations & buyer consultations
- ✓ Social media & personal branding
- ✓ Market updates & contract changes
- ✓ Guest speakers & industry experts

THE DOUGLAS DIFFERENCE:
**EDUCATION DOESN'T STOP AFTER ONBOARDING. OUR COMMITMENT TO
YOUR SUCCESS CONTINUES THROUGHOUT YOUR ENTIRE CAREER.**

CONFIDENCE THROUGH EDUCATION

Whether you're brand new to real estate or returning to the industry, our Summits to Success Mentorship Program gives you the training, support, and real-world experience needed to launch your business with confidence. At Douglas Realty, we believe mentorship should be more than observation. That's why our program combines structured education with hands-on experience, so you're not just watching the business—you're building one. With a 90% success rate, Summits to Success has helped countless agents launch successful careers. We provide the roadmap, the tools, and the support. Your commitment and effort turn that opportunity into success.

REAL TRAINING. REAL TRANSACTIONS. REAL SUPPORT.



GAIN REAL EXPERIENCE

Your First 3 Transactions are Mentor Guided Open Houses. Inspections. Client Meetings.



LEARN THE BUSINESS

Contracts, Listings, Compliance



BUILD YOUR BRAND

Marketing, Prospecting, Lead Generation

WHY IT WORKS

- ✓ 8 Foundational Classes
- ✓ 5 Marketing Workshops
- ✓ 3 Mentor-Guided Transactions
- ✓ Direct Support From Experienced Agents
- ✓ **CONFIDENCE** Before You're On Your Own

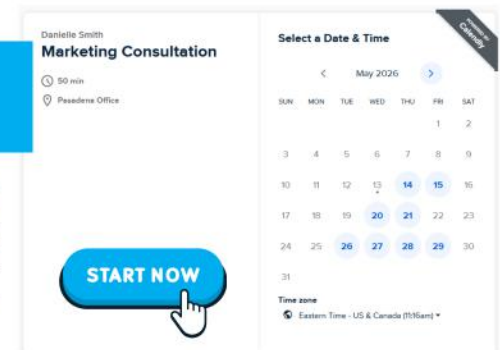
FREE TRANSITION PACKAGE

At Douglas Realty, we believe that moving brokerages creates an important opportunity to reconnect with your sphere and build momentum for your business. That's why we created our "Jumpstart Your Journey" program — a complimentary marketing package designed to help new agents hit the ground running from day one.

"Jumpstart Your Journey" reflects our commitment to supporting agents beyond just onboarding. Our goal is to make the transition seamless, provide practical marketing support, and help agents confidently grow their business from the very start.

MARKETING CONSULTATION

Receive a complimentary one-on-one marketing consultation with our Director of Marketing to help strengthen your brand, elevate your online presence, and create customized strategies for growing your business.



Danielle Smith
Marketing Consultation
50 min
Pasadena Office

Select a Date & Time

May 2026

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Time zone: Eastern Time - US & Canada (EST/EDT)

START NOW

This time, I'm the one
making a move...



JENNIFER ANISTON
DOUGLAS REALTY

C: (123) 456-7890
O: (410) 255-3690
E: JANISTON@GODOUGLASREALTY.COM

"MY MOVE" MAILER

We send out 100 free postcards announcing your new home here at Douglas Realty! We can either send these in a radius around a certain address or you can provide us with a mailing list from your sphere!

START NOW

BUSINESS CARDS

Making connections is important, even from the very first day - that's why your initial 250 business cards are on us!

DOUGLAS
REALTY

JENNIFER ANISTON
REALTOR®

JENNIFER ANISTON
REALTOR®

123.456.7890

410.255.3690

jenniferaniston@godouglasrealty.com
jenniferaniston.douglasrealty.info

8221 Ritchie Hwy, Suite 101 Pasadena, MD 21122

START NOW



866-987-3937



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EMAIL SIGNATURE

Branding is key when it comes to making an impression! Make sure every email you send reinforces it by using a Douglas Realty signature block!

START NOW

FACEBOOK PAGE COVER PHOTO

Social media has become a crucial tool for brand recognition so we'll provide you with a starter Facebook cover photo, complete with your contact info and legal requirements!

START NOW



SOCIAL MEDIA ANNOUNCEMENT

We welcome each new agent with a personalized announcement posted to our company's social media profiles. This gets your name out to our sphere and to your potential clients!

In addition to posting it on our end, we will also email you a copy that you can use to share with your sphere via email or social media. We'll even include a sample message that you can put in the body of the email & post to make your life easier!

