

**COMMISSION SCHEDULE**  
**COLDWELL BANKER BROWN REALTORS**  
**ADVANTAGE REALTOR AGREEMENT**

**SALES COMMISSIONS:**

The undersigned participating Advantage Realtor shall receive commission based on the following rolling quarters' commission schedule: A 7% franchise fee will be deducted from the top and paid to Coldwell Banker Corporate. Commission levels shall be reviewed quarterly based on the past 12 months' income earned by the Advantage Realtor. Only actual commission dollars received resulting from a real estate transaction described as Listing Sold, Buyer Sale, Listing or Selling Bonus's, Leasing Fee, or Referral, shall be used in calculating commission percentage level. When moving to the Advantage Realtor from the Executive Realtor or the Premier Realtor, net commission dollars received over the previous 12 months will be divided equally into the four previous quarters to calculate commission percentage level.

Level 7	\$95,000 and up	80%
Level 6	60,000 - 94,999	75%
Level 5	45,000 - 59,999	70%
Level 4	35,000 - 44,999	65%
Level 3	25,000 - 34,999	60%
Level 2	15,000 - 24,999	55%
Level 1	0 - 14,999	50%

**SPLIT COMMISSIONS:**

When co-listings, co-sales, team listings and sales with another licensee of Coldwell Banker Brown Realtors take place, each agent will be paid on their commission split.

**REFERRAL COMMISSIONS:**

See most recent revision of Coldwell Banker Brown Realtors Policy Manual, Relocation section.

**TIME COMMITMENT:**

The Advantage Realtor agrees that the position of a Broker Associate with Coldwell Banker Brown Realtors is that of full time. Part-time positions are not available. The Broker Associate agrees to contribute the time necessary to achieve a minimum of \$750,000 in production per year.

**TERM:**

The Advantage Realtor Program may be chosen by giving 60 days advance written notice prior to the beginning of each quarter. The Broker Associate must remain on the program for a period of not less than 12 months. Broker Associate can change to another plan only on the anniversary date of their enrollment. Broker Associates must give notice 60 days prior to the anniversary date of their enrollment in the plan. However, once the annual notification date has passed the agent must remain on the program for another full 12 months before changing to another plan.

**REVIEW OF COMPENSATION PROGRAMS:**

From time to time, it will be necessary for the Company to review the compensation programs currently offered to its Broker Associates. All current programs shall remain in effect, until notification of any change is given in writing to all Broker Associates by the Company. Such notification shall be in writing and must be acknowledged by the Broker Associate.

**SERVICES:**

Coldwell Banker Brown Realtors will provide to Broker Associates participating in any commission program the same "normal" administrative support services, supplies and advertising. These will include "For Sale" yard signs and installation, normal copies and office supplies, postage for normal business mail, local and long distance business telephone usage.

Normal marketing materials provided shall include: Computerized CMA materials, "Just Listed" cards, "Just Sold" cards, Presentation Folders, Relocation support, advertising in accordance with Coldwell Banker Brown Realtors marketing campaign, unlimited access to software and computers.

**CREDIT FOR PAST EXPERIENCE:**

Any experienced agent starting with Coldwell Banker Brown Realtors will be given credit for documented, closed commission earned at their prior company over the past 12 months.

**RECRUITING INCENTIVE:**

Any agent who renders significant assistance to management in the successful recruitment and hiring of either a new or experienced agent will receive \$125.00 on the first four transactions closed by the new associate. This money will be paid out of company dollars.

This agreement is an addition to the standard Broker Associate independent contractor agreement signed by the Advantage Realtor.

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Agent

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Coldwell Banker Brown Realtors

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Date

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Date