

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

Agent's Full Name: \_\_\_\_\_  
 Select Group Office: \_\_\_\_\_

Today's Date: \_\_\_\_\_  
 Agent's Anniversary Date: \_\_\_\_\_

The commission split between \_\_\_\_\_ Agent and **Century 21 Select** will be as follows for the twelve-month period stated above.

<b>Accumulated Earnings Within Year</b>	<b>Associates Percentage Will Be:</b>
<b>\$0 to \$35,858 + CPI</b>	<b>70%</b>
<b>Current Threshold and Above</b>	<b>100%</b>

- (1.) The company will track accumulated earnings each year. When agent surpasses \$35,858, agent will be paid at 100% level until Anniversary date each year. Upon agent's Anniversary date, agents commission will then return to the 70% level.
- (2.) Any portion of a commission that puts an agent over the \$35,858+CPI threshold will be prorated and paid at the 100% level minus the normal fees.
- (3.) An Administration Fee will be deducted from gross commissions received by Century 21 Select after split with agent. The Administration Fee is based upon the *ACTUAL SELLING PRICE* as follows:

<b>Actual Selling Price</b>	<b>Administration Fees</b>
0 to 75,000	1 side \$100 - 2 sides \$150.00
75,001 to 150,000	1 side \$200 - 2 sides \$300.00
150,001 to 250,000	1 side \$300 - 2 sides \$450.00
250,000 and up	1 side \$400 - 2 sides \$600.00

The Administration Fee applies to each side of the escrow. An "in house" listing/sale will have a transaction fee of 1.5 to be split between the listing and selling agent.

- (4.) Errors and Omissions insurance coverage will be required for all Associates. A \$93 per transaction fee will be deducted from each Associate's earnings to cover the premium. The agents will split the \$93. E & O fee 50/50 when an "in house" listing/sale occurs.

- (5.) Office bills will be deducted from agent transactions as they come due. If an agent does not want their bill deducted from a transaction they must make arrangements with the Escrow Coordinator Prior to the close of escrow.
- (6.) Promissory notes for commission covering the Company's split, Franchise Fee, and Administration Transaction fee, will not be allowed. Associates may take their portion of split in a note if they so desire.
- (7.) All leasing fees will be paid according to the Associate Commission Agreement Leasing Commissions Addendum (see attached).

### **Referrals:**

All Inbound referral fees paid by an Outside Broker to Century 21 Select for either a Buyer or Seller Referral will be calculated on a straight commission split of 70% to the Associate and 30% to Century 21 Select after 8% Franchise Fee has been paid to Century 21 regional Office. The referral amount will be included in the Associate's earnings and if the agent is at 100% that will be honored at time check is issued. No Transaction fee or E & O fees will be taken.

The monies received by an agent from an Outbound Referral will always be calculated on a straight commission split of 70% to the Associate and 30% to Century 21 Select after 8% Franchise Fee has been paid to Century 21 regional Office. If the agent is at 100% when check is issued, that will be honored after the 8% fee to Century 21 regional has been deducted. No Transaction Fee or E & O fees will be taken.

### **Additional Notes:**

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

**I accept and agree to the terms of commission and payment as stated above.**

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Office Manager's Signature      Date

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Agent's Signature      Date