

Agent Full Name:			Number of Active Team Members:	(Do not count assistants that do not actively sell)	
Office:			Start 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 paid		
Plan 3	50/50 Split (40% is applied toward the \$12,500 Cap),	(\$31,500)	
Plan 4	55/45 Split (35% is applied toward the \$12,500 Cap)	(\$36,000)	
Plan 5	60/40 Split (30% is applied toward the \$12,500 Cap)	(\$42,000)	
Plan 6	65/35 Split (25% is applied toward the \$12,500 Cap)	(\$50,000)	
Plan 7	70/30 Split (20% is applied toward the \$12,500 Cap)	(\$62,500)	
Plan 8	75/25 Split (15% is applied toward the \$12,500 Cap)	(\$84,000)	
Plan 9	80/20 Split (10% is applied toward the \$12,500 Cap)	(\$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.
 - a) 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Any agreements and commission plans that predate this agreement are no longer valid.

Agent's Signature

Date

Manager's Signature

Date