

## ◆ COMMISSION SCHEDULE ◆

Cummings Properties is delighted to work with the brokerage community, and pays a standard full commission to licensed Massachusetts real estate brokers for all leases consummated with new prospects that are registered as described below. Cummings Properties also pays a fee for leases consummated with new, properly registered prospects, equal to 50% of the standard full commission to cooperating licensed brokers acting as referral sources.

It has been a long-standing Cummings Properties policy to pay all fees or commissions due within 48 hours after full execution of the lease, receipt of original documents and all up-front payments due from tenant including the security deposit and first month's rent, expiration of any contingencies in the lease, and receipt of an invoice for brokerage. Standard full commissions are equal to \$1.00 per square foot per year for office, retail, and flex/industrial space and \$1.20 per square foot for laboratory space up to a total five-year maximum term.

All prospects must be registered with Cummings Properties' operations or leasing staff prior to any other contact between the prospect and Cummings Properties. Commissions on leases, lease renewals, lease amendments, expansions, or extensions with existing Cummings Properties tenants or tenant affiliates may be paid, but only by specific prior arrangement.

For lease terms of less than one year, or leases with cancellation options that reduce the minimum commitment to less than one year, a proportionate fee is paid. No commission or other fees will be paid on lease options, extensions, etc., or for any period subject to any form of lease cancellation provision.

For sales of land and/or structures, a maximum commission of 4% of the sales price is paid. If a lease contains an option to purchase, Cummings Properties will pay a 4% commission if, and when, a sale is ultimately consummated.