

Independent Distribution Group

First-Year Compensation Grids

First-Year Target, no EVA

	AUL, EIL, EPIL, ESIL, ESPL, OBIL, OIL, SAWL, SPWL	Elite Select 10	Elite Select 15	Elite Select 20/30	CART & CART-SD All Years	CareShield	SecureCare
Broker 1	95.00%	80.00%	100.00%	105.00%	4.00%	72.50%	6.50%
Broker 2	90.00%	75.00%	95.00%	100.00%	3.50%	72.50%	6.25%
Broker 3	85.00%	70.00%	90.00%	95.00%	3.00%	70.00%	6.00%
Broker 4	80.00%	65.00%	85.00%	90.00%	2.50%	70.00%	5.75%
Broker 5	75.00%	60.00%	80.00%	85.00%	2.00%	67.50%	5.50%
Broker 6	70.00%	55.00%	75.00%	80.00%	1.50%	67.50%	5.25%
Broker 7	65.00%	50.00%	70.00%	75.00%	1.00%	65.00%	5.00%
Broker 8	60.00%	50.00%	65.00%	70.00%	1.00%	65.00%	4.75%
Broker 9	55.00%	50.00%	60.00%	65.00%	1.00%	62.50%	4.50%
Broker 10	50.00%	50.00%	50.00%	50.00%	1.00%	60.00%	4.25%

Revised 3/2018