



OPP
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UNLIMITED



COMPENSATION AND INCENTIVES



OPPORTUNITY TO... **SUCCEED**

As an independent contractor at Globe Life American Income Division, go as far as your desire, discipline, determination, and commitment will take you. Lucrative compensation, bonuses, and travel incentives plus residual income from lifetime vested renewals provide an opportunity to achieve an income you might not have thought possible.

PAY EXAMPLE

Annualized Life Premium (ALP) Calculation

\$70 Total Life Premium per Month
x 12 Months
\$840 ALP

Monthly Bonus Paid Weekly

MTD Net ALP	Bonus Percentage
\$0 – \$1,999.99	0%
\$2,250 – \$3,999	10%
\$4,000 – \$9,999	19%
\$10,000 – \$19,999	21%
\$20,000 – \$29,999	23%
\$30,000+	29%

Weekly Production

\$2,520 ALP (3 Average Sales)
x 60% 1 st Year Commission Rate
\$1,512 Annualized Commission
x 65% Advance Rate
\$982 Advance on Friday
+ \$333 Weekly Average Bonus*
\$1,315 Total per Week

* Weekly average bonus is based on the producer writing \$2,400 ALP per week for 4 weeks.

Agent Career Path

	Year 1	Year 2	Year 3	Year 4–7	Year 8–10	Year 11–15
Total Compensation	\$65,750	\$71,986	\$92,588	\$124,004	\$241,839	\$407,202
Total First Year Commission*	\$46,800	\$49,041	\$60,067	\$75,185	\$141,199	\$237,359
World's Greatest Bonus*	\$17,039	\$18,145	\$22,225	\$27,819	\$52,244	\$87,823
Renewal Commission**	\$ —	\$4,800	\$10,296	\$21,000	\$48,396	\$82,020

Total compensation reflects actual averages for all contracted agents of AIL/NIL.

Income from revenue streams may vary based on contract.

Based on internal Company records. For illustrative purposes only. Compensation is performance-based.



ADDITIONAL REVENUE STREAMS

- Legacy Bonus**
- SA/GA Training Bonus*
- Leadership Bonus*
- Reinstatement Bonus**

* Paid Weekly

** Paid Monthly

OPPORTUNITY TO... LEAD

American Income Division has built a reputation within our industry for having a culture of leadership development. We seek individuals who have a growth mindset and aspire to lead others. From there we immerse you in an environment of continuous development that brings with it the possibility of increased earnings potential. Promotions are merit-based from within, and there are abundant opportunities for advancement.



INDIVIDUAL PRODUCER

SUPERVISING AGENT 3–6 MONTHS

GENERAL AGENT 6–12 MONTHS

MASTER GENERAL AGENT 12–18 MONTHS

REGIONAL GENERAL AGENT 18–36 MONTHS

STATE GENERAL AGENT SELECTED BY COMPANY TOP LEADERSHIP

Senior Management Career Path

	Year 1	Year 2	Year 3	Year 4-7	Year 8-10	Year 11-15
Total Compensation	\$91,504	\$109,524	\$157,426	\$209,899	\$388,330	\$653,548
Total First Year Commission*	\$46,800	\$49,041	\$72,198	\$74,523	\$154,306	\$273,665
Leadership Bonuses*	\$27,665	\$32,042	\$50,619	\$76,773	\$144,349	\$243,730
World's Greatest Bonus*	\$17,039	\$18,145	\$13,609	\$10,207	\$7,655	\$5,741
Renewal Commission**	\$—	\$10,296	\$21,000	\$48,396	\$82,020	\$130,412

Total compensation reflects actual averages for all MGAs, RGAs, and SGAs of AIL/NIL.

Income from revenue streams may vary based on contract.

Leadership bonus amounts include Leadership Bonus, Growth Bonus, and Legacy Bonus.

Based on internal Company records. For illustrative purposes only. Compensation is performance-based.

