

COMMISSION SCHEDULE

COLDWELL BANKER BROWN REALTORS

EXECUTIVE REALTOR AGREEMENT

SALES COMMISSIONS:

The undersigned participating Executive Realtor shall receive commission based on the following: Closings after the inception of this agreement shall be split 50/50 between the Executive Realtor and Coldwell Banker Brown Realtors, after a 7% franchise fee is deducted from the top and paid to Coldwell Banker Corporate. When \$24,900 has been received in company dollar, the Executive Realtor shall receive 95% of the commission earned less the franchise fee until their next anniversary date. At that time they may elect to remain on the current program or select one of the other programs being offered.

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 Executive 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 Executive Realtor Program may be chosen by giving 60 days advance written notice. 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 Associate 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 the Company gives notification of any change in writing to all Broker Associates. 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 video training tapes and software and computer access.

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 Executive Realtor.

Agent

Coldwell Banker Brown Realtors

Date

Date