

birch & pine group (BPG) acknowledges the proposal set forth by Pall Spera Company Realtors (PSCO) and is thankful for the opportunities and excited for a collaborative future.

In response to the PSCO proposal, BPG will agree to the following:

- 1) PSCO will continue to cover office expenses and allocation of Company overhead.
- 2) Commencing August 1, 2022, BPG will be paid at a 82% commission split for closings after August 1, 2022. This includes any allocation PSCO chooses to use for administration.
- 3) PSCO will continue to pay the individual members of the BPG separately but aggregate their earnings for calculating Gross Commission Income (GCI).
- 4) When the GCI of BPG reaches \$600,000 (GCI Target) their commission split will increase to 85% for the remainder of the year.
- 5) GCI earnings will be based upon income earned during the calendar year starting on January 1. (This year's production, prior to the commencement date, will count toward the GCI for 2022.)
- 6) The calendar year will be the restart of the GCI target calculation on January 1st of each year.
- 7) The GCI target will be reviewed each year and any increase will be an actual cost of doing business increase, not to exceed 10%. Economic and business conditions shall be taken into account when establishing the new GCI target.
- 8) BPG will begin the groundwork now for adding an additional agent in 2023.


We are proud to continue the Pall Spera tradition and look forward to bringing the company forward - both by geographical expansion and by implementing more current systems.

Acknowledged and accepted by:

 7/29/22

Robyn Fulton

Managing Broker Waterbury Office, Member of birch + pine group

 7.29.22

Stacey Misenko

Sales Associate Waterbury Office, Member of birch + pine group

Pall Spera

President Pall Spera Company Realtors LLC

Robyn Fulton & Stacey Misenko

July 26, 2022