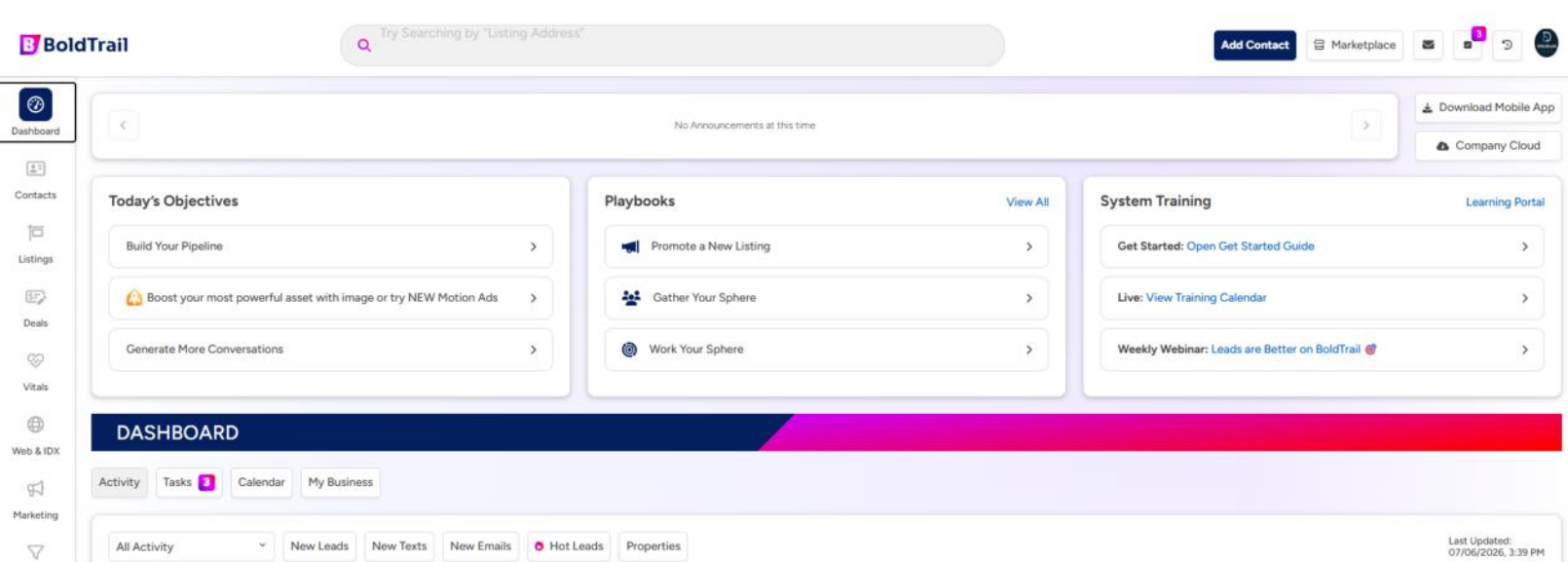


FIND THE BUSINESS WITH BOLDTRAIL

At Douglas Realty, we believe great agents deserve great tools. That's why every agent has access to BoldTrail, one of real estate's most powerful platforms for lead generation, customer relationship management (CRM), marketing automation, and client communication.

Whether you're just getting started or have an established client base, BoldTrail helps simplify your daily workflow so you can spend less time managing your business—and more time growing it.

Instead of juggling multiple websites, spreadsheets, apps, and marketing tools, BoldTrail brings everything together in one powerful, easy-to-use platform.



WITH BOLDTRAIL, YOU CAN...

- Capture leads from your website, social media, online advertising, open houses, and referrals
- Organize your entire client database in one place
- Track every conversation, email, text, & note
- Build customized follow-up plans for buyers and sellers
- Access your business from your computer or mobile device
- Stay connected with clients before, during, and after every transaction

ONE LOGIN. ONE PLATFORM. ENDLESS OPPORTUNITIES.



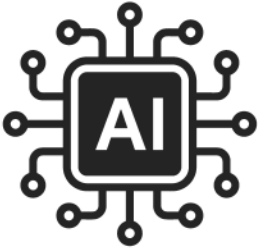
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Every feature inside BoldTrail is designed around one goal:
Helping you convert more opportunities into closed transactions.

From the first website visit to the closing table, BoldTrail keeps your business organized, your marketing consistent, and your pipeline moving.



AI-POWERED LEAD INTELLIGENCE

The platform identifies which contacts are becoming more active and highlights the people most likely to buy or sell soon.



IDX WEBSITE

Your branded IDX website gives clients an easy way to search for homes while generating leads directly into your CRM.



MOBILE CRM

Manage your business from anywhere. Respond to leads instantly, update client notes after showings, receive activity alerts, and keep your pipeline moving—all from your phone.



