



**COLDWELL BANKER
COMMERCIAL**
SCHMIDT FAMILY OF
COMPANIES

Commercial Agent Recruiting Incentive Program (CARIP)

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, single office and below commercial and residential managers and agents.

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

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

Record of Recruiting Agent: Recruited agent must identify in writing manager or agent responsible for their recruitment to President of Commercial Real Estate and Property Management, Todd Vezza for approval.

No Gifting or Substituting: Recruited agent cannot be gifted or transferred from non eligible manager or agent to eligible manager or agent.

Unlimited Recruiting: There is no limit to the number of commercial agents a qualified manager or agent can recruit while program is active.

Identification Limitations: Only 1 manager or agent can be identified, recorded and compensated as responsible for recruiting 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: 10% of Co\$ produced by recruited agent, which does not count towards recruiting manager or agents commission program, tiers or caps.

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

TODD VEZZA

President of Commercial Real Estate and Property Management

Todd@SchmidtHQ.com | 231-225-0786

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