

## MEMORANDUM

**TO:** SABOR Members  
**FROM:** Gilbert S. Gonzalez, CEO  
**RE:** Eagle Pass Merger Agreement Summary  
**DATE:** July 3, 2025

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This memo summarizes the key terms of the Agreement and Plan of Merger between the San Antonio Board of REALTORS® (SABOR) and the Eagle Pass Board of REALTORS® (Eagle Pass), with a focus on the provisions specifically added to reflect the interests of Eagle Pass and its members. These additions mirror similar terms extended to prior mergers, and are designed to ensure continuity, recognition, and integration of Eagle Pass into the SABOR organization.

The Agreement merges Eagle Pass into SABOR, with SABOR continuing as the surviving entity. The following provisions were added to support the Eagle Pass community:

### **1. Local Governance – Eagle Pass Local Council**

- A standing Eagle Pass Local Council will be established within SABOR, composed of a Chair, Vice Chair, and Immediate Past Chair, all of whom must maintain a business presence in Eagle Pass.
- The 2025 Eagle Pass leadership team will remain in place.
- Starting with the 2027 term, elections will be held in accordance with SABOR’s policies.
- Eagle Pass members will be eligible for full participation in all SABOR committees, leadership programs, and initiatives.

### **2. Community Engagement Commitments**

- SABOR will continue support for local community initiatives, including:
  - An annual community scholarship administered by the Eagle Pass Local Council.
  - Recurring outreach events and fundraising activities, aligned with local priorities.
- These efforts will be coordinated in partnership with the Eagle Pass Local Council to ensure local identity and alignment.

### **3. MLS Transition Period**

- The current Navica MLS system will remain operational until the contract expires or is legally terminable.
- During this transition:
  - Eagle Pass members will retain continuous MLS access with minimal disruption.

### **4. Educational Programming and Leadership Support**

- Educational opportunities will be made available to Eagle Pass members, both in-person and online.
- SABOR will collaborate with Texas REALTORS® and its internal bodies to support future leadership development in the Eagle Pass region.

### **5. Local Event Planning and Budgeting**

- SABOR will coordinate annually with the Eagle Pass Local Council to plan:

- Recurring community events.
  - New program proposals and resource needs.
- While there is no fixed funding commitment, SABOR will make a good faith effort to incorporate these items into its annual budget, subject to Board approval.

#### **6. Branded Materials**

- SABOR will invest in branded materials (e.g., signage, backdrops) to enhance the visibility and public identity of the Eagle Pass Local Council in the community.

These terms are intended to ensure a respectful and well-supported integration of the Eagle Pass Board of REALTORS® into SABOR, while maintaining strong local identity, leadership continuity, and service to the Eagle Pass membership.