

Independent Distribution Group

First-Year Compensation

For policies with the Early Values Agreement (EVA)

First-Year Target		
	Target < \$500K	Target >= \$500K
BGA/IMO 1	40.00%	20.00%
BGA/IMO 2	39.00%	19.50%
BGA/IMO 3	38.00%	19.00%
BGA/IMO 4	37.00%	18.50%
BGA/IMO 5	36.00%	18.00%
Broker 1	31.00%	15.50%
Broker 2	30.00%	15.00%
Broker 3	29.00%	14.50%
Broker 4	28.00%	14.00%
Broker 5	27.00%	13.50%
Broker 6	26.00%	13.00%
Broker 7	25.00%	12.50%
Broker 8	24.00%	12.00%
Broker 9	23.00%	11.50%
Broker 10	22.00%	11.00%

Spread Compensation on First-Year Premium up to Target			
	Target < \$20K	Target < \$500K	Target >= \$500K
	Years 2 - 5*	Years 2 - 7*	Years 2 - 10*
BGA/IMO 1	20.00%	14.00%	13.00%
BGA/IMO 2	19.00%	13.30%	12.20%
BGA/IMO 3	18.00%	12.60%	11.40%
BGA/IMO 4	17.00%	11.90%	10.60%
BGA/IMO 5	16.00%	11.20%	9.80%
Broker 1	16.00%	11.20%	9.50%
Broker 2	15.00%	10.50%	9.00%
Broker 3	14.00%	9.80%	8.50%
Broker 4	13.00%	9.10%	8.00%
Broker 5	12.00%	8.40%	7.50%
Broker 6	11.00%	7.70%	7.00%
Broker 7	10.00%	7.00%	6.50%
Broker 8	9.00%	6.30%	6.00%
Broker 9	8.00%	5.60%	5.50%
Broker 10	7.00%	4.90%	5.00%

*Spread compensation is paid on the anniversary of the FY premium

IMPORTANT NOTES

When the Surrender Value Enhancement Agreement (SVEA) is also included, it applies during the first three policy years. If the policy is surrendered during that three-year period, a chargeback will apply as follows:

Surrender occurs in Year 1 - Chargeback is 100% of compensation paid

Surrender occurs in Year 2 - Chargeback is 100% of compensation paid in the past 12 months + 90% of compensation paid in the past 13 to 24 months

Surrender occurs in Year 3 - Chargeback is 100% of compensation paid in the past 12 months + 90% of compensation paid in the past 13 to 24 months + 80% of compensation paid in the past 25 to 36 months.

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First Year Compensation

For policies with the Business Value Enhancement Agreement (BVEA)

Premium Based Compensation	as a % of Net Single Premium
	Year 1
BGA/IMO 1	1.20%
BGA/IMO 2	1.15%
BGA/IMO 3	1.10%
BGA/IMO 4	1.05%
BGA/IMO 5	1.00%
Broker 1	1.00%
Broker 2	0.95%
Broker 3	0.90%
Broker 4	0.85%
Broker 5	0.80%
Broker 6	0.75%
Broker 7	0.70%
Broker 8	0.65%
Broker 9	0.60%
Broker 10	0.50%

IMPORTANT NOTES

1. Policies sold with BVEA are NOT included in the BGA Bonus Program (they are excluded).

2. BGAs and brokers can be set at different levels for premium-based compensation versus asset-based compensation.

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First Year Compensation

For policies with Corporate Early Values Agreement (CEVA)

First-Year Target	
	Year 1
BGA/IMO 1	17.50%
BGA/IMO 2	17.00%
BGA/IMO 3	16.50%
BGA/IMO 4	16.00%
BGA/IMO 5	15.50%
Broker 1	15.00%
Broker 2	14.50%
Broker 3	14.00%
Broker 4	13.50%
Broker 5	13.00%
Broker 6	12.50%
Broker 7	12.00%
Broker 8	11.50%
Broker 9	11.00%
Broker 10	10.00%

IMPORTANT NOTES

1. Policies sold with CEVA are NOT included in the BGA Bonus Program (they are excluded).

2. If a policy with CEVA is surrendered during the first 4 years, a chargeback will apply as follows:

Surrender occurs in Year 1 - Chargeback is 100% of compensation paid

Surrender occurs in Year 2 - Chargeback is 75% of compensation paid

Surrender occurs in Year 3 - Chargeback is 50% of compensation paid

Surrender occurs in Year 4 - Chargeback is 25% of compensation paid

3. For VUL, refer to the Broker Dealer Agreement.