

# Partnership Rewards Producer Bonus Program

It Pays for National Partners to Grow Their Business with Us

Standard Insurance Company







# A Rewarding Partnership Deserves Our Full Support

From flexible plan designs to marketing materials and enrollment support – we have the products, tools and support you need to succeed. If you have any questions about how the program works or how you can partner with The Standard to grow your business and rewards, we're ready to help.

**Contact your local Employee Benefits Sales and Service Office representative today at 800.633.8575 to see how you can increase your compensation with The Standard throughout the year.**

We know you work hard to give your clients the right employee benefits packages, and we're committed to making their business more rewarding for you. We appreciate your partnership and confidence in the range of quality insurance products and services Standard Insurance Company offers.

## Flexible Options Help You Qualify for Bonuses

Our producer bonus program, Partnership Rewards, offers strong incentives for small business sales, as well as large cases, and rewards both new and retained business.

One big advantage: You can qualify based on the total lines of coverage sold, as well as the level of premium, starting with a \$25,000 minimum in new business and six lines of coverage. Or, for large cases, qualify with as few as three lines of coverage with total premium of \$750,000 or more.

Read on to learn how the Partnership Rewards program works. You'll find that meeting your clients' needs with valuable products and services from The Standard can help you reach higher income goals.

## Flexible Options Help You Qualify for Bonuses

Boost your retention bonus by keeping loyal customers

Earn higher percentage bonuses with higher total premium

Qualify for bonuses based on lines of coverage or premium



Small Business



Large/  
National  
Accounts



Renewal

Note: We reserve the right to alter or discontinue the compensation program at any time without prior notice. The payment and calculation of producer bonuses are subject to our sole discretion.

## Earn Rewards Based on Premium or Case Count

### New Business Bonus Plan

It pays to place new business with The Standard. As shown below, your bonus payment percentage increases according to the level of new premium credits. You can also increase your compensation from The Standard by earning additional new premium credits throughout the year.

#### New Business Bonus Plan

Level	Premium	Bonus Percentage	Bonus Cap*	Minimum Lines of Coverage	Maximum Lines of Coverage
1	\$25,000–\$99,000	2.0%	2 times current level-graded commission scale	6	8
2	\$100,000–\$249,999	2.5%	2 times current level-graded commission scale	9	11
3	\$250,000–\$499,999	3.0%	2 times current level-graded commission scale	12	14
4	\$500,000–\$999,999	3.5%	2 times current level-graded commission scale	15	17
5	\$1,000,000–\$1,999,999	4.0%	2 times current level-graded commission scale	18	20
6	\$2,000,000+	6.0%	2 times current level-graded commission scale	21	∞

You can qualify for Levels 2–6 based either on premium or lines of coverage, whichever provides the highest bonus percentage. For example, a broker who sells 13 lines of coverage that amount to \$200,000 in premium would qualify for Level 3 and a 3 percent bonus.

**Once you reach \$750,000 of premium sold, only three lines of coverage are required and the table below applies.**

Level	Premium	Bonus Percentage	Bonus Cap*	Minimum Lines of Coverage	Maximum Lines of Coverage
1	\$750,000–\$999,999	3.5%	2 times current level-graded commission scale	3	∞
2	\$1,000,000–\$1,999,999	4.0%	2 times current level-graded commission scale	3	∞
3	\$2,000,000+	6.0%	2 times current level-graded commission scale	3	∞

\*Maximum amount of additional compensation achievable for bonus

New group contracts written during the calendar year that are sold through an affiliate will also count towards New Premium Credits. Any Bonus Payment will be paid pro rata based on the level of premium attributable to business written through each company.

