

AGENCY COMPENSATION HANDBOOK

VERSION 5.2



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**PREMIER
AGENCY
STRATEGY**

MDRT
PERFORMANCE
CULTURE

INTELLIGENT
BUSINESS PLATFORM

PROFESSIONAL
CENTRIC
DEVELOPMENT



**TAKAFUL
FOCUS**



**QUALITY
RECRUITMENT**

**VISION
2020**

INNOVATIVE PRODUCTS &
AIA VITALITY PROGRAM

ROBUST LEADS
GENERATION
PROGRAM



**TRAINING &
DEVELOPMENT**

BUMI MARKET
DEVELOPMENT

REWARDING
CAREER
DEVELOPMENT

**ACTIVITY
MANAGEMENT**



BREAKTHROUGH

8:80:800

8

cases

Average of 8 cases per month

:

80

activity ratio

Average of 80% Activity Ratio per month

:

800

MDRTs

MDRT Academy & Development Programs

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DISCLAIMER

1. This Agency Administration & Compensation Handbook sets out the general guidelines on the rules, policies and procedure for agents ('Administration & Compensation Rules').
2. This Agency Administration & Compensation Handbook is strictly for Internal Circulation only and is not for public viewing.
3. Treat this handbook as strictly 'Confidential'.
4. The Company reserves the absolute right to grant any privilege contained herein, and to make any changes to any rules, policies and procedures contained in this Agency Administration & Compensation Handbook as and when deemed necessary, with notification to the agency force via circular from time to time.

The background features a diagonal split between a white lower-left section and a brown upper-right section. The brown section is composed of several overlapping triangles of varying shades of brown and orange, creating a layered, geometric effect.

ADMINISTRATION

General Provisions

1.0 GENERAL PROVISION

1. APPOINTMENT TO HIGHER RANK

- a. Refers to Life Planners who have met the appointment criteria to higher rank.

2. APPROVED CASE

- b. Policy issued.
- c. All new cases approved / captured / set in-force within the respective qualifying period.
- d. Only 50% ANP credit will be granted if premium paying term is less than 10 years.

3. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

- a. LIAM MOC requirement for training.

4. CONVENTIONAL LIFE POLICIES

- a. Defined as Traditional Life + Investment-Linked Product (ILP) policies.

5. DOWNGRADE

- a. Refers to leaders (Unit Manager / District Manager) who are unable to meet the MOC requirements as per the preset quota and downgraded to a rank lower than the current ranking.

6. NEW LIFE PLANNER

- a. Life Planners in their 1st & 2nd financial year of contract with AIA (e.g. Life Planners contracted in July 2015 will be recognized as New Life Planner until end of FY2016).
- b. Life Planners who had been terminated for 5 years or more prior to being re-contracted with AIA.

7. EXISTING LIFE PLANNER

- a. Life Planners in their 3rd year of contract with AIA and beyond based on AIA's financial year.

8. IBFIM-TBE

- a. Islamic Banking and Finance Institute Malaysia – Takaful Basic Examination

9. LIAM STATUS – REFERRED LISTING

- a. Category 1
 - An agent / agency leader who has breached the Code of Ethics and Conduct, committing criminal breach of trust, violating the LIAM rules and regulations / resolutions, found guilty of cheating or impersonation in the Pre-Contract Examination.
- b. Category 2
 - An agent / agency leader is placed under this category for breaches other than listed in Category 1.
- c. Category 3
 - An agent / agency leader that has been adjudicated bankrupt or those with outstanding loans / owing money to the company.

10. REINSTATEMENT

a. Definition 1

- Applies to leaders (Unit Manager / District Manager) who have been downgraded and wishes to regain his/her former position within the same financial year of downgrading.

b. Definition 2

- Applicable to Life Planners who have been terminated and returns to the Company within 12 months from the date of termination.

11. REJOIN

- ### a.
- Applies to Life Planners who have been terminated and return to the Company after 12 months from the date of termination.

12. UPSELL

- ### a.
- Try to persuade an existing policyholder to upgrade their existing policy or to buy a more expensive policy or can be simply exposing the customer to other options or a related additional products.

Licensing

2.0 LICENSING

- Objective : Potential Life Planners need to pass the relevant examinations pertaining to their preferred line of business prior to soliciting any new business.
- Applicable to : All potential new Life Planners.

2.1 EXAMINATION AND LICENSING

No	License	Examination	Fees*
1	Life	PCE (A+C)	Manual: RM 50 Computer Based: RM 80
		PCE (C)	Manual: RM 35 Computer Based: RM 75
2	Investment-Linked (Life)	CEILLI	Manual: RM 70 Computer Based: RM 95
3	General Insurance	PCE (A+B)	Manual: RM 50 Computer Based: RM 80
		PCE (B)	Manual: RM 35 Computer Based: RM 75
4	Family Takaful	TBE – Life (A+C)	Computer Based: RM 80
5	Private Retirement Scheme	PRS exam	Manual: RM 170 <i>(Inclusive of exam & registration for first time registrants and those who are re-sitting for the exam only)</i>

*Exam fees are subject to change by the respective examination body.

2.2 ENTRY REQUIREMENTS

2.2.1 Requirements

No	Examination	Age	Academic Qualification
1	PCE	Aged 18 and above	i. Minimum SPM/MCE with at least 5 (five) passes ii. If Diploma, must be academic based
2	TBE		i. Minimum SPM/MCE qualification/certificate ii. Other qualification recognized by Malaysian Takaful Association (MTA)
3	PRS	Aged 21 and above	i. Minimum SPM/MCE qualification/certificate or its equivalent as determined by FIMM, with credit in Bahasa Malaysia, English or Mandarin and credit in Mathematics.

2.2.2 Rules

- a. Registration for PCE, CEILLI and TBE can be done via Agency Admin or directly with the examination board.
- b. Registration of PRS exam must be done via APAM Sdn. Bhd.
- c. Payment is to be made via postal order/bank draft upon submission of the registration form:
 - i. PCE / CEILLI enrollment – issued to “The Malaysian Insurance Institute”.
 - ii. TBE enrollment - issued to “IBFIM-TBE”.
 - iii. PRS examination – commission deduction at a fee of RM 170 for each examination sitting.
- d. All examination fees are **NOT** reimbursable.

2.3 DILIGENCE CHECKING

Applicable to : All potential new Life Planners.

2.3.1 Requirements

- a. All appointment of new Life Planners are within the regulatory and statutory requirements of the Company and are required to go through diligence checking consisting of:
 - i. Financial background check
 - ii. Regulatory bodies status check
 - iii. LIMRA Career Choice Report
 - iv. IFACs – Anti Money Laundering and Anti-Terrorist check

- b. Only potential candidates who passed the initial diligence checking above are allowed to be contracted as Life Planners.

2.3.2 Rules

- a. The following applications will be rejected:
 - i. The potential applicants have been declared bankrupt.
 - ii. Unhealthy financial standing namely unsettled debts, large financial burden, fraud involvement and/or related offences.
 - iii. Potential applicants recorded under Referred listing.
For example: Unsettled outstanding balances with the previous insurer, committed fraud or declared bankrupt.
 - iv. Unclean records found in the IFACs listings.

- b. Applications from potential applicants who are currently government officials will be reviewed, evaluated and subject to approval by the Company. Only applicants approved by the Company are allowed to be contracted as Life Planners.

2.4 REGISTRATION OF NEW LIFE PLANNERS' LICENSE WITH REGULATORY BODIES

Applicable to : New contracted Life Planners.

2.4.1 Requirements

- a. All contracted Life Planners are required to register with the following bodies after appointment:

No	License	Regulatory Bodies	First Time Registration (Excl. GST)	License Renewal Fees (Excl. GST)
1	Life	LIAM	RM 35 for 2 years	RM 25 yearly
2	General Insurance	PIAM	RM 50 for 2 years	RM 35 every 2 years
3	Family Takaful	MTA	RM 30 for 2 years	RM 30 every 2 years
4	Private Retirement Scheme (PRS)	FIMM	RM 73 for 1 year *for re-register candidates and candidates who have already passed the exam prior to joining AIA only	RM 50 yearly
5	Agency Leader Corporation (ALC)	LIAM/MTA	RM 100 for 1 year	RM 50 yearly

Note

- 1) Effective 1st April 2015, all fees are subject to 6% GST.
- 2) License fees are subject to change by the regulatory bodies
- 3) PRS: For more details on PRS exam and registration fees, please refer to circular no: 020/04/2014/APAM/CIR and 003/05/2014/APAM/CIR or email your queries to MY.APAM_helpdesk@aia.com

2.4.2 Rules

- a. Registration fees for Life and Family Takaful
 - i. First-time license registration fees – via cheque to AIA Bhd.
 - ii. Renewal fees will be deducted from agent's commission account.
 - iii. During registration to LIAM, if the Life Planner' status is found to be Referred or 'Active' with other insurance companies the Company has the right to terminate these Life Planners without prior notice to the agency force.
- b. Registration fees for General Insurance and PRS representatives
 - i. First-time and renewal license registration fees - deducted from agent's commission account
- c. Registration fees for ALC
 - i. First-time and renewal license registration fees – via personal cheque to “Life Insurance Association of Malaysia”.

New Appointments

3.0 NEW APPOINTMENTS

Applicable to : All potential new applicants (Life and Family Takaful / DAUM / DADM / PRS / GI)

3.1 TYPE OF EXAMINATIONS

- a. All new recruits must be licensed under Life or Takaful before they can sign up other licenses.
- b. Must pass the following examinations:

Type of Exam	Products			
	Life	Family Takaful	PRS	GI
PCE	A+C			A+B
CEILLI	✓			
TBE		✓		
PRS			✓	
Life : Life Insurance GI : General Insurance PRS : Private Retirement Scheme				

3.2 COMPULSORY DOCUMENTS

- a. New Life Planner Application form
 - b. Recent passport SIZE photos – 2 copies (**sky blue** or **white** background only)
 - c. Latest academic certificate (SPM/Diploma/Degree)
 - d. Copy of Identification Card (front and back on the same page)
 - e. Copy of bank account details
 - f. Postal order or bank draft as registration fees
(Please refer to “Registration of New Life Planners’ License with Regulatory Bodies” section above for the amount).
 - g. LIAM Movement of Agents (MOA) form
 - h. Resignation Letter
 - i. Resignation Letter / Release Letter (From previous company for re-register PRS applicant)
- } For applicants who have been contracted / still active with other insurance companies

3.3 LIFE PLANNER (LIFE & FAMILY TAKAFUL)

3.3.1 Requirements

- a. Minimum 18 years old to maximum 60 years old. Entry age is calculated from date of birth till the year of appointment.

Example:

Applicant's date of birth: 19th August 1995

He/she is only considered as 18 years old on 19th August 2013

- b. Completed the following programs:
 - i. LIMRA Career Choice Report (only those with "Recruit" or "Actively Recruit" status will be recruited).
 - ii. FIST 2.0 (First Introductory Sales Training 2.0). This program must be attended and completed before the potential recruit is coded.
- c. Passed Sijil Pelajaran Malaysia (SPM) with at least 5 subjects' passes (including Bahasa Malaysia) or any other academic qualification that is equivalent to it.
- d. Passed PCE (A+C) and CEILLI (for transacting Investment-Linked products).
- e. Passed TBE exam (for Family Takaful applications).
- f. **NOT** a bankrupt, convicted of serious fraud, heavily in debt or blacklisted.
- g. Non-Malaysians holding Permanent Resident (PR) status can be contracted as Life Planners. Proof of PR status must be provided as supporting document during new agent application.

3.3.2 Rules

- a. Agency leaders must ensure accuracy of information in the New Life Planner application form before submission. Once the Life Planner has been contracted, **NO** changes are allowed particularly the introducer's information.
- b. All required documents must be duly completed. Applications with incomplete documents will be returned for clarification and further action.
- c. Life Planners must declare past appointment history, if any, at the time of application submission. Any dispute arising thereafter may be subjected to termination.
- d. Waiting period before contracting:
 - i. AIA Direct Marketing Telemarketing (DMTM) staff / AIA staff – **6 months** from last termination / resignation date and vice versa
 - ii. Ex-Bancassurance staff from Public Bank – **12 months** from last termination / resignation date and vice versa.
 - iii. CIMB Wealth Advisor (CWA) agents – **12 months**.
- e. The re-joined Life Planner will not be counted as New Quality Life Planner.
- f. Effective 1st December 2013, appointment of spouse, children and parents must be within the same unit. Relationship must be declared upon application.
- g. Applicants that are placed under LIAM's referred *Category 1* and *2* are strictly **NOT** allowed to be contracted as Life Planners.
- h. Applicants under *Category 3* can only be appointed **AFTER** the "referred" status in LIAM system is lifted.
- i. Submission of New Business cases are only allowed once the new Life Planner appointment with the Company is confirmed and updated into the system.

