



COLDWELL BANKER
SELECT REAL ESTATE

Exhibit B-1
Independent Contractor Agreement
Experienced Agent Compensation Plan

Agent's Full Name: _____
Select Group Office: _____
Volume Goal: Next 12 Months: _____
GCC Goal: Next 12 Months _____

Today's Date: _____
Agent's Anniversary Date: _____
Goal Review Date: _____
Prior 12 Month Threshold: _____

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 Plan Description	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 \$350,000, in a Plan Year, will be paid at 95%

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Any agreements and commission plans that predate this agreement are no longer valid.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