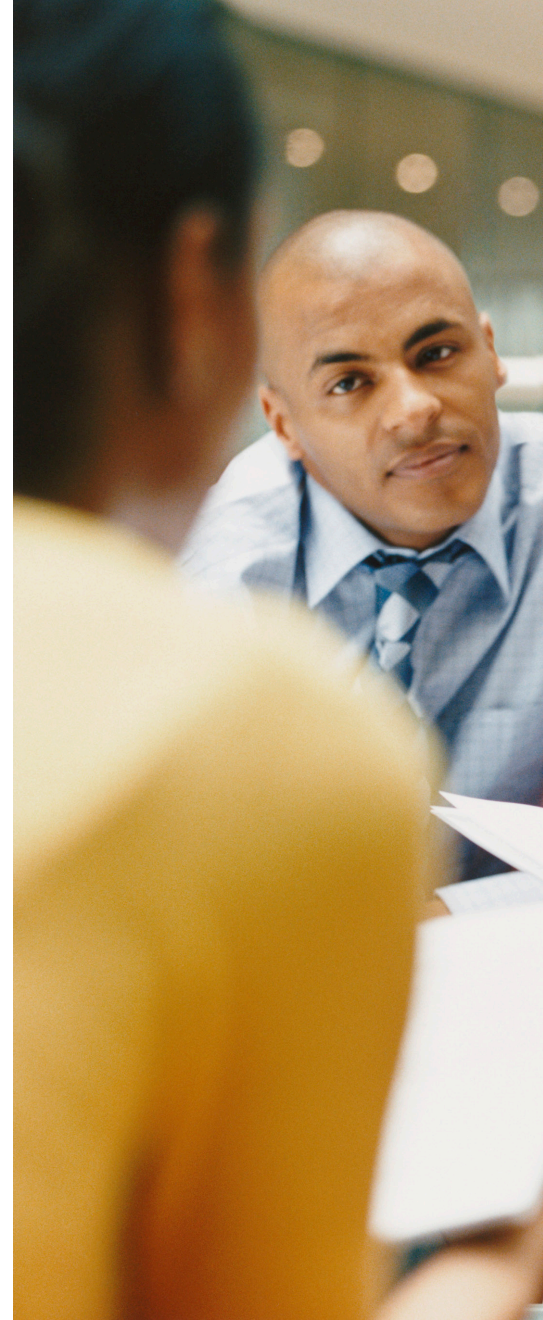


## Eligibility Requirements

- The original selling producer is eligible for the New Business Bonus.
- Eligibility begins with six lines of coverage sold and includes Group, Life, Long Term Disability (LTD), Short Term Disability (STD), Standalone Accidental Death and Dismemberment (AD&D), Agility\*, Dental or Vision– employer-paid or voluntary. Voluntary Accident\*, Voluntary Critical Illness\* and Voluntary Hospital Indemnity\* are also included.
- To retain eligibility, each case must remain in force for the remainder of the calendar year; revocation would result in a debit (case eligibility is determined by The Standard).
- To qualify, the original selling producer must have sold at least \$25,000 in annualized premium after accounting for case splits and Dental products at 50 percent premium credit.

## Features, Products and Payments

- **Payment Frequency:** The New Business Bonus is paid quarterly.
- **Premium Credits:** Premiums are credited at 100 percent for Group Life, AD&D, LTD, STD, Vision, Individual Disability Insurance, Voluntary LTD, Voluntary STD, Voluntary Life, Voluntary Accident\*, Voluntary Critical Illness\*, Voluntary Hospital Indemnity\*, State Disability Insurance, and New York Paid Family Leave. Premiums are credited 50 percent for Group Dental insurance and Group LASIK. PolicyLink<sup>SM</sup> Dental + Vision Plan is credited as separate lines for Dental and Vision. When sold with new Group Life coverage during the same calendar year, Additional Life, Dependents Life and Supplemental Life insurance also receive 100 percent premium credits.
- **Incentive for Increased Business:** The higher the premium, and greater the number of lines of coverages sold, the greater the bonus. Bonus payment levels are retroactive as your production increases.
- **Exclusions:** Cases that transfer to a producer will not be included in the New Business Bonus calculations for that year for that producer. Administrative Services Only (ASO), Advice to Pay (ATP) and Select Claim policies are excluded. The Standard Select<sup>SM</sup>, SST<sup>®</sup> Group Dental and Quality Group Benefits Trust policies are not included.
- **Non-commissioned Cases:** A New Business Bonus may include non-commissioned cases if approved by The Standard prior to release of final proposal.
- **Bonus Splits:** The Standard can easily accommodate bonus splits, since the premium credits are equal to the percent commission each producer receives on a case.
- **New Business Bonus Cap:** The amount of New Business Bonus paid for each line of coverage is capped at two times, our most current level- graded commission scale. Bonus payments for Voluntary Accident\*, Voluntary Hospital Indemnity\* and Voluntary Critical Illness\* will be capped using the Basic Life level-graded commission scale.



Note: We reserve the right to alter or discontinue the compensation program at any time without prior notice. The payment and calculation of producer bonuses are subject to our sole discretion.

\*Product(s) not available in all states.

