

**1. Effective Period**

1.1. From 1 Jan 2023 – 31 Dec 2023

1.2. The Company reserves the right to modify the scheme rules and/or stop offering this Scheme, at any time at its sole discretion.

**2. Nature of Payment**

Any and all financing payments including but not limited to Monthly Finance, Performance Bonus and Promotion Bonus are essentially loan payments. All such financing payments or loan payments may be granted to an agent (the “**Agent**”), subject to all the terms and conditions:

- a) in this Financing Scheme;
- b) in the Financing Agreement;
- c) Agency Agreement; and
- d) Supplementary Agreement (if applicable)
- e) other applicable terms of service determined by the Company from time to time.

Any and all such financing payments or loan payments are further subject to the sole and absolute discretion of Prudential Hong Kong Limited and its assignee (the “**Company**”).

**3. Endorsement/Approval**

All applications must be endorsed by relevant upline managers (the “**Managers**”) and are subject to the Company’s approval.

**4. Target Segment**

4.1. No registration records with Insurance Company in Hong Kong ( Bank Salesperson with TR registration record is welcomed) .

4.2. Willing to possess daily activity management (complete specific training, activities, and app usage requirement).

**5. Eligibility**

Scheme Type	V013	V014
Recruiting Manager	SUM or up	SUM or up Selective UM/FC/SFC/BSM/SBSM
Candidate’s Entry Title	SUM	FC/SFC/BSM/SBSM
Monthly Finance	HK\$25,000, HK\$30,000, HK\$35,000, HK\$40,000, HK\$45,000, HK\$50,000, HK\$55,000 <u>or</u> HK\$60,000	HK\$20,000
Candidate’s Basic Requirement	<ul style="list-style-type: none"> <li>At least 2 years of working experience in respective Target Groups (refer to Appendix 1) with supporting document verified; and</li> <li>Average Annual Income (“<b>AAI</b>”) is at least HK\$300,000 in the immediate past 24 months</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor Degree or above; OR</li> <li>At least 2 years of working experience in respective Target Groups (refer to Appendix 1) with supporting document verified</li> </ul>
Complete Assessment	<ul style="list-style-type: none"> <li>Complete PRUDNA Test; and</li> <li>Pass Interview Assessment</li> </ul>	

**6. Commissions Withheld**

6.1. No commission withheld. 100% of commission earnings will be released, subject to the terms and conditions issued by the Company from time to time.

6.2. Other compensation and benefits follow the Agency Terms and Conditions (“AT&C”) issued by the Company from time to time.

## 7. Monthly Finance (“MF”)

7.1. MF amount: HK\$20,000 – HK\$60,000.

7.2. The MF will be payable for a period of **not more than 12 months**.

7.3. For applying MF HK\$25,000 or above, the MF amount shall be calculated based on the Agent’s AAI, with the immediate past 24 months’ income supporting documents verified, and subject to AO approval.

### Example

The Agent’s total income in the immediate past 24 months was HK\$1,100,000. The amount of MF offered should be  $\text{HK\$1,100,000} \div 24 = \text{HK\$45,833}$  which is justified to apply for MF tier from HK\$25K up to HK\$50K and shall be payable for not more than 12 months.

## 7.4. MF Validation Requirements

7.4.1. Validation quota should be based on **personal production** at **350% of total MF** in the first 12 contract months from the effective date of the Scheme.

7.4.2. Monthly case count requirement (1<sup>st</sup> contract month: 1 case; 2<sup>nd</sup> to 6<sup>th</sup> contract months: 2 cases; 7<sup>th</sup> to 11<sup>th</sup> contract months: 3 cases, 12<sup>th</sup> month: 4 cases.

7.4.3. Recruitment requirement of 2 gross recruits by the end of 12th month.

7.4.4. Training and PRULeads Usage requirements.

7.4.5. MF may be suspended (or resumed) at any time during the Financing Period at the Company’s sole discretion subject to but not limited to the assessment and review of the Agent’s production at each of the validation points (“**Validation Point(s)**”) from the effective date of the Scheme, set out in **Table A**.

