

January-June MANAGER contest

Based on First Time 15% Bonus Earners

Starting **January 1, 2009*** and running through **June 30, 2009****, we will have a new monthly contest for managers (SA, GA, and MGA).

- Bonus is based on agents coded to the manager who hit the 15% level for the first time within a contest month and result in a Leadership Bonus for the manager. The regular Leadership Bonus will be paid weekly as usual, and the bonus amount described below will be paid monthly.
- For 1st agent under the manager who hits 15% level in a contest month – manager’s Leadership Bonus on this agent is doubled.
- For 2nd first time 15% agent in the month – manager’s Leadership Bonus on this agent is increased 150%.
- For 3rd and above first time 15% agents in the month – manager’s Leadership Bonus on this agent is increased 200%.
- If more than one agent under a particular manager qualifies at the 15% level for the first time in any given week within the month – we will determine the order of their qualification (1st agent, 2nd agent, etc) in ascending order based on agent’s bonus (gives manager the biggest bonus advantage).
- During any special double bonus week–manager’s maximum is equal to double, 150%, or 200% of the regular bonus.

Example:

Assume each agent has \$3,000 of net production for the week they hit the 15% level, which would generate a \$450 agent bonus. We will also assume all agents are direct codes to the MGA. Manager has the required retention and entitled to the regular Leader ship Bonus.

Normal Leadership Bonus is 120% of \$450 or \$540

Total Leadership & Contest Bonus payouts:

Agent 1	Week 1	\$1,080 (DOUBLE) \$540 Paid as Leadership Bonus Weekly \$540 Paid as Contest Bonus EOM
Agent 2	Week 2	\$1,350 (EXTRA 150%) \$540 Paid as Leadership Bonus Weekly \$810 Paid as Contest Bonus EOM
Agent 3	Week 3	\$1,620 (EXTRA 200%) \$540 Paid as Leadership Bonus Weekly \$1,080 Paid as Contest Bonus EOM
Agent 4	Week 4	\$1,620 (EXTRA 200%) \$540 Paid as Leadership Bonus Weekly \$1,080 Paid as Contest Bonus EOM

** Contest bonus evaluations will begin with bonuses generated with the advance runs of January 8th or 9th. (depending on advance run code)*

*** The last contest bonus evaluations will be with bonuses generated with the advance runs of June 25th or 26th. (depending on advance run code)*