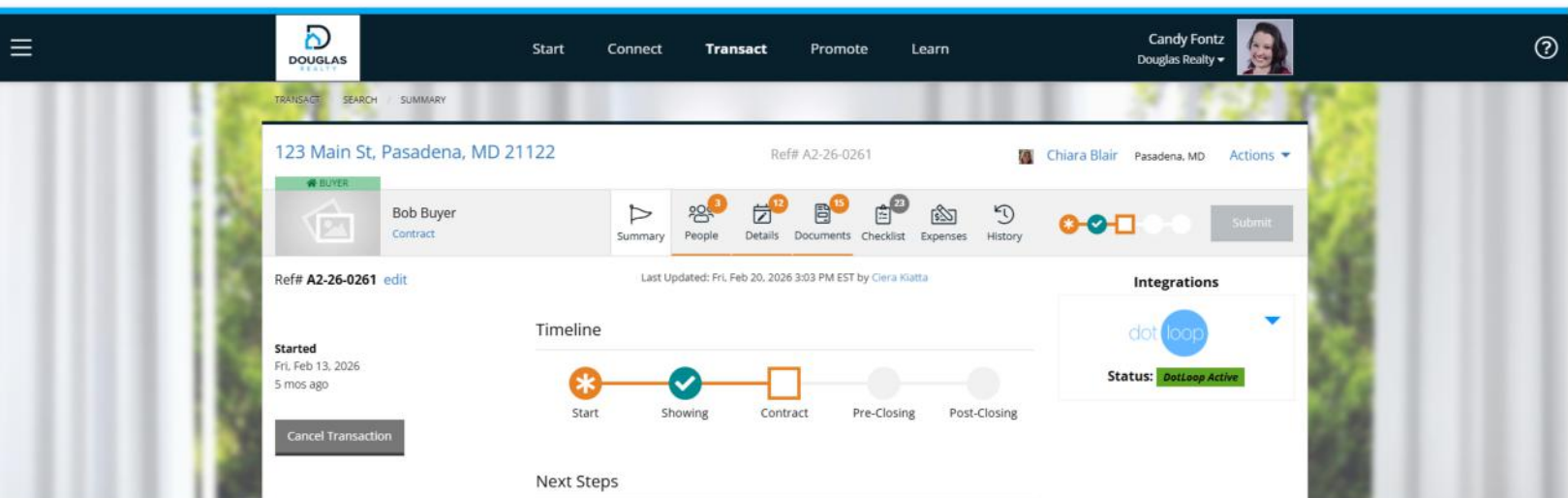
AUTOMATED MARKETING & FOLLOW-UP

Stay top of mind with automated emails, text messages, listing alerts, market reports, and home valuation campaigns—even while you're busy helping clients.

AT DOUGLAS REALTY, WE DON'T JUST
PROVIDE INDUSTRY-LEADING TECHNOLOGY
—WE TEACH YOU HOW TO USE IT TO BUILD
A THRIVING BUSINESS.

MANAGE YOUR BUSINESS WITH WORKSPACE

From contract to closing, Workspace keeps every transaction organized, accessible, and moving forward. With everything in one secure platform, you'll spend less time chasing paperwork and more time serving your clients.



EVERYTHING IN ONE PLACE

- ✓ Contracts & disclosures
- ✓ Client communication
- ✓ Transaction timelines
- ✓ Important documents
- ✓ Commission paperwork

No more searching through emails or wondering where a file was saved.

STAY AHEAD OF EVERY DEADLINE

Workspace helps you keep every transaction moving with automated reminders, organized timelines, and a clear view of what's next.

Spend less time worrying about paperwork—and more time helping clients.

COLLABORATE WITH CONFIDENCE

Your clients, transaction coordinators, brokers, and support staff all have access to the information they need, helping reduce delays and improve communication throughout the transaction.

EVERYTHING ORGANIZED. EVERY TRANSACTION. EVERY TIME.



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WE HANDLE THE DETAILS—SO YOU CAN FOCUS ON YOUR CLIENTS.

Workspace isn't just another software platform—it's one piece of the DCA Ecosystem designed to keep your transactions organized while our support team helps keep them moving. Together, technology and people work side by side so you can spend less time managing paperwork and more time growing your business.



CENTRALIZED FILE MANAGEMENT

Keep contracts, disclosures, and documents securely organized in one place.



AUTOMATED DEADLINES

Stay ahead of important dates with reminders and workflow tracking.



TEAM COLLABORATION

Work seamlessly with brokers, support staff, and transaction coordinators.



ACCESS ANYWHERE

Manage transactions from the office, home, or on the go.

AT DOUGLAS REALTY, TECHNOLOGY DOESN'T REPLACE SUPPORT - IT ENHANCES IT.

PROMOTE YOUR BUSINESS WITH MARKETING CONCIERGE

Your brand is often your first impression. Our Marketing Concierge helps you create professional, consistent marketing materials that reflect your business, strengthen your reputation, and keep you focused on what you do best—serving clients and growing your business.

YOUR DREAM HOME AWAITS!

Just Listed

123 MAIN STREET
PASADENA, MD 21122

- \$123,456
- 1234 sq ft
- 3 Bedrooms
- 2 Full/1 Half Bathrooms

Reach out today to schedule a showing!



WELCOMING A NEW NEIGHBOR!

Just Sold.