ADMINISTRATION

3.4 DIRECT APPOINTED UNIT MANAGER (DAUM) AND DIRECT APPOINTED DISTRICT MANAGER (DADM)

3.4.1 Requirements

Rank	Education background				Employment background			Employment Industry
	SPM	STPM	Diploma	Degree & above	3 years	≥ 5 years	≥ 8 years	
UM	✓					✓		Marketing / Financial
		✓				✓		
			✓		✓			
				✓	✓			
DM				✓			✓	

3.4.2 Compulsory Documents Required

Forms	DAUM	DADM
Recruiting leader's recommendation letter	✓	
Direct Appointment Application form	✓	✓
Referee Check	✓	✓

3.4.3 Rules

- a. Applicants must be interviewed by their respective Director of Agency (DOA), Senior Director of Agency (SDOA) or Chief Agency Officer (CAO) to determine whether the applicant is suitable for the position.
- b. Applicants must be a full-time manager with AIA and should not have any salaried job or income from elsewhere.
- c. DAUM and DADM applicant must **NOT** have joined any insurance company prior to application during the past immediate 1 year.
- d. The Company will **NOT** appoint any candidates by offering him/her a higher ranking position than the one that he/she is previously holding with another insurance company.
- e. DAUM / DADM will be subjected to the MOC requirements as stated in the "Maintenance of Contract (MOC)" section.

3.5 AGENCY LEADER CORPORATION (ALC)

3.5.1 Requirements

- a. Applicable to District Manager (DM) who owns a legally incorporated body that is registered in Malaysia with a minimum paid-up capital of RM 10,000.

3.5.2 Compulsory Forms Required

- a. ALC Application Form
- b. Certificate of Incorporation of the Company
- c. Memorandum of Articles
- d. List of Shareholders
- e. Form 6 – Declaration of Compliance
- f. Form 11 – Notice of Resolution (if changes are made to the Memorandum and Articles of Association)
- g. Form 24 – Return of Allotment of Shares
- h. Form 44 – Notice of Situation of Registered Office of Office Hours and Particulars of Changes
- i. Form 48A – Statutory Declaration by a Person before Appointment as Director, or by a Promoter before Incorporation of Corporation
- j. Form 49 – Return giving particulars in register of Managers and Secretaries and changes of particulars
- k. Photocopy of the Company's Bank Account statement

Note: The above documents (from items b to k) required are to be duly certified by the Company Secretary.

3.5.3 Rules

- a. The DM must inform the Company of any changes in the Boards of Directors or Shareholders of the ALC. Any transfer of shares and change in Board of Directors within the ALC must be updated to LIAM.
- b. All shareholders who solicit Life Insurance sales must be a registered Life Planner with the Company.
- c. Any incomplete supporting documentation will render the application rejected.

3.6 PRIVATE RETIREMENT SCHEME (PRS)

3.6.1 Requirements

- a. Applicable to Existing Life Planners only.
- b. Minimum 21 years old to maximum 60 years old. Entry age is calculated from date of birth till the year of appointment.

Example:

Applicant's date of birth: 19th August 1995

He/she is only considered as 21 years old on 19th August 2016

- d. At least a Grade 3 in Sijil Pelajaran Malaysia (this includes a credit in Bahasa Malaysia, English or Mandarin and a credit in Mathematics), MCE or any other equivalent or higher academic qualification as determined by FIMM.
- e. Passed PRS exam OR submitted re-register application.
- f. **NOT** an undischarged bankrupt, subjected to bankruptcy proceedings or has failed to meet any judgment debt.
- g. **NOT** convicted of any criminal offence either locally or abroad.
- h. **NOT** censured or reprimanded by any professional or trade body.
- i. **NOT** denied or disqualified from memberships in any professional or trade body.

3.6.2 Compulsory Documents Required

- a. Application Form for Registration of Private Retirement Scheme Examination (PRS Exam)
- b. Statutory Declaration Form:
 - i. For new registration OR
 - ii. For re-registration
- c. Photograph Format Form
- d. Commission Deduction Authorization Form
- e. APAM Application Form
- f. APAM Contract:

Ranking	Type of Contract Required
Life Planner	i) APAM Agent Contract
Unit Manager	i) APAM Agent Contract ii) APAM Unit Manager Contract
District Manager	i) APAM Agent Contract ii) APAM District Manager Contract

3.6.3 Rules

- a. If there is any incomplete supporting documentation, the application will be returned for clarification and further action.

3.7 GENERAL INSURANCE (GI)

3.7.1 Requirements

- a. Applicable to Existing Life Planners only.
- b. Passed PCE (A+B).
- c. Method of soliciting GI:-
 - i. Individual
 - ii. Private Limited Company (PLC)

3.7.2 Compulsory Documents Required

Documents	Individual	Private Limited Company (PLC)
Form A – Registration of Business	✓	
Form B – Change in Business Registration	✓	
Form D – Business License	✓	
Form 9 – Incorporation of Company		✓
Latest Annual Return		✓
Form 24 – Return of Allotment of Shares		✓
Form 49 – Directors, Managers and Secretaries		✓
Form 32A – Transfer of Shares		✓
Memorandum and Articles of Association		✓
NRIC of all Shareholders		✓
NRIC of Directors		✓
MII membership certificate [partner/ corporate nominee/director]	✓	✓
PIAM Registration Certificate [for inclusion as 2nd Principal]	✓	✓
NRIC of Corporate Nominee	✓	✓
FEC Letter of Undertaking	✓	✓
Consent Letter for Screening	✓	✓

3.7.3 Rules

- a. All Life Planners intending to sell GI products are required to first join Life Insurance business line.
- b. Application with incomplete supporting documentation will be returned for clarification and further action.
- c. All shareholders must have PIAM license.

Appointment to Higher Rank

4.0 APPOINTMENT TO HIGHER RANK

4.1 ASSISTANT UNIT MANAGER (AUM)

Applicable to : Life Planners
 Frequency : Quarterly
 Appointment Date : 1st December, 1st March, 1st June and 1st September

4.1.1 Appointment Criteria

No	Qualifying Criteria	2016 onwards
1	TPC on Personal Sales (RM)	120,000
2	Manpower meeting MOC	2
3	Production period	Last 12 months
4	Persistency Rate (D1)	85%
5	Training (prior to appointment)	FLIM*

Note

- 1) All training course fees are not reimbursable.
- 2) Manpower includes direct life planners introduced by the applicant. The applicant cannot be counted as manpower. Only maximum 1 immediate family member of the applicant (parents, children & spouse) can be counted as manpower.
- 3) Production refers to the applicant's own personal sales.
- 4) D1 Persistency is based on the applicant's own personal sales from Conventional Life and Takaful (Individual Life and Investment-Linked Regular Premium)
- 5) Persistency for New / Rookie Life Planner is based on D0 persistency.
- 6) New Life Planners without D1 PR, must meet minimum D0 PR 85% to count as manpower for promotion purposes.
- 7) FLIM = Future Leaders In Making

*Effective 1st Sep 2017 onwards.

4.1.2 Rules

- a. **NO** minimum service period is required. The candidate must fulfill all the AUM qualifying requirements before the quarterly review in order to be appointed.
- b. Introducer's information in the applicant's new Life Planner application form is final, subsequent changes will not be entertained.
- c. Only production for approved cases will be taken into consideration.
- d. All mandatory training programs must be completed prior to appointment.
- e. All existing Assistant Sales Managers (Ex-ING) and Agency Organizer (old AIA) will automatically be converted to Assistant Unit Managers (AUM) on 1st December 2013 without prior application.
- f. For quarterly appointment, production is counted from the last 12 months prior to the appointment. The appointment criteria must be achieved in FULL i.e. equaled to or more than the quota.

4.2 UNIT MANAGER (UM)

Applicable to : Life Planner and Assistant Unit Manager (AUM)
 Frequency : Yearly
 Appointment Date : 1st December

4.2.1 Appointment Criteria

	Qualifying Criteria	2016
Last 24 months	Service period	Min 24 months
	No of cases (Personal case)	24
	Training (prior to appointment)	BAMC+*
Last 12 months	TPC – Direct Team Production (RM)	300,000
	TPC – Personal Sales Production (RM)	60,000
	Manpower meeting MOC	6 (min 1 AUM)
	Persistency Rate (D1)	85%
Appointment Date		1st Dec 2016

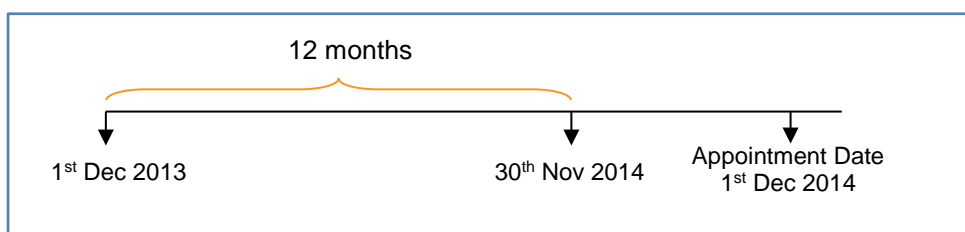
Note

- 1) All training course fees are not reimbursable
- 2) Manpower includes direct and indirect (introduced by the down lines) manpower. The applicant cannot be counted as manpower.
- 3) Only maximum 1 immediate family member of the candidate (parents, children & spouse) can be counted as manpower.
- 4) Direct team production refers to production from all down lines (direct / indirect) who will be placed under the new Unit Manager's code after the Unit Manager appointment.
- 5) D1 Persistency is based on the candidate's own personal sales from Conventional Life and Takaful (Individual Life and Investment-Linked Regular Premium).
- 6) New Life Planners without D1 PR, must meet minimum D0 PR 85% to count as manpower for promotion purposes.

*Effective 1st Dec 2016 onwards, BAMC will be replaced by BAMC+ (Basic Agency Management Course Plus). Potential UMs who had attended BAMC prior to 1st Dec 2016 shall be counted as completed the pre-appointment training requirement. Please refer to APAC for more details on training-related matters.

4.2.2 Rules

- a. Service period of **24 months** is calculated from the candidate's contracted date with the Company.
- b. Appointment date is strictly based on the actual contract date updated in the system.
- c. Only production for approved cases will be taken into consideration.
- d. Unit production is defined as the production of all Life Planners under the AUM unit.
- e. The production period is defined as one financial year prior to the appointment date.
- f. Illustration:



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- g. The candidates must attend and pass the Basic Agency Management Course Plus (BAMC+) prior to appointment. If the examination date of the BAMC+ training has exceeded 2 years prior to appointment, the candidates are required to attend an additional Refresher Course.
- h. Life Planners recruited by the newly appointed UM but not included in the UM set-up form will not be transferred to the UM after appointment.

4.3 DISTRICT MANAGER (DM)

Applicable to : Unit Manager (UM) only
 Frequency : Yearly
 Appointment Date : 1st December

4.3.1 Appointment Criteria

No	Qualifying Criteria	2016 Onwards
1	Service period	Min 3 years as UM*
2	TPC – District Production (including one level direct UM)	RM 1 million
3	Production period	Accumulated last 24 months
4	District Manpower – Life Planners and AUMs meeting MOC	10
5	One level down line UM* meeting MOC (excludes spouse UM)	2
6	Training (prior to appointment)	LIMRA Pacesetter**
7	Persistency Rate (D1)	85%

Note

- 1) All training course fees are not reimbursable
- 2) Manpower – District manpower meeting MOC including Life Planners & AUMs from direct team and indirect team (from one level down line UM); and excludes UM & DM. The applicant cannot be counted as manpower.
- 3) One level down UM:
 - a. Refers to UM who is directly recruited by the DM candidate.
 - b. UM that had been recruited by DM's direct one level down line agent (subsequently terminated) will be rolled-up and counted as DM's direct.
 - c. Excludes spouse UM & DAUM.
- 4) Total manpower requirement (Life Planner/AUM/UM) may only include max 1 pax from immediate family members (parents, children & spouse).
- 5) District production refers to production from all down lines (direct / indirect) who will be placed under the new District Manager's code after the District Manager appointment.
- 6) D1 Persistency is based on the candidate's direct team sales (direct down line agents and own personal business) from Conventional Life and Takaful (Individual Life and Investment-Linked Regular Premium).
- 7) New Life Planners without D1 PR, must meet minimum D0 PR 85% to count as manpower for promotion purposes.

*For DAUMs, they must have at least 36 months service period as a Life Planner in the insurance industry in Malaysia prior to application.

