COMPENSATION BY CARRIER GUIDE

THE SOLIDITY COMPENSATION GRID

BUILDER CONRACTS

145%	$750,000	TOTAL HIERARCHY ISSUE PAID	
140%	$500,000	TOTAL HIERARCHY ISSUE PAID	EVP
135%	$400,000	TOTAL HIERARCHY ISSUE PAID	
130%	$300,000	TOTAL HIERARCHY ISSUE PAID	SVP
125%	$200,000	TOTAL HIERARCHY ISSUE PAID	

To qualify for a new contract level an agent hit the required production for **two consecutive months**. FFL Production months end on the Thursday of each month. For 5 week months, your best 4 weeks will be counted. **Jumping comp level is not permitted**

For **producer contracts** only your personal production numbers will count toward your promotion. For **builder contracts** your personal production and your total hierarchy's production will count toward your promotion.

You can only count 50% of your biggest leg toward your promotion. For example;
If you have $750,000 in volume. you can count $375,000 from your biggest leg and also must have an additional $375,000 outside of your biggest leg.

	PRODUCER CONRACTS	BUILDER CONRACTS	
DIAMOND	120% $40,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$150,000 TOTAL HEIRARCHY ISSUE PAID	VP
	115% $35,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$125,000 TOTAL HEIRARCHY ISSUE PAID	
PLATINUM	110% $30,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$100,000 TOTAL HEIRARCHY ISSUE PAID	SSM
	105% $25,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$75,000 TOTAL HEIRARCHY ISSUE PAID	
GOLD	100% $20,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$50,000 TOTAL HEIRARCHY ISSUE PAID	SM
SILVER	95% $15,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$40,000 TOTAL HEIRARCHY ISSUE PAID	
	90% $10,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$30,000 TOTAL HEIRARCHY ISSUE PAID	
BRONZE	85% $5,000 2 MONTHS IN A ROW PERSONAL PRODUCTION ISSUE PAID	$20,000 TOTAL HEIRARCHY ISSUE PAID	
	80% STARTING CONTRACT		

FAMILY FIRST LIFE

COMP GUIDE

	Aetna	Aflac	Americo	
FFL Contract	Whole Life	Final EX	HMS 125	Eagle Premier
145	-	-	145%	135%
140	144%	123%	140%	135%
135	137%	118%	135%	130%
130	130%	113%	130%	125%
125	125%	108%	125%	120%
120	120%	100%	120%	115%
115	115%	93%	115%	110%
110	107.5	85%	110%	105%
105	100%	78%	105%	100%
100	92.5	70%	100%	95%
95	85%	70%	95%	90%
90	77.5	70%	90%	85%
85	70%	63%	85%	80%
80	70%	63%	80%	75%
75	70%	63%	75%	70%
70	70%	63%	70%	65%
65	70%	63%	65%	60%

COMP GUIDE

	American Amicable							
FFL Contract	Senior/Family Choice	EZ Term	Secure Life	Home Protector	OBA	Term Made Simple	Family Protector	XUL
145	125%	100%	140%	145%	100%	130%	130%	105%
140	125%	100%	140%	140%	100%	130%	130%	105%
135	120%	95%	135%	135%	95%	125%	125%	100%
130	115%	90%	130%	130%	90%	120%	120%	95%
125	110%	85%	125%	125%	85%	115%	115%	90%
120	105%	80%	120%	120%	80%	110%	110%	85%
115	100%	75%	115%	115%	75%	105%	105%	80%
110	95%	70%	110%	110%	70%	100%	100%	75%
105	90%	65%	105%	105%	65%	95%	95%	70%
100	85%	60%	100%	100%	60%	90%	90%	76%
95	80%	55%	95%	95%	55%	85%	85%	60%
90	75%	50%	90%	90%	50%	80%	80%	55%
85	70%	45%	85%	85%	45%	75%	75%	50%
80	65%	40%	80%	80%	40%	70%	70%	45%
75	60%	35%	75%	75%	35%	65%	65%	45%
70	55%	30%	70%	70%	30%	60%	60%	45%
65	50%	25%	65%	65%	30%	55%	55%	45%

