



COMMISSION COMMENT



Chairperson Evnen swears in New Commissioner Paul Vojchegoske

New Commissioner Paul Vojchegoske

Governor Jim Pillen announced the appointment of Paul Vojchegoske as the broker at large member of the Nebraska Real Estate Commission. Secretary of State and Commission Chairman Bob Evnen swore in Commissioner Vojchegoske at the October 16, 2025 Commission meeting.

Commissioner Vojchegoske is an accomplished real estate executive, educator, and veteran of the U.S. Coast Guard. Vojchegoske is the Director of the Randall School of Real Estate (since 2015). He also had a 16-year tenure as the Executive Vice President of Nebraska Realty (2009–2024).

He is a nationally recognized real estate instructor who started teaching in 2000, taking his expertise across the country. Paul is also a published author of two real estate books, a former radio talk show host, and serves on the board for an Omaha property management company overseeing 1,500+ rental properties.

Commissioners are appointed to six-year terms. Vojchegoske replaces Commissioner Lisa Ritter as Broker at Large Member. 



NREC TECH TALK-October 2026

A Revolutionary NREC Website Redesign

Government databases have long been known for being painfully “governmenty.” But that’s about to change. NREC has partnered with Tyler Technologies to provide a new, revolutionary redesign transforming our traditional website into a modern, and user-friendly experience. The redesign is in its initial stages of development and will be available in 2026!

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Commission Meeting Schedule

November 20, 2025.....	Lincoln
January 15-16, 2026	Lincoln
February 19-20, 2026	Lincoln
March 19-20, 2026.....	Lincoln
April 23, 2026	Lincoln
May 21-22, 2026	Lincoln
June 25-26, 2026	Lincoln
August 20-21, 2026.....	Lincoln

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DIRECTOR'S DESK

Social Media and Broker Prominence

The Commission has seen a dramatic increase in complaints concerning non-compliance in advertising. The violations are almost exclusively attributable to Broker Prominence.

Nebraska law requires the name the broker does business under to be prominently displayed in all advertising. Neb. Rev. Stat. § 81-885.24(33) Reads as follows: Utilizing advertising which does not prominently display the name under which the designated broker does business (the Brokerage) as filed with the commission, and (34) Utilizing team advertising or a team name suggesting the team is an independent real estate brokerage. Title 299, Chapter 2, of the Nebraska Administrative Code requires the broker name to be displayed in a way that is “conspicuous, discernable, and easily identifiable by the public”. While there are no specific size requirements, the brokerage name should stand out in all advertising and be easily identifiable.

The Commission’s regulations define advertising as “all forms of identification, representation, promotion, and solicitation disseminated in any manner and by any means to the public for any purpose related to licensed real estate activity” (NAC, T. 299, Chapter 2, Sec. 003). **Basically, if you are promoting yourself as a salesperson or broker, your brokerage, your services, or a property or properties for sale or lease, it is advertising.**

The basic advertising rules are that the advertising be under the direct supervision of your broker (check to see if your broker has a social media policy), not be misrepresentative or deceptive, that it be done with the permission of the owner if listing property, and, the one we are focusing on here, that the advertising displays the name the brokerage does business under and that name is adjacent to and similar or more prominent than any affiliated salesperson, associate broker, or team name used in the advertising. To meet the broker prominence **the brokerage name should be in the first public facing page or display of the advertising when used in social media, there is no “one click away” rule in Nebraska.**

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Director Joe Gehrki



Disciplinary Actions Taken by the Real Estate Commission

(Does Not Include Cases on Appeal)

2023-019 Nebraska Real Estate Commission v. Shawn Kliwer; Salesperson; Omaha, NE. Stipulation & Consent entered 06/26/2025.

Licensee suspended for a period of ninety (90) days, with the entire period stayed and served on probation to commence on 07/26/2025 and continue through 10/24/2025. Licensee ordered to pay a civil fine of \$1,000 due on or before 09/24/2025; Licensee ordered to complete an additional six (6) hours of continuing education with three (3) hours in the area of license law and three (3) hours in the area of ethics on or before 12/23/2025. [Licensee failed to provide the buyer's agency disclosure to client at the earliest practicable opportunity; violating Neb. Rev. Stat. § 76-2421, Neb. Rev. Stat. § 76-2418, Neb. Rev. Stat. § 81-885.24 (16), and Neb. Rev. Stat. § 81-885.24 (29) "demonstrate negligence, incompetency, or unworthiness to act as a broker or salesperson..., whether the same or of different character as otherwise specified in this section."]