Congratulations
to the new owners of
123 Main St
Pasadena, MD 21122



PROPERTY FEATURES:

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Maecenas consequat tortor nec euismod iaculis. Proin ut lobortis risus. Sed sodales mi vel quam pharetra porta. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Maecenas consequat tortor nec euismod iaculis.

- \$123,456
- 1234 sq ft
- 3 Bedrooms
- 2.5 Bathrooms

open house

123 MAIN STREET
PASADENA, MD 21122
SAT JAN 3RD | 1-3PM

Under Contract

123 MAIN STREET • PASADENA • MD • 21122



PROPERTY SPECIFIC POSTCARDS



Open House, Just Listed,
Under Contract, Just Sold

WHAT IS THE PURPOSE OF FARMING POSTCARDS?

Farming postcards are sent (often in a repeated campaign) to a certain area or list of contacts. While they do contain a call-to-action and are often still related to the real estate industry, these postcards tend to be less about business in order to appeal to a wider audience. Many times, you'll find themes such as recipes, home maintenance tips, helpful information, and/or humor. The goal of these is to increase brand recognition & awareness, create new connections to pursue, and strengthen ones that already may exist! Farming postcards are EXPONENTIALLY more effective when sent repeatedly, which is why we've created our Farming Packages!



HOW DO THE FARMING PACKAGES WORK?

Our farming packages were designed to be as easy and hands-off as possible for our agents! Here's how the process goes:

SELECT YOUR PACKAGE

SELECT YOUR AMOUNT

PROVIDE DISTRIBUTION DETAILS



CONTROL THROUGH LEVERAGE

Top producers don't grow by doing more. They grow by focusing on what matters most. Let Transaction+ handle the details.

TRANSACTION^{Plus}✓TM

TRANSACTION ESSENTIALS PACKAGE	Creating Clients for Life.
• Initial abbreviated review of listing/contract packages for missing documents • Start an appropriate transaction in Workspace • Upload all Listing and/or Contract Documents and addenda provided by agent • Update Contacts in the People section • Update the Details section in accordance with the provided documents • Upload any provided addenda/corrections to the system • Upload provided closing documents and submit the transaction for funding	• All of the services from the Transaction Essentials Package, PLUS... • Comprehensive review of listing/contract packages for missing documents, initials, and signatures • Missing document preparation/retrieval and distribution for initials/signature through your preferred signing service (we can use yours or ours) • Contract Distribution to all parties (your client, the lender, title company, and the co-op agent) ◦ Includes a breakdown of key timelines, contact information, and an introduction of the team • Scheduling of Termite Inspections (if you elect to use Pest Now), when required by the contract • Management of and follow up for key timelines in the contract with the co-op agent, lender, and title company • Weekly check-ins with the lender, title company, and client • Weekly updates on your active files with Contract to Close • Home warranty orders when necessary for the transaction • Settlement Coordination and scheduling with all parties • Coordination of Wiring Instruction delivery to the title company for your commission • Collection and distribution of repair receipts, invoices from the transaction, etc. • Confirmation of BrightMLS compliance with listing status and agent information • Coordination of sign removal and confirmation of lockbox removal • Distribution of an archive copy of all documents related to the transaction after settlement

ADDITIONAL BENEFITS WHEN YOUR CLIENT CHOOSES TO CLOSE WITH ADMIRAL TITLE:

Get Transaction Essential Services for FREE! (\$100 value)



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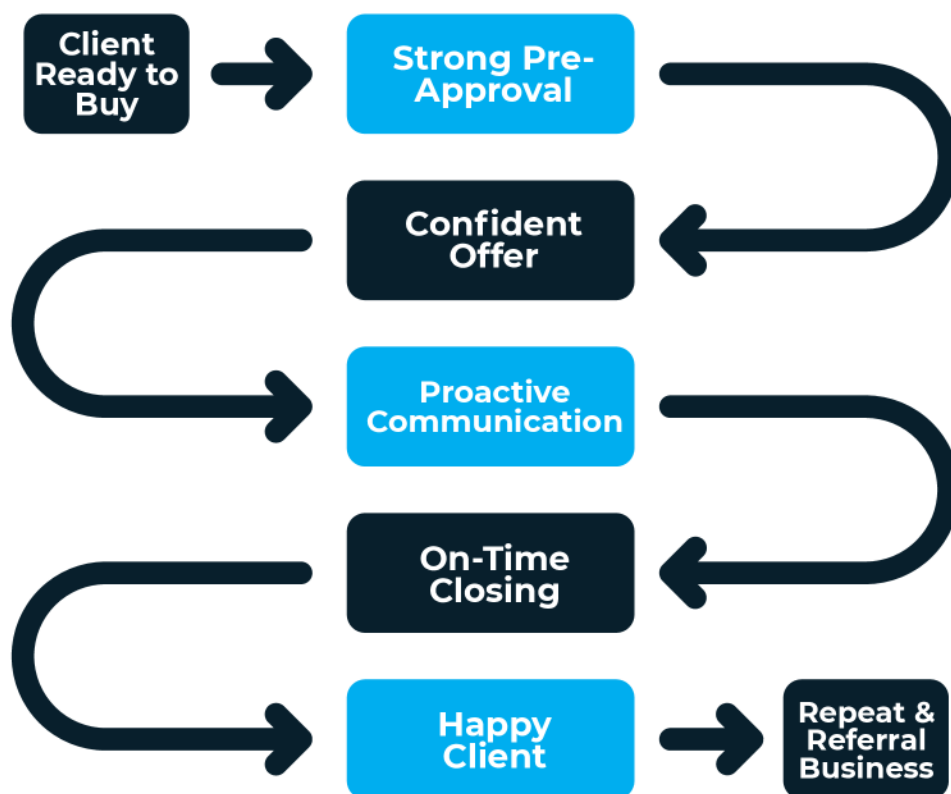
FINANCE WITH CONFIDENCE