FAMILY FIRST LIFE

COMP GUIDE

	Corebridge		Ethos						
FFL Contract	GIWL	SIWL	LGA Prime	TruStage TAWL	TruStage SITL	TruStage GAWL	Ameritas IUL	Ameritas SI Term	JH ROP
145	-	-	120.0%	120.0%	55.0%	30.0%	125.0%	120.0%	145.0%
140	80.0%	132%	117.5%	120.0%	52.5%	27.5%	120.0%	117.5%	145.0%
135	77.5%	127%	115.0%	117.5%	50.0%	25.0%	115.0%	115.0%	135.0%
130	75.0%	122%	112.5%	115.0%	47.5%	22.5%	110.0%	112.5%	130.0%
125	72.5%	117%	110.0%	110.0%	45.0%	20.0%	105.0%	110.0%	125.0%
120	70.0%	112%	107.5%	105.0%	42.5%	17.5%	100.0%	107.5%	115.0%
115	67.5%	107%	105.0%	100.0%	40.0%	15.0%	95.0%	105.0%	105.0%
110	65.0%	102%	102.5%	95.0%	37.5%	12.5%	90.0%	102.5%	100.0%
105	62.5%	97%	100.0%	90.0%	35.0%	10.0%	85.0%	100.0%	95.0%
100	60.0%	92%	97.5%	87.5%	32.5%	7.5%	80.0%	97.5%	90.0%
95	57.5%	87%	95.0%	85.0%	30.0%	5.0%	75.0%	95.0%	85.0%
90	57.5%	82%	92.5%	82.5%	27.5%	2.5%	70.0%	92.5%	80.0%
85	55.0%	77%	90.0%	80.0%	25.0%	2.5%	65.0%	90.0%	75.0%
80	55.0%	72%	87.5%	77.5%	22.5%	2.5%	60.0%	87.5%	70.0%
75	55.0%	67%	85.0%	70.0%	20.0%	2.5%	55.0%	85.0%	65.0%
70	55.0%	62%	82.5%	65.0%	17.5%	2.5%	50.0%	82.5%	60.0%
65	55.0%	57%	80.0%	60.0%	15.0%	2.5%	45.0%	80.0%	55.0%

FAMILY FIRST LIFE

COMP GUIDE

	Foresters		InstaBrain				Liberty Bankers	Ladder Life	NLG
FFL Contract	Strong Foundation	Planright	Life Term	Senior Life Term/WL	Final Expense /GIGDB	Accidental	FX	FX	Universal Life
145	-	-	-	-	-	-	-	-	-
140	120%	120%	130%	90%	127%	90%	125%	120%	110%
135	115%	115%	125%	85%	125%	85%	120%	115%	105%
130	110%	110%	120%	80%	122%	80%	115%	110%	100%
125	105%	105%	115%	75%	120%	75%	110%	105%	95%
120	100%	100%	110%	70%	117%	70%	105%	100%	90%
115	95%	95%	105%	65%	115%	65%	100%	95%	85%
110	90%	90%	100%	60%	112%	60%	95%	90%	80%
105	85%	85%	100%	60%	112%	60%	90%	85%	75%
100	80%	80%	100%	60%	112%	60%	85%	80%	70%
95	75%	75%	100%	60%	112%	60%	80%	75%	65%
90	70%	70%	100%	60%	112%	60%	75%	70%	60%
85	65%	65%	95%	55%	110%	55%	70%	65%	55%
80	60%	60%	95%	55%	110%	55%	65%	60%	50%
75	55%	60%	95%	55%	110%	55%	60%	50%	45%
70	50%	60%	95%	55%	110%	55%	55%	50%	40%
65	45%	60%	95%	55%	110%	55%	50%	50%	40%