**Effective 1st Dec 2016 onwards, ELM will be replaced by LIMRA Pacesetter. Potential DMs who had attended ELM prior to 1st Dec 2016 shall be counted as completed the pre-appointment training requirement. They still have to attend Pacesetter as Post DM Promotion Training Requirement. It's a "Vice Versa" approach for transition. Please refer to APAC for more details on training-related matters.

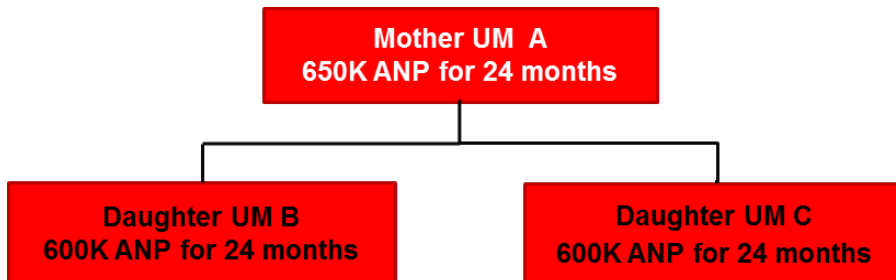
ADMINISTRATION

- a. RM1 million All Lines ANP production requirements for the last 24 months include All Lines ANP. Production produced by the daughter UMs (one level) who were appointed prior to the DM appointment will be accounted for the Life ANP requirements.

For example:

Mother UM A (RM 650K) + Daughter UM B (RM 600K) + Daughter UM C (RM 600K)
= RM 1,850,000 ANP

- b. Illustration:



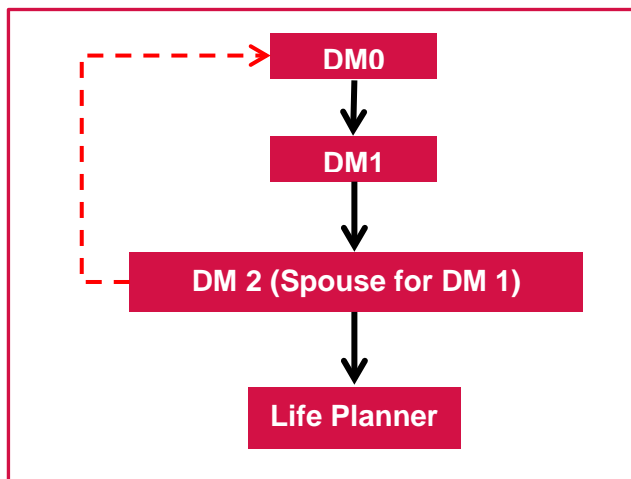
4.3.2 Rules

- a. Appointment date is strictly based on the actual contract date updated in the system.
- b. Only production for approved cases will be taken into consideration.

4.4 SPOUSE PROMOTION

4.4.1 Rules

- a. Rules on down line spouse promotion to Unit Manager and District Manager **will be effective** and applicable for promotion **on and after** 1st December 2013.
- b. There will be NO TRANSITION PERIOD allowed.
- c. Under the down line Spouse Promotion rule, a spouse who is appointed to Unit Manager / District Manager will be placed under the grandmother District Manager.
- d. Illustration:



- e. Unit Manager Remains Under Hierarchy of Spouse District Manager after Appointment
 - i. In the event of a request that the Unit Manager applicant (who is the spouse of the District Manager) remains under the hierarchy of the District Manager after appointment, the applicant will be required to attend an interview session for evaluation purpose.
 - ii. The panel of interviewers comprise of:
 - ❖ Immediate Up Line District Manager of spouse
 - ❖ CAO
 - ❖ Branch Manager
 - ❖ 2 Peer Agency Leaders from other agencies
 - iii. Such application must be forwarded through the respective DOAs.
 - iv. The management shall evaluate outcome of the interview and reserves its absolute discretion to approve or to reject such arrangement.
 - v. The interview evaluation is subject to approval from DGM and CEO.
 - vi. No further appeal shall be considered for any rejected interview evaluation.
 - vii. This is only applicable to UM appointment and not to DM appointment.

Maintenance of Contract (MOC)

5.0 MAINTENANCE OF CONTRACT

Applicable to : All Life Planners with valid contracts
 Frequency : Yearly
 Review Period : Financial Year (1st December – 30th November)

5.1 REQUIREMENTS

Rank	Year	Life Planner / New Life Planner	AUM	UM (by Direct Team)	DM (by District Group)
TPC - Min 70% Life ANP (RM)	FY2016	20,000	60,000	300,000	500,000
	FY2017 onwards	30,000			
Manpower (meeting MOC)	FY2016 onwards		1 (Current Year New Recruit)	6*	10*
D1 Persistency		85%	85%	85%	80% by District or 85% by Direct Team
CPD Training Hours		30	30	30	30
Failure to Meet MOC		Termination	Life Planner	Assistant Unit Manager	Unit Manager

Note

- 1) All training course fees are not reimbursable
- 2) Parents, children & spouse can be counted as manpower. The leader personally can be counted as manpower for MOC provided the personal sales MOC is fulfilled.
- 3) In the event of Total Permanent Disability (TPD) or Critical Illness (CI), Maintenance of Contract (MOC) waiver may be granted for a maximum of 5 years.

*Effective from 1st Dec 2016 onwards:

- a. Life Planners that have achieved TPC RM 60,000 will be counted as 2 headcounts.
- b. Only applicable for maximum of 2 Life Planners per leader for the treatment, and leaders' own personal sales (whom MOC are being reviewed) are excluded;
 - (i) If UM's MOC that is being reviewed, only the UM's direct down line Life Planners will be counted under this treatment.
 - (ii) If DM's MOC that is being reviewed, only the DM's direct / indirect down line Life Planners or UM will be counted under this treatment.
- c. This treatment is only applicable for MOC requirement calculations for annual MOC review only
- d. This treatment is **not** applicable to those with extended half-year MOC review, and any incentives or compensation where manpower is required.
- e. New Life Planners without D1 PR, must meet minimum D0 PR 85% to count as manpower for MOC purposes.

- a. The above production and Persistency Rate (D1) achievement is an achievement of both Life and Family Takaful (Individual Life and Investment-Linked Regular Premium).
 - i. Life Planner - Based on Life Planner's own personal sales from Conventional Life and Takaful.
 - ii. Unit Manager - Based on Unit Manager's direct team business (UM's own personal sales + personal sales from his/her agents).
 - iii. District Manager - Based on District Manager's district business (DM's own personal sales + personal sales from DM's agents + one level down UM's personal sales + personal sales from the UM's agents').
- b. The training requirements are a combination of both Life and Family Takaful training attendance provided all mandatory trainings for both are completed. In addition, the product trainings related to different business lines are compulsory.

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- c. For those who are transacting GI business, the CPD requirements are 20 hours. For further details on the Maintenance of PIAM contract, kindly refer to the General Insurance Agent Registration Regulation handbook.
- d. Effective 1st Dec 2016 onwards, a new automated process of termination/demotion will be adopted that will include auto generation of termination/demotion letter to the affected Agency Force members that had failed to meet the MOC requirements.
 - i. Termination of Life Planners will be on quarterly basis, while demotions of AUM, UM and DM ranks will be on annual basis.
 - ii. Upon notification, Life Planners and AUM will have 15 calendar days, while UM and DM will have 30 calendar days before termination.

5.2 RULES

5.2.1 New Life Planner / Life Planner Review

- a. Refer to “Requirements” section 5.1 above for MOC requirements.
- b. Effective from 1st Dec 2016 onwards, New Life Planners who are in the 1st & 2nd financial year after contracted are subject to quarterly MOC review. However there will be no MOC review for New Life Planners, during the quarter which they are contracted.
- c. Effective from 1st Dec 2015, New Life Planners / Life Planners with production below year-to-date pro-rated quota for 2 consecutive quarters will have their Agent contract reviewed by the Company wherein the Company may exercise its right to terminate the Agent Contract.

Example:

Q1 (Dec-Feb)	Q2 (Mar-May)	Q3 (Jun-Aug)	Q4 (Sep-Nov)
Q1 YTD Pro-rated Quota = TPC 7.5K	Q2 YTD Pro-rated Quota = TPC 15K	Q1 YTD Pro-rated Quota = TPC 22.5K	Q1 YTD Pro-rated Quota = TPC 30K
TPC is ZERO →Termination			
TPC < 7.5K →Catch up in Q2	TPC < 15K →Termination		
TPC ≥ 7.5K →PASSED; proceed to Q2	TPC < 15K →Catch up in Q3	TPC < 22.5K →Termination	
	TPC ≥ 15K →PASSED; proceed to Q3	TPC < 22.5K →Catch up in Q4	TPC < 30K → Termination
		TPC ≥ 22.5K →PASSED; proceed to Q4	If TPC < 30K → Termination

- d. Must undergo 30 hours of training within the 1st 12 months of appointment including FIST 2.0 (First Introductory Sales Training 2.0) and the 4 Product Modules E-Learning
 - Must be completed within 1st 12 months of contract.
 - COMPULSORY for Life Planners.
- e. Failure to fulfil the training requirement may lead to incomplete training requirement; and will subsequently result in termination of the Life Planner’s contract. However, the terminated Life Planner may be reinstated with the condition that they fulfil balance of the outstanding CPD hours by the end of the financial year of reinstatement.
- f. Any Registered Financial Planner (RFP) module must be completed within the 1st 4 years of appointment and the second module must be completed within the 1st 6 years of appointment.
- g. The 2nd year requires 20 CPD hours and the 3rd year onwards will require 30 CPD hours.
- h. The training requirements of 30 CPD hours are a combination of both Life and Family Takaful training attendance provided all mandatory trainings for both are completed. In addition, product trainings related to different business line are compulsory.

5.2.2 Direct Appointed Unit Manager (DAUM) and Direct Appointed District Manager (DADM) Review

- a. 70% of ANP qualifying target is applicable to new Direct Appointment for 2 financial years from contracted date.
- b. Full manpower requirement will follow the respective UM and DM's requirements as provided in "Requirements" section 5.1 above.
- c. Must complete the following training requirements:
 - i. Sales Compliance E-Learning, iPoS and FIST 2.0 (within the 1st 6 months of contract)
- d. CPD training requirements (combination of both Life and Family Takaful training attendance provided all mandatory trainings for both are completed. In addition, the product trainings related to different business lines are compulsory):
 - i. 1st 12 months – Basic Agency Management Course Plus (BAMC+)
 - ii. 2nd year (13th – 24th month):

Applicable to DAUM only:

- PLM (Premier Leader Management) from the 13th to 15th month;
- FUM (Follow-up Meetings) from the 16th to 24th month

Applicable to DADM only:

- GAMA ELM (Essentials of Leadership & Management)

- e. Any Registered Financial Planner (RFP) module must be completed within the 1st 3 years of appointment and the second module must be completed within the 1st 5 years of appointment.
- f. DAUMs and DADMs who are in the 3rd financial year of appointment will be subject to full MOC requirements.
- g. Failure to fulfil the training requirement may lead to incomplete training requirement; and will subsequently result in termination of the leader's contract. However, terminated leader may be reinstated with the condition that they fulfil balance of the outstanding CPD hours by the end of the financial year of reinstatement.

5.2.3 Unit Manager (UM) Review

- a. Refer to "Requirements" section 5.1 above for MOC requirements.
- b. CPD training requirements:
 - i. **1st 12 months of appointment** – as part of the 40 hours of leadership training.
 - Must complete PLM (Premier Leader Management) within the **1st 3 months**; and FUM (Follow-up Meetings) from the **4th to 12th month of appointment**.
 - * Refer to Circular No: 002/01/2015/APAC/CIR dated 23 Dec 2014 titled "New Leader Induction Program (PLM + FUM) for Newly Promoted Unit Managers" for more details.
 - ii. **2nd year onwards** – 30 hours
- c. UMs who are in the 2nd financial year of appointment and onwards are subject to FULL MOC requirements.

- d. Failure to fulfil the training requirement may lead to incomplete training requirement; and will subsequently result in termination of the leader's contract. However, terminated leader may be reinstated with the condition that they fulfil balance of the outstanding CPD hours by the end of the financial year of reinstatement.
- e. Unit Manager is entitled to the following production credit in the event of his/her down lines appointment to Unit Manager ranking:
 - i. 50% TPC of the newly appointed down line manager's business in the first year of appointment.
 - ii. 25% TPC of the newly appointed down line manager's business in the second year of appointment.