At Coastline Mortgage, we understand that financing is about more than securing a loan—it's about helping you create a seamless experience for your clients.

As part of the DCA Ecosystem, Coastline Mortgage works alongside Douglas Realty agents to strengthen offers, communicate proactively, solve challenges quickly, and help keep transactions moving from contract to closing.

When your lending partner succeeds, your business grows too.



CONNECTED BY DESIGN. BUILT AROUND AGENT SUCCESS.



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What does Connected by Design mean?



STRENGTHEN EVERY OFFER

Competitive financing options and responsive loan officers help your buyers compete confidently in today's market.



CREATE CLIENTS FOR LIFE

A positive financing experience reflects on you, helping build trust, referrals, and long-term relationships.



COMMUNICATE PROACTIVELY

Our team keeps agents informed throughout the lending process, reducing surprises and creating a smoother transaction for everyone involved.



GROW TOGETHER

Because Coastline Mortgage is part of the DCA Ecosystem, you're working with professionals who understand your business, communicate like teammates, and are invested in helping you create exceptional client experiences.

**A GREAT MORTGAGE EXPERIENCE
DOESN'T JUST BENEFIT YOUR CLIENT - IT
BUILDS YOUR BUSINESS**

LICENSED IN MD, VA, PA, DE, FL, & DC

CLOSE WITH CONFIDENCE



ADMIRAL

TITLE GROUP

At Admiral Title, we know a successful closing is about more than paperwork. It's about creating a seamless experience that reflects positively on you and leaves your clients excited to refer you again.

As part of the DCA Ecosystem, Admiral Title works alongside Douglas Realty agents and Coastline Mortgage to proactively solve problems, communicate clearly, and help every transaction cross the finish line with confidence.

When closing day feels effortless, everyone wins.

Accepted Contract



Title Search



Clear Communication



Problem Solving



On-Time Settlement



Happy Client



Repeat & Referral Business

WHY AGENTS CHOOSE ADMIRAL TITLE



KEEP CLOSINGS ON TRACK

Proactive communication and experienced settlement professionals help prevent delays before they become problems.



PROTECT YOUR CLIENTS

Thorough title services help ensure every transaction closes with confidence and peace of mind..



CREATE AN EXCEPTIONAL EXPERIENCE

Our team keeps agents informed throughout the lending process, reducing surprises and creating a smoother transaction for everyone involved.



GROW TOGETHER

Because Admiral Title is part of the DCA Ecosystem, you're working with professionals who understand your business and are invested in helping every transaction succeed.

ADDITIONAL BENEFITS

Coastline Mortgage

- **Verified Approval**
- **Credit Analysis**
- **Complimentary Listing Package**
 - **Single Property Website**
 - **Text Code Riders**
 - **Colored Flyers**
- **Enrollment in a 3-Year Client Follow-Up Package in Your Name**

Admiral Title

- **Free transaction Essential Services**
- **150 Free JUST SOLD Postcards**
- **Commission Can Be Paid Same Day**
- **Complimentary Pre-Listing Title Searches**
- **Just Sold! Social Media Graphic**
- **Some of the Best Pricing in the Industry**
- **Powered by the Knowledge & Experience of Seasoned Attorneys**

BUILT AROUND AGENTS. CONNECTED BY DESIGN.

THE FUTURE IS CONNECTED

YOUR SUPPORT TEAM



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THE DCA CULTURE

Our culture at Douglas Realty is one of the things we are most proud of. It's a top priority of ours to support our community and our neighbors just as much as we support our agents, and we are always looking for new ways to help. Our agents get incredibly involved in the process: helping spread the word, donating portions of their own commissions, and even issuing fundraising challenges to one another to get the ball rolling!

FILL THE FOOD BANK

Every May, the staff gets a little silly in hopes of filling the food bank for the summer. We offer fun incentives - like "pied" in broker's face with pudding - to help raise monetary donations. We also provide agents with bags to drop off for donations to neighborhoods of their choosing, giving them an opportunity to meet homeowners face-to-face!



