

Weekly Leadership Bonus

Bonus eligibility: the SA, GA, or MGA must have a certain number of "codes" – defined here as a first-time bonus qualifier (new agents who earned a weekly bonus for the first time). Codes count up-line – ex: if an SA who is coded under an MGA has a code, both the SA and MGA get credit for the code.

"Code" Requirements:

SA – Requires 1 "code" in rolling ten weeks

GA – Requires 1 "code" in rolling five weeks

MGA – Eligible for 50% of their bonus with **one "code"** in rolling five weeks; 100% of bonus with **two "codes"** in rolling five weeks.

The Weekly Leadership Bonus will be calculated as a percentage of the total Weekly Bonus earned by agents under an MGA during the week. The percentage of bonus paid to SA/GA/MGA is dependent on the level of percentage paid to the agent. To encourage recruiting and coding agents, an increased bonus is available on new agents.

	<u>Agt 19+ Mos</u>	<u>Agt 10-18 Mos</u>	<u>Agt 0-9 Mos</u>
<u>MGA</u>			
<i>Direct Code</i>			
Agt at 5% level	15% of bonus	25% of bonus	50% of bonus
Agt at 10% level	25% of bonus	40% of bonus	80% of bonus
Agt at 15% level	40% of bonus	60% of bonus	120% of bonus
<i>Indirect Code</i>			
Agt at 5% level	10% of bonus	20% of bonus	40% of bonus
Agt at 10% level	20% of bonus	35% of bonus	70% of bonus
Agt at 15% level	30% of bonus	50% of bonus	100% of bonus
<u>SA or GA</u>			
<i>Direct Code</i>			
Agt at 5% level	10% of bonus	15% of bonus	20% of bonus
Agt at 10% level	15% of bonus	25% of bonus	35% of bonus
Agt at 15% level	20% of bonus	35% of bonus	50% of bonus

In order to be eligible for the Bonus, starting in their 10th month (using the prior month's AP&P report), the manager must have 68% retention.

MGA must promote one person to MGA per year or within one year of becoming an MGA to maintain eligibility for the Leadership Bonus.

Through June 2009, if retention is below 68%, the bonus will be paid at a reduced rate of 10% for each 1 point below 68 (no bonus below 62% retention).

67 = 90% of bonus	{63 = 50% of bonus}*
66 = 80% of bonus	{62 = 40% of bonus}*
65 = 70% of bonus	61 = No Bonus
64 = 60% of bonus	

***Beginning in July 2009**, no bonus will be paid for retention below 64%.