



Big Dreams Independent Contractor Commission Plan Agreement

(Updated July December 21, 2023)

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 \$25,000 in gross commissions during the previous 12 months.
- 90% of all Commissions or Service Fees go to the Contractor.

80 Level

- Agents making between \$5,000 and \$25,000 in gross commissions during the previous 12 months.
- 80% 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. 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 Package
- Access to the Big Dreams Travel Agent Training Videos and Materials

Yearly Plan - \$400 annually (Save \$80 Off of the Monthly Plan)

- Agent will make an annual payment to Big Dreams Travel for the above inclusions.
- Payment will be made via credit card or bank draft by January 10 and will cover the calendar year.

Monthly Plan - \$40 per month

- Agent will make a \$40 monthly payment to Big Dreams Travel for the above inclusions.
- Payment will be deducted from earned commissions each month. If no commissions are earned payment will be made by the 5th of each month via the contractors on file credit card.

III. Personal Travel Commission Bonus

Each contractor is eligible to receive 100% commission on personal travel bookings where you are listed as the lead guest. The number of times this can be claimed is based on the commission level a contractor is currently on.

- Gold Level - Three (3) 100% Commission Booking Per Year
- Silver Level - Two (2) 100% Commission Bookings Per Year
- Bronze Level - One (1) 100% Commission Bookings Per Year

IV. 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. After one year the agent will remain on their earned commission level provided they are actively earning commissions. If the agent ever has four consecutive months with no commissions earned they will be informed that if they do not earn commissions in the two months that follow they will be downgraded to the next lowest commission level.

V. Special Considerations

Should an independent contractor have special circumstances or considerations that would affect their plan status they can contact the owners of Big Dreams Travel to explain the situation. Based on many factors the owners have the sole authority to grant or not grant an exception to the contractors commission level or fee plan selection for one (1) year as they see fit. This request should be made in writing to the owners by January 15.

VI. Terms of Agreement

- This agreement will become effective when signed by both parties on the date listed below. Each contractor will agree to this form yearly by December 31 based on new plan prices. If a contractor does not submit the new commission plan agreement by December 31 they agree to stay on their current plan for the following year at new plan prices.
- Either party may terminate this Agreement at any time by giving 45 days' written notice to the other party of the intent to terminate. Furthermore, the owners have the ability to remove the travel agent booking credentials of any contractor at any point due to agent fees not being paid or if the agent has gone more than nine months without commissions being earned.

By signing below the independent contractor agrees to the terms stated above. Each contractor must sign this agreement each year by January 15 during which they agree to the current terms and plan prices.

Contractor:	_____	_____	_____
	Printed Name	Signature	Date

BDT Owners: <u>Jon Arthur</u>	_____	_____	_____
	Printed Name	Signature	Date

<u>Lysa Thornton</u>	_____	_____	_____
	Printed Name	Signature	Date