

COMPENSATION OVERVIEW



ALTITUDE



In the next few pages, we'll guide you through our commission structure at Altitude, from what new agents earn to the compensation for our experienced agents. We'll cover the basics of each pay level, including bonuses, and provide an overview of what renewals are and how they work here. Additionally, we'll explain the promotion process, showing you what steps are needed to advance.

This section aims to give you a comprehensive view of how compensation evolves as you grow with us.

DRAW COMPENSATION PLAN

A "draw" is a type of pay setup we use here initially to help new agents transition smoothly into a commission-only career. Let's break it down:

In a commission-only career, you earn money based on the sales you make—no sales, no earnings. This can be a bit daunting if you're new and still learning the ropes. That's where a "draw" comes in. Think of it as a safety net. It's like getting a regular paycheck advance against the future commissions you expect to earn from sales.

Here's how it benefits you: When you start, we guarantee you'll receive at least \$750 each week, as long as you meet a few basic goals. We'll go into more detail about these goals during your interview, so you'll have a clear idea of what's expected.

If in any week your commissions (the money you earn from the sales you make) are less than \$750, we'll give you the difference, ensuring you still take home \$750. However, if you make more than \$750 from your sales, you keep the higher amount—that's all yours.

This system is great because it allows you to focus on learning how to sell effectively without worrying about immediate financial pressures. Plus, consistently achieving your sales goals not only guarantees your weekly \$750 but also positions you to earn additional bonuses and incentives that we offer to new agents.

Weekly Requirements for Draw Plan:

1. Work schedule for the week submitted to manager by Monday morning
2. Work stats entered into stats tracking website daily each work day
3. 25 or more complete sales presentations (demos) each week
4. Minimum amount of policy premium sold each week:

Week 1: \$1,000 Gross Annual Premium (GAP) in sales (1-2 average-sized policy sales)

Week 2: \$2,000 GAP (2-3 policy sales)

Week 3: \$3,000 GAP (3+ policy sales)

Week 4: \$4,000 GAP (4+ policy sales)

New Agent Sales Standard:

- 25 demos per week
- Average minimum close rate of 20%.
- Average of 5 sales per week.

FIRST MONTH MINIMUM INCOME BREAKDOWN

(Based on qualifying for the draw)

Draw is \$750/week * 4 weeks =	\$3,000
New Agent Quick Start Bonus =	\$1,000
Monthly Sales Bonus =	\$250
TOTAL 1st MONTH INCOME =	\$4,250

CAREER PATH OPTIONS

As you advance in your sales career with us, you'll enjoy the flexibility to choose both the direction and the speed of your professional development. All agents start in sales; some choose to remain sales-focused, enjoying direct client interactions, while others move towards leadership roles. However, selling will always remain a part of your career.

Sales Professional

As a Sales Professional, your workdays will primarily involve making sales in the field or engaging in activities that either prepare for or follow up on these sales, all aimed at expanding your book of business.

Your progression as a Sales Professional is determined entirely by merit-based earnings, which reflect the total policy premiums you've sold since starting with us. The more you sell, the higher your earnings potential.

The commission structure begins at a 30/1 contract on all sales, where "30" represents the percentage of new commissions you earn during the first 12 months a policy is in force. The "1" in the 30/1 signifies the renewals — ongoing commissions paid to you each month after the initial 12 months, as long as the policyholder keeps their policy active. We'll go into more detail about how renewals work later in this booklet.

In addition to your commission, there are also various rewards to motivate and compensate you further, including cash bonuses, stock shares, additional incentives, and even trips that reward top performers. These extra perks are designed to recognize and reward your hard work and success in the field.

Sales Representative Contracts		
Criteria To Earn Next Contract Promotion	New Sales Commission	Renewal Commission
Starting Contract	30%	1%
\$10K Net Premium sold in first month or \$25K Lifetime Net Premium sold	35%	1%
\$50K Lifetime Net Premium sold	40%	2%
\$200K Lifetime Net Premium sold	45%	2%
\$400K Lifetime Net Premium sold	50%	3%

****Contract levels are "once earned, always earned" - you can never be demoted on your personal sales commission contract once a promotion is earned****

ADVANCED COMMISSIONS

So, let's dive into how the "30" part of your 30/1 contract works during your first year. This figure represents the commission you earn from the first 12 months of premiums that your client pays on their policy. This is often called "new" or "first-year" commission.

Typically, when a client buys a policy, they pay the first month's premium upfront and then set up auto-pay for the following months. Instead of receiving your first-year commission in 12 smaller monthly payments, we give you a significant portion of it right away. Once the policy is submitted and processed, we advance you 70% of your first-year commission—that's roughly the equivalent of your first 9 months of commission.

The remaining 30% is still earned and gets added to your earnings throughout the year, as long as your client continues to pay their monthly premiums. This setup ensures you get a substantial amount of your commission upfront, helping to stabilize your income as you build your sales.

COMMISSION ADVANCE EXAMPLE

\$92/month premium x 12 months =
\$1104 GAP for 1 policy

\$1104 GAP x 30% commission =
\$331 total new commission

70% advance is on total new commissions

\$331 x 70% =
\$232 advance on total commission earned

HOW OFTEN ARE COMMISSIONS PAID?

When you submit a new policy, commissions are processed as soon as that policy is received and underwritten by our home office. Commissions are released to your bank account and direct-deposited 2 to 4 business days after the policy has been processed.

