



Pall Spera Company Realtors, LLC (PSCO) and the birch + pine group (BPG) agree to the following terms:

1. PSCO will continue to cover office expenses and allocation of Company overhead (Errors and Omissions, corporate & office advertising, company branding, dues & donations for area memberships, IT support, bookkeeping and tax filing, office physical improvements and equipment, parking, company sponsored education, general office legal counsel, etc.). PSCO will continue to take a 5% office admin fee.
2. Commencing August 1, 2022 the current members of the BPG, as of the date of this agreement, will be paid at an 82% commission split for contracts signed after August 5, 2022
3. PSCO will continue to pay the current 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 calendar year. This GCI target will be reviewed and adjusted should additional agents be added to the BPG.
5. 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.
6. 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.)

7. The calendar year will be the restart of the GCI target calculation on January 1st of each year.
8. BPG will begin the groundwork now for adding an additional agent in 2023. The commission offered to any new agent will be discussed and negotiated between BPG and PSCO prior to hire.

The Waterbury office represents the best in location and facilities and was created specifically for the success of the birch + pine group.

**Acknowledged and accepted by:**

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**Robyn Fulton**

Managing Broker Waterbury Office, Member of birch + pine group

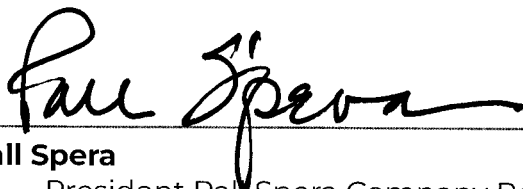
**Date**

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**Stacey Misenko**

Sales Associate Waterbury Office, Member of birch + pine group

**Date**



**Pall Spera**

President Pall Spera Company Realtors, LLC

*Aug. 3, 2022*

**Date**