

THE COLDWELL BANKER® INTERNATIONAL
AWARDS & RECOGNITION

PROGRAM

March 2007

ROBIN GLASS
COLDWELL BANKER PACIFIC PROPERTIES-KAHALA
4211 Waialae Avenue, Suite Uw1
Honolulu, HI 96816

Dear Robin:

On behalf of Coldwell Banker[®] Real Estate Corporation, I am very pleased to congratulate you on earning membership into the *International President's Circle* for 2007. The *International President's Circle* designation is among the highest accolades presented by our organization to the top four percent of sales associates.

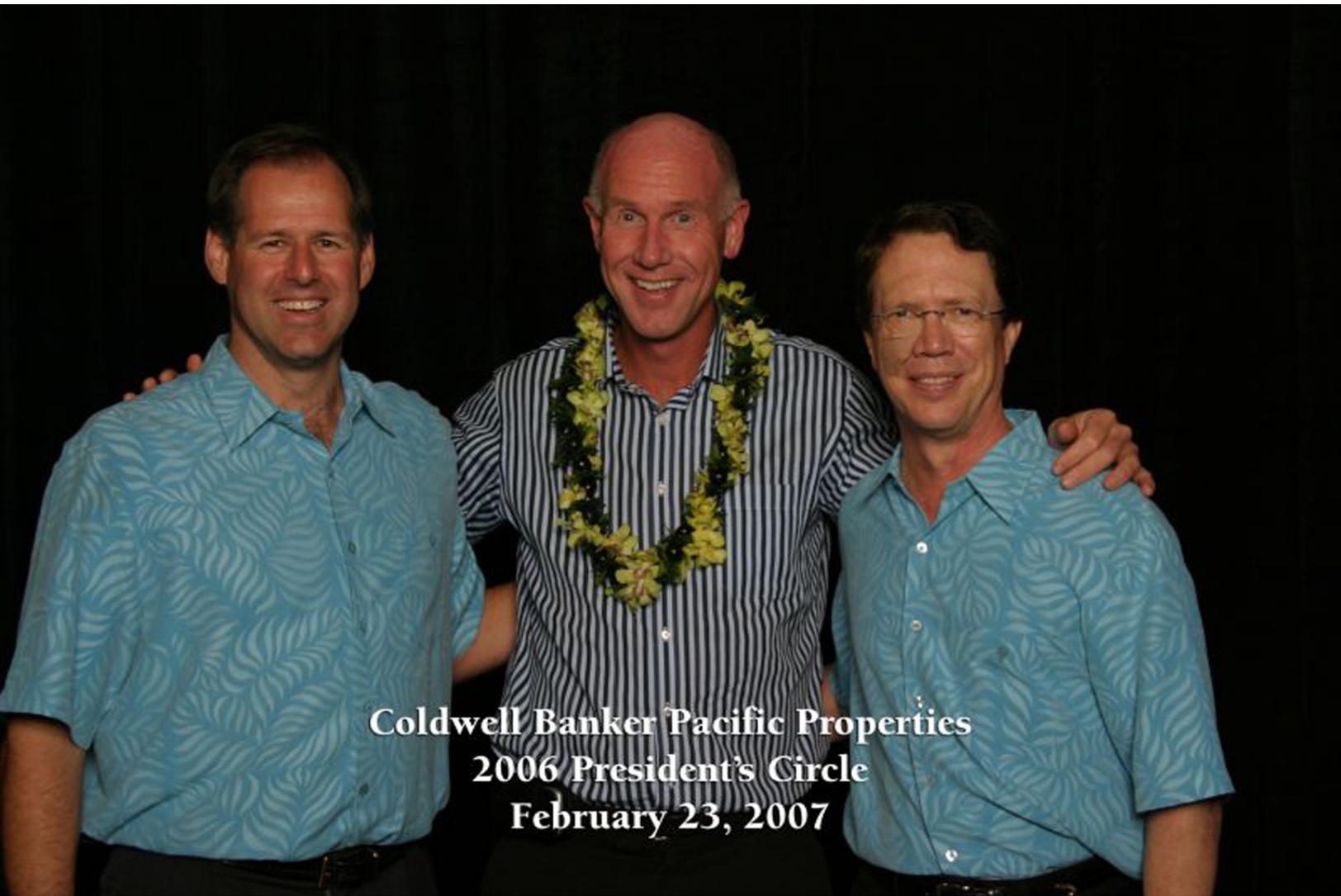
Again, congratulations on earning the *International President's Circle* designation. Thank you for a successful 2006 and I wish you the best throughout 2007.