2024-030 Nebraska Real Estate Commission v. Tyler John Bebout; Designated Broker; Nebraska City NE. Stipulation & Consent entered 06/06/2025. Licensee suspended for a period of six (6) months with the entire suspension stayed and served on probation. Suspension to commence on 07/07/2025 and continue through 12/07/2025. Licensee ordered to pay court costs of \$220 on or before 09/04/2025. Licensee ordered to complete an additional six (6) hours of continuing education with three (3) hours in the area of license law and three (3) hours in the area of ethics on or before 12/03/2025. [Licensee's advertisement targeting property owners with current listing agreements with other Brokers is an unfair trade practice violating Neb. Rev. Stat. § 81.885.24(14) ; and Neb. Rev. Stat. § 81.885.24 (29), it is unfair trade practice for a licensee to "demonstrate negligence, incompetency, or unworthiness to act as a broker or salesperson..., whether the same or of different character as otherwise specified in this section."]

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MEET THE REAL ESTATE COMMISSION STAFF

The Real Estate Commission Staff is here to serve the public and the licensee population. It is our goal to be helpful and forthright in a courteous and professional manner. We hope that when you contact our office, you always receive useful, accurate information and/or are referred to the proper authority.

Following is a communication resource to assist you when contacting our office. If the indicated person is unavailable to take your call, please share the purpose for the call and your call will be routed to someone else who can help you.

We take pride in having a skilled staff, if you have comments or suggestions as to how we may better serve you, please contact our office.

COMMUNICATIONS GUIDE

Ask for person indicated if you have questions in the following areas.

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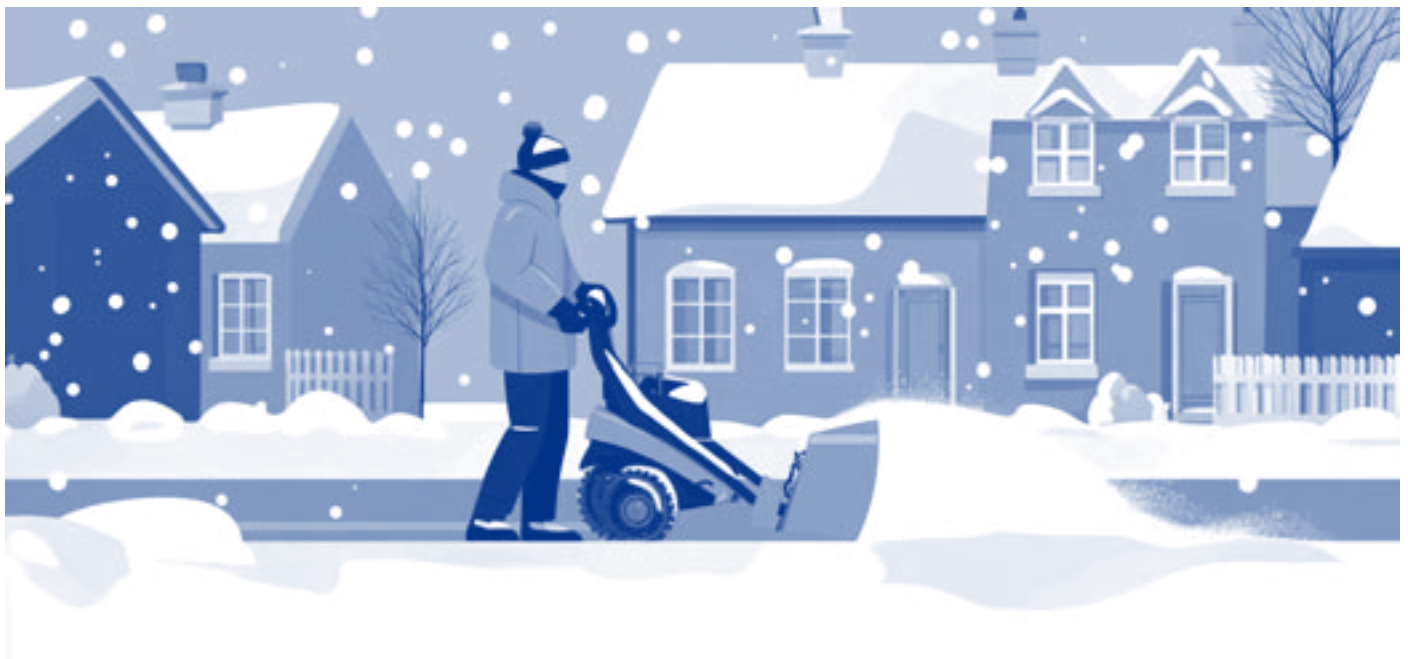
2024-038 Nebraska Real Estate Commission v. Vincent Muniz Sr; Designated Broker; Papillion, NE. Stipulation and Consent entered 06/26/2025. License is Suspended for four (4) years with the first one (1) year served on suspension and the remaining three (3) years to be stayed and served on Probation. Suspension to begin 08/25/2025 through 08/25/2026. Probation will begin 08/25/2026 through 08/25/2029. Licensee ordered to pay a civil fine of \$2,500 on or before 09/24/2025. Licensee ordered to complete an additional six (6) hours of continuing education with three (3) hours in the area of license law and three (3) hours in the area of ethics on or before 12/23/2025. [Licensee's repeated failure to remit funds to properties no longer managed, failure to prevent client funds to be placed in an interest-bearing account benefiting Brokerage and having outstanding deposits due to overpaid management fees violated Neb. Rev. Stat. § 76-2417(1), Neb. Rev. Stat. § 81-885.24(16) and Neb. Rev. Stat. § 81-885.24(26). Licensee's failure to account for and remit money in his possession belonging to others violated Neb. Rev. Stat. § 81-885.24(3) and 299 NEB.ADMIN.CODE § 3-002. Licensee's failure to supervise persons hired to assist licensee violated 299 NEB.ADMIN.CODE § 8-003.19. Licensee demonstrated "negligence, incompetency, or unworthiness to act as a broker" violating Neb. Rev. Stat. § 81-885.24(29)"]