7.4.6. If the Agent fails to achieve 100% of the Personal Production (Net AFYP) of column (c) of Table A at any of the Validation Points of Table A during the Financing Period, the amount of Monthly Financing to be advanced to the Agent in such month will be reduced to the respective percentage set out in column (b) of Table B according to the Production Achievement Ratio set out in column (a) of Table B

7.4.7. The Company will suspend the MF payment to any Agent at its discretion, including but not limited in the following circumstances:

7.4.7.1. The Agent fails to meet the Monthly Personal Production Net AFYP requirement as set out in Table A and Table B; and/or

7.4.7.2. the Agent fails to meet Personal Persistency requirement as set out in Table A; and/or

7.4.7.3. the Agent fails to complete the Licensing Requirement and PRULeads usage requirements as set out in Table A; and/or

7.4.7.4. the Agent fails to meet the No. of Gross Recruits requirement as set out in Table A; and/or

7.4.7.5. the Agent breaches any of the terms of the Agency Agreement, or the Company’s regulations or terms of services.

## 7.5. Monthly Finance Catch Up

If any part of the Monthly Financing has been suspended due to the Agent’s failure to meet any of the requirements in Clauses 2.1.2, the Agent may request the Company to release the suspended payment to the Agent subject to meeting all the requirements set out in Table C at the end of the 3<sup>rd</sup>, 6<sup>th</sup>, 9<sup>th</sup>, and 12<sup>th</sup> month from the Scheme Effective Date. Release of the suspended Monthly Financing is subject to final approval by the Company.

**Table A:**

(a) Validation Points	(b) PRULeads	(c) Monthly Personal Production (Net AFYP)	(d) Monthly Net Case(s)	(e) Persistency	(f) Cumulative No. of Gross Recruits	(g) Licensing Requirement	(h) PRUDNA
End of 1 <sup>st</sup> Contract Month <b>from the Scheme Effective Date</b>	---	---	1	≥ 85%	---	• Pass IIQE Paper 2/4/5	---
End of 2 <sup>nd</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	2	≥ 85%	---		---
End of 3 <sup>rd</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	2	≥ 85%	---		---
End of 4 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	2	≥ 85%	---	•	---
End of 5 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	2	≥ 85%	---	•	---
End of 6 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	2	≥ 85%	---	•	---
End of 7 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	3	≥ 85%	---	•	1 report
End of 8 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	3	≥ 85%	---	•	1 report
End of 9 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	3	≥ 85%	---	•	1 report
End of 10 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	3	≥ 85%	---	•	1 report
End of 11 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x30%	3	≥ 85%	---	•	1 report
End of 12 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	200 points	MFx12x50%	4	≥ 85%	2	•	1 report

*\*Inforce PRUVenture Elite Agent is required to submit Monthly Activity Logsheet in order to fulfil Validation Requirement. Training & App Usage requirement might be updated from time to time in aligning with company direction.*

**Table B:**

(a) Production Achievement Ratio	(b) Percentage of Monthly Financing payable
≥ 100%	100%
≥ 80%	75%
< 80%	0%

\* Table B is only applicable for columns (a) and (c) as set out in Table A, given column (b) and column (d) to Column (h) is 100% fulfilled.

**Table C:**

Validation Point	PRULeads	Cumulative Net AFYP	Cumulative Net Cases	Persistency	Cumulative No. of Gross Recruits (V013 Only)	PRUDNA
End of 3 <sup>rd</sup> Contract Month <b>from the Scheme Effective Date</b>	400 points	MF X12 x 60%	5	>=85%		N/A
End of 6 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	1000 points	MF X12 x 150%	11	>=85%		N/A
End of 9 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	1600 points	MF X12 x 240%	20	>=85%		N/A
End of 12 <sup>th</sup> Contract Month <b>from the Scheme Effective Date</b>	2200 points	MF X12 x 350%	30	>=85%	2	6 Reports

## 8. Scheme Termination

- 8.1. The Scheme will immediately be terminated if the Agent fails to satisfy the PRULeads Points OR Monthly Net Case(s) for any 3 months during 1<sup>st</sup> – 12<sup>th</sup> months from the Scheme Effective Date; and/or
- 8.2. In such case, the Agent can choose any of the following:
- cease service with the Company; or
  - remain in service with the Company with or without the Universal Financing (PB) Scheme (i.e. performance bonus capped at HK\$270,000 per contract year with maximum package of HK\$540,000 for first 2 contract years).
- 8.3. Arrangement of MF repayment upon scheme termination will be differed as stated:
- 8.3.1. if the Agent does not opt for the Universal Financing (PB) Scheme, all MF paid shall be immediately repaid by the Agent; or
- 8.3.2. if the Agent opts for Universal Financing (PB) Scheme, the validation period for PB will commence from the effective date of the Scheme. In the event if the PB entitled by the end of the 12 months from the effective date of the Scheme is higher than the total MF paid, the difference between the PB entitled and MF paid will be released to the Agent by the end of 15<sup>th</sup> contract month. In the event if the PB entitled by the end of the 12<sup>th</sup> contract month from the effective date of the Scheme is lower than the total MF paid, the Agent is required to repay the MF shortfall by deducting such sum from his/her personal commission account by the end of 15<sup>th</sup> contract month.

