

MEMORANDUM

TO: SABOR Members
FROM: Gilbert S. Gonzalez, CEO
RE: Del Rio Merger Agreement Summary
DATE: June 30, 2025

This memo provides a summary of the key terms of the *Agreement and Plan of Merger* between the San Antonio Board of REALTORS® (SABOR) and the Del Rio Board of REALTORS® (Del Rio), with a focus on the provisions specifically added to reflect the interests of Del Rio and its members. The provided terms and conditions are similar to those previously offered to Uvalde and Bee County during those merger discussions.

The Agreement aims to merge Del Rio into SABOR, with SABOR continuing as the surviving entity. The additions to the agreement ensure continued recognition, representation, and support for the Del Rio community within the larger SABOR organization. Below is a summary of those key additions:

1. Local Governance - Del Rio Local Council

- SABOR will establish a Del Rio Local Council, composed of a Chair, Vice Chair, and Immediate Past Chair, all based in Del Rio.
- All Del Rio members will be full voting participants in the Council.
- Del Rio members will also be eligible to participate in all SABOR-wide committees and initiatives.

2. Community Engagement Commitments

SABOR will continue the following Del Rio traditions:

- Community scholarships (estimated expense of \$2000 annually)
- Annual affiliate luncheon
- Local fundraising efforts (expected to cover expenses of luncheon and scholarships)

3. MLS and Lockbox Transition Period

- Del Rio's current MLS and lockbox systems will remain in place until they can be legally and practically transitioned.
- During this time, Del Rio members will have:
 - Continued access to the current Paragon MLS system (with full listing entry rights).
 - Visibility of Paragon listings in connectMLS (SABOR's MLS platform), but no editing rights until full integration.

4. Educational Opportunities

- SABOR will provide educational programming in Del Rio, both in-person and via Zoom.
- Del Rio will be prioritized as the host location for the 2026 Texas REALTORS® TR 360 event (subject to availability).

5. Travel Reimbursement

- The Chair of the Del Rio Local Council will be reimbursed for attendance at relevant real estate industry events, per the SABOR policy manual.

6. Annual Local Planning and Budgeting

- SABOR will meet annually with the Del Rio Local Council to plan and budget for:
 - Local events and community initiatives
 - New program proposals
- While not a fixed funding commitment, SABOR agrees to make good faith efforts to support these plans within its operating budget.

These terms are designed to ensure a thoughtful, respectful integration of Del Rio into SABOR, while protecting the identity, influence, and opportunities of Del Rio members.