LOCAL COMMUNITY EVENTS

When you become an agent with us, you become a member of the family. It's one of the reasons our agents continuously rally behind causes near and dear to Douglas Realty's heart! Throughout the year, we participate in local events to help foster a sense of community.



CHILI/SOUP COOKOFF

We hold an annual Chili/Soup cookoff which is a great excuse to mingle with fellow agents, eat delicious food, and honor the spirit of competition!

Agents are encouraged to submit their chilis and soups and then all attendees vote on their favorite soup and best chili!

ANNUAL KICKOFF PARTY

During the first quarter, agents and staff alike look forward to our Kickoff Party. There is no better way to celebrate the past year's successes than looking towards the new year with good music, great food, and even better company!





TRICK OR TREATING

The offices are decorated and we host a DCA Staff Costume Contest.

We open our doors for trick or treaters while the public is voting for their favorite costume. The following week, we tally up all of the votes in the costume contest, announce the winners, and kick off our toy drive by matching the number of votes received with a monetary donation from the three companies!

THE WINTER WONDERLAND EXPERIENCE

We invite the community to participate in this free event and ask our agents to pass the word along to clients, both old and new. The result is a magical time for all, including free pictures with Santa, crafts, and food.

We ask that visitors to the "North Pole" bring a toy to donate, if they are able. All toys benefit the Kamryn Lambert Foundation. We're proud to say that one year, we were able to collect enough toys to fulfill an entire hospital's wishes!



OUR STORY

“ HOW DID YOU GET STARTED & HOW DID YOU GET TO WHERE YOU ARE TODAY? ”

Before I started Douglas Realty, I was in the IT business. I worked in multiple areas of the industry for 27 years, developing a passion for real estate in the final years that led me to where I am today.

By the early 2000's, my interest in (and subsequent knowledge of) real estate had grown to a point where I realized that a lot of the different brokerages out there at the time were incredibly similar at their core. Back then, most real estate companies used technology on a very limited basis, and the traditional model was very top heavy with a lot of overhead. It was here that I saw an opportunity for change - one that was not only possible, but according to my research, long overdue. What if I could apply my vast technological expertise and my years of business experience to the old-school real estate industry, and create a new category of brokerage? I knew that a new model could revolutionize the way agents did business - now I just had to figure out the details.

The goal was to create a company that was the perfect blend - taking the best parts of each business model and leaving behind the things that didn't serve the customer well. This new category of brokerage would prioritize and support agents in a way that would ultimately allow them to better serve their clients, and grow a stronger business. To do this, we would need to set aside the traditional approach and create our business model from the ground up, with the simple goal of promoting agent success at the heart of it all. And so the vision began to take shape of a real estate company that offered their agents the industry's best technology, paired with around-the-clock exceptional support, and supplemented it all with a higher level of education, business development, and resources.

After taking time to hammer out the details, do the research needed, and design my business plan, I had one final step to conquer - getting my real estate license. Our industry requires you to have a real estate license

for at least three years before you can apply to become a broker (and in my case, owner) of a real estate company. I got my license and used that time to supplement my years of research with real-life real estate experience, allowing me to perfect my business plan even more as I went.

My three year anniversary finally arrived in November of 2008. If that date sounds familiar, it's because our nation was in the midst of one of the largest financial crises in our history - caused in part by the banking and mortgage industry (with a direct tie to housing). My dream was finally within reach - just as the world collapsed into financial uncertainty, with real estate companies everywhere either consolidating, downsizing, or outright shutting down.

As I was surrounded by voices telling me that starting my own real estate business in that economic climate was impossible, I kept going back to one thing - this business model works. The industry needed a change now more than ever, and I wasn't going to let uncertainty or fear stop me from making my move. I was confident in my business plan, and knew that if I stuck to it every step of the way, I would be able to forge a path straight through all of the turmoil and come out on the other side.

As we come up on our 13th year of business, I'm happy to share that we did exactly what we set out to do - make a much needed change in the industry and create a new category of real estate brokerage that would set agents up for success, and support them all the way through it. Through determination, innovation, and steady, focused growth, we have built a quality-first business that truly delivers both world class service and results that speak for themselves.

We have been recognized by INC 5000 for five consecutive years as one of America's fastest growing privately-owned companies, and was elected Best Brokerage on many platforms, including the Gazette Readers Choice, Baltimore's Better Business Journal, and West County Magazine. Furthermore, our agents are consistently being recognized in their own communities, for everything from doing good business to being good people. Through it all, our core purpose remains the same as Day One - to focus on our agents (and ultimately their clients) and let the rest follow. We give agents the confidence in and control over their own business, while providing the culture they crave, allowing them to Forge Their Own Path - just like we did.

HAS IT BEEN A SMOOTH ROAD? IF NOT, WHAT WERE SOME OF THE STRUGGLES ALONG THE WAY?