Sincerely,

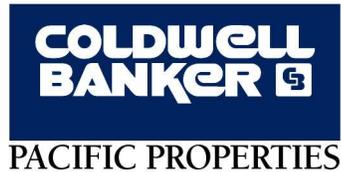


Jim Gillespie, GRI, CRS
President & CEO





Coldwell Banker Pacific Properties
2006 President's Circle
February 23, 2007



2008 Awards Criteria

April 2008

Dear Sales Associates,

Congratulations on being a part of the number one real estate team in Hawaii. Your dedication and results in 2007 were outstanding. In fact, our agents continue to excel naturally in production awards for performance at the highest levels within the industry. You can take great pride in being part of that success. Your living our Core Values with each other, your clients and fellow brokers makes this happen. You should be proud.

We are confident that with your commitment, action oriented efforts and the services and resources you receive from CBP, every agent in the company can receive an award for outstanding production results in real estate sales. Decide today what award you will receive at the CBP 2008 Awards Banquet. "Shoot for the moon. Even if you miss, you'll land amongst the stars" Les Brown. Together, we know you can do it.

We follow the Coldwell Banker international guidelines. The Production Awards are based on two factors, number of **Units** closed and **Adjusted Gross Commission Income** generated from units closed. The following definitions will be used.

Units Closed. Units closed and recorded during the calendar year. In-house sales will count as two units (listing side and selling side). If agents split income on a transaction, unit credit will be calculated on the same basis as the income split. Transactions with in-house departments, RELO and REO, and PIC will be credited 100% to you if no other CBP agent is involved. There will be no unit credit received on the listing side of project sales for project team members, or on outgoing referrals. In case of a unit tie for an award, adjusted gross commission income will be used as the tiebreaker.

Adjusted Gross Commission Income. Gross income received after referral fees and splits have been deducted. For example, if an agent pays a referral fee to another broker, the total amount paid out as a referral fee is deducted from the gross commission income to arrive at adjusted gross commission income. The same is true if an agent splits a transaction with another agent within the company. The gross commission income will be divided among agents according to their agreed split. The adjusted gross income will then be the commission applicable to each agent's share of the gross commission income. The adjusted gross income on transactions with in-house departments such as RELO, REO and PIC, will be the commission income after any referral fees and splits with other CBP agents but before the split with in-house departments.

If you have any questions on the above definitions, please contact your AOL at the time of the transaction.

While the Sales Production Awards will be in the categories of Listings, Sales, and overall Production, the base line for receiving a sales award for the year is \$120,000 Adjusted Gross Commission Income (This equates to approximately \$4,000,000 in volume at 3%. Sales prices will not be used in this calculation. Adjusted Gross Commission (AGCI) only will be used.) and/or 25.0 units closed. If you have a question as to your current level of Adjusted Gross Commission Income, please ask your Area Office Leader.

Anyone achieving one or both of these minimum criteria (\$120,000 AGCI and/or 25 Units Closed) according to our records will be recognized at the Annual Awards Banquet and receive a Production Award.

Experienced Agents joining the company will be given credit for documented transactions with their former firm during the calendar year, as approved by their AOL and the President.

The following awards will be given both on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) and Total Company basis.

Top Listor – Volume

The agent with the largest AGCI attributed to closed listings during the year.

Top Listor – Units

The agent with the largest unit number of closed listings during the year.

Top Salesperson – Volume

The agent with the largest AGCI attributed to closed buyer transactions during the year.

Top Salesperson – Units

The agent with the largest unit number of closed buyer transactions during the year.

Top Producer – Volume

The agent with the largest AGCI attributed to closed total transactions (buyers and sellers) during the year.

