

MARICOPA COUNTY

This Commission Schedule shall form part of the Producer Agreement and is incorporated and made part of the Producer Agreement executed by the Parties. The Company may alter, decrease, modify or withdraw the Commission Schedule at any time. Any changes shall apply only to Policies with an issue date on or after the effective date of the Commission Schedule changes. Any altered or modified Commission Schedule will automatically be incorporated into the Producer Agreement.

The Company shall use the following rates for Policies issued on applications produced by You or, if applicable, Your Downline and/or Agent Group. Commission statements may be obtained online at www.oxfordlife.com.

ROYAL SELECT - SILVER SELECT			
Plan Name	18-75	76-80	
Royal Select	4.45%	2.95%	
Silver Select	4.45%	2.95%	
Select FIA SERIES			
Duration	18-75	76-80	
Select 3	1.10%	0.20%	
Select 5	1.40%	1.25%	
Select 7	2.90%	2.40%	
Select 10	4.45%	2.95%	
MULTI-SELECT SERIES MYGA			
Duration	ISSUE AGE		
	18-75	76-80	81-85
Multi-Select 3	0.40%	0.10%	0.07%
Multi-Select 4	0.45%	0.07%	0.05%
Multi-Select 5	1.35%	0.35%	0.25%
Multi-Select 6	0.65%	0.15%	0.10%
Multi-Select 7	1.35%	0.35%	0.25%
Multi-Select 8	0.85%	0.30%	0.15%
Multi-Select 9	1.55%	0.55%	0.40%
Multi-Select 10	1.85%	1.20%	0.95%

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1) GENERAL RULES

- a) As long as You are actively performing under the terms of the Producer Agreement, the Company will pay You commissions, as set forth in this Commission Schedule. Commissions shall be paid only with respect to premiums actually received by the Company and cleared by the bank.
- b) The Policy Fee is not commissionable.
- c) In the event of Your death, the Company shall pay commissions earned, vested commissions, renewals and/or account balance trailers to You under the Producer Agreement and upon your death to Your spouse. If there is no spouse, the Company shall pay those commissions to Your estate. Appropriate documentation must be submitted to the Company to ensure the transfer is proper. If it is ever determined that You violated the terms of the Producer Agreement, pursuant to the Forfeiture of Commissions or Termination of Agreement sections of the Producer Agreement, no Survivor Benefit shall be payable to Your spouse, if any, or Your estate.
- d) Gross commissions are shown above. If you have a sub-producer, the commission payable to you is the difference between your rate above and any downline producer rates.
- e) The commissions to be paid to You by the Company with reference to conversions, extra premiums and policies, substituted for others, upon the same life shall be determined by such practices and regulations as the Company shall establish from time to time, and shall not be governed by this Commission Schedule.

2) EARNED COMMISSION PAYMENT

Commissions will be paid at the time the premium payment is received and the policy is issued.

3) PAYMENT DISTRIBUTION RULES

- a) Commissions are paid at a maximum of \$15,000 per policy on the Policy Issue Date. The remainder of the commission will be paid after the policy has surpassed the "free-look period".
- b) In the event of the termination of Your Producer Agreement, other than for termination for cause pursuant to the Forfeiture of Commissions or Termination of Agreement sections of the Producer Agreement, You shall continue to receive all first year and renewal commissions and /or account balance trailer commissions, if applicable, payable under the Commission Schedule on all policies issued prior to the date of termination.

4) COMMISSION CHARGEBACK

All commissions will be charged back in the event of a rescission or not taken (Free Look Provision).

Death or Full Surrender

All commissions will be charged back for death or full surrender in the first year.