5.2.4 District Manager (DM) Review

- a. Refer to "Requirements" section 5.1 above for MOC requirements.
- b. CPD training requirements:
 - i. **1st 12 months of appointment** – 40 hours of leadership training. MUST complete GAMA ELM (Essentials of Leadership & Management) as part of the 40 hours of leadership training.
Note
For new District Managers who have completed AMTC prior to December 2014 they are to attend Essentials of Leadership and Management (ELM) within 12 months after appointment.
 - ii. **2nd year onwards** – 30 hours
- c. Failure to fulfil the training requirement may lead to incomplete training requirement; and will subsequently result in termination of the contract. However, terminated leader may be reinstated with the condition that they fulfil balance of the outstanding CPD hours by the end of the financial year of reinstatement.
- d. DMs who are in the 2nd financial year of appointment and onwards will be subject to FULL MOC requirements.
- e. District Manager is entitled to the following production credit in the event of his/her down lines appointment to District Manager ranking:
 - i. 50% TPC of the newly appointed down line manager's business in the first year of appointment.
 - ii. 25% TPC of the newly appointed down line manager's business in the second year of appointment.
- f. All agents (including Unit Manager) within the district can be counted for fulfillment of production and manpower.

5.3 CONTRACT MAINTENANCE WAIVER

Applicable to : Leaders (Unit Manager / District Manager) ≥ 55 years of age **AND** have more than 15 years of service with the Company **OR** ≥ 20 years of service

5.3.1 Rules

- a. The service period is calculated from the leaders' joining date as Life Planners.
- b. Leaders who have qualified for the waiver **before** 30th November 2017, will be granted waiver. From 1st December 2017 onwards, waiver will be **NOT** be applicable.
- c. Waiver only applies to TPC production and manpower requirements, therefore, fulfillment of the group persistency rate (D1) and CPD hours' training remain compulsory in order to qualify for the waiver.
- d. In the event of Total Permanent Disability (TPD) or Critical Illness (CI), Maintenance of Contract (MOC) waiver may be granted for a maximum of 5 years. Medical report is only provided to the Company once and is not required yearly. However, if the leader is still critical ill by the end of the 5th year, the said leader is required to proceed with succession / retirement arrangement.

5.4 DOWNGRADE

Applicable to : Leaders (Unit Manager / District Manager) who do not fulfill their yearly Maintenance of Contract (MOC) requirements within the qualifying period.

5.4.1 District Manager (DM) to Unit Manager (UM)

5.4.1.1 Transition Period from FY2014 till FY2016

- a. DMs who do not fulfil MOC requirements need not make up the previous years' shortfall.
- b. However, DMs who fail to meet MOC for 2 consecutive years will be downgraded.
- c. Production shortfall for FY2016 will be carried forward to FY2017 for catch up for DM who requests for 6 months extension.

5.4.1.2 Effective from FY2017 Onwards

- a. DMs who are found to be non-compliant of their yearly MOC can be given an extension of 6 months to catch up on their shortfall **PLUS** pro-rated current year MOC requirements but is subjected to DOA's recommendation and approval.
- b. The DMs who do not fulfill the extension requirements at the end of the grace period will be downgraded to UM with immediate effect.
- c. Life Planners and AUM reporting directly to the downgraded DM will remain unchanged whereas the UMs will be auto rolled-up to the immediate up line DM.

5.4.1.3 Illustration – DM MOC review from FY2014 to FY2017

	Transition Period		FY2016	FY2017
	FY2014	FY2015		
MOC's TPC - Min 70% Life ANP	300,000	400,000	500,000	A. 1st 6 months: shortfall + 250K B. Next 6 months: 250K
Not meeting MOC	No shortfall catch up	No shortfall catch up	Shortfall will be carried forward to FY2017	KICK START: 6 months extension to catch up shortfall plus YTD pro-rated MOC
Previous Year's Shortfall to catch up in current year	NIL	NIL	NIL	YES

E.g.:				
MOC's TPC for DM	300,000	400,000	500,000	500,000
	FY2014	FY2015	FY2016	FY2017
				1st 6 months
				Next 6 months
				6 months extension KICK-START
Transition Period - Catch up on shortfall NOT required		Produced TPC 400,000	Shortfall 100,000	Shortfall 100,000
			Carry forward	Pro rated TPC 250,000
				TOTAL required TPC during extension 350,000
				Next 6 months' TPC 250,000

5.4.2 Unit Manager (UM) to Assistant Unit Manager (AUM)

5.4.2.1 Transition Period from FY2014 till FY2016

- UMs who do not fulfil MOC requirements need not make up the previous years' shortfall.
- However, UMs who fail to meet MOC for 2 consecutive years will be downgraded.
- Production shortfall for FY2016 will be carried forward to FY2017 for catch up for UM who requests for 6 months extension.

5.4.2.2 Effective from FY2017 Onwards

- UMs who are found to be non-compliant of their yearly MOC can be given an extension of 6 months to catch up on their shortfall **PLUS** pro-rated current year MOC requirements but is subjected to DOA's recommendation and approval.
- The UMs who do not fulfill the extension requirements at the end of the grace period will be downgraded to AUM with immediate effect.
- After downgrading, he/she and the down lines will report to the immediate up line leader.

5.4.2.3 Illustration – UM MOC review from FY2014 to FY2017

	Transition Period		FY2016	FY2017
	FY2014	FY2015		
MOC's TPC - Min 70% Life ANP	150,000	225,000	300,000	A. 1st 6 months: shortfall + 150K B. Next 6 months: 150K
Not meeting MOC	No shortfall catch up	No shortfall catch up	Shortfall will be carried forward to FY2017	KICK START: 6 months extension to catch up shortfall plus YTD pro-rated MOC
Previous Year's Shortfall to catch up in current year	NIL	NIL	NIL	YES

E.g.:				
MOC's TPC for UM	150,000	225,000	300,000	300,000
	FY2014	FY2015	FY2016	FY2017
				1st 6 months
				Next 6 months
				6 months extension KICK-START
Transition Period - Catch up on shortfall NOT required		Produced TPC 200,000	Shortfall 100,000	Shortfall 100,000
			Carry forward	Pro rated TPC 150,000
				TOTAL required TPC during extension 250,000
				Next 6 months' TPC 150,000

5.5 REINSTATEMENT

Applicable to : Leaders (Unit Manager / District Manager) who have been downgraded and wishes to regain his/her former position.

5.5.1 To the Rank of District Manager (DM)

- a. The former DM must fulfill the current year's DM MOC requirements (include production achieved during the extension period) by **30 November** within the same financial year of being downgraded.
- b. To provide written notification to the Company for reinstatement upon fulfillment of MOC requirements.
- c. **ALL** MOC requirements must be duly fulfilled.
- d. If reinstatement is not done within the same financial year, the downgraded DM must fulfill the appointment to DM criteria in order to regain his former position as DM.
- e. Upon approval of reinstatement, all previous manpower including daughter UMs will be reverted to the reinstated DM.
- f. Reinstatement to former position is strictly based on the actual reinstatement date updated in the system.

5.5.2 To the Rank of Unit Manager (UM)

- a. The former UM must fulfill the current year's UM MOC requirements (including production achieved during the extension period) by 30th November within the same financial year of being downgraded.
- b. To provide written notification to the Company for reinstatement upon fulfillment of MOC requirements.
- c. **ALL** MOC requirements must be duly fulfilled.
- d. If the reinstatement is not done within the same financial year, the downgraded UM must fulfill the appointment to UM criteria in order to regain his former position as UM.
- e. Upon approval of reinstatement, all previous manpower will be reverted to the reinstated UM.
- f. Reinstatement to former position is strictly based on the actual reinstatement date updated in the system.

5.6 TERMINATION

5.6.1 General Rules

- a. To be bound by Clause 25, 25a and 26 of the Life Planner's Contract.
- b. The Life Insurance license (LIAM) or Takaful Insurance license (MTA) is the principal license for tied agency members respectively, where any termination of the Life or Takaful license due to whatsoever reasons will result in termination of respective business lines' contracts.
- c. Life license is also the principal license for GI license (PIAM), therefore if Life license is terminated, then GI license will also be terminated.
- d. For Hybrid Life Planners (having both Life and Takaful license), if only their Life license is terminated, then their Takaful license will still remained active, and vice-versa (unless both license is terminated).
- e. Hybrid Life Planners that have failed to meet MOC requirements, both their Life and Takaful license will be terminated.
- f. However, Hybrid Life Planners that have failed to meet either their Life or Takaful training requirements, the respective Life or Takaful license will be terminated accordingly.

5.6.2 Resignation

Applicable to : All Ranks

5.6.3 Rules

- a. Life Planners who wish to resign from the Company must submit a duly signed resignation letter stating the reason for resignation.
- b. The resignee is required to notify his/her leader of his/her intention to resign.
- c. All resignation letters submitted must be acknowledged by immediate up line Unit Manager (UM) / District Manager (DM) and further endorsed by the DOA office.
- d. In the event that the resignee is a UM, all Life Planner under this unit will be transferred to the mother UM. In the absence of the mother UM, all Life Planner will be transferred to the DM.
- e. If the DM is the one applying for resignation, all Life Planner under this unit will then be transferred to the mother DM.
- f. The rules of assignment of orphan policies apply for policies that are serviced by the resigned Life Planner.

5.6.4 Death

Applicable to : All Ranks

5.6.4.1 Rules

- a. Upon the death of a Life Planner, the immediate leader or relatives of the deceased must inform the Company by providing a copy of his/her Death Certificate for filing purposes.
- b. Termination of the Life Planner will take effect from the date of death.
- c. Determination of the leader's next of kin is based on the business succession plan that has been submitted during the leader's appointment to his/her current position.
- d. If the deceased happens to be a UM, the down lines will be transferred to the mother UM. On the other hand, if the deceased is holding the position of DM, the down lines will be transferred to the mother DM.
- e. **NO** further transfers of the affected down lines will be entertained for a minimum of 1 year.
- f. The rules of assignment of orphan policies apply for policies that are serviced by the deceased Life Planner except **NO** commission will be given to the new servicing agent including commission derived from the renewal of these policies.

5.6.5 Misconduct

Applicable to : All Ranks

5.6.5.1 Rules

- a. All initial reports of misconduct will be forwarded to the Investigation Unit for thorough investigation.
- b. All commissions due to the Life Planner will be withheld during investigation.
- c. Upon conviction, the Life Planner's contract will be terminated with immediate effect.
- d. Life Planners convicted of malpractice are **NO** longer allowed to return to the Company.
- e. All policies serviced by the terminated Life Planner will be transferred under Company Direct and will **NOT** be assigned to any Life Planners.

5.6.6 Bankruptcy

Applicable to : All Ranks

5.6.6.1 Rules

- a. If a Life Planner is found to be a bankrupt, the Life Planner's contract will be terminated with immediate effect.
- b. The Life Planner is allowed to return to the Company upon complete settlement of his/her debts by providing a copy of Letter of Clearance from Jabatan Insolvency Malaysia as certification.
- c. Requests for delay in termination or appeals will **NOT** be granted.
- d. The rules of assignment of orphan policies apply for policies that are serviced by the terminated Life Planner.

5.6.7 Non-Fulfillment of Continuous Professional Development (CPD) and Registered Financial Planner (RFP)

Applicable to : All Ranks

5.6.7.1 Rules

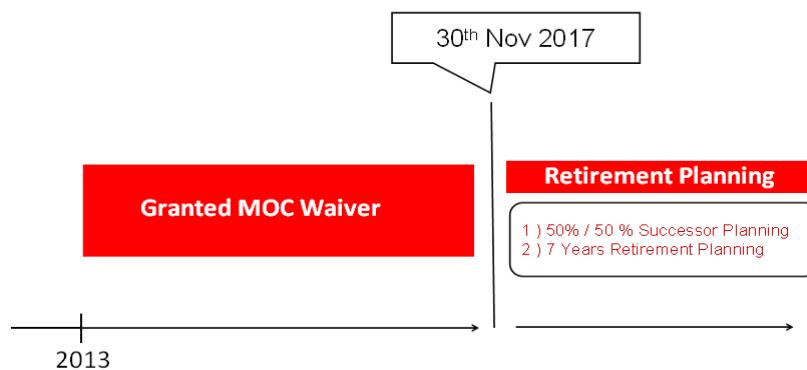
- a. Agency members (leaders & life planners) who fail to fulfil training requirements within the stipulated timeframe will be subjected to termination.
- b. Terminated leaders / life planners may be reinstated with the condition that they fulfil balance of the outstanding CPD hours by the end of the financial year of reinstatement.
- c. The rules of assignment of orphan policies apply for policies that are serviced by the terminated Life Planner.