FAMILY FIRST LIFE

COMP GUIDE

	Mutual of Omaha							Royal Neighbors			
FFL Contract	Term Life Express	Final Expense	IUL	Children's Whole Life	IULE	Term Life Answers	Accidental Death	Term	Royal Legacy SPWL	Secure Life IUL	SI Whole Life
145	145%	125%	125%	100%	130%	110%	130%	-	-	-	-
140	140%	125%	125%	100%	130%	110%	130%	120%	16%	125%	125%
135	135%	120%	120%	97%	125%	105%	125%	115%	15%	120%	120%
130	130%	115%	115%	95%	120%	100%	120%	110%	14%	112%	110%
125	125%	110%	110%	92%	115%	95%	115%	100%	13%	105%	100%
120	120%	105%	105%	90%	110%	90%	110%	100%	13%	105%	100%
115	115%	100%	100%	85%	105%	85%	105%	100%	13%	105%	100%
110	110%	95%	95%	80%	100%	80%	100%	95%	13%	100%	95%
105	105%	90%	90%	75%	95%	75%	95%	90%	12%	95%	90%
100	100%	86%	85%	70%	90%	70%	90%	85%	11%	90%	85%
95	95%	82%	80%	65%	85%	65%	85%	80%	10%	85%	80%
90	90%	78%	75%	60%	80%	60%	80%	75%	9%	80%	75%
85	85%	74%	70%	55%	75%	55%	75%	50%	7%	50%	45%
80	80%	70%	65%	50%	70%	50%	70%	50%	7%	50%	45%
75	75%	65%	60%	45%	65%	45%	65%	50%	7%	50%	45%
70	70%	61%	55%	40%	60%	40%	60%	50%	7%	50%	45%
65	65%	57%	50%	35%	55%	35%	55%	50%	7%	50%	45%

FAMILY FIRST LIFE

COMP GUIDE

	Transamerica		United Home Life				
FFL Contract	FE	UL	FX	GIWL	Whole Life	Accidental	Term
145	140%	120%	-	-	-	-	-
140	140%	120%	110%	70%	120%	100%	110%
135	135%	115%	105%	65%	115%	95%	105%
130	130%	110%	100%	60%	110%	90%	100%
125	125%	105%	95%	55%	105%	85%	95%
120	120%	100%	90%	50%	100%	80%	90%
115	115%	95%	85%	45%	95%	75%	85%
110	110%	90%	80%	40%	90%	70%	80%
105	105%	80%	75%	35%	85%	65%	75%
100	100%	75%	70%	30%	80%	60%	70%
95	95%	70%	65%	25%	75%	55%	65%
90	90%	60%	60%	25%	70%	50%	60%
85	85%	55%	55%	25%	65%	50%	55%
80	80%	50%	50%	25%	60%	50%	50%
75	75%	45%	45%	25%	55%	45%	45%
70	70%	40%	45%	25%	55%	45%	45%
65	70%	40%	45%	25%	55%	45%	45%

SRS COMP GRID

*Yellow - Black comp increases are based off personal lifetime annuity production | *Black - Red comp increases are based off agency YTD annuity production
*percentages vary based of of age of client and product. | | Revised 12/21/2023

	ATHENE	NLG	FORETHOUGHT	NORTH AMERICAN	SILAC	F&G
	PERFORMANCE ELITE 10	ZENITH GROWTH 10	CHOICE ACCUM 10	CHARTER PLUS	DENALI 14	ACCUMULATOR PLUS 10
Green - New Agent	5. 25%	4.50%	5%	5.60%	6.5	5.50%
Yellow - 100k	6%	5%	5%	5.95%	6.75	6%
Blue - 500k	6 . 25%	6%	6%	6.30%	7	6.50%
Silver - 1 Million	6 .50%	6 . 25%	6%	6.65%	7.25	7%
Gold - 2 Million (FFL 140 & 145)	6 .75%	6.50%	6.50%	7%	7.5	7.50%
Platinum - 5 Million (30 Million)	7%	6 .75%	7%	7.25%	7.75	8%
Black - 10 Million (60 Million)	7.50%	7%	7.50%	7.50%	8	8.50%
Royal (120 Million)	8%	7.50%	8.50%	8%	8.25	9%
Red (175 Million)	8 .50%	8%	8.50%	9%	8.5	9%