2024-046 Nebraska Real Estate Commission v. Daniel Ayal Beider; Designated Broker, Glencoe, Ill. Stipulation and Consent entered 04/25/2025. Licensee ordered to pay civil fine of \$2,000 on or before 07/23/2025. [Licensee's failure to comply with request for trust account examination violated Title 299 NAC § 3-002 and Neb. Rev. Stat. § 81-885.24(26). Licensee's failure to produce any document, book, or record in their possession or under their control, concerning any real

estate transaction under investigation by the commission violated Title 299 § 5.003.17 and Neb. Rev. Stat. § 81-885.24(29) by demonstrating negligence, incompetency, or unworthiness to act as a broker;]

2024-055 Nebraska Real Estate Commission v Scott Roger Cundall; Salesperson; Plattsmouth, NE. Final Order entered 09/10/2025. Licensee suspended for a period of three (3) years, with the first ninety (90) days served on suspension and the remainder of the suspension shall be stayed and served on probation. Suspension to commence on 10/10/2025 through 01/09/2026. Probation to commence on 01/09/2026 and continue through 10/10/2028. Licensee ordered to pay civil fine of \$2,500 on or before 12/09/2025. [Licensee's repeated convictions for driving under the influence and for violating the law by circumventing a court-ordered interlock device requirement violated Neb. Rev. Stat. § 81-885.24(29) in demonstrating negligence, incompetency, or unworthiness to act as a broker, associate broker, or salesperson, whether of the same or of a different character as otherwise specified in this section;]

2024-056 Nebraska Real Estate Commission v. Brian Douglas Schamp; Designated Broker; Papillion, NE. Stipulation and Consent Order entered 04/24/2025. Licensee ordered to pay civil fine of \$1,000 on or before 06/23/2025. Licensee ordered to complete an additional three (3) hours of continuing education in the area of ethics on or before 10/24/2025. [Licensee's disparaging text messages constitute an unfair trade practices under the Nebraska Real Estate Act for demonstrating "negligence, incompetency, or unworthiness to act as a broker or salesperson" violating Neb. Rev. Stat. § 81-885.24 (29).] 🏠



Guidelines For Use Of Artificial Intelligence (AI) In Real Estate

Nebraska Real Estate Commission-October 2025

The Commission acknowledges that the use of artificial intelligence (AI) is increasing for individuals in both their personal and professional lives. This guidance document serves as a reminder to real estate licensees of their statutory duties and responsibilities that exist if they use AI as part of their real estate practice.