5.7 RETIREMENT PLANNING

Applicable to : Unit Manager (UM) and District Manager (DM).
 Option : Succession Option – 50% : 50%
 7 Years Retirement Option
 Compulsory Documents : Application Form

5.7.1 Requirements

- The choice to opt for retirement planning is **OPTIONAL**. The Life Planner's Contract and Contract Maintenance waiver will continue if the leader does not wish to proceed with retirement.
- To qualify, the original leaders (UM/DM) must attain 55 years of age and have more than 15 years of continuous service with the Company OR have served more than 20 years continuously.
- Illustration:



5.7.2 Succession Option – 50%:50%

5.7.2.1 Rules

- The direct team / district from the original UM/DM will be maintained.
- The succession option will be implemented upon approval of written application and mutually agreed commencement date.
- The successor can be anyone (life planner/leader) within the same district. However, the successor must ensure full MOC requirements are achieved after execution of succession.
- The original UM/DM and the successor will share 50%: 50% on businesses captured post succession planning.
- Down lines daughter UM/DM from original UM/DM will remain under the successor's unit. **NO** transfers are allowed.
- All the above arrangements are subject to the Company's approval.
- The original UM / DM who maintains Life Planner status after implementation of option is required to fulfil the yearly CPD hours' requirements.
- Details on handling of overriding and compensation are available in Compensation Module / Section 4.0 / Retirement Planning Option.

5.7.3 7 Years Retirement Option

5.7.3.1 Rules

- a. The direct team or district of the retiring UM/DM will be dissolved and down lines of the retiring UM/DM will be assigned to a successor to be decided in accordance with the Company's rules.
- b. The retiring UM/DM will enjoy full benefits from businesses captured prior to the implementation of the option.
- c. Businesses captured after the implementation of the option will be shared 50%:50% between the retiring UM/DM and the successor for a period of 7 years.
- d. Once implemented, the plan will run for a period of 7 years. In the event that the retiring UM/DM passed away before the completion of the 7 years, the benefits due to the retiring UM/DM for the remaining years will be paid to a beneficiary of the retiring leader's choice.
- e. All the above arrangements are subject to the Company's approval.
- f. Details on handling of overriding and compensation are available in Compensation Module / Section 4.0 / Retirement Planning Option.

Other Administration

6.0 OTHER ADMINISTRATION

6.1 LIFE PLANNER* MOVEMENT / TRANSFER

*This term is inclusive of agency leaders.

Applicable to : All Life Planners and agency leaders of Agency Distribution Channel (Conventional Life and Takaful).

6.1.1 Existing Life Planner with Valid Contract

6.1.1.1 Rules

- a. Transfers of life planner to another agency are **NOT** allowed.

6.1.2 Reinstated Life Planner within 12 Months from Date of Termination

6.1.2.1 Rules

- a. Terminated Life Planner may reinstate their contract within the same agency prior to termination.
- b. Maximum reinstatement is twice per life time.
- c. Terminated Life Planners who opt for reinstatement are seen as existing Life Planners and not new Life Planners.
- d. Reinstated Life Planners (meeting MOC) can be counted as manpower for leaders' appointment to higher rank and maintenance of contract (MOC).
- e. The Company has the right to verify the authenticity of the leaders' signature before approving of the transfer. Any discrepancy in the leaders' original signature and the one in the transfer form may render the application null and void.
- f. All outstanding balances derived from under the old Life Planner code must be settled before transferring to another unit.
- g. Reinstated Life Planner cannot claim back his old block of business that had been assigned.

6.1.3 Re-joined Life Planner from 13th to 24th Month onwards from Termination Date

6.1.3.1 Rules

- a. Life Planner will be assigned with a new code after a waiting period of 12 months but is subjected to the Company's approval.
- b. Life Planners must declare their past appointment history, if any, at the time of new Life Planner application submission. Should there be any dispute arising from this thereafter, the said Life Planner would be subjected to termination.
- c. Life Planner that re-joined within 5 years from the point of termination, will not be counted as New Quality Life Planner.
- d. Life Planner that re-joined after 5 years or more from the point of termination, will be recognized as New Life Planner.
- e. The re-joined Life Planner will be given a new code, therefore, neither production transfers nor compensation and benefit transfers are allowed from the previous code to the new one.
- f. All outstanding balances derived from under the previous Life Planner code must be settled before transferring to another agency or unit.
- g. Re-joined Life Planner cannot claim back his old block of business that had been assigned.

6.1.4 Persistency Rate (D1)

6.1.4.1 Rules

- a. Writing agent is responsible for persistency of the policies.

6.2 TRANSFER OF POLICY SERVICING RIGHTS

Applicable to : Policies that are lapsed, orphan policies or complains from policyholder only.

6.2.1 Requirements

- a. All requests for transfer of servicing rights must be reinforced with the following:
 - i. Application for Policy Servicing Rights form
 - ii. Consent Letter from policyholder
 - iii. Release Letter from the immediate up line UM/DM (orphan or lapse more than 90 days cases does not require approval from immediate up line UM/DM).
- b. Reasons for transfer must be supported with solid proof to ensure its validity where only limited reasons are permitted such as the following:
 - i. Lapsed exceeding 90 days
 - ii. Orphan policies
 - iii. Policyholder complaint due to misrepresentation with proof after investigation

6.2.2 Rules

- a. Any reasons for transfer not contained within the list above or incomplete forms will **NOT** be entertained.
- b. Only written requests will be accepted.
- c. Leaders (UM and/or DM) of both the accepting and releasing party must be aware of the transfer and indicate their approval by signing on the transfer form as proof for the Company's reference.
- d. The Company has the right to verify the authenticity of the releasing agent, leaders' and policyholders' signature before approving of the transfer. Any discrepancy in any of the signatures may be cause for the rejection of this application.
- e. Upon acceptance of the change in policy servicing rights, a notification letter will be sent to the policyholder to alert them of their new servicing agent.
- f. The policyholder has the right to appoint any Life Planner as their servicing agent even when the request has been rejected by the Company **BUT** the commission will be paid to the servicing agent according to the Company's system. The preferred agent will **NOT** be receiving any commission for the service rendered.
- g. The Company has the right to intervene should there be any disagreements or conflicts between the policy holder and the servicing agent.
- h. Writing agent is responsible for persistency of the policies.

6.3 ASSIGNMENT OF ORPHAN POLICIES

Applicable to : Cases serviced by terminated Life Planners.

6.3.1 Rules

- a. Leaders would need to transfer these orphan policies to the new servicing agent in their unit within 30 days from the date of termination.
- b. If no assignment done within 30 days, all policies that are under the terminated Life Planner will be auto rolled-up to the respective leader (UM/DM) by default.
- c. Once the policies have been rolled-up or assigned to another Life Planner of the leader's choice, a letter will be issued to notify the policyholder of their new servicing agent.
- d. The new servicing agent should visit the policyholder to get acquainted immediately.
- e. Writing agent is responsible for persistency of the policies.



COMPENSATION

General Provision

1.0 GENERAL PROVISION

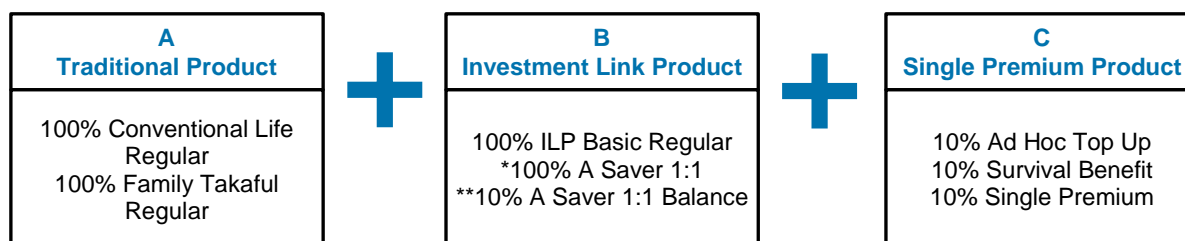
1. Total Life ANP

- Annualized New Premium from Conventional Life (Traditional Life and Investment-linked) and Family Takaful captured and approved by 30th November of the financial year.
- The definition of ANP is as below:-

Business includes	
Individual Life	Takaful
<ul style="list-style-type: none"> 100% Life regular premium. 50% production credit on life regular premium with premium paying term less than 10 years (effective 1st Aug 2016). 10% production credit of ILP single premium. No cap on single premium against qualifying requirements. A-Saver / Regular top-up premium counted at RM 1 (Regular Premium) to RM 1 (A –Saver/ Regular Top Up); and balance of A-Saver at 10% re-class. <u>Family Takaful only</u>: Survival Benefit Rider attached to A -Excel is counted at 10% production credit. 	

- Calculation of Life ANP

Life ANP = A + B +C



*ILP A -Saver will be counted at 100% annualized premium but limited to one time of the Basic Premium per policy.

**The remaining balance of A Saver after 100% capped with ILP Basic Premium.

- Illustrations

A-Saver and regular top-up/scheduled top-up

- Premiums are given 100% ANP credit (Max RM1 of A-Saver = RM1 regular Premium); subjected to the maximum limit of the Basic Regular Premium.
- Any balance of premium above the Basic Regular Premium amount will be given 10% production credit (re-class).
- Example:
 - Basic Regular Premium is RM3,600 (monthly RM300); A-Saver Premium attached is RM6,000 (monthly RM500).
 - ANP credit:

Details	ANP Credit	
Basic Regular Premium	RM3,600	100%
A-Saver Premium	RM3,600	100%
Balance of A-Saver 10% re-class	RM 240	10%
Total Credit	RM7,440	

e. Total Life ANP accorded for recognition and qualifying of:

- Life Planner's Production Bonus
- UM/DM Direct Production Bonus
- UM/DM Direct Provident Fund
- DM Indirect Production Bonus
- DM Indirect Provident Fund
- Top Positioning & Recognition/ President Club
- Quality New Recruits

2. Qualification of benefits and payment

a. Qualification

- Qualification of compensation benefits is based on Total Life ANP and/or cases submitted and captured by 30 November of the financial year, wherever applicable, subject to the respective requirements as prescribed in the benefit items.

b. Payment

- The actual amount of benefit payable is a percentage of actual collected First Year Regular Premium, 2nd Year Collected Regular Premium & 3rd Year Collected Regular Premium captured, approved and collected the latest by 30th November of the financial year.

c. Yearly renewal term (YRT) and yearly reducing term premiums are EXCLUDED from ANP, FYP, case count and benefit payment.

d. Single premium (ad-hoc & scheduled top-up e.g.: A-Saver & Survival Benefit) is only counted for qualification and WILL BE EXCLUDED for payment computation.

3. ANP All Lines or Total Production credit (TPC)

a. Total Production Credit (TPC) = Life ANP + non-Life ANP (max 30%) as defined below:

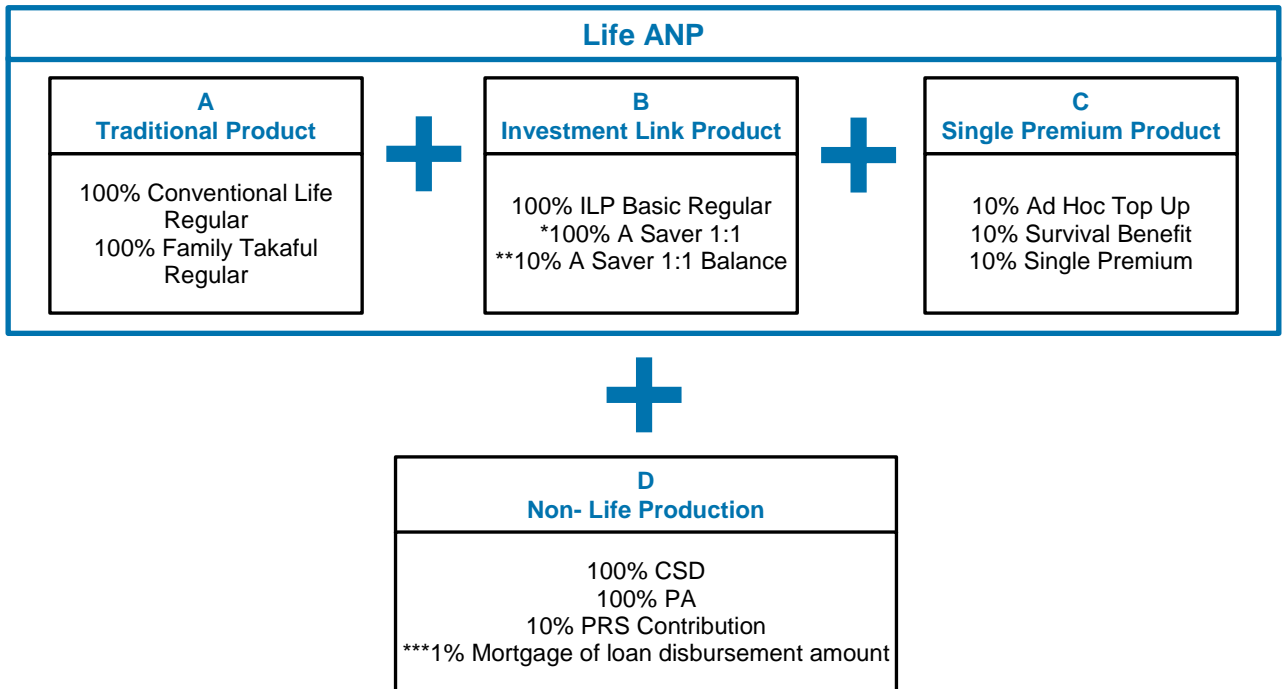
Min 70% Contribution		Max 30% Contribution				
Individual Life	Takaful	PA	CSD (GTL, GHS, GPA)	Mortgage	Home/ Commercial Business Unit	PRS
<ul style="list-style-type: none"> • 100% Life regular premium + 10% production credit of ILP single premium • 100% life regular premium with premium paying term less than 10 years (effective 1st Dec 2014). • No cap on single premium against qualifying requirements. • A-Saver / Regular top-up counted at RM 1 (Regular Premium) to RM 1 (A-Saver/ Regular Top Up) and balance of A-Saver will be 10% re-class. • <u>Family Takaful only</u>: Survival Benefit Rider attached to A-Excel is counted at 10%. 		100% of ANP (Individual & Non Corporate Group) * includes School PA	New business ANP @ 100%	Production credit based on 1% of loan disbursed. Mortgage business capped at 10% of allowable non-life production	New Business ANP counted at 100% (Excludes motor insurance)	10% on actual contribution collected

