

**PLAN A**

“New Sales Associates begin their anniversary year on Plan A, Level 1, then earn higher levels according to their anniversary year-to-date gross commission income.”

Level	Sales Associate Split	Gross Commission Income
( 1 )	50%	\$ 0 - 25,000
( 2 )	60%	25,001 - 50,000
( 3 )	70%	50,001 - 75,000
( 4 )	80%	75,001 - 125,000
( 5 )	85%	125,001 +

**PLAN B**

“Sales Associates must have at least one full year of experience or a proven record of achievement to satisfactorily meet minimum requirements of management to be eligible for this plan.”

Level	Sales Associate Split	Gross Commission Income
( B-1 )	60%	\$ 0 - 50,000
( B-2 )	70%	50,001 - 75,000
( B-3 )	80%	75,001 - 125,000
( B-4 )	85%	125,001 - 250,000
( B-5 )	90%	250,000 +

- \* Sales Associates who qualify for Plan B will begin each year on Plan B-1 or B-2, depending on their previous year's GCI, then earn higher levels according to closed year-to-date GCI.
- \*\* Sales Associates who earned a minimum of \$100,000 in GCI in the previous year will be eligible to begin their next year at Level B-2.
- \*\*\* Each Sales Associate's year is calculated on the anniversary of their hiring or association date and not a fiscal year.
- \*\*\*\* GCI levels may be adjusted annually based on management determination of the average # of units sold and the area appreciation rate.

Upon signing below, Sales Associate acknowledges reviewing this Commission Plan with the Managing Broker. The parties understand and agree to the terms contained herein and acknowledge receipt of a copy of same on the date of execution.

SALES ASSOCIATE IS ELIGIBLE TO BEGIN AT:  PLAN A  PLAN B / Level \_\_\_\_\_  PLAN C

\_\_\_\_\_  
Sales Associate

\_\_\_\_\_  
Date

\_\_\_\_\_  
Broker

\_\_\_\_\_  
Date