



Coastal Pacific
R E A L E S T A T E

Exhibit – Associate Absences

1. The agent who is out of town shall be referred to as the *Absent Associate* and the agent who is handling clients in their absence shall be the *Referral Associate*.
2. All listing and Buyer leads from a Licensee, current and in good standing with Coastal Pacific Real Estate, N.A.R., C.A.R. and California Real Estate Board/Association resulting in a closed/paid escrow shall pay or be paid a 25% Referral Fee of Licensees, Team/Group net commission.
3. Absent Associate will receive at least 50% of their commission even if Referral Associate has spent greater time with any of Absent Associate's Buyers.
4. If Referral Associate does not show the Buyer homes, and only writes the contract on a home that Absent Associate showed to the Buyer, then Referral Associate is entitled to 35% of Absent Associate's commission.
5. If Referral Associate does not write or negotiate the buyer contract and shows the property, meets inspectors, manages escrow in Absent Associate's absence, Referral Associate is entitled to 25% of Absent Associate's commission.
6. If Absent Associate does not show the Buyer homes but prequalifies, enters into MLS, fills out computer database sheet, sets appt. or signs to Buyer Agent contract, and Referral Associate shows and sells the property to the Buyer, both Agents will split the commission equally.
7. If Absent Associate pre-qualifies a Buyer and shows the Buyer homes, and Referral Associate shows homes once and writes the contract, the split shall be 40% to Referral Associate and 60% to Absent Associate, regardless of time spent on either end.

8. If Referral Associate shows the Buyer more times than Absent Associate and writes the contract, Referral Associate shall be entitled to 50% of the commission. If Referral Associate shows less than Absent Associate, Referral Associate shall receive 40% commission.
9. New Home Construction, Tenant-in-Common, and Broker Co-op commissions shall be split with Broker, per Associates Compensation contract unless previously approved in writing by Broker. Associate must register each Client with a Broker to Broker agreement/contract provided by cooperating company.
10. Licensees, current and in good standing with Coastal Pacific Real Estate, N.A.R., C.A.R. and California Real Estate Board/Association, will pay Referral Fees for names and contact information that result in a closed/paid escrow, in the amount of 25% of the net licensees commission to licensed persons. "Unlicensed Persons" cannot perform as Agents in any manor regarding real estate relationships, transactions, laws, rules and ethics. Any person or students in process of obtaining their Real Estate License cannot receive "Finder Fees" or "Referral Fees" from a licensed Real Estate agent or Broker. *See Section 10176 of the National Association of Realtors® Business and Professional Code. (\$10,000 Fine, Loss of License)
11. Any and all Referral Fees paid by outside Brokers shall be split with Broker per Associate Compensation contract.
12. Any other arrangement must be in writing and approved by the broker or owner.
13. _____

Signature	Date	Signature	Date
Manger/Broker _____			

DISPUTES BETWEEN PARTIES REGARDING COMMISSION DIVISION AND AGENT-CLIENT RELATIONSHIPS, ETC. All agreements and contracts shall be in writing. Among ten different individuals, we will find ten distinctly different definitions of the word fair. Being responsible, aware, thinking adults who have to work together in this changing business, the best solution will usually be found in a sincere discussion between the involved parties. However, in the event that you are unable to solve your differences among yourselves; the concerned parties may bring the matter before the Team/Group manager for a decision in which case our definition of "fair" will be applied. THE DECISION WILL BE FINAL.

