

NRES COMMISSION PLAN POLICIES

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1. Gross Commission Income (GCI) is defined as commission and/or fee income generated to NRES after paying outside cooperating brokerages, referral fees and other fees deducted at closing, including, but not limited to, income from listings sold, outgoing referrals, buyer brokerage fees, rental and leasing fees, transaction fees, commission bonuses, professional courtesies, finders fees, etc.
2. Commission period is defined as the 12-month period beginning with the anniversary of Sales Associate's hiring or association date with this company.
3. Only closed transactions pertain to GCI. (Pending commissions are not guaranteed, therefore any pending commissions at the end of each year shall roll over to the new anniversary year for compensation on that year's commission plan when they close.)
4. Sales Associates are encouraged to solicit listings pursuant to the company policy at 7% for residential real estate and 10% for vacant land, multi-family, and authorized commercial listings (but may charge a minimum of 6% commission at the sales associates discretion) for brokerage services rendered, or a flat fee of \$2,500.00, whichever is more.
 - A. NRES will not be a party to a transaction where the company's listing side of the commission is less than 3%, or the company's selling side of the commission is less than 2% without advance written consent of management. Any reductions or negotiations of commissions on the listing side or sales side requires management approval regardless of whether financial participation is requested.
 - B. Whereas, NRES provides numerous professional services in its real estate brokerage business to clients, customers and the public in general, and does furnish Sales Associates and employees with good and valuable consideration in their association with the company, NRES has established rates of commissions that shall apply as follows:
 1. Listing Contracts for Residential, Commercial Properties & Vacant Land...minimum of 6% / max. of 10%
 2. Buyer's Brokerage Agreements...minimum of 3% / maximum of 10%
 3. Transaction Fees such as FSBO Agreements...minimum of 3%
 4. Net Listings are strictly prohibited.
 5. Variable rates or flat fee commissions must be approved of by Managing Broker in advance.
 - C. NRES reserves the right to modify the commission share payable to Sales Associate when office and client services are provided at commission rates discounted from the stated minimums.
5. Pursuant to state licensing law:
 - A. Sales Associate is only permitted to accept consideration for services requiring a real estate license in the form of cash at closing from NRES.
 - B. Sales Associate is authorized to receive consideration for services rendered only from NRES.
 - C. Sales Associate is not permitted to provide property management services or to accept property management fees.
6. Rental referrals up to \$300 will be paid to agent at 100%.
7. Sales Associates Purchase and/or Sell of Personal Real Estate:
 - A. Sales Associates who have generated at least \$ 25,000 GCI, but less than \$ 50,000 year-to-date GCI, may purchase or sell one (1) primary residence on a 90% split in each commission period.
 - B. Sales Associates who have generated at least \$ 75,000 or more year-to-date GCI may complete up to two (2) transaction sides (property sold or purchased) as a principal owner, including primary residences or investment properties, in each commission period on a 90% split.
 - C. Sales Associates who have generated at least \$ 100,000 or more year-to-date GCI may complete up to three (3) transaction sides as a principal owner, including primary residences or investment properties, in each commission period on a 90% split.

GCI generated under this provision does not apply towards advancements or associate's commission schedule. Sales Associates may not accrue unused opportunities to buy or sell real estate under this plan for a following anniversary year.

S.A. Initials

Broker's Initials