## 9. Performance Bonus

- 9.1. The Agent will be eligible for the **PB in the 13<sup>th</sup> to 24<sup>th</sup> contract months** period from the Scheme Effective Date, according to the validation tables below.
- 9.2. The validation of PB shall be based on **personal production** (including Net AFYP, H&P Net AFYP, Net Case Count and Persistence) according to Table D.

**Table D – Validation Requirement of PB (13<sup>th</sup> to 24<sup>th</sup> Contract Months)**

Level	V013	V014	PB Amount	Net AFYP	H&P Net AFYP (15% of Net AFYP)	Net Cases	Persistence
1 <sup>st</sup> Level	NOT Eligible	Eligible	HK\$140,000	840,000	126,000	≥ 30	≥ 85%
2 <sup>nd</sup> Level	Eligible	Eligible	HK\$210,000	1,260,000	189,000		
3 <sup>rd</sup> Level	Eligible	Eligible	HK\$315,000	1,890,000	283,500		
4 <sup>th</sup> Level	Eligible	Eligible	HK\$420,000	2,520,000	378,000		

- 9.5. The PB (if any) will be released based on the H&P and Net Case achievement according to Table E.

**Table E – Release Percentage of PB (13<sup>th</sup> to 24<sup>th</sup> Contract Months)**

H&P Validation	Net Case Validation	Release Percentage of Relevant PB
Achieved	Achieved	100%
<b>NOT</b> Achieved	Achieved	80%
Achieved	<b>NOT</b> Achieved	50%
<b>NOT</b> Achieved	<b>NOT</b> Achieved	40%

- 9.6. PB (if any) will be released in the 27<sup>th</sup> contract month from the Scheme Effective Date.
- 9.7. At the time of release of the PB (where applicable), the personal persistency rate must be equal and greater than 85%.
- 9.8. No PB catch up is allowed.
- 9.9. If Clause 8.1 above applies, the Scheme will immediately be terminated and the Agent will not be entitled any PB.

## 10. Promotion Bonus

10.1. The Agent will be eligible for Promotion Bonus if he satisfies the validation requirements by end of the 36<sup>th</sup> contract month according to Table F.

**Table F – Requirement of Promotion Bonus (by the end of 36<sup>th</sup> Contract Month)**

Level	V013	V014	Bonus Amount	Promotion to the Specified Title by the end of 36 <sup>th</sup> Contract Month
1 <sup>st</sup> Level	Not Eligible	Eligible	HK\$10,000	Promote to SUM
2 <sup>nd</sup> Level	Eligible	Eligible	HK\$50,000	Promote to BM
3 <sup>rd</sup> Level	Eligible	Not Eligible	HK\$200,000	Promote to RM / SRM
4 <sup>th</sup> Level	Eligible	Not Eligible	HK\$500,000	Promote to RD / SRD

10.2. Promotion Requirements of the specific title is subject to AT&C as announced by the Company from time to time. Agents must fulfil the promotion criteria as specified in the prevailing AT&C over the 1<sup>st</sup> to 36<sup>th</sup> months period from the Scheme Effective Date to earn the Promotion Bonus.

10.3. Promotion Bonus (if any) will be released in the 39<sup>th</sup> contract month from the Scheme Effective Date.

10.4. No Promotion Bonus catch up is allowed.

10.5. **No discretionary or fast-track promotion is allowed.** Agents promoted on a discretionary basis or maintaining the same title (as on the Scheme Effective Date) at the end of 36<sup>th</sup> month are not entitled to Promotion Bonus.

10.6. Agent's Liability on Promotion Bonus

In the event of (i) termination within 60 months or (ii) demotion / failing title maintenance for any reason by 24<sup>th</sup> month after promotion (whichever is earlier), the Promotion Bonus will be clawed back according to Table G.