AI tools can enhance property listings, improve customer interactions, and streamline administrative tasks. Generative AI systems, such as Chatbots, ChatGPT, Google Bard, and image-processing tools enable real estate licensees to create property descriptions, market trends reports and even enhance photos to virtually stage properties. However, while these tools offer convenience, it is critical for real estate professionals to maintain transparency, accuracy and ethical practices. Real estate licensees remain fully accountable for ensuring their use of AI complies with state laws, rules, and professional standards. Misuse, intentional or not, can lead to consumer harm, misinformation, or regulatory violations.

Using AI to assist with this article, we have outlined key considerations and best practices for licensees who use AI tools in their professional activities.

1. Licensee are Responsible for their Conduct

Even when using AI tools, licensees are responsible for all advertising, communications and representations made to the public. Any AI-generated content such as listing descriptions, social media posts, or automated responses must meet the same legal and ethical standards.

Key Compliance Reminders:

- **Provide Truthful and Accurate Advertising.** Property descriptions must not exaggerate features, misrepresent facts, or mislead consumers no matter if manually generated or AI generated.
- **Broker Supervision.** Brokers should ensure that AI tools used by affiliated licensees comply with policies and all laws.

Brokers and affiliated licensees are responsible for AI usage.

2. Avoiding Misleading or Inaccurate Information

AI tools may generate inaccurate or fabricated information called “hallucinations”. Licensees must

review and verify all content before publication or distribution when creating listing descriptions, market analyses or communications.

Best practices:

- **All content generated by AI must be checked.** Double-check all facts, figures and details.
- **Clearly identify AI-generated content, data, images which could lead to violations related to misrepresentation, negligence and false advertising.**

3. Protect Consumer Privacy and Confidential Information

AI tools and platforms can collect and store user data which may include sensitive client or transaction information. Licensees must comply with privacy and confidentiality requirements.

Compliance Tips:

- Never input clients personal or financial information into a public or unsecure AI platform.
- Do not upload contracts, inspection reports, or other documents containing nonpublic information into AI tools.
- Review the privacy policy and data retention practices of the AI service before use.

4. Fair Housing and Anti-Discrimination Law Compliance

AI tools that generate text, images or targeted advertisements must comply with fair housing laws. Even unintentional discrimination or biased content must result in a violation.

Examples of noncompliant AI outputs:

- Property advertisements that use exclusionary or preference-based language.
- Marketing content that targets or excludes users based on protected characteristics (e.g., race, religion, national origin, familial status).

Recommended practices:

- Regularly review AI-generated materials for potentially biased or discriminatory language.

- Ensure any AI-driven advertising or audience targeting complies with the Fair Housing Act and applicable state laws.
- Provide training for licensees on recognizing and correcting biased AI outputs.

5. Transparency and Disclosure

Virtual Staging such as adding furniture or updating décor to make a home more appealing is a powerful tool but it must be used with transparency. Failure to disclose the use of virtual staging can lead to fines and legal issues. When using AI for virtual staging, agents should

- Clearly label and disclose all AI-enhanced images, videos or renderings as “virtually or digitally staged” or “AI-enhanced”.
- Ensure that staged photos do not remove or hide property flaws or structural elements that could be misleading.
- Provide “before” and “after” images to maintain transparency.
- Include a disclaimer in the property description stating that some images have been virtually staged to showcase the potential of the home.
- Identify virtual or AI-generated property tours as such.
- Be transparent if AI is used in client interactions or market analyses.

Transparency promotes consumer trust and helps avoid allegations of deception or misrepresentation.

6. Broker Supervision and Policy Development

Designated brokers are responsible for supervising affiliated licensee activities and ensuring compliance with license laws and rules and regulations. This includes those involving new technologies like AI.

