

## 2008 General Agent Bonus Program

**Bonus Plan**—this program is effective on January 1 and will apply for eligible production paid and effective in the year 2008. Applicable for Life, Short Term Disability, Intermediate Disability and Long Term Disability Coverages.

**Bonus Plan Details**—The general agent must meet the minimum production requirement of \$25,000 annualized premium. A bonus of 5% annualized premium will be issued for first year premium earned. The general agent must write 5 or more cases to become eligible. Only new groups with 2 to 100 employees will be eligible. Cases must be written between January 1 and December 31, 2008. Chamber of Commerce and Association cases will be excluded from the bonus program.

**Production Calculation**—First year premium will be calculated within the first two months of the subsequent year and the bonus paid by the end of February. In the event of any other production bonus being earned by a direct writing agent for the same business, it will directly offset any amount paid to the general agent.

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General Agent

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Date

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Regional Sales Manager

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Date