

# Compensation

## Basic Requirements

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### Advance and Earn Commissions

At other companies, you have no idea how or whether you'll get promoted. Plus, you can't count on earning fair compensation for your hard work. But at Primerica, there are guidelines to help you know how to climb high and how much money you can make. Unlike other companies, Primerica tells you how to do it!

Here's a look at the Company recommended guidelines\* to advance to each level and earn commissions all along the way:

#### Step 1: Become an Associate

- Submit Independent Business Application
- Obtain Solution Number

#### Step 2: Become a Representative

- 25% Commission + potential Bonus
- Become life-licensed

#### Step 3: Become a Senior Representative

- 35% Commission + potential Bonus
- Produce three Associates
- Complete your personal FNA

#### Step 4: Become a District Leader

- 50% Commission + potential Bonus
- Produce one Senior Representative
- Submit \$2,500 in Bonusable Premium in one month

#### Step 5: Become a Division Leader

- 60% Commission
- Produce one District Leader
- Submit \$5,000 in Bonusable Premium in one month

#### Step 6: Become a Regional Leader

- 70% Commission
- Produce two more District Leaders (total of three District Leaders)
- Submit \$7,500 in Bonusable Premium in one month

#### Step 7: Become a Regional Vice President

##### (KAN/YOUNGER Hierarchy Standards)

- 110% Commission + Bonuses
- Have six direct District Leaders (or above) currently in place
- Submit a total of \$75,000 in Bonusable Premium over three consecutive months - \$20,000 minimum in Bonusable Premium per month.
- Have acceptable persistency: not in persistency penalty before or immediately after promotion
- Execute RVP Agreement
- Provide upline RVP with replacement leg(s) - RVP's choice: one Regional Leader or two Division Leaders or three District Leaders
- Be securities licensed and, to receive full securities compensation, securities principal licensed
- Be full time
- Must have Office of Supervisory Jurisdiction approval

#### Step 8: Become a Senior Vice President

- 110% Commission + Bonuses
- Have three 1st-Generation RVPs currently in place
- Submit \$50,000 thru 1st in Bonusable Premium; maximum credit 25% per leg; Base Shop Bonusable Premium may only count for 50%
- Minimum \$10,000 Base Shop Bonusable Premium
- Pre-qualify month before with at least 75% of each of the two above premium requirements
- Have acceptable persistency
- Execute SVP Agreement
- Be securities principal licensed (Series 26)<sup>2</sup>

#### Step 9: Become a National Sales Director

- 110% Commission + Bonuses
- Have six 1st-Generation RVPs currently in place
- Submit either \$100,000 thru 2nd in Bonusable Premium or \$150,000 thru 6th in Bonusable Premium; maximum credit 25% per leg; Base Shop Bonusable Premium may only count for 50%
- Pre-qualify month before with at least 75% of the above premium requirements
- Have acceptable persistency
- Execute NSD Agreement
- Be securities principal licensed (Series 26)<sup>2</sup>

#### Step 10: Become a Senior National Sales Director

- 110% Commission + Bonuses
- Have nine 1st-Generation RVPs currently in place
- Submit either \$250,000 thru 3rd in Bonusable Premium or \$450,000 thru 6th in Bonusable Premium; maximum credit 25% per leg; Base Shop Bonusable Premium may only count 50%
- Pre-qualify month before with at least 75% of the above premium requirements
- Have acceptable persistency
- Execute SNSD Agreement
- Be securities principal license (Series 26)<sup>2</sup>

\* The above requirements to advance up to Level 6 (Regional Leader) are only guidelines. They have been developed based on the experience of our senior field leaders.

1 In the U.S., until an RVP has a principal license, the RVP (i) will earn only 50% of securities overrides during the first year and, thereafter, no securities overrides and (ii) may not promote another non-principal to the level of RVP. In Canada, until an RVP has obtained Branch Manager registration, the RVP will initially earn 100% of securities overrides, but if he or she has not obtained Branch Manager registration within 120 days of RVP advancement date, then only 50% and, after the first year, no securities overrides.

2 In Canada, must obtain Branch Manager registration.

#### Notes:

(A) Although the production requirements are based on life premium, credit for securities and, in Canada, for loan referrals, up to 25% of the total production requirement, may be earned as follows: 3% of the loan amount (Canada) and 10% of the contribution for an initial securities sale both count as premium credit; (B) Maximum premium credit of \$1,500 from any one sale (including securities and loans); (C) For RVP advancement, no one leg can count more than 50% of premium requirement.

No commissions or bonuses are earned except upon product sales. Assumes achievement of current company production and quality of business requirements.

Representatives must meet all qualifications for bonuses to be payable. For bonus information, see the Bonus Program Document at POL Home tab/Compensation/Bonuses. Contract advancement subject to being in good standing with each Primerica company.

Percentages based on Primerica Life's Custom Advantage 30 product outside of New York and in New York, National Benefit Life's Custom Advantage 30 year product, Form no. NC5RV-30. Issue ages 26-45; all total face amount coverage bands. Portion of commissions subject to placement in a deferred compensation account (DCA) with deferred release.

PFSNY pays life commissions in New York, where term life insurance is underwritten by National Benefit Life Insurance Company, Home Office: Long Island City, NY. In Canada, Primerica Life Insurance Company of Canada pays life commissions and underwrites insurance; Home Office: Mississauga, Ontario.

These guidelines, including the commission rates and levels, are subject to change from time to time.