Launching a brand new real estate business amidst a financial crash is certainly the most obvious challenge that comes to mind! It required a level of focus, dedication, and sheer willpower like no other time in my life, but I knew that if I worked the plan, it would be successful. I took my time to make sure we were hiring experienced, quality-driven professionals, and to work out any kinks that came up along the way immediately and efficiently. As a result, we quickly developed an outstanding reputation in the industry, which has helped us continue to grow.

As I've learned throughout my life, the road is hardly ever a smooth one - but it's usually worth it. I've had my fair share of challenges, and I'm a firm believer that there is something to be learned from each and every one. As our business grew bigger and bigger, I often had to take a step back to evaluate new aspects that had arisen, and figure out how the company would manage those new challenges while still remaining true to our core values. The most valuable resource at those times is often my team, which has slowly grown alongside our company and features incredibly dedicated individuals.

WHAT SHOULD WE KNOW ABOUT YOUR ORGANIZATION (WHAT DO YOU DO, WHAT ARE YOU KNOWN FOR, WHAT SETS YOU APART FROM OTHERS, WHAT ARE YOU MOST PROUD OF BRAND WISE)?

Douglas Realty is both a residential and commercial real estate brokerage. Though our home base is the Baltimore-Metro area and Anne Arundel County, we have nearly 500 agents active throughout all of MD, DC, VA, PA, and DE. Our strength lies in our people and our services - we provide as much support, technology, and resources as our agents need in order to run their businesses and serve their clients. In addition to our real estate services, we have also added in both title and mortgage through our sister companies, Coastline Mortgage and Admiral Title Group. This allows us to provide incredibly efficient services to the agents and consumers involved in a transaction, adding to the five-star customer service experience that we strive for at all times.

Because of our unique business model and the steps we have taken as we've grown and expanded, we can facilitate a complete real estate transaction in a much shorter timeframe than usual, while also reducing the overall cost for the consumer - a win for everyone.

Business details aside, I think our culture at Douglas Realty is one of the things I am most proud of. It's a top priority of ours to support our community and our neighbors just as much as we support our agents, and we are always looking for new ways to help. Every year, we participate heavily in fundraisers for charities such as the Muscular Dystrophy Foundation, The Anne Arundel County Food Bank, and the Kamryn Lambert Foundation. Our agents get incredibly involved in the process: helping spread the word, donating portions of their own commissions, and even issuing fundraising challenges to one another to get the ball rolling! We also try to remain aware of ways we can give back to the community, and frequently host free community events like Breakfast with Santa and Trick-Or-Treating. In February of 2020, we collected hundreds of hand-made valentines from local schools and daycare centers, and hand delivered them to residents of nursing homes throughout the area. Though the pandemic has made some of our previously-planned events difficult to have, we've enjoyed the challenge of finding ways to still embrace our culture and spread the love, even from afar.

WHAT HAS BEEN THE MOST IMPORTANT LESSON YOU'VE LEARNED ALONG YOUR JOURNEY?

Control • Confidence • Culture

DON'T JUST TAKE OUR WORD FOR IT...

“

TAREK KHEDR



When I began my real estate career I thought I'd either have to join a brokerage where you're pressured to sell and give most of your hard-earned money away, or join a discount brokerage where you're left to navigate and learn on your own with no support. As I began to do my research, I came across Douglas Realty and I found they had everything I was looking for, a strong support team who is responsive and knowledgeable, industry-leading technology and lead generation systems, a compliance team who ensures you're doing the right thing, and low costs which gives you an opportunity to grow your business (while keeping more of your money in your pockets from day one). I reached out to a friend I knew was part of the Douglas Realty family to get his perspective and he had nothing but glowing things to say about the brokerage. He said he wouldn't consider any other brokerage for his real estate business! Those two things together left just one more thing to do before making my decision: reaching out to Douglas Realty myself for information. To my surprise, the owner of Douglas Realty, Doug Smith, reached out to me and took the time to answer all my questions. After that call was over I knew Douglas Realty was the place for me. I've now been with Douglas Realty for about two years and I believe I made the best decision for my real estate career. The support, training, technology, and advice you receive at Douglas Realty sets you up on a path to success. If you're looking for a brokerage where you're treated like family and put in the best position for success, while keeping more of your money in your pockets, then Douglas Realty is the brokerage for you.

LISA
DIGGS ”

Joining Douglas Realty was the best decision that I've made in my real estate career. They are committed to their employees and treat us like family. The technology and leads are a big plus. The training and commissions are the best in the industry. I absolutely love it here and all the people I work with. It's the best company to work for and I am happy to be a part of it.



“



I love working for this Broker. If you are considering a change or looking to get in the business, this is the place to be. Douglas Realty is family owned, family run, and has a family atmosphere. Doug Smith is like that Doctor with the awesome bedside manner. They give plenty of support and plenty of education. No wonder agents are flocking to this organization!