* Paid Weekly

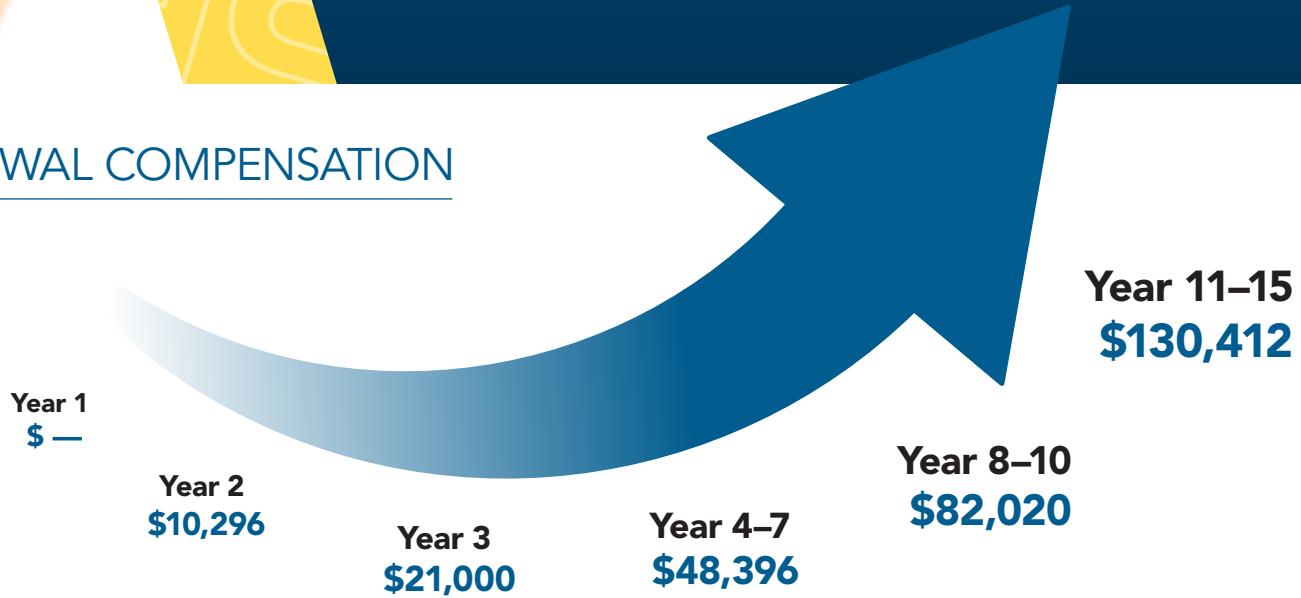
** Paid Monthly



OPPORTUNITY TO... BUILD FOR YOUR FUTURE

Your sales add up and over time, and can create a revenue stream of thousands of dollars each month before other new sales ever occur. You are fully vested in only 10 years to receive lifetime renewal income as long as premiums continue to be paid on the policies you've sold.

RENEWAL COMPENSATION



Based on internal Company records. For illustrative purposes only. Compensation is performance-based.

EARN MONEY TOWARD HEALTH INSURANCE*

Our compensation program offers qualifying agents the opportunity to earn additional commissions to use toward health insurance coverage of their choice. Agents with no dependents can receive **\$2,900 – \$7,200 annually** and agents with dependents can receive **\$5,800 – \$12,300 annually**.



* Amounts vary by tenure and collective bargaining agreement.





OPPORTUNITY FOR... **INCENTIVES**

Incentive opportunities at American Income Division are frequent, generous, and FUN! Contests encourage friendly competition for financial incentives, merchandise, and luxurious trips. Additional bonus opportunities sweeten the deal and offer a chance to earn even more money. Qualify to attend our annual Convention to party with some of your closest friends!

Past destinations have included:

- **Mediterranean Cruise**
- **Paris, France**
- **Miami, FL**
- **Las Vegas, NV**
- **Puerto Rico**
- **Alaskan Cruise**



OPPORTUNITY TO... GIVE BACK

We *Make Tomorrow Better* through charitable giving, helping touch communities we visit for meetings and conventions and try to leave them better than before we came. We partner with local charities and support them financially as well as engaging in hands-on volunteer projects to benefit worthy organizations.

Globe Life, organization offices that sell our products, and employees collectively donated more than \$4.11 million in 2023 to help Make Tomorrow Better where we live, work, and serve.



Sources:

Company Annual Statements and Internal Business Records
2021 OPEIU 277 Collective Bargaining Agreement
2020 Unifor 247 Collective Bargaining Agreement
2022 UFCW 1518 Collective Bargaining Agreement





Globe Life All NIL Agency

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American-Income-Life

About Globe Life American Income Division:

- In business for more than 65 years
- Serving working families in the United States, Canada, and New Zealand
- American Income and its New York subsidiary, National Income Division, have more than \$88 billion of life insurance in force for working families
- A (Excellent) Financial Strength Rating from A.M. Best Company insurance industry analysts (rating as of 8/23)
- Wholly owned subsidiary of Globe Life Inc.

