



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.

Team will be paid a 90% commission, less a Flat Fee CAP of \$18,750 Per Year.

Plan	Description	GCI Number to Achieve Cap	Initials
Plan 1	Pay Full Amount \$18,750 (Less a \$500 Prepayment Discount)		
Plan 2	Monthly Payments of \$1,562 until paid		
Plan 3	Deduct Additional 40% from commissions until paid	(\$47,250)	
Plan 4	Deduct Additional 35% from commissions until paid	(\$54,000)	
Plan 5	Deduct Additional 30% from commissions until paid	(\$63,000)	
Plan 6	Deduct Additional 25% from commissions until paid	(\$75,000)	
Plan 7	Deduct Additional 20% from commissions until paid	(\$93,750)	
Plan 8	Deduct Additional 15% from commissions until paid	(\$126,000)	
Plan 9	Deduct Additional 10% from commissions until paid	(\$187,000)	

Additional 5% Bonus will be paid on any GCI over \$450,000 within a Plan Year

#### **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 5 regardless of production.
  - b) Minimum 5 years experience may choose Plan 6 regardless of production.
  - a) Minimum 10 years experience may choose Plan 7 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 \$18,750 by the end of the Plan year.
  - b) If the full plan is not achieved agent will automatically be moved to next lower Plan Number for the following year.

**Additional Notes: In the event the team lead is on a flat fee structure, then only the fees apply.**

Any agreements and commission plans that predate this agreement are no longer valid.

Agent's Signature

Date

Manager's Signature

Date