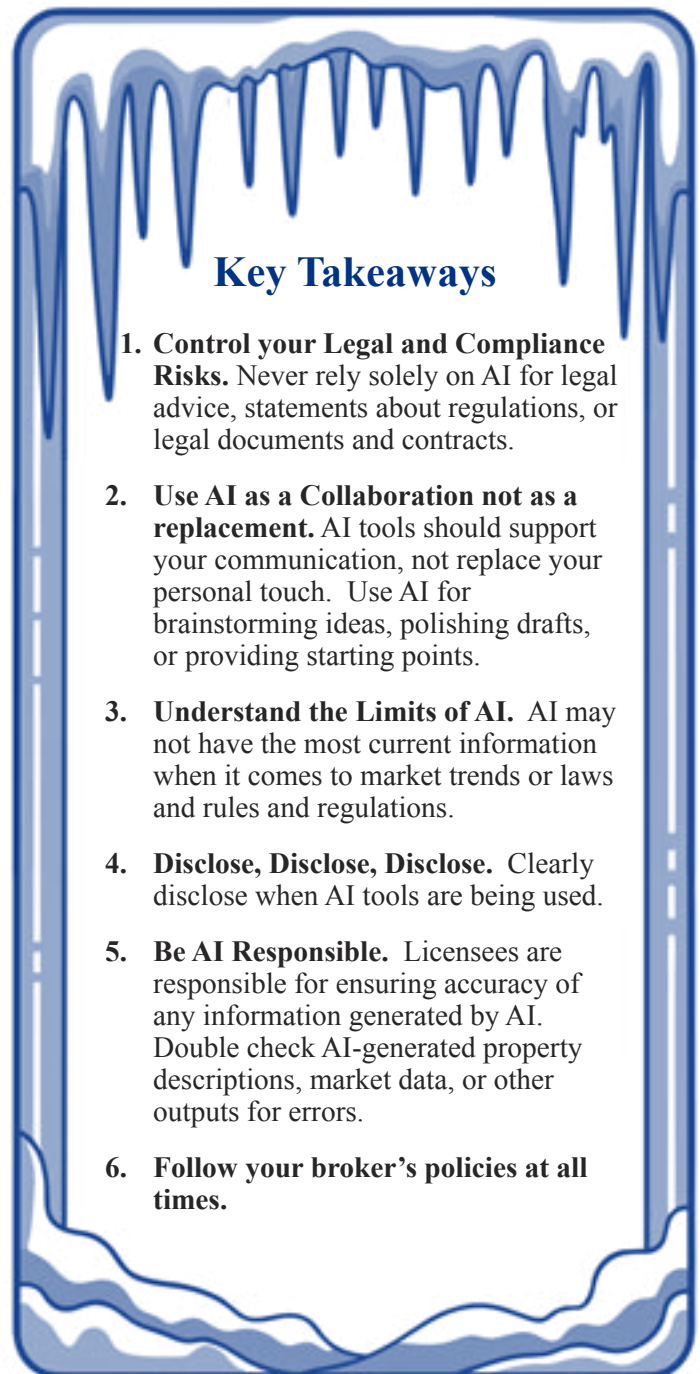
Broker responsibilities include:

- Establishing written policies and procedures for use of AI tools
- Training licensees on compliance, data privacy and fair housing considerations related to AI.
- Monitoring AI-generated marketing, advertisements and communications for accuracy and compliance.

A clear brokerage policy can prevent misuse of AI tools and protect both consumers and licensees from potential violations.

AI can be a powerful tool for real estate licensees if used ethically, transparently and in full compliance with laws, rules and regulations. By using best practices such as protecting client data, verifying the accuracy of any ai-generated content and disclosing any AI usage, licensees can be transparent, ethical, and compliant.

As the real estate industry evolves, regulators and licensees share a common goal: to harness innovation in ways that protect consumers, uphold integrity, and maintain public confidence in the profession. 🏠



Your License, Your Story: The Critical Role of Disclosure

License Application and Renewal Disclosures

Proper disclosure is a cornerstone of a successful transaction in real estate. It not only ensures transparency between buyers and sellers but ultimately fosters trust within the real estate community. Disclosure is not just a legal requirement; it is a fundamental principle of ethical real estate practice. Disclosure can provide a transparent, informed and trustworthy process for all parties involved.

This fundamental principle of disclosure which is required during real estate transactions are also required from real estate applicants and licensees. Whether you are applying for a real estate license or renewing your real estate license, disclosure is required.

Licensee Renewal Disclosures

Every two years licensees must renew their real estate license. When completing the renewal form, attention to detail and disclosure are key. Licensees must answer ALL questions truthfully, accurately and completely.

Licensees must disclose errors and omissions insurance claims, lawsuits and criminal history since the last renewal. Licensees must disclose all arrests, misdemeanor charges, and felony convictions. Even if the charge is currently pending, occurred out of state, or an order by the court to expunge, set aside or strike the conviction from the record.

