



**COLDWELL BANKER**  
**SELECT REAL ESTATE**

**Exhibit B-1**  
**Independent Contractor Agreement**  
**Experienced Agent Compensation Plan**

Agent's Full Name: \_\_\_\_\_ Today's Date: \_\_\_\_\_  
Select Group Office: \_\_\_\_\_ Agent's Anniversary Date: \_\_\_\_\_  
Volume Goal: Next 12 Months: \_\_\_\_\_ Goal Review Date: \_\_\_\_\_  
GCC Goal: Next 12 Months: \_\_\_\_\_ 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.

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*Any agreements and commission plans that predate this agreement are no longer valid.*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