COMPENSATION

b. TPC is accounted for recognition & qualifying criteria for:

- Overseas Seminars qualification
- Appointment to Higher Rank Requirement
- Maintenance of Contract

c. Calculation: Life ANP (A + B + C) + D



Note:

Allowable Non-life production credit = D, Non-life production @ Max 30%

*ILP A Saver is 100% up to 1:1 of Basic Premium

**10% of the remaining ILP A Saver

***1% of Mortgage loan disbursement amount is cap at 10% of the allowable non-life production credit.

d. Illustration:

- i. Life ANP = RM150K
- ii. PA (Other business line) = RM300K

Life ANP (Min 70%) 150 K	+	Other business lines (Max 30%) (150 K / 7) x 3 = 64.3 K	=	214.3 K
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4. First year collected premium

- a. Refers to first year regular premiums (1st – 12th month premium) **picked-up/captured/approved** and actually collected on conventional and Takaful life policies **by 30th November of the financial year and/or qualifying period**.
- b. Premium **picked-up/captured/approved after 30th November of the financial year will not be included**.

5. 2nd and 3rd year collected renewal premiums

- a. Refers to 2nd year (13th – 24th month premium) and 3rd year (25th – 36th month premium) renewal regular premiums actually collected on conventional and Takaful life policies **by 30th November of the financial year and/or qualifying period.**
- b. Premiums collected **after 30th November of the financial year will not be included.**

6. Cases

Include Conventional and Takaful regular life annualized first year premium and single premium and additional case count generated from the increase of premium in the financial year. For example: Life Planner sold 2 Life regular premium cases and 1 Takaful regular premium case and 1 Takaful single premium case. Total case count = 4 cases.

7. Transition 70% of ANP qualifying quota for compensation

70% of ANP qualifying quota is only applicable to new Life Planner, new Unit Manager and new Direct Appointed Unit Manager.

8. Rookie Unit Manager

- a. Unit Manager who is within the 1st 12 months of unit manager appointment by 30th November of the financial year.
- b. Example: 1st year Rookie Unit Manager is appointed in 1st December 2013. 1st 12 months covers from 1st December 2013 till 30th November 2014. From 1st December 2014, he/she will no longer be considered as a Rookie Unit Manager.

9. Newly Direct Appointed Unit Manager and District Manager

New Unit Manager/District Manager who is contracted by 30th November with contract tenure less than 24 months.

Y0 = Contract Year, i.e. contract date till 30th November of 1st financial year

Y1 = 2nd Full Financial Year; i.e. from 1st December till 30th November of the 2nd financial year

Example: New leader is contracted in August 2014; Contract Year (Y0) is from August 2014 till November 2014 and 2nd Full Financial Year (Y1) is from December 2014 till November 2015.

10. Life Planner

- a. Equivalent to “Agent” as per Bank Negara Malaysia’s (BNM) definition.
- b. **Quality Life Planner (QLP)**
Existing Life Planner who fulfills total current year life ANP of RM 30K by 30th November in any one year with 85% persistency.
- c. **New Life Planner (NLP)**
New Life Planner who is contracted by 30th November with contract tenure less than 24 months.
Y0 = Contract Year, i.e. contract date till 30th November of 1st financial year
Y1 = 2nd Full Financial Year; i.e. from 1st December till 30th November of the 2nd financial year
Example: New Life Planner is contracted in August 2014; Contract Year (Y0) is from August 2014 till November 2014 and 2nd Full Financial Year (Y1) is from December 2014 till November 2015.
- d. **New Quality Life Planner (NQLP)**
New Life Planner who fulfills total current year life ANP of RM 30K by 30th November in any one year with 85% persistency.

11. Production Category

- a. **Personal ANP**
Life Planner/Unit Manager /District Manager personal business
- b. **Direct Team ANP**
Unit Manager/District Manager personal business + Life Planner under their direct care
- c. **District ANP**
District Manager personal business + Life Planner under their direct care + down line unit managers & their direct Life Planners
- d. **Down line UM ANP**
Down line Unit Managers of the District Manager + down line unit manager's direct Life Planners

12. Persistency

- a. **DGI Persistency** is used as one of the qualifying criteria for **Compensation/convention/MOC and DGI persistency Bonus**.
- b. **Persistency can be measured on**
 - i. **Personal Persistency**
 - Evaluation based on personal business
 - ii. **Direct Team Persistency**
 - Evaluation based on direct unit effort, measuring
 - Applicable to Unit Manager/District Manager, measuring Unit Manager/District Manager personal business as well as direct reporting Life Planners personal business
 - iii. **District Persistency**
 - Evaluation based on group effort.
 - Applicable to District Manager, measuring District Manager personal business + as District Manager direct Life Planners' personal business + down line Unit Manager personal business + Unit Manager direct Life Planners' personal business.
- c. **Persistency Definition (Duration)**
 - i. 2 blocks of duration, i.e. financial year or Calendar year
 - ii. DGI persistency includes personal, direct team and group.
 - iii. **Persistency as one of the qualifying criteria for compensation/convention/MOC**
 - Duration: Financial Year (1st Dec YYYY to 30 Nov YYYY)
 - Evaluation: 30 Nov of the financial year for Year0, Year1 and Year2
 - Persistency ratio (%) calculated is used for evaluating benefits, incentives, recognition, maintenance of contract & convention.
 - iv. **Persistency for qualification of DGI persistency bonus**
 - Duration: Calendar Year (1st Jan YYYY to 31 Dec YYYY)
 - Evaluation : 15 Jan on the next Calendar Year for Year 1 and Year2
 - Persistency ratio (%) calculated is used for evaluating persistency bonus payment qualification.
- d. **Persistency Definition (by Premium)**
 - i. **D1 Persistency (Year 1)** = $B1/A1$ where;

A1 = Total annualized premium of new policies sold in **last** financial/calendar year.
 B1 = Total annualized premium in respect of policies included in A1 above where full first year (first 12 months) premium has been paid before the persistency run.
 - ii. **D2 Persistency (Year 2)** = $B2/A2$ where;

A2 = Total annualized premium of new policies sold in **last 2** financial/calendar years.
 B2 = Total annualized premium in respect of policies included in A2 above where full second year (first 24 months) premium has been paid before the persistency run.

COMPENSATION

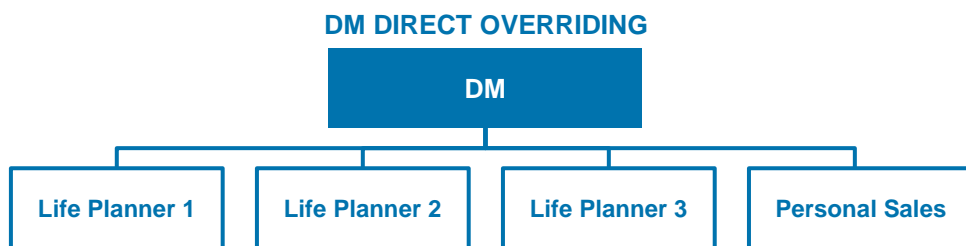
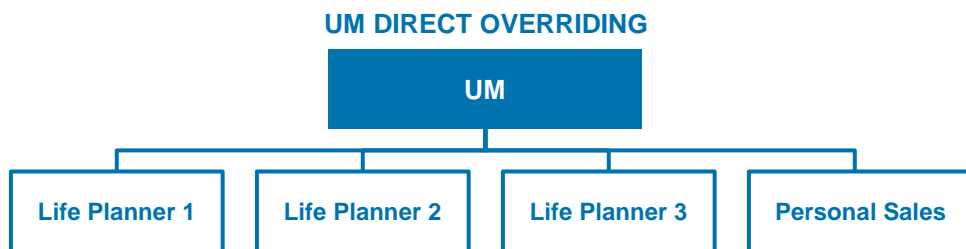
iii. **Current Year Persistency (Year 0, i.e. less than or equal 12 months) = B0/A0 where;**

A0 = Total annualized premium of new policies sold **within same** financial/calendar year.

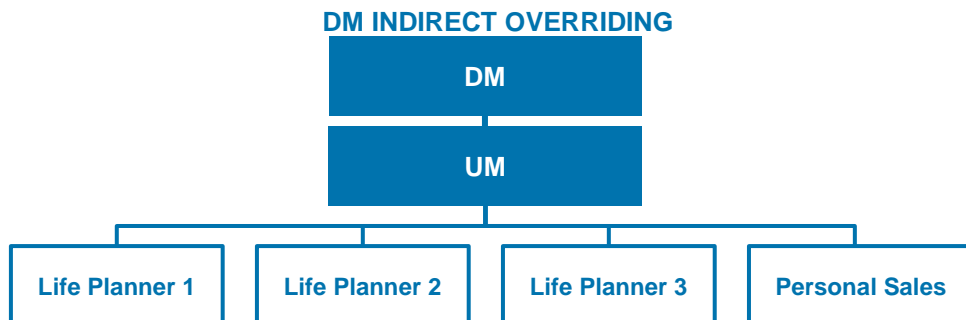
B0 = Total annualized premium in respect of policies included in A0 above where the premium from policies commencement/captured has been fully paid(up to date premium) before the persistency run (premium paid is less than or equals to 12 months)

13. Commissions

- a. Commission rate varies according to premium paying term. For policy with premium paying term of 20 years or more, maximum commission is payable; Whereas, for policy with premium paying term less than 20 years, the commission rate is pro-rated. Please refer to commission schedules for details.
- b. Commissions are calculated once premiums are paid and captured, including loading; and will be credited to Life Planner's commission account, including commissions from business collected up to the date of contract validity; after mid-month and month end.
- c. New Business commission is calculated as per modal premium picked-up/captured/approved.
- d. Renewal commission is calculated as per premium paid; and commission is payable for policy under reinstatement, automatic premium loan (APL).
- e. Commission will be debited to Life Planner account if premium paid to date is reversed due to cancellation of policy and/or replacement of policy.
- f. Unit Manager/District Manager Direct Overriding based on collected premium of UM/DM's Unit Production.

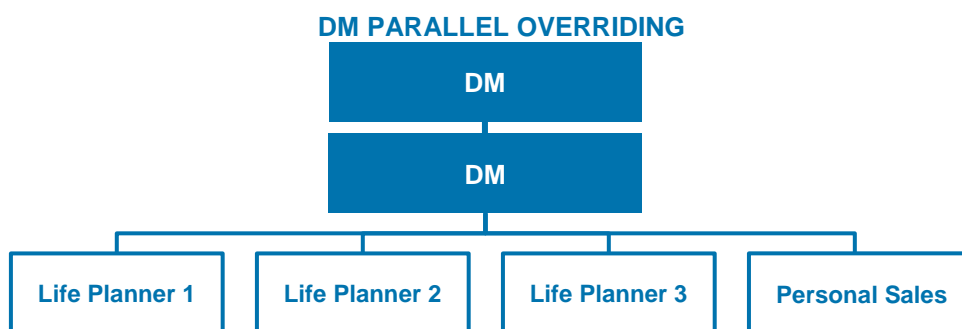


- g. District Manager's Indirect Overriding is based on collected premiums of District Manager's down line Unit Manager's Unit Production.