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*percentages vary based of of age of client and product. | | Revised 12/21/2023

IUL COMP GRID	North American		NLG	F&G			ALLIANZ	COLUMBUS		
	FINAL EXPENSE	PROTECTION IUL & CUSTOM GUARANTEE UL	FLEX LIFE II	PATHSETTER	PATHSETTER 0-17	TRAILSETTER	ALLIANZ LIFE PRO +	IUL	SIUL	TERM
140/ 145	120	115	110	130	95	11.5	105	130	100	75'
135	115	110	105	125	90	11.5	100	125	95	70'
130	110	105	100	120	87.5	9.5	95	120	90'	65'
125	105	100	95	115	85	9.5	90	115	85'	60'
120	100	95	90	110	82.5	9.5	85	110	80'	55'
115	95	90	85	105	80	9.5	80	105	75'	50'
110	90	85	80	100	77.5	9.5	75	100	70'	50'
105	85	80	75	95	75	9.5	70	95	65'	50'
100	80	75	70	90	72.5	9.5	65	90'	60'	50'
95	75	70	65	85	70	9.5	60	85'	60'	50'
90	70	65	60	80	67.5	6.5	55	80'	60'	50'
85	65	60	55	75	65	6.5	50	75'	60'	50'
80	60	60	50	70	62.5	6.5	45	70'	60'	50'
75	55	60	45	65	60	6.5	40	65'	60'	50'
70	55	60	40	60	55	6.5	35	60'	60'	50'
65	55	60	40	55	50	6.5	30	60'	60'	50'

*Yellow - Black comp increases are based off personal lifetime annuity production | *Black - Red comp increases are based off agency YTD annuity production
*percentages vary based of of age of client and product.

IUL COMP GRID	Mutual Of Omaha UL	Mutual Of Omaha IULE	ANICO UL	PROTECTIVE WHOLE LIFE	TRANSAMERICA FFLIUL
140/ 145	125	130	110	90	120
135	120	125	105	90	115
130	115	120	100	90	110
125	110	115	95	90	105
120	105	110	90	90	100
115	100	105	85	85	95
110	95	100	80	85	90
105	90	95	75	85	80
100	85	90	70	80	75
95	80	85	65	80	70
90	75	80	60	70	60
85	70	75	60	70	55
80	65	70	60	60	50
75	60	65	60	60	45
70	55	60	60	50	40
65	50	55	60	50	40

IUL COMP GRID	AMERICO INSTANT DECISION IUL	ETHOS AMERITAS
145	130	125
140	125	120
135	120	115
130	115	110
125	110	105
120	105	100
115	100	95
110	95	90
105	90	85
100	85	80
95	80	75
90	75	70
85	70	65
80	65	60
75	60	55
70	55	50
65	50	45

*Yellow - Black comp increases are based off personal lifetime annuity production | *Black - Red comp increases are based off agency YTD annuity production
*percentages vary based of of age of client and product. | | Revised 12/21/2023

	Sa gicore			NLG	
WHOLE LIFE	10 YEAR TERM	15 YEAR TERM	20 YEAR TERM	10/ 20 YR TERM	20/30 YR TERM
140/ 145	99	111	121	92	110
135	93	105	116	88	105
130	93	105	116	83	100
125	93	105	116	80	95
120	87	97	105	75	90
115	87	97	105	71	85
110	87	97	105	67	80
105	87	97	105	62	75
100	81	89	95	58	70
95	81	89	95	55	65
90	81	89	95	50	60
85	81	89	95	45	55
80	70	77	84	42	50
75	70	77	84	38	45
70	70	77	84	33	40
65	70	77	84	33	40

IBC	Lafayette
140/ 145	110
135	105
130	100
125	95
120	90
115	85
110	80
105	70
100	65
95	60
90	55
85	55
80	55
75	55
70	55
65	55

*Yellow - Black comp increases are based off personal lifetime annuity production | *Black - Red comp increases are based off agency YTD annuity production
*percentages vary based of of age of client and product. | | Revised 12/21/2023