Top Producer – Units

The agent with the largest unit number of closed total transactions (buyers and sellers) during the year.

International Sterling Society

Agents who produce a minimum of \$120,000 closed AGCI during the year or 25 or more closed units.

International Diamond Society

Agents who produce a minimum of \$160,000 closed AGCI during the year or 32 or more closed units.

International President's Circle

Agents who produce a minimum of \$240,000 closed AGCI during the year or 50 or more closed units.

International President's Elite

Agents who produce a minimum of \$380,000 closed AGCI during the year or 75 or more closed units.

International President's Premier

Agents who produce a minimum of \$720,000 closed AGCI during the year or 140 or more closed units.

Society of Excellence

Agents who have qualified for the International President's Premier level and have achieved \$1,500,000 closed AGCI during the year or 250 or more closed units.

The following awards will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) basis, based on voting by the agents and support staff of each Area Office.

CBP Vision Award

The agent who has done the most to promote and deliver on the CBP Vision Statement -

"We will deliver real estate experiences beyond expectations to enhance our client's lifestyle."

CBP Mission Award

The agent who has done the most to live the CBP Mission during the year.

"We work together to create an environment of Aloha where we can learn, grow and succeed together."

CBP Core Values Award

The agent who represents the following Core Values at the highest levels.

*Integrity and Excellence in all things.
Constant improvement, innovation and growth.
Working for mutual opportunity & fulfillment.
Celebration of Individual Success.
Respect for each individual.*

The following awards are given as recommended by Area Office Leaders (AOLs) for agents completing their first year in real estate sales or with CBP.

Outstanding First Year Associate

This award is given to agent(s) who during their first full year in real estate sales with an Area Office after graduating from the NATO program have closed production in excess of \$90,000 Adjusted Gross Commission Income (AGCI) and/or 12.0 units closed. This agent will also have demonstrated a high degree of professionalism in working with clients and other Realtors and shown strong support for the office, the company and our Vision, Mission and Core Values. This award is recommended by the Area Office Leader and confirmed by the President.

Outstanding New Experienced Associate

This award is given to any new experienced agent(s) in each office who during their first full year with CBP have closed production in excess of \$120,000 Adjusted Gross Commission Income (AGCI) and/or 25.0 units closed. The agent will also have demonstrated high degree of professionalism in working with clients and other Realtors and shown strong support for the office, the company and our Vision, Mission and Core Values. This award is recommended by the Area Office Leader and confirmed by the President.

The following additional Production Awards will be given.

Top Project Team Salesperson

The Team member on each project who has the largest number of closed buyer transactions (assists, agent clients or walk-ins).

Top Project Salesperson

The CBP non-team agent who has the largest number of closed buyer transactions on each project.

Referral Award

The agent who has the greatest number of outbound referrals placed during the year. This will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis

PIC Award

The agent who has the largest unit number of closed transactions from PIC leads during the year. This award will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis.

LeadRouter E-Team Award

The agent who has the largest unit number of closed transactions from LeadRouter during the year. This award will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis.

Concierge Award

The agent who has the largest number of American Home Shield Buyer Protection Plan contracts with the Concierge program during the year. This award will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis.

Pacman Award

The agent who closes the most loans by units through Pacific Access Mortgage during the year. This award will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis.

PacEscrow and Title Award

The agent who closed the most escrows through Pacific Access Escrow and Title during the year. This award will be given on an Area Office (Kahala, King Street, Leeward, Waikiki and Windward) as well as a company basis.

Top Block Service Awards

Given to agents who have provided “real estate experiences beyond expectations” as evidenced by Top Block responses from client surveys. An agent must receive at least 5 Top Block survey responses from clients during the year (all areas rated in the survey as Top Block) of those received.

Many of you are already setting a record pace for 2008. That is incredible! The market continues to be stable, with great opportunities for all of you. We know you can all make an award happen for yourself this year. We are here to support you and make that dream become reality. We look forward to seeing every one of you receive an award in 2008.

“The vision must be followed by the venture. It is not enough to stare up the steps – we must step up the stairs” Vance Hauner. You Can Do It!



Chason Ishii
President