

COMMISSION SCHEDULE

COLDWELL BANKER BROWN REALTORS

BASIC REALTOR AGREEMENT

SALES COMMISSIONS:

The undersigned participating Realtor shall receive commission determined by agent earnings for six-month periods ending June 30th and December 31st. A 7% franchise fee will be deducted from the top and paid to Coldwell Banker Corporate. 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. These rates apply to the six-month period following the period in which earnings were achieved. Earnings in excess of that necessary to achieve the levels below may not be carried over to the next period.

<u>EARNINGS</u>	<u>PERCENT OF COMMISSION</u>
0 to 6,999	50%
7,000 to 10,499	55%
10,500 to 15,499	60%
15,500 and above	65%

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 Basic 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:

At any time, an agent may select a different commission program while on the Basic Realtor plan, as long as, a new commission program is signed and submitted 60 days prior to the eligible start date of the new program i.e. quarter start for advantage or monthly start for Executive or Premier.

REVIEW OF COMPENSATION PROGRAMS:

From time to time, it will be necessary for the Company to review the compensation programs currently offered to it Broker Associates. All current programs shall remain in effect, until the Company gives notification of any change in writing to all Broker Associates. Such notification shall be in writing and must be acknowledge 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 dollar.

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

Agent

Coldwell Banker Brown Realtors

Date

Date