



**COLDWELL BANKER
COMMERCIAL**
SCHMIDT FAMILY OF
COMPANIES

Commercial Agent Mentoring Incentive Program (CAMIP)

Effective Date: October 19, 2022

Review and Renewal: Program reviewed annually during month of September for effectiveness and renewal on October 1 of following year.

Participation Eligibility: Open to all non-corporate, non-regional, non-management commercial agents

No Lookbacks: Eligibility only forward from date program announced and effective.

Mentored Commercial Agent: Must be a new to company, inexperienced commercial agent.

Approval: Mentored commercial relationship must be accepted and approved by President of Commercial Real Estate and Property Management, Todd Vezza.

Registration Mentored Relationship: Mentor and Mentee quarterly via email must confirm satisfactory existence of and wish to continue relationship through term/expiration of incentive program to President of Commercial Real Estate and Property Management, Todd Vezza for continued approval.

No Gifting or Substituting: Mentoring agents cannot gift or transfer relationship to another eligible commercial agent.

Limited Mentoring: Eligible commercial agents can mentor only 1 agent at a time through the CAMIP program.

Identification Limitations: Only 1 eligible commercial agent can be identified, recorded and compensated as responsible for mentoring new commercial agent.

Singular Program Eligibility: New agent is eligible to participate in only one incentive program and cannot participate in both the Commercial Agent Recruiting Incentive Program (CARIP) and Commercial Agent Mentoring Incentive Program (CAMIP).

Incentive Compensation: 25% of Co\$ produced by mentored commercial agent, which does not count towards mentor's commission program, tiers or caps.

Term/Expiration: Earlier of 2 years from new commercial agent start date, termination of relationship or termination of licensing of mentored commercial agent.

TODD VEZZA

President of Commercial Real Estate and Property Management

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