## Retain Customers and Earn Rewards for Loyalty

### Persistency Bonus

Our program rewards you for the block of business you maintain with The Standard, as well as for placing new clients with us. The chart below illustrates how the Persistency Bonus increases as you retain and grow your in-force premium with us.

Persistency Bonus Plan				
End of Current Year In-Force Premium	Block Retention 90%–94.9%	Block Retention 95%–98.9%	Block Retention 99%+	New Business Bonus Qualifications Required
\$100,000–\$249,999	0.60%	0.70%	0.80%	Yes
\$250,000–\$499,999	0.60%	0.70%	0.80%	No
\$500,000–\$999,999	0.75%	0.85%	0.95%	No
\$1,000,000–\$1,999,999	0.90%	1.00%	1.10%	No
\$2,000,000+	1.05%	1.15%	1.25%	No

### Eligibility Requirements

- A minimum of three Group Life and/or LTD cases in force on Dec. 31 of the preceding year must remain in force on Dec. 31 of the year for which the Persistency Bonus is calculated and assigned to you as the producer of record during that period (case eligibility is determined by The Standard). Voluntary Trust coverages do not qualify to meet these eligibility requirements.
- To qualify, you must be the broker of record at calendar year-end on contracts that were in force the entire year, and have at least \$100,000 in annualized billed premium in effect on those same contracts at the end of the bonus year after accounting for case splits and Dental products at 50 percent premium credit.

## Features, Products and Payments

- **Payment Frequency:** The Persistency Bonus is paid annually.
- **Premium Credits:** Premiums are credited at 100 percent for Group Life, AD&D, LTD, STD, Vision, IDI, Voluntary LTD, Voluntary STD, Voluntary Life, State Disability Insurance, and New York Paid Family Leave. Premiums are credited at 50 percent for Group Dental insurance and Group LASIK. PolicyLink<sup>SM</sup> Dental + Vision Plan will be credited as two separate lines of coverage. When sold with existing Group Life coverage, Additional Life, Dependents Life and Supplemental Life insurance receive 100 percent premium credit. The Persistency Bonus includes only fully insured group cases on which The Standard is paying commissions.
- **Incentive for Increased Business:** The higher the block retention and premium, the higher the Persistency Bonus. Our program recognizes growth of your block of premiums due to composition changes, rate adjustments and retention of cases. Block retention is calculated as premium in force on December 31 of the current year, excluding current year new sales, divided by premium in force on December 31 of the preceding year.
- **Exclusions:** Cases that transfer from a producer are excluded from the Persistency Bonus calculation and the Block Retention calculation for that producer. Cases that transfer to a producer will be included in the Block Retention and Persistency Bonus calculations for that year for that producer. Administrative Services Only (ASO), Advice to Pay (ATP) and Select Claim policies are excluded. The Standard Select<sup>SM</sup>, SST<sup>®</sup> Group Dental and Quality Group Benefits Trust policies are not included.
- **Bonus Splits:** The Standard can easily accommodate bonus splits, since the premium credits are equal to the percent commission each producer receives on a case.
- **Persistency Bonus Cap:** The amount of Persistency Bonus paid for each line of coverage is capped at one times our most current level-graded commission scale.



Note: We reserve the right to alter or discontinue the compensation program at any time without prior notice. The payment and calculation of producer bonuses are subject to our sole discretion.

## A Handy Guide to Our Current Graded Commission Scales

For your reference, below is a list of the commission scales used to calculate a bonus cap.

Group LTD and Voluntary LTD	
Annual Premium	Commission
First \$15,000 (\$0–\$15,000)	15%
Next \$10,000 (\$15,001–\$25,000)	10%
Next \$25,000 (\$25,001–\$50,000)	5%
Amount over \$50,000	1%

Group Life, Life and AD&D, Voluntary Life, STD, State Disability Insurance, New York Paid Family Leave, Voluntary STD, Dependents Life and Additional Life	
Annual Premium	Commission
First \$2,000 (\$0–\$2,000)	15%
Next \$8,000 (\$2,001–\$10,000)	10%
Next \$15,000 (\$10,001–\$25,000)	6%
Next \$25,000 (\$25,001–\$50,000)	4%
Next \$50,000 (\$50,001–\$100,000)	2%
Next \$150,000 (\$100,001–\$250,000)	1%
Amount over \$250,000	0.5%

For any combination of Group Life, Life and AD&D, Additional Life and Dependents Life, combine the annual premiums of these products prior to calculating the commission. STD, Voluntary STD, Voluntary Life, State Disability Insurance, and New York Paid Family Leave commissions are calculated separately.