**Table G – Claw Back of Promotion Bonus (37<sup>th</sup> to 60<sup>th</sup> Contract Months)**

	Binding Period	Repayment Percentage of Promotion Bonus
Termination for any reason	Within 60 Contract Months	100%
Demotion / Fail to achieve title maintenance of Specified Title (as of 36 <sup>th</sup> month)	By the end of the 24 <sup>th</sup> Contract Month after promotion	Difference of the entitled Bonus Amount

### **Example**

PRUVenture Elite agent successfully promoted from SUM (title as of the Scheme commencement date) to RM by the end of the 36<sup>th</sup> contract month, he/she can receive a Promotion Bonus of HK\$200,000 in the 39<sup>th</sup> contract month. By the end of 24<sup>th</sup> contract month after his/her promotion, if he/she fails RM title maintenance and only fulfils BM title maintenance, **HK\$150,000** of the issued Promotion Bonus will be clawed back (HK\$200,000 – HK\$50,000 = HK\$150,000). If he/she only fulfils SUM title maintenance, **HK\$200,000** of the issued Promotion Bonus will be clawed back (HK\$200,000 – HK\$0 = HK\$200,000).

## 11. Financial Responsibility

The Agent's liability provisions herein shall apply to all agents applying for this financing scheme.

### 11.1. Agent's liability

11.1.1. The Agent applying for this scheme is not eligible to join the "MDRT Super Bonus – Basic Bonus Part" and any future incentive scheme as determined by the Company at its sole discretion from time to time.

11.1.2. The Agent shall forthwith repay the MF Shortfall to the Company if he/she has failed to meet the overall validation requirement at the end of 12<sup>th</sup> Contract Month from the Scheme effective date.

$$\text{MF Shortfall} = \text{MF} \times 12 \text{ months} \times \frac{\text{Actual Net AFYP Production}}{\text{Net AFYP Validation Requirement}} - \text{Total MF paid during 12 months}$$

11.1.3. The Agent shall forthwith repay all MF and/or PB and/or Promotion Bonus payments (as the case may be) in full to the Company if the Agency Agreement is terminated by Company due to misconduct of the Agent and/or any breach of code of practice by the Agent.

11.1.4. The Agent shall be responsible to forthwith repay the MF and/or PB and/or Promotion Bonus payments (as the case may be) to the Company if the Agency Agreement is terminated, for whatever reason, within 60 contract months or no repayment is required for over 60 months from the effective date of the Scheme. The repayment amount is subject to the servicing contract month as listed below:

Contract Month from Scheme Effective Date	Repayment Percentage		
	MF	PB (release in 27 <sup>th</sup> month)	Promotion Bonus (release in 39 <sup>th</sup> month)
Within 1 to 12 contract months	100%	---	---
Within 13 to 24 contract months	100%	---	---
Within 25 to 36 contract months	0% <sup>*Remark 1</sup>	100%	---
Within 37 to 48 contract months	0%	0%	100%
Within 49 to 60 contract months	0%	0%	50%
Over 60 contract months	0%	0%	0%

*Remark 1: If the agent enters into (whether directly or indirectly, and whether as an employee, agent, insurance broker or other capacity that involves the selling of insurance) any service agreement, or register with any other insurance company or financial institution in Hong Kong during that period .*

### 11.2. Leader's liability and guarantee

11.2.1. If the Agent is terminated within 36 contract months, the leader (SUM or up) needs to bear 100% of MF via his/her SUA account.

11.2.2. The Company shall also have the right to demand the Manager(s) for immediate repayment of the Leader's Liability.

11.2.3. Managers are not entitled to Development Allowance as stipulated in the prevailing AT&C.

Note: The above is intended as a summary of the Scheme as currently in force. The Scheme may be amended by the Company from time to time at its sole and absolute discretion, and further subject to the detailed terms as contained in the Financing Agreement.

## Appendix 1 – Target Groups

Group 1 Sales Related Experience	Group 2 Account Servicing / Customer Service Related Experience	Group 3 Selected Professionals
a) Sales & Marketing Officer / Manager b) Sales Representative c) Retail Sales Officer / Manager d) Real Estate Sales Representative e) Trading Officer / Manager f) Direct Marketing Officer / Manager g) Telemarketing Officer / Manager h) Others	a) Membership Officer / Manager b) Account Officer / Manager c) Health or Beauty Retail Consultant d) Public Relations Officer / Manager e) Events Planner Officer / Manager f) Travel Agency Officer / Manager g) Customer Service Officer / Manager h) Others	a) Accountant b) Lawyer c) Doctor / Nurse d) Social Worker e) Teacher / Lecturer f) Others

