

Independent Contractor Agreement  
Experienced Agent Compensation Plan

Agent Full Name:	Number of Active Team Members: _____ (Do not count assistants that do not actively sell)	
Office:	Start Date:	Anniversary Date:
Prior 12 Month Volume:	Prior 12 Months GCI	
Next 12 Month Vol Goal:	Next 12 Months GCI Goal	Agent Plan

**90% Capped Commission Plan**

Agent Commission plan will be determined based on their previous 12 months production.

Agent will be paid a 90% commission, less a Flat Fee CAP of \$12,500 Per Year.

Plan	Commission Type	GCI Threshold Needed to Achieve Cap	Initials
Plan 1	Pay Full Amount \$12,500 (Less a \$500 Prepayment Discount)		
Plan 2	Monthly Payments of \$1,040.00 until \$12,500 is paid		
Plan 3	50/50 Split to \$31,500 GCI, then 90%	(\$31,500)	
Plan 4	55/45 Split to \$36,000 GCI, then 90%	(\$36,000)	
Plan 5	60/40 Split to \$42,000 GCI, then 90%	(\$42,000)	
Plan 6	65/35 Split to \$50,000 GCI, then 90%	(\$50,000)	
Plan 7	70/30 Split to \$62,500 GCI, then 90%	(\$62,500)	
Plan 8	75/25 Split to \$84,000 GCI, then 90%	(\$84,000)	
Plan 9	80/20 Split to \$125,000 GCI, then 90%	(\$125,000)	
Commissions in excess of \$300,000, in a Plan Year, will be paid at 100% (minus a \$395 administrative fee)			

**Guidelines:**

1. Compensation Agreement:
  - a) Automatically renews for successive 12-month period unless either party gives 30 days prior written notice.
2. Experience Agent Exceptions:
  - a) Minimum 2 years' experience may choose Plan 6 regardless of production.
  - b) Minimum 5 years' experience may choose Plan 7 regardless of production.
  - c) Minimum 10 years' experience may choose Plan 8 regardless of production.
3. Annual CAP not achieved, results in:
  - a) No back charge provided the prior 12-month GCC is equal or greater than the number necessary to pay \$12,500 by the end of the Plan year.
  - b) If the full cap threshold is not achieved agent will automatically be moved to next lower Plan Number for the following year.

**Additional Notes:**

Any agreements any commission plan that predate this agreement are no longer valid.

Agent's Signature

Date

Manager's Signature

Date