COMPENSATION

- h. District Manager's Parallel Overriding is based on collected premiums of down line District Manager's Unit Production.



- i. Treatment of Agent Commission:

i. **Termination of Life Planner/Unit Manager/District Manager without vesting rights**

- Personal business from terminated Life Planner/Unit Manager/District Manager will be assigned to the up line manager for servicing.
- The up line manager shall receive commission in full. If the up line manager decides to further assign the policies to a new servicing Life Planner, the new servicing Life Planner shall receive commission in full.

ii. **Termination with vesting rights**

Commissions on personal production shall be paid on Conventional Life and Takaful business premiums from the 1st through to the 6th year. Non-life premiums are not included. Vesting right shall be applicable to Life Planners and leaders:

- Who have attained age 55 with min. 10 years of continuous service prior to contract termination.
- With min. 20 years of continuous service irrespective of age prior to contract termination.
- Termination is not due to cause.
- Who do not conduct any life insurance business for other companies after contract termination.
- Who are not conducting business under proxy after contract termination.

Terminated agents with vesting rights who are reinstated within 12 months from date of termination will continue to retain such rights.

- iii. **Appointment to higher rank** – the newly appointed AUM/UM/DM will receive full commission on personal sales from old block of business.
- iv. **Downgrade to lower rank** – the downgraded Life Planner / AUM / UM / DM will receive full commission on personal sales from old block of business.
- v. **Decease/ death** – commission from policies sold by the deceased Life Planners will be payable to the estate of the deceased Life Planner. No future APF will be credited. The policies can be assigned to a new servicing Life Planner but commission will not be transferred.
- vi. **Total permanent disablement (TPD) and critical illness (CI)** – the affected Life Planners will continue to receive commission in full. The policies can be assigned to a new servicing Life Planner but commission will not be transferred.

- j. Treatment of Overriding

- i. **Termination of down line writing/servicing Life Planner** – direct, indirect and parallel overriding, wherever applicable, will be payable to the up line manager in full.
- ii. **Termination of Unit Manager/District Manager** – direct, indirect and parallel overriding, wherever applicable, will be re-directed to the up line manager in full.

iii. Appointment to higher rank

- **From Life Planner to Unit Manager** – the original immediate up line manager will continue to receive UM direct overriding from old block of business (before appointment). The newly appointed Unit Manager will receive UM direct overriding from new block of business (after appointment).
- **From Unit Manager to District Manager** – the newly appointed Unit Manager will continue to receive UM direct overriding from old block of business (before appointment). Direct and indirect overriding from the new block of business (after appointment) will be payable based on the new agency hierarchy

iv. Downgrade to lower rank

- **From Unit Manager to life planner** – the downgraded Unit Manager will continue to receive Unit Manager direct overriding in full from Old block of business (before downgrade). The immediate up line manager will receive Unit Manager direct overriding from the new block of business (after downgrade).
- **From District Manager to Unit Manager** – the downgraded Unit Manager will continue to receive direct, indirect and parallel overriding , wherever applicable, from old block of business (before downgrading) in full. Up line manager of the downgraded Direct and indirect overriding from the new block of business (after downgrade) will be payable based on the new agency hierarchy.
- **Downgraded leaders who are reinstated back to former rank** – leaders cannot claim back overriding that has already been paid when they were downgraded; including spillover. However, old block of business (before the downgrade) will be assigned back upon successful reinstatement. All subsequent overriding will be payable accordingly.

k. Writing/servicing Life Planner is responsible for persistency of the policies.

14. Licenses to receive Overriding

Leaders must hold the relevant General Insurance, Family Takaful, and Private Retirement Scheme licenses in order to be entitled to receive overriding.

15. RM50.00 threshold

Minimum amount for auto payment direct crediting is RM50.00. Amount less than RM50.00 will be accumulated and carried forward to the next payment cycle for payout if the monthly amount exceeds RM50.00.

16. Debit Balances

For in force Life Planner/Leader with debit balances in the commission account, commission payable will offset any debit balances registered before net payment is released. If the debit balances are still outstanding, RM50 will be transferred to his/her leader every 3 months for recovery.

17. Final Credit Balances of commissions

Payable to the terminated Life Planner/Leader on premium collected until the termination date.

18. Sharing of cases

- a. For cases that are shared, production, commission, persistency, case count and claw back , if any, will be shared equally based on 50% : 50% ratio; by a maximum of two (2) Life Planners for one (1) proposal.
- b. Sharing is only allowed for:
 - i. 2 Life Planners under the same Unit Manager.
 - ii. Life Planner with his/her Unit Manager
 - iii. Life Planner with his/her District Manager.
- c. Sharing is NOT ALLOWED for Life Planners from different direct teams and districts.
- d. Commissions will be shared through the entire policy commissionable period.
- e. Sharing of commissions will cease in the following events:
 - i. One of the sharing Life Planners' resigned/terminated.
 - ii. Upon request of either one of the sharing Life Planners.
- f. Upon cessation of the sharing, cases will be transferred to the other active sharing Life Planner with all the commissions payable accordingly. The shared production, commissions, persistency, if any, will be transferred to the other remaining active agent. The transfer cannot be reversed in the event the terminated/resigned Life Planner is subsequently reinstated/re-joined.

2.0

Life Planner Category

2.0 LIFE PLANNER CATEGORY

2.1 AGENT COMMISSION

ELIGIBILITY : All Life Planners and agency leaders of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

Traditional Life Premium

Term of Premium Payment	Agent Commission (% of Premium) at Policy Year					
	1	2	3	4	5	6
20 & Above	35.00	25.00	15.00	15.00	10.00	10.00
19	33.50	24.00	14.40	14.40	9.60	9.60
18	31.50	22.50	13.50	13.50	9.00	9.00
17	29.80	21.30	12.90	12.80	8.60	8.60
16	28.00	20.00	12.00	12.00	8.00	8.00
15	26.30	18.80	11.40	11.30	7.60	7.60
14	24.50	17.50	10.50	10.50	7.00	7.00
13	22.80	16.30	9.90	9.80	6.60	6.60
12	21.00	15.00	9.00	9.00	6.00	6.00
11	19.30	13.80	8.40	8.30	5.60	5.60
10	17.50	12.50	7.50	7.50	5.00	5.00
9	16.50	11.00	7.50	7.00	5.00	2.50
8	15.00	10.50	7.50	6.00	2.50	2.50
7	13.00	9.50	6.00	5.00	2.50	2.50
6	12.50	9.00	5.50	2.00	2.00	2.00
5	10.00	8.50	5.00	2.00	2.00	0.00
4	10.00	8.50	5.00	2.00	0.00	0.00
3	10.00	8.50	5.00	0.00	0.00	0.00
2	10.00	8.50	0.00	0.00	0.00	0.00

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Agent Commission (% of Premium) at Policy Year					
	Appointed On and After 1st Dec 2013					
	1	2	3	4	5	6
For every renewal year	7.00	-	-	-	-	-

(Cont')

Investment-linked Regular Premium

Term of Premium Payment	Agent Commission (% of Premium) at Policy Year					
	1	2	3	4	5	6
20 & Above	20.00	20.00	14.00	18.00	15.00	15.00
19	18.75	18.75	13.05	17.10	14.25	14.25
18	17.50	17.50	12.10	16.20	13.50	13.50
17	16.25	16.25	11.15	15.30	12.75	12.75
16	15.00	15.00	10.20	14.40	12.00	12.00
15	13.75	13.75	9.25	13.50	11.25	11.25
14	12.50	12.50	8.30	12.60	10.50	10.50
13	11.25	11.25	7.35	11.70	9.75	9.75
12	10.00	10.00	6.40	10.80	9.00	9.00
11	8.75	8.75	5.45	9.90	8.25	8.25
10	7.50	7.50	4.50	9.00	7.50	7.50
9	6.75	6.75	4.25	7.90	6.00	6.00
8	5.75	5.75	3.50	7.00	4.90	4.90
7	4.50	4.50	2.75	5.50	4.35	4.35
6	3.60	3.60	2.50	4.00	3.20	3.20
5	3.90	3.90	2.15	2.15	2.15	-
4	3.85	3.85	1.85	1.85	-	-
3	3.85	3.85	0.85	-	-	-
2	3.85	3.85	-	-	-	-

Investment-linked premium: Single Premium, Top-up Premium (Scheduled/Ad-Hoc), A Plus Saver, Survival Benefit

Term of Premium Payment	Agent Commissions (%)
Every Top-up	3.00

2.2 PERSISTENCY BONUS (DGI)

ELIGIBILITY	: Agency members of all ranks in Agency Distribution Channel (Conventional Life and Takaful)
QUALIFYING PERIOD	: January to December of the calendar year
EVALUATION	: 15th January of the next calendar year

REQUIREMENT

Persistency Rate	Persistency Bonus Payment
1st Year* = 90 %	5% x 2nd year premium* collected & captured
2nd Year = 80 %	5% x 3rd year premium* collected & captured

*Conventional (Individual Life premium and Investment-linked regular premium) and Family Takaful are counted for persistency rate and bonus payment.

RULES

1. Applicable to all Life Planners including Unit Managers and District Managers based on their personal sales.
2. Please refer to General provision for definition on 2nd and 3rd year renewal premium.
3. **Persistency rate calculation**
 - 3.1 D1 Persistency (Year 1) = $[B1/A1] \times 100\%$, where;
 - A1 = Total annualized premium of new policies sold in **last** financial/calendar year.
 - B1 = Total annualized premium in respect of policies included in A1 above where full first year (first 12months) premium has been paid before the persistency run.
 - 3.2 D2 Persistency (Year 2) = $[B2/A2] \times 100\%$, where;
 - A2 = Total annualized premium of new policies sold in **last 2** financial/calendar years.
 - B2 = Total annualized premium in respect of policies included in A2 above where full second year (first 24 months) premium has been paid before the persistency run.
 - 3.3 For D1 persistency, 12 months premium must be paid before the persistency run for Conventional (Individual Life premium and Investment-linked regular premium) and Family Takaful.
 - 3.4 For D2 persistency, 24 months premium must be paid before the persistency run for Conventional (Individual Life premium and Investment-linked regular premium) and Family Takaful.
 - 3.5 If premiums are not paid before the persistency run, then Premium Paid (PP) < Actual Premium (AP); and persistency ratio = 0.
4. **Persistency Bonus Payment**
 - 4.1 Payment frequency: Monthly
 - 4.2 Monthly persistency Bonus of 5% is payable to all Life Planners who qualify for Life Planner's personal DGI First Year (D1) and Second Year (D2) Persistency requirements (Calendar Year) which will be "determined on January 15 every year".
 - 4.3 Bonus will be generated from January to December and credited to Life Planner's month-end commission account.
 - 4.4 DGI First Year (D1) Persistency Bonus is calculated at 5% of collected commissionable premium of Second Year Regular Premium.
 - 4.5 DGI Second Year (D2) Persistency Bonus is calculated at 5% of collected commissionable premium of Third Year Regular Premium

COMPENSATION

5. Policy movements that affect persistency
 - 5.1 Reduction in premium on previous year's new business.
 - 5.2 Remover of riders
 - 5.3 Policy lapses
 - 5.4 Premium holiday for investment-linked regular premium
 - 5.5 Reinstatement after persistency runs
6. Writing Life Planners/servicing is fully responsible for persistency the policies.
7. Qualifier's contract must be valid at the time of payment computation.
8. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

COMPENSATION

2.3 PERSONAL PRODUCTION BONUS, ACTIVITY CLUB BONUS & LIFE PLANNER PROVIDENT FUND

ELIGIBILITY : Agency members of all ranks in Agency Distribution Channel (Conventional Life and Takaful) with active contracts.

QUALIFYING PERIOD : Financial year

REQUIREMENT

Total Life ANP	Production Bonus (Personal Sales)		
	% x FYP	% x 2nd Renewal Premium	% x 3rd Renewal Premium
	<i>PR = Not required</i>	<i>D1 persistency = 85%</i>	
480K & above	12%	9%	9%
360K	11%	8%	8%
240K	10%	6%	6%
120K	8%	5%	5%
60K	6%	2%	2%
20K	4%	0%	0%
<20K	0%	0%	0%

New Life Planner: only required to produce 70% of the ANP to qualify for Life Planner production Bonus. Qualification is based on Total Life ANP; Payout is based on actual collected regular premium.