Each renewal application is reviewed on a case-by-case basis. If a licensee does not disclose or only partially discloses information required on the renewal application, the Commission may file a Show-Cause Order against the licensee to appear before the Commission and show cause why the licensee should not be subject to sanctions for failing to report such information required by the Commission.

Demonstrating honesty on applications or renewals is essential for being deemed fit to hold a real estate license.

Application Disclosures

The first step in obtaining a real estate license is to submit an application form to the Nebraska Real Estate

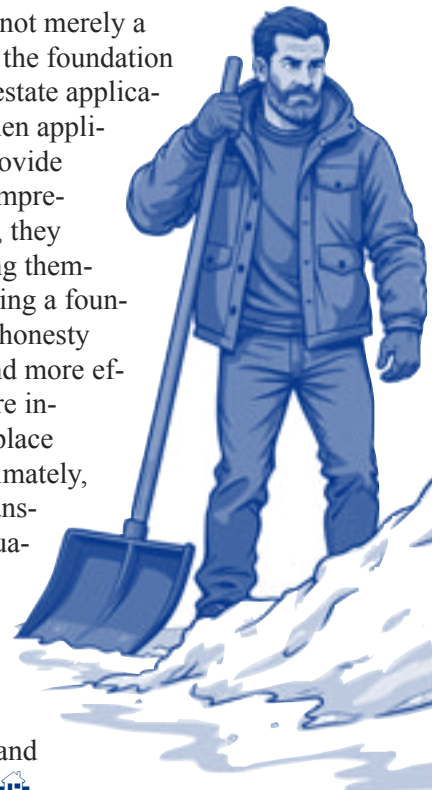
Commission. When completing the application form, attention to detail and disclosure are key. Applicants must answer ALL questions truthfully, accurately and completely.

As part of the application process, applicants must complete a criminal history background check with the Nebraska State Patrol. This will reflect a persons history of misdemeanor or felony criminal convictions or pending criminal cases. The information obtained from the background report is compared to what the applicant reported on the application form. Applicants **MUST** include any pending charges. Convictions, no matter how old, must be reported, even if the charge is currently pending, occurred out of state, or an order by the court to expunge, set aside or strike the conviction from the record. Each applicant is reviewed on a case-by-case basis so even if an applicant has a criminal record, this does not automatically disqualify the applicant from getting a license. Consideration is given to the nature of the offense and rehabilitation.

If an applicant does not disclose or only partially discloses criminal background or any other information on the application, the application may be denied or the applicant may be required to appear for an informal special appearance in front of the Commission to determine if they will be granted a license or able to sit for the examination.

Honesty is key, omitting ANY information on your application may result in being denied.

Proper disclosure is not merely a legal obligation, but the foundation of a successful real estate application or renewal. When applicants or licensees provide transparency and comprehensive information, they are not just protecting themselves but also building a foundation of trust. This honesty leads to smoother and more efficient process, where informed decisions replace costly surprises. Ultimately, proper disclosure transforms a complex situation into a partnership, ensuring all parties can move forward with confidence toward a mutually beneficial and satisfying outcome. 



Fees Increase

When I accepted the job as Director of the Nebraska Real Estate Commission late last year, I knew we would need to review the budget very carefully. With the changing real estate market, the number of applicants and licensees overall is decreasing. Fewer people are applying to take the test, and fewer licensees are renewing their license.

The decrease is gradual but coupled with the rising cost of everything from supplies to legal expenses, the changes necessitate a fee increase. Both Brokers and Salespersons renewal fees are increased by \$40. Transfer fees have increased from \$25 to \$50. Application and license issuance fees have also increased.

Rest assured that I don't take this responsibility lightly. We work diligently to monitor expenditures very closely, and endeavor to be a good steward with the Commissions money. This is the first increase since 2014, and renewal fees are still less than they were in 2011. 🏠

Paperless Newsletter

Speaking of expensive, the cost of postage and paper has gone through the roof. Therefore, we have made the decision to deliver the Commission Comment electronically starting in 2026. The last issue alone cost \$6,000 to produce and mail. We feel we can reduce this by 85% and look forward to passing on those savings to the licensees.

Over the past several years, NREC has produced and sent 2 or 3 newsletters per year. We feel we have enough content to increase this to every other month. If you have any suggestions or favorite topics for articles, email me. Joe.gehrki@nebraska.gov. 🏠



(Continued from page 1)

This redesign moves away from the old, form-heavy systems of the past and introduces a streamlined, visual interface that is easy to navigate and get what applicants, licensees and consumers need faster.