Supplemental Life	
Policy Year	Commission
First	Level 20%
All later years	Level 10%

Actual commissions paid are subject to the terms and conditions of the Producer Sales Contract.

\*Products not available in all states.



The following are our current standard commission scales for our Group Accident, Group Critical Illness and Group Hospital Indemnity insurance products. Scales may vary depending on the policy issue date. The Standard reserves the right to change commission scales.

Accident Insurance				
States	Level Commission	Heaped Commission Year 1	Heaped Commission Years 2-10	Heaped Commission Years 11+
Nationwide	20%	65%	5%	2.50%
CO, KY, MN, NM, WA	15%	50%	4%	2.50%

Critical Illness*				
States	Level Commission	Heaped Commission Year 1	Heaped Commission Years 2-10	Heaped Commission Years 11+
Nationwide	20%	70%	10%	2.50%
CO, CT, DE, KY, ND, NM, RI	18%	65%	6%	2.50%
MN	10%	65%	5%	2.50%
MD, NJ, WA	10%	41%	6%	2.50%

\* Critical Illness insurance is called Specified Disease insurance in the states of New York and Vermont.

Hospital Indemnity*				
States	Level Commission	Heaped Commission Year 1	Heaped Commission Years 2-10	Heaped Commission Years 11+
Nationwide	15%	50%	5%	2.50%
CO	13%	50%	2.50%	2.50%
DE, KY, MN, NM, WA	11%	40%	2.50%	2.50%

\* Hospital Indemnity is not available in DC and Montana.

Agility*	
Product	Commission
Agility Life, STD and LTD	15%
Agility Dental and Vision	7.5%

\*Products not available in all states.

### Standalone AD&D

Annual Premium	Commission
First \$5,000 (\$0–\$5,000)	20%
Next \$10,000 (\$5,001–\$15,000)	15%
Next \$10,000 (\$15,001–\$25,000)	10%
Next \$25,000 (\$25,001–\$50,000)	5%
Amount over \$50,000	1%

If Standalone AD&D is added to an existing Life contract, combine Standalone AD&D premium with Life premium under the Life commission scale.

### Individual Disability Insurance

Policy Year	Commission
First	50%
Years 2–10	5%

### Group Dental, Vision and LASIK

Annual Premium	Commission
First \$5,000 (\$0–\$5,000)	10%
Next \$5,000 (\$5,001–\$10,000)	6.5%
Next \$10,000 (\$10,001–\$20,000)	3%
Next \$10,000 (\$20,001–\$30,000)	2.5%
Next \$20,000 (\$30,001–\$50,000)	2%
Next \$50,000 (\$50,001–\$100,000)	1.5%
Next \$50,000 (\$100,001–\$150,000)	1%
Next \$350,000 (\$150,001–\$500,000)	0.7%
Next \$500,000 (\$500,001–\$1,000,000)	0.5%
Next \$4,000,000 (\$1,000,001–\$5,000,000)	0.3%
Amount over \$5,000,000	0.1%

For combinations of Group Dental and Vision,\* combine the annual premiums of these products prior to calculating the commission. Commission for Balanced Care Vision Choice products is a flat 10 percent and is calculated separately.

\* PolicyLink<sup>SM</sup> Dental + Vision Plan will be credited as two separate lines of coverage.

# The Standard's Employee Benefits Products and Services (SIC)

## Group Insurance

- Life Insurance
- Additional/Voluntary Life
- Dependents Life
- Accidental Death and Dismemberment Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance
- State Disability Insurance
- State Paid Family Medical Leave Insurance
- Dental Insurance
- Vision Insurance
- PolicyLink<sup>SM</sup> Dental + Vision Plan
- Agility<sup>TM</sup>
- Accident Insurance
- Critical Illness Insurance\*
- Hospital Indemnity Insurance\*\*

## Individual Insurance

- Individual Disability Insurance

## Services

- Absence Management Services
- ADAAA Services
- Workplace Possibilities<sup>SM</sup> Program
- Health Advocacy

\*Critical Illness is called Specified Disease in VT.

\*\*Not available in DC and MT.

Note: New business that you generate and existing business that you maintain with Standard Life Insurance of New York will be combined with your Standard Insurance Company in-force business for the purpose of calculating your bonus. However, separate checks will be drawn from each company based on the bonus calculators.





The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

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