

SWAT TEAM Compensation Plan, Promotions, & Bonuses

		\$30,000 APV/2 MO	\$50,000 APV/ 3 MO 7 Writers	\$100,000 APV	\$150,000 APV	\$250,000 APV	\$500,000 APV
AGENT	SR AGENT	KEY LEADER	AGENCY MANAGER	SR AGENCY MANGER	MASTER AGENCY MANAGER	EXECUTIVE AGENCY MANAGER	PRESIDENTIAL AGENCY MANAGER
	YOU	YOU	YOU	YOU	YOU	YOU	YOU
	A A A	A A A	A A A	kl kl kl	A M A	M M M	M M M M M
			A A A	30k 30k 30k			
Average Override Income *		\$3,000 - \$5,000/mo	\$5,000 - \$7,500/mo	\$10,000 - \$15,000/mo	\$15,000 - \$20,000/mo	\$25,000 - \$35,000/mo	\$50,000 plus/ mo

Special Opps Shared Bonus Pool: Earn a 1%-2% Bonus on the Issued Paid Business on the Entire SWAT TEAM Agency's Volume

- \$15,000 APV in a month 1 point/share
- \$20,000 APV in a month 2 points/shares
- \$30,000 APV in a month 3 points/shares
- \$40,000 APV in a month 4 points/shares
- \$50,000 APV in a month 5 points/shares

Points/Shares of the bonus pool will be tallied at the end of each calendar month with the final turn in, being the last Friday with the date being in that particular month, which is congruent with the calendar month in Symmetry. Each agent who achieves a minimum of \$15,000 APV will receive 1 point/share of the bonus pool. Additional points/shares may be earned as outlined. When the month is over, we will tally up the issue paid business of the SWAT TEAM and will payout 1%-2% of the entire issued paid volume from the previous month to be placed in the pool. Those qualified will share a % of the pool based on the number of shares/points earned divided by the amount paid out to the pool. For example if the SWAT TEAM AGENCY Issued \$200,000 APV in a month and \$4000 was paid into the pool and 4 people qualified with a minimum of \$15,000 APV that month, earning 1 point/share each, each agent's point/share would be worth 25% of the pool or \$1,000. The monies paid out form the pool will be paid in lead credit, or if an agent so chooses, they can take 50% of the lead credit in cash.

The following promotion is subject to change at anytime without written consent from the agents.

Six Figure Ring Please keep track of your commissions earned as there will be a Six Figure Ring awarded to anyone who achieves \$100,000 of income in a 12 month period. All bonuses and commissions pd from the carriers count for the Six figure Ring

* The average override incomes stated are based on a 10-15% commission spread and calculated on issued business. There is no guarantee for the income you will earn as we do not know how hard you or the agents in your agency will work, nor do we know the quality of business you or your agents will write. The above illustration is a simple hypothetical theoretical example for explanation purposes only. All agencies and organizations will grow at different speeds and it is highly unlikely that the structure will take on the exact form as illustratec. Participants of SFG and the SWAT TEAM are independent agents.