

DB

A meeting was held of the Pall Spera Company, Commercial Realty Division, on Jan.2, 2018.

The following were in attendance: Pall Spera
George Nelson
Ed Stahl

The following points were discussed and agreed upon:

1. Commercial Team Goals:
 - Enhanced ability to serve commercial market;
 - a. All members are part of client "team"
 - b. Increased availability, particularly on short notice
 - c. Increased knowledge of product description
2. Financial incentive for each member to collaborate on promoting other team member's commercial listings
3. Ultimately, increased ability to bring in younger associates with immediate financial incentives.

Proposed Commercial Team Commission Schedule:

1. Commission would be split among all 3 members of the team based on the agreed-upon contribution of each member to the successful closing, but in no instance, would be less than 10%.

Example 1. \$500,000 sale with agent #1 as listing agent, agent's #2 and #3, with little or no active participation, commission 8%.

Seller's agency commission (4%)	= \$20,000
Ofc	= \$10,000
Selling "team" commission	= \$10,000
10% to agent #2	= \$1,000
10% to agent #3	= \$1,000
80% to agent #1	= \$8,000

Example 2. \$500,000 sale, 8 % commission, agent #1 was again listing agent but worked equally with agent #2 on closing sale.

Seller's agency commission	same
Ofc	same
Selling "team" commission	same
10% to agent #3	= \$1,000
45% to agent #1	= \$4500.
45% to agent #2	= \$4500.

2. Referral fees:

Any referral to the Commercial team whether from in-house or outside agencies, would receive 10% of the Commercial team's commission for the referred transaction Side.

Example: \$500,000 sale @ 8% commission.

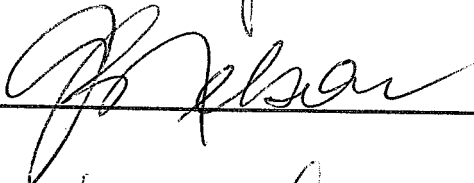
Seller's agency commission	= \$20,000
Referring agent/agency (10%)	= \$2,000
Ofc	= \$9,000
Selling "team" commission	= \$9,000

Division between team
members based on above.

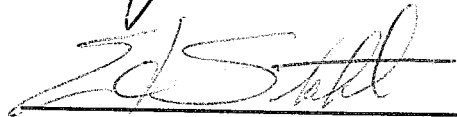
Please review this and make any suggestions or corrections which you feel are needed. If in agreement please sign below.



Pall Spera



George Nelson



Ed Stahl