



Big Dreams Independent Contractor Commission Plan Agreement

(Updated December 1, 2024)

The purpose of this agreement is for the independent contractor listed below to acknowledge the commission plan that will be applied to all bookings.

I. Commission Plan Tiers

The commission plan level of each independent contractor is determined by the gross commissions the independent contractor earned during the previous 12 month period. If a contractor meets a threshold to change plans the new commission level will take effect on the 1st of the month following qualification and will be applied to all commissions paid after that date.

90 Level

- Agents making more than \$40,000 in gross commissions during the previous 12 months.
- 90% of all Commissions or Service Fees go to the Contractor.

85 Level

- Agents making between \$25,000 and \$40,000 in gross commissions during the previous 12 months.
- 85% of all Commissions or Service Fees go to the Contractor.

80 Level

- Agents making between \$12,000 and \$25,000 in gross commissions during the previous 12 months.
- 80% of all Commissions or Service Fees go to the Contractor.

75 Level

- Agents making between \$5,000 and \$12,000 in gross commissions during the previous 12 months.
- 75% of all Commissions or Service Fees go to the Contractor.

70 Level

- Agents making less than \$5,000 in gross commissions during the previous 12 months.
- 70% of all Commissions or Service Fees go to the Contractor.

II. Recurring Sales Threshold for Commission Level

Once an independent contractor has been upgraded to a higher commission level based on their sales over the previous 12 months they will remain on that level for a minimum of one calendar year provided the agent remains in good standing with the agency and all agent fees are paid. If the agent falls below the commission level earnings requirement for four or more consecutive months they will be downgraded to the next lowest commission level. ***If the agency changes commission level earnings requirements during the annual renewal period the agent will remain on their earned commission level for the following 12 month calendar year.***

III. Big Dreams Travel Agent Fee Selection

Each Big Dreams Travel Independent Contractor will pay either a monthly or yearly agent fee by digitally signing this form and choosing their selected plan from the options below. All Big Dreams Travel Independent Contractors, regardless of Agent Fee Selection, receive each of the following:

- Complete Travel Agent Licensing and Credentials through Big Dreams Travel, LLC
- Use of Big Dreams Travel's Customer Relationship Management (CRM) Software
- Affiliate Membership with the powerful Travel Leaders Consortium through Big Dreams Travel's Agency Membership
- Use of Travel Leaders Agent Profiler Online Leads Site
- Use of Canva Pro for Graphic Design or Itinerary Building
- Use of Big Dreams Travel Email and G-Suite Account
- E & O Insurance Provided to Contractors (Deductible to be Paid by Contractor if Insurance is Used)
- Social Media Marketing Posts in Big Dreams Travel Groups & Pages
- Access to the Big Dreams Travel Agent Training Videos and Materials

