



Agent Full Name:		Number of Active Team Members:		(Do not count assistants that do not actively sell)
CBMP 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

Team Commission plan will be determined based on their previous 12 months production.
A Two Agent Team will be paid a 90% commission, less a Flat Fee CAP of \$24,000 Per Year.

Pay Full Amount \$24,000 (Less a \$500 Prepayment Discount)

Two Agent Team Commission Rates by Threshold <i>(May consist of a team leader and a buyers agent)</i>			Additional Member T		If you wish to have of more than 4 "Producing" may require additional conversations with your Regional VP's and/or CEO/COO		Agent Initials
			3rd Member	4th Member			
Plan 2	Monthly Payments of \$2,000	then commissions will be paid at 90%			then commissions will be paid at 90%		
Plan 3	50/50 Split to	60,000	then commissions will be paid at 90%	80,000	120,000	then commissions will be paid at 90%	
Plan 4	55/45 Split to	68,571	then commissions will be paid at 90%	91,428	137,142	then commissions will be paid at 90%	
Plan 5	60/40 Split to	80,000	then commissions will be paid at 90%	106,666	159,999	then commissions will be paid at 90%	
Plan 6	65/35 Split to	96,000	then commissions will be paid at 90%	128,000	192,000	then commissions will be paid at 90%	
Plan 7	70/30 Split to	120,000	then commissions will be paid at 90%	160,000	240,000	then commissions will be paid at 90%	
Plan 8	75/25 Split to	160,001	then commissions will be paid at 90%	213,334	320,001	then commissions will be paid at 90%	
Plan 9	80/20 Split to	240,000	then commissions will be paid at 90%	320,000	480,000	then commissions will be paid at 90%	

Commissions in excess of the Plan 9 Threshold, in a Plan Year, will be paid at 95% (minus a \$395 administrative fee)

AFFILIATION FEE 6%:

The 6% Coldwell Banker brokerage affiliation fee will be deducted from the Adjusted Gross Commission Amount for each transaction.

MONTHLY BUSINESS BENEFIT FEE: \$99

CBMP MAKE A DIFFERENCE FUND: \$15 will be deducted from each transaction side at Closing. This is matched at 50% by the Brokerage. This is a fund that is managed by the agents at the office level and can be used by any local community events, sponsorships, marketing, etc.

GUIDELINES:

1. Every team must have a written Team Agreement receive reduced Transaction Fees on Team Double ended transactions.
 - a. Team Agreements and Exhibit B-3 will automatically renew for successive 12-month period.
 - b. Non-Selling assistants do not count as a team member.
2. Annual CAP not achieved will result in:
 - a. No charge back, provided the prior 12-month GCI is equal or greater than the number necessary to achieve the \$24,000 by the end of the plan year, and/or your realistic Business Plan (approved by your Branch Leader) would have achieved your CAP.
 - b. If the full cap threshold is not achieved agent will automatically be moved to next lower Plan Number for the following year.

Agent's Initials

Manager Initials

APPLYING THE COMMISSION SPLIT PERCENTAGES:

The Real Estate Salesperson shall be eligible for the next incremental split percentage to be applied when the year to date total Net Adjusted Gross Commission level for each split level has been achieved. If a closed transaction purchase amount is between split qualifying levels, then each proportionate share shall be applied to the Broker split percentage. (Example: The Real Estate Salesperson is at \$90,000 Net AGCI year to date and the Real Estate Salesperson closes a \$500,000 sale with \$13,950 of Net AGCI. The 70/30 split would apply to the \$10,000 Net AGCI and 80/20 would apply to the remaining balance of \$3950 Net AGCI). The commission splits in this compensation plan are applicable only to transactions closed during the 12 months from the commission plan commencement date.

REFERRALS:

Any applicable agreed upon referral fee for any transaction shall be deducted from any applicable Buying or Selling side of the Brokerage's gross commission amount prior to any other commission calculations per this compensation plan. All "in state" referrals shall be paid by the Title Company to the referring Real Estate Brokerage at the time of closing. The Real Estate Salesperson is responsible to provide Title Company with a copy of any applicable Referral Agreement. Any "out of state" Referrals will be paid by Coldwell Banker Mountain Properties directly to the Referring Brokerage. The Real Estate Salesperson's commission splits will apply to any Referral paid to Coldwell Banker Mountain Properties. Any incoming referral paid by Coldwell Banker Mountain Properties to the Real Estate Salesperson will be treated as any other earned commission income.

TRANSACTION FEE: A \$284 Success fee will be deducted from each closed commission side. Subject to change.

BROKER BUYING OR SELLING OWNED PROPERTIES:

Property purchased where the Real Estate Salesperson will own a majority interest, or a property sold where the Real Estate Salesperson owns a majority interest will be subject to a transaction fee of \$999 (includes the Transaction Management Fee) which will be billed by Coldwell Banker Mountain Properties through the AR Billing process for payment. Additionally, the sale of such property will be subject to the 6% CB affiliation fee, which will be the Real Estate Salesperson's responsibility, but will be exempted from the Real Estate Salesperson's commission split with CBMP. The Broker Associate is required to list the 6% CB affiliation fee on the closing settlement statement payable to CBMP. For properties not listed for sale in a NAR recognized Multiple Listing Service directory, the 6% CB affiliation fee will be based upon an assumed commission of 2.5% to the Real Estate Salesperson. The Real Estate Salesperson as Seller or Buyer will be responsible for paying any applicable co-op Broker commission fees, referral fees or any other commission or other fees related to the sale. This fee arrangement is only available to those Real Estate Salesperson who have been with CBMP for at least 12 months prior to the closing date of the exempted sale, unless otherwise approved by the Managing Broker.

ADDITIONAL NOTES:

Any agreements or commission plan that predates this agreement, are no longer valid

Agent Signature

Date

Manager Signature

Date