WEEKLY EARNINGS EXAMPLES

BECAUSE YOU MAY BE RECEIVING A DRAW EACH WEEK OR RECEIVING AN ADVANCE ON COMMISSION, THE FOLLOWING COMPARISON OF DRAW VERSUS ADVANCED COMMISSIONS (AT 30% RATE) IS PROVIDED.

If you have a total of :	2 Sales/Week	5 Sales/Week	10 Sales/Week
<i>Annualized Premium Sold</i>	\$2,208	\$5,520	\$11,040
Total Annual Commission Earned	\$662	\$1,656	\$3,312
Earnings on Draw Plan:	\$750 (\$463 + draw of \$287)	\$1,159 (because you outsold draw amount)	\$2,318 (because you outsold draw amount)
VERSUS			
Earnings on Regular Advances:	\$463	\$1,159	\$2,318

HOW RENEWALS WORK

Let's explore the "1" in the 30/1 contract, which represents a 1% renewal commission.

This concept of "Renewals" means in addition to the first-year commissions that are earned on every policy from month 13 on wards, as long as the client maintains their policy and continues premium payments, a monthly renewal commission is paid.

Additionally, "Lifetime Vesting" pertains to an agent's right to continue receiving renewal commissions even after leaving the company. Our industry-leading vesting schedule allows agents to "own" their renewal commissions immediately upon leaving, with 100% ownership after five years. These owned renewals become an will-able asset.

The table below show how renewal commissions can accumulate over time and how an agent's income might grow based on commission contract promotions and the buildup of renewal commissions—excluding bonuses. These visuals help demonstrate the potential financial progression for agents over the course of their careers.

Sale Year	Year 1	Year 5	Year 10	Year 15
Total Commissions earned annually from 5 sales per week	\$70,848	\$95,733	\$134,689	\$154,892
	\$0	\$15,437	\$48,184	\$83,103
	\$70,848	\$111,170	\$182,873	\$237,995
Total Commissions earned annually from 7 sales per week	\$99,187	\$134,027	\$188,565	\$216,849
	\$0	\$21,611	\$67,458	\$116,344
	\$99,187	\$155,638	\$256,022	\$333,193
Total Commissions earned annually from 10 sales per week	\$141,696	\$191,467	\$269,378	\$309,785
	\$0	\$30,873	\$96,368	\$166,206
	\$141,696	\$222,340	\$365,746	\$475,991

← Regular commission income

← Renewal buildup

← Total commission income (regular + renewals)

VESTING SCHEDULE

<2 years = not vested

2 years = 50% vested

3 years = 60% vested

4 years = 70% vested

5 years = 100% vested

INCENTIVES & BONUSES

Quick Start Bonus: New Agents earn a **\$1,000** cash bonus (in addition to regular commissions earned) by producing at least \$10,000 Net Annual Premium (NAP) during their first 4 weeks in the field!

License Reimbursement

ALL NEW SALES PROFESSIONALS RECRUITED IN 2023 will be reimbursed for expenses

necessary to obtain their insurance license, including:

- State-Required Class
- License Test Fees
- Background Checks
- Resident State Appointment Fees

These expenses will be reimbursed when the Sales Professional reaches \$50,000 Net Annualized Premium (NAP) in the first 12 months with Globe Life Family Heritage Division.

MONTHLY & QUARTERLY CASH AND STOCK BONUSES

Monthly Cash Bonus

NAP	BONUS
\$100,000	\$5,500
\$90,000	\$5,000
\$80,000	\$4,500
\$70,000	\$4,000
\$60,000	\$3,500
\$50,000	\$3,000
\$40,000	\$2,000
\$30,000	\$1,500
\$20,000	\$500
\$15,000	\$375
\$10,000	\$250

Every month, all agents have the ability to earn cash bonuses and stock bonuses!

Your monthly bonus amount depends on how much NAP you sell for the entire month. New agents in their first 3 months only have to sell \$10,000 NAP to hit the first monthly bonus level of **\$250**.

QUARTERLY STOCK BONUS

Each quarter you earn three monthly cash bonuses of \$500 or more, you will also earn a quarterly **\$2,000** stock bonus of Globe Life stock!

REAL WORLD EXAMPLES OF ACTIVITY & RESULTS FOR 3 NEW AGENTS IN THEIR FIRST MONTH:

NEW AGENT EXAMPLE #1 CLOSING PERCENTAGE: 8%

	HOURS	DEMOS	CLIENTS	PREMIUM SOLD
Week 1	46.5	43	3	\$1,893.60
Week 2	47.5	31	3	\$1,646.40
Week 3	49.75	31	3	\$4,160.40
Week 4	50.5	27	1	\$2,596.00
TOTALS	194.25	132	10	\$10,296.40

NEW AGENT EXAMPLE #2 CLOSING PERCENTAGE: 39%

	HOURS	DEMOS	CLIENTS	PREMIUM SOLD
Week 1	68.75	28	10	\$13,350.00
Week 2	61.5	22	11	\$10,623.60
Week 3	58	20	5	\$6,244.80
Week 4	43	15	7	\$6,633.60
TOTALS	232.25	85	33	\$36,852.00

NEW AGENT EXAMPLE #3

CLOSING PERCENTAGE: 25%

	HOURS	DEMOS	CLIENTS	GAP
Week 1	34.75	32	10	\$10,027.20
Week 2	44	22	8	\$11,336.40
Week 3	27.5	18	5	\$5,233.20
Week 4	58.5	34	3	\$2,564.40
TOTALS	164.75	106	26	\$29,161.20