This is more than a software update—it's a shift in mindset. By putting people first and designing for the user, not the bureaucracy, the new database marks the beginning of a government experience that finally works for everyone.

Stay tuned...

New Text Alert System to Keep Licensees Informed in Real Time

To improve communication and ensure that important updates reach licensees quickly, NREC is launching a new text alert system. This service will deliver timely notifications about critical and time-sensitive information—such as renewal reminders, regulatory updates, and urgent announcements—directly to your mobile phone.

Why Text Alerts?

Email remains an important communication tool, but text messages offer a faster, more reliable way to reach licensees when time is of the essence. Text alerts help ensure you never miss a key deadline or important update that could affect your license status or compliance.

Keep Your Contact Information Current

To receive text alerts, it's essential that your mobile phone number is current in your licensee record. Please log in to your portal at <https://nrec.nebraska.gov/licensing-forms/logininfo.html> and verify or update your phone number. Keeping your contact information up to date ensures that you receive important notifications without interruption. A test text will be completed on November 17th.

Opting In or Out

Participation in the text alert system is voluntary. All licensees will be automatically Opted In. You may opt out at any time if you prefer not to receive messages. You will do so on your portal.

Stay Connected. Stay Informed.

Our goal is to make it easier for you to stay informed and compliant—without having to check your inbox constantly. Text alerts are one more way NREC is improving communication and supporting licensees with real-time information when it matters most. 🏠

2026-2027 License Renewal Instructions

If you were originally licensed in 2025, licensed prior to 1985 and in odd numbered years thereafter, please prepare to renew your license. If you are a new licensee, and licensed in 2025, you must renew but are not required to meet the continuing education requirements for this renewal period.

The online renewal functionality in the licensee portal will open on or about October 15, 2025. If you are required to renew your license, as specified above, we are urging all licensees to renew their license this year online, it is fast, convenient, and more user-friendly than ever. You can renew from any computer with internet access, or someone else's internet connected device if you don't have one.

Don't Have the NREC Portal Yet? Create one here: <https://nrec.nebraska.gov/licensing-forms/logininfo.html>

The renewal application will only allow completion if you have met all the renewal requirements. We recommend that you check your licensee portal to see if you have met your continuing education requirements for this year and your errors and omissions insurance requirements for the next two years before you begin the

renewal process. Please note that it can sometimes take a few days for certificates of insurance and education to be uploaded into the system. If you start your renewal and requirements have not been met, the system will stop you from going any further, but will save your information so that you can complete the process when all requirements are met. Login to your new NREC Account and click on "RENEW NOW" to get started.

As always, the Commission strongly recommends that you begin your renewal process early, license renewals are due on December 1, and delinquent on January 1. Renewals received after December 1, or submitted or attempted to have been submitted prior to December 1, but without all renewal requirements having been met, will be subject to an additional \$25 dollar a month administrative fee for each month they are late.

Addition renewal instructions can be found when you login to your NREC Account, and also at: <https://nrec.nebraska.gov/licensing-forms/renewalprocedures.html>

LOGIN TO YOUR NEW NREC ACCOUNT AND CHECK YOUR EMAIL ADDRESS NOW!

The Commission will rely on email more than ever to send out important notifications and reminders. Our email list is only as good as the information you provide, so make sure your email is current and correct, and update if it changes.

(Continued from page 2)

The Commission has seen a rise in brand-building posts; from videos showing different neighborhoods, discussing which inspections to request, as well as, showcasing architectural design. These quick videos on social media are helping licensees reach the public. However, it is important to remember that if you are promoting yourself as a licensee, it is advertising. This can include giving your professional opinion. Remember that audio advertisements must include the name of the brokerage and video needs to show the name of the brokerage prominently, not just in the post below but in the video itself.

As potential advertising violations are reported, we evaluate each one on its merits. The Commission would suggest taking that extra minute to add your brokerage name at the beginning and the end of your video regardless. It's good marketing and it makes sure that your post is compliant.

More information on the social media and advertising can be found here: [Advertising Do's and Don'ts \(nrec.nebraska.gov\)](#).

Joe Gehrki, Director
Nebraska Real Estate Commission



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Return Service Requested

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