RP = Renewal Premium; D1 persistency = 1st 12 months persistency

Total Life ANP	Activity Club
	Min 48 Life Cases
480K & above	1% x 2nd Renewal Premium & 3rd Renewal Premium
360K	1% x 2nd Renewal Premium & 3rd Renewal Premium
240K	1% x 2nd Renewal Premium & 3rd Renewal Premium
120K	1% x 2nd Renewal Premium & 3rd Renewal Premium
60K	1% x 2nd Renewal Premium & 3rd Renewal Premium
20K	Nil
<20K	Nil

Total Life ANP	Life Planner Provident Fund
	<i>PR = Not required</i>
480K & above	1 % of 7th to 20th Year renewal regular premium
360K	
240K	
120K	
60K	
60K	
60K	
20K	
<20K	

RULES

1. The definitions as stated in the General Provision are as follows:
 - a. Life ANP
 - i. Includes business from Conventional and Takaful Life.
 - ii. 100% Individual Life regular premium.
 - iii. 50% production credit on life regular premium with premium paying term less than 10 years (effective 1st Aug 2016).
 - iv. 10% production credit of ILP single premium.
 - v. A-Saver / Regular top-up premium counted at RM 1 (Regular Premium) to RM 1 (A –Saver/ Regular Top Up); and balance of A-Saver at 10% re-class.
 - vi. Family Takaful only: Survival Benefit Rider attached to A - Excel is counted at 10% production credit.
 - b. First year premium

1st – 12th month premium picked-up / captured / approved and actually collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
 - c. 2nd and 3rd year collected renewal premiums

2nd year (13th – 24th month premium) and 3rd year (25th – 36th month premium) renewal regular premiums collected on conventional and Takaful life policies by 30th Nov of the financial year and/or qualifying period.
 - d. Cases

Cases from Conventional and Takaful regular life annualized first year premium and single premium generated in the financial year.
 - e. New Life Planner

New Life Planner (NLP) who is contracted by 30th Nov with contract tenure less than 24 months.
Y0 = Contract Year, i.e. contract date till 30th Nov of 1st financial year
Y1 = 2nd Full Financial Year; i.e. from 1st Dec till 30th Nov of the 2nd financial year
Example: New Life Planner is contracted in Aug 2014; Contract Year (Y0) is from Aug 2014 till Nov 2014 and 2nd Full Financial Year (Y1) is from Dec 2014 till Nov 2015.
 - f. Please refer to General Provision for details on the definitions, calculations and illustrations.

COMPENSATION

2. Production bonus (PB): Illustration 1

Scenario: All requirements fulfilled

	2014 ANP300K	Production Bonus	2015 ANP 480K	Production Bonus	2016 ANP 120K	Production Bonus
Qualified PB	10%, 6%,6%		12%, 9%, 9%		8%, 5%, 5%	
FYP	280K	280K x 10% = 28K	470K	470K x 12% = 56.4K	110 K	110K x 8% = 8.8 K
2nd year RP			260K	260K x 9% = 23.4K	460 K	460K x 5% = 23 K
3rd year RP					250 K	250K x 5% = 12.5 K
Total Production Bonus (RM)		28K		79.8K		44.3K

Production bonus (PB): Illustration 2

Scenario: Life Planner failed in 2015 D1 persistency; therefore not qualified for Y2 production bonus in 2015

	2014 ANP 300K	Production Bonus	2015 ANP 480K	Production Bonus	2016 ANP 120K	Production Bonus
D1 Persistency (Y1)	85% (Qualified Y2, Y3 production bonus)		75% (Not qualified Y2, Y3 production bonus)		90% (Qualified Y2, Y3 production bonus)	
Qualified PB	10%, 6%,6%		12%, 9%, 9%		8%, 5%, 5%	
FYP	280K	280K x 10% = 28K	300K	300K x 12% = 36K	110 K	110K x 8% = 8.8 K
2nd year RP			260K	260K x 0% = 0	460 K	460K x 5% = 23 K
3rd year RP					250 K	250K x 5% = 12.5 K
Total Production Bonus (RM)		28K		36K		44.3K

Activity club bonus: Illustration 1

Scenario: 100% persistency in 1st 3 years

	Nov 2014 ANP 240K	Nov 2015 ANP 240K	Nov 2016 ANP 240K
2nd Year Renewal Premium		240K	240K
3rd Year Renewal Premium			240K
Cases	48 Cases	48 Cases	48 Cases
Y2 Activity Club Bonus		1% = 2.4K	1% = 2.4K
Y3 Activity Club Bonus		NA	1% = 2.4K
Total Activity Club Bonus	Nil	2.4K	4.8K

COMPENSATION

Activity club bonus: Illustration 2

Scenario: Failed requirement in 2016; 2016 cases below quota

	2014 ANP 300K	Activity Club	2015 ANP 480K	Activity Club	2016 ANP 120K	Activity Club
Cases	50 (qualified)		48 (qualified)		28 (failed)	
FYP	280K	Nil	470K		110 K	Nil
2nd year RP			260K	260K x 1% = 2.6K	460 K	Nil
3rd year RP					250 K	Nil
Total Production Bonus (RM)		Nil		2.6K		Nil

3. Life Planner Provident Fund Contribution

3.1. Based on 1% X 7th to 20th year collected renewal regular premium based on the term of premium payment, whichever is lesser. No production quota is required.

Example 1: If the policy premium term is 15 years, APF contribution will be based on 1% X 7th to 15th year renewal regular premium.

Example 2: If the policy premium term is 8 years, APF contribution will be based on 1% X 7th to 8th year renewal regular premium.

3.2. Collected renewal regular premiums (7th to 20th year) actually collected on conventional and Takaful life policies.

3.3. Withdrawal

- Full or partial withdrawal is allowed upon attaining age 55. Partial withdrawal allows up to maximum of 75% or a minimum of RM1,000 of the fund amount; limited to 4 withdrawals in a year.
- In the case of termination, APF contributed prior to termination can be transferred to EPF account upon request or to be maintained in MAPF account.
- In the case of decease, APF contributed prior to the decease will be payable to the nominated beneficiary.
- For treatment of critical medical condition. In case of withdrawal, the medical condition must be approved by Company's medical director.

4. Payment

4.1. Production Bonus

Year 1 production bonus

- Quarterly (February, May, August and November), provided the requirements are fulfilled.
- Subsequent quarterly payout will be made after deducting total direct production bonus previously paid in the earlier quarter(s).

Year 2 and Year 3 production bonuses

- Yearly after the end of financial year with full persistency requirement fulfilled.
- No waiver of persistency is allowed.

4.2. Activity Club Bonus is payable yearly after the end of financial year.

COMPENSATION

5. APF Contribution
 - 5.1. APF will be credited in mid-month and month end based on premiums collected.
 - 5.2. APF contribution will be credited to commissioned Life Planners who are recorded in the system at the time contribution is generated.

6. Qualifier's contract must be valid at the time of payment.

7. Payment claw back

In the event production dropped below requirement due to whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

2.4 NEW UM START UP BONUS

ELIGIBILITY : Assistant Unit Manager of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.
 QUALIFYING PERIOD : Financial year

REQUIREMENT

NEW UM Start Up Bonus	
Requirement	Cash Reward
AUM who is promoted to UM within 24 months from AUM appointment date	5% on AUM's down line Life Planners' total FYP for the past 12 to 24 months prior to UM appointment (excludes AUM own, spouse, children and parents' personal production)
<p><u>Note:</u></p> <ul style="list-style-type: none"> AUM can only qualify for EITHER "Introducer Bonus" OR "New UM Start Up Bonus", whichever is higher. 	

RULES

- First year premium
1st – 12th month premium picked-up / captured / approved and actually collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
- The Assistant Unit Manager (AUM) will be entitled to New UM Start Up Bonus:
 - If the AUM is appointed to Unit Manager within 24 months from the AUM appointment date.
 - If the AUM who is appointed to UM for the 1st time.

*Reappointed AUM will not be eligible to participate in New UM Start Up Bonus.
 *UM appointed directly from Life Planner will not be eligible to participate in New UM Start Up Bonus.
- For AUM who is appointed in mid-year, i.e. June will get an additional 6 months to be appointed to UM. The AUM must ensure appointment to Unit Manager the latest by 1st Dec 2017 to be eligible for New UM Start Up Bonus. Please refer to "Administration Module / Appointment to Higher Rank / AUM / Clause 4.1.2 (f)" for details. However, the bonus is based on FYP captured within the past 24 months, calculated from AUM appointment to the period prior to UM appointment.

Example: An AUM is appointed in June 2015. Deadline to be appointed to UM is the latest by 1st December 2017. Any UM appointment after this deadline will not be eligible for New UM Start up Bonus.

<u>UM appointment</u>	<u>FYP for bonus calculation</u>
1st Dec 2015	1st June 2015 – 30th Nov 2015 (6 months)
1st Dec 2016	1st June 2015 – 30th Nov 2016 (18 months)
1st Dec 2017	1st Dec 2016 – 30th Nov 2017 (24 months max)
1st Dec 2018	Not eligible for bonus

COMPENSATION

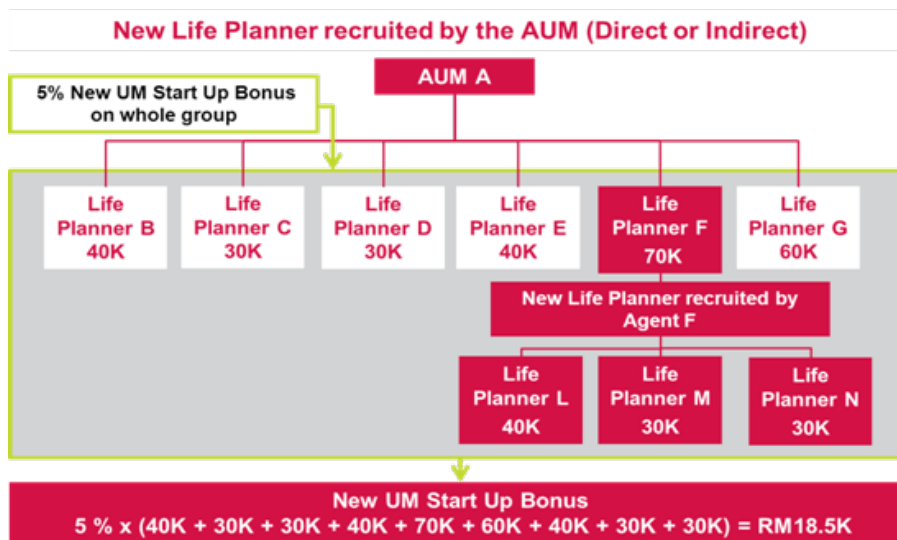
Example: AUM appointment = June 2015							
	FY 2015	FY 2016		FY 2017		FY 2018	
	Jun-15	Dec-15	Jun-16	Dec-16	Jun-17	Dec-17	Jun-18
UM: 1 Dec 2015	New Start-up Bonus 5% x FYP 1 Jun to 30 Nov 2015 (6 months)						

Example: AUM appointment = June 2015							
	FY 2015	FY 2016		FY 2017		FY 2018	
	Jun-15	Dec-15	Jun-16	Dec-16	Jun-17	Dec-17	Jun-18
UM: 1 Dec 2016	New Start-up Bonus 5% x FYP 1 Jun 2015 to 30 Nov 2016 (18 months)						

Example: AUM appointment = June 2015							
	FY 2015	FY 2016		FY 2017		FY 2018	
	Jun-15	Dec-15	Jun-16	Dec-16	Jun-17	Dec-17	Jun-18
UM: 1 Dec 2017	<i>FYP in this period is not counted for bonus</i>	New Start-up Bonus 5% x FYP 1 Jun 2015 to 30 Nov 2016 (24 months max)					

4. Production counted for payment
 - 4.1. Production from Life Planner is placed under the **new Unit Manager's code**.
 - 4.2. Excludes AUM own, spouse, children and parents' personal production.

5. Illustration



6. Assistant Unit Manager introducer can only be entitled to **EITHER** "Introducer Bonus" **OR** "New UM Start Up Bonus", whichever is higher.
7. The newly appointed Unit Manager will receive New UM Start up Bonus **less** any introducer bonus paid within 24 months during his/her service as an AUM. However, in the event the Introducer Bonus paid is higher than the New UM Start Up Bonus, there will be no additional bonus payment. Similarly, if the Introducer Bonus paid is lower than the New UM Start Up Bonus, the difference in payment amount will be paid.
8. Payment
 - 8.1. Upon confirmation of Unit Manager appointment after the financial year end closing.
 - 8.2. Qualifier's contract must be valid at the time of payment computation.
9. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

Leader Category



3.1

Grandfathering

3.0 LEADER CATEGORY

3.1 GRANDFATHERING

3.1.1 GRANDFATHERING OF EXISTING COMPENSATION

Grandfathering of overriding commission shall be applicable to payment of Direct Overriding Commission, Indirect Overriding Commission and Parallel Overriding Commission to Unit Managers and District Managers, wherever applicable.

RULES

