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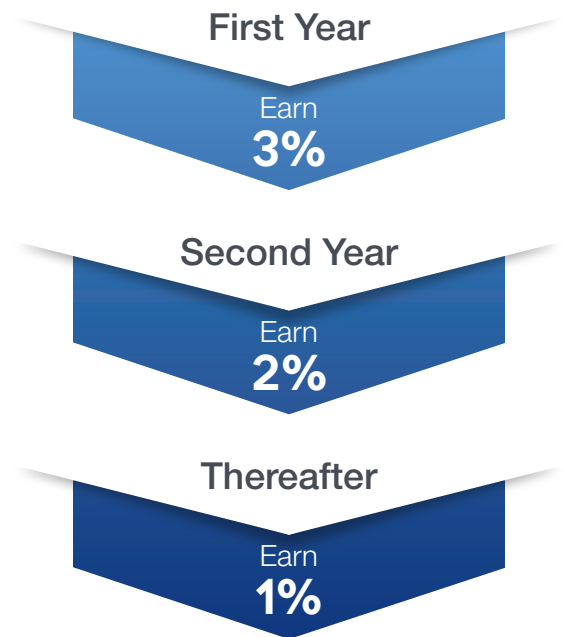


REFER A GREAT AGENT GET REWARDED

Coldwell Banker and Coldwell Banker Tomlinson are partnering together to reward your efforts in growing our company!

As an active member of the real estate community, you come across other experienced and aspiring real estate professionals every day. You are in a unique position to help our company grow the right way – by referring great agents to us who match our culture and values and who can become a contributing part of our company.

When you refer a prospective agent to a CBT managing broker, we'll register that referral under your name. If that agent joins CBT, you may earn up to 3% of the recruited associate's Adjusted Gross Commission Income (AGCI) on any sales they close in their first year with CBT, 2% on any sales they close in their second year with CBT, and 1% thereafter – for as long as you both remain affiliated with Coldwell Banker Tomlinson!



HOW IT WORKS:

Step 1: The Sponsoring Agent identifies and generates interest among potential agent candidates within their social and professional spheres.

Step 2: The Sponsoring Agent then completes a Registration Form to refer a Recruited Agent and facilitates an introduction to a member of the CBT management team (managing broker, designated broker, or president). **In order to be eligible for the Referral Rewards program, the registration form must be completed and submitted to CBT prior to the Recruited Agent being associated with the company.**

Step 3: Registration of the Recruited Agent is valid for 6 months (180 days) from CBT's receipt of the referral. If the Recruited Agent does not affiliate with CBT during that time, the Sponsoring Agent will need to re-register the Recruited Agent with CBT to remain eligible for the Referral Rewards program.

Step 4: CBT leadership/staff will register the Recruited Agent with Coldwell Banker's Referral Rewards program (may require assistance from Sponsoring Agent as well as acknowledgement from the Recruited Agent during the process).

Step 5: CBT leadership will meet with the Recruited Agent and ultimately will determine whether to extend an invitation to affiliate with the company based on the agent's goals, values, and business needs and practices.

Step 6: Once the Recruited Agent joins CBT, Referral Rewards will be equal to 3% of the Recruited Agent's Adjusted Gross Commission Income (AGCI), paid quarterly, for the first year the Recruited Agent is affiliated with CBT. Referral Rewards will be equal to 2% of the Recruited Agent's AGCI for the second year of affiliation with CBT. Referral Rewards will be equal to 1% of the AGCI thereafter, so long as both the Sponsoring Agent and Recruited Agent remain affiliated with CBT.

ADDITIONAL DETAILS:

- Each quarter, CBT will accrue all earned Referral Rewards payable to the Sponsoring Agent. Payment for all closings from the previous quarter's sales activity will be issued approximately 60 days into a new quarter (i.e. payment ~May 30th for Q1 sales, ~August 30th for Q2 sales, ~November 30th for Q3 sales, and ~February 30th for Q4 sales).
- Referral Rewards payments are calculated from the Recruited Agent's Adjusted Gross Commission Income (AGCI) derived from residential and/or commercial sales and leasing activity closed through Coldwell Banker Tomlinson. AGCI excludes any company-generated business or referral fees to third parties.
- Referral Rewards paid to the Sponsoring Agent do not count toward company/brand awards programs or commission tier escalations but do count towards IRS 1099 taxable income and will be reported by CBT as such.
- Referral Rewards payments are NOT deducted from the Recruited Agent's commissions. **IT DOES NOT COST THE RECRUITED AGENT TO BE AFFILIATED WITH A SPONSORING AGENT!**
- There is no limit to the number of Recruited Agents you can sponsor.
- Referral Rewards are not payable on any transactions closed in which there is no company dollar.

ELIGIBILITY REQUIREMENTS AND EXCLUSIONS:

- Both the Sponsoring Agent and the Recruited Agent must remain affiliated with the company at the time of payment to remain eligible. This program terminates when either the Sponsoring Agent and/or Recruited Agent is no longer associated with Coldwell Banker Tomlinson for any reason.
- Recruited Agents include both experienced/producing agents as well as agents new to the business.
- Recruited Agents must not have been affiliated with any Realogy/Anywhere brand (Coldwell Banker, Century 21, Sotheby's, ERA, Better Homes & Gardens) for the 6 months prior to referral and affiliation with CBT. Exceptions may include Recruited Agents moving from a completely different market area. Ask your manager for clarification.
- If a Recruited Agent joins a team, only the portion of the AGCI attributable to the Recruited Agent on a transaction will count toward Referral Rewards. Further, if a Sponsoring Agent joins a team, the Sponsoring Agent may not share in their Referral Rewards with any other team member.
- Up to two (2) Sponsoring Agents may sponsor the same Recruited Agent. Both Sponsoring Agents must be identified at the time the referral is registered with a member of the CBT leadership team (managing broker, designated broker, or brand president) by submission of the Registration Form. Any Referral Rewards Commission Payments will be split evenly (50/50) between the Co-Sponsoring Agents in this situation.
- If more than one Sponsoring Agent is claiming a Recruited Agent, and they were not listed as Co-Sponsoring Agents at the time of Registration, then the Sponsoring Agent that first submitted a Registration Form with complete information to a member of the CBT Management Team will be awarded the Sponsoring Agent status.
- Agents from CBT who place their license with our affiliated referral companies are excluded.

PLEASE NOTE: The Referral Rewards program is largely funded and administered by the Coldwell Banker franchise, and therefore may be changed or discontinued at any time without notice.