”
DAVE
MESSENGER

KAREN VOELKER ”

After being in the Real Estate Industry for 28 years, I made the decision to join Douglas Realty. It was the best decision I have made for myself professionally. I built my business on customer service and good solid communication. Douglas Realty is a mirror image of how I built my business throughout my career. The way this Brokerage has been structured is the core of what I believe in. Doug Smith and his staff are the best in the industry that I have come across in my career. The knowledge and professionalism is above and beyond. You can honestly pick up the phone and reach Doug or Jenn and the staff are always there to help you. Doug's demeanor is very calming and his knowledge keeps you calm when you are going through a difficult transaction. Not only is the entire staff always there when you need them, but the way they interact with you is professional and courteous. This Brokerage is run like a well oiled machine! The office, technology and the tools you are given to do your job are the best in the Industry. Early in my career I worked at O'Connor, Piper and Flynn, which was known at the "Home Team". Coming to Douglas has brought me full circle, as I feel like I'm back home where I belong!



Control • Confidence • Culture

DON'T JUST TAKE OUR WORD FOR IT...

BONNIE FLEISHMAN

After 20 years with my former company, I made the very difficult decision to transfer to another Broker. I chose Douglas Realty. My decision felt right because I was going to a company that had cutting-edge technology and a happy, friendly staff. The Douglas Team was extremely organized and supportive when helping me get up and running. With classes and personal help, I was able to learn more advanced technology to increase my social media presence. Douglas Realty participates in local events and is working on establishing a charity foundation. I love the family feel of the office & I don't feel like I'm just a number in a huge organization. Everyone is enthusiastic about working there! It's like "Cheers," where everybody knows your name!



“



Joining Douglas Realty was the best decision that I have made in my real estate career. The opportunity to take home 100% commission is a game changer. Douglas Realty also has the best support and staff around. Anytime that I need help, they are always there to lend a hand. It has been the best choice for me and my only regret is not joining earlier than I did :)

MANNY
BRANCO

”

ERIK GROOMS

Douglas Realty is such a Premier Brokerage! The culture of the company is a breath of fresh air....so much so that I recruited three REALTORS® in my six-month tenure. From the wonderful sunlit office spaces, to the plentiful snack bar, this brokerage is setting a unique gold standard. The staff is beyond friendly, supportive and fun! Douglas Realty genuinely cares about its REALTORS® equally as much as their clients. This company has a family friendly feel that is warm and welcoming! This is a clear example of a brokerage that is "Different By Design". Beyond that, Doug Smith, leader and visionary, sends an annual survey to capture feedback from agents. To understand, he constantly evaluates how to maximize cutting edge resources and technology to usher the company to the next level.



DOUGLAS REALTY

FINE HOMES & ESTATES

Our strength lies in our people and our services - we provide the best support, technology, and resources to our agents in order to best serve their clients.

GET MORE, KEEP MORE!



MORE MONEY

100% Commission



MORE LEADS

Better Technology



MORE SUPPORT

Personal Development

WHEN CHOOSING A BROKERAGE, THERE REALLY IS NO COMPARISON!

Douglas Realty

*Other Brokerages**

NO B/S

Commission Splits
Franchise/Corporate Fee
Royalty Fee
Technology Fee
Desk Duty/On-Call
Listing Leads
Commission Payments
Business
Branding
Control
Commission Rates

Agent Keeps 100%
No Franchise/Corporate Fee
No Royalty Fee
No Technology Fee
No Desk Duty
Listing Leads go to the Listing Agent
Commission As Quick As 1 Business Day
Work From Anywhere in the World
Brand Yourself or Your Team
Full Control to Run Your Business
Set Your Own Rates

Agent Gives Up 10-30%
6% Franchise/Corporate Fee
1-3% Royalty Fee
\$60-\$125 Monthly Technology Fee
Required Desk Duty
Listing Leads go to the Agent on Duty
Wait 7-10 Days for Commission
Brokerage-Driven
Brand the Company
Limited Control of Your Business
Must Comply with Company Set Rates

MARKETING

Lead Gen Platform
Lead Gen Commission Splits

Free BoldTrail Platform
Agent Keeps 100%

If it Exists, Often Costs Money
Broker Takes an Additional 30-50% Fee

WEBSITE AND CRM

Consumer-Facing Website
Consumer-Facing App
CRM System

Free Website
Free App
Free CRM

Agent Pays for Website
Agent Pays for App
Agent Pays for CRM

TRANSACTION MANAGEMENT

Business Management
System

Free WorkSpace by LoneWolf
Cloud-Based Platform

Agent Pays for
Management System

BUSINESS DEVELOPMENT

Coaching and Training

Free Business Development Classes
Free Risk Management Classes

Agent Pays up to \$800 for a Single
Class

*Individual brokerage offerings, splits, and fees may vary



ADMIRAL
TITLE GROUP

A family of companies transforming the real estate industry one transaction at a time with the most cost effective and efficient real estate experience - a seamless one-stop solution when buying or selling real estate.

Forge Your Own Path!



COASTLINE
MORTGAGE

Visit JoinDouglasRealty.com or call 866-987-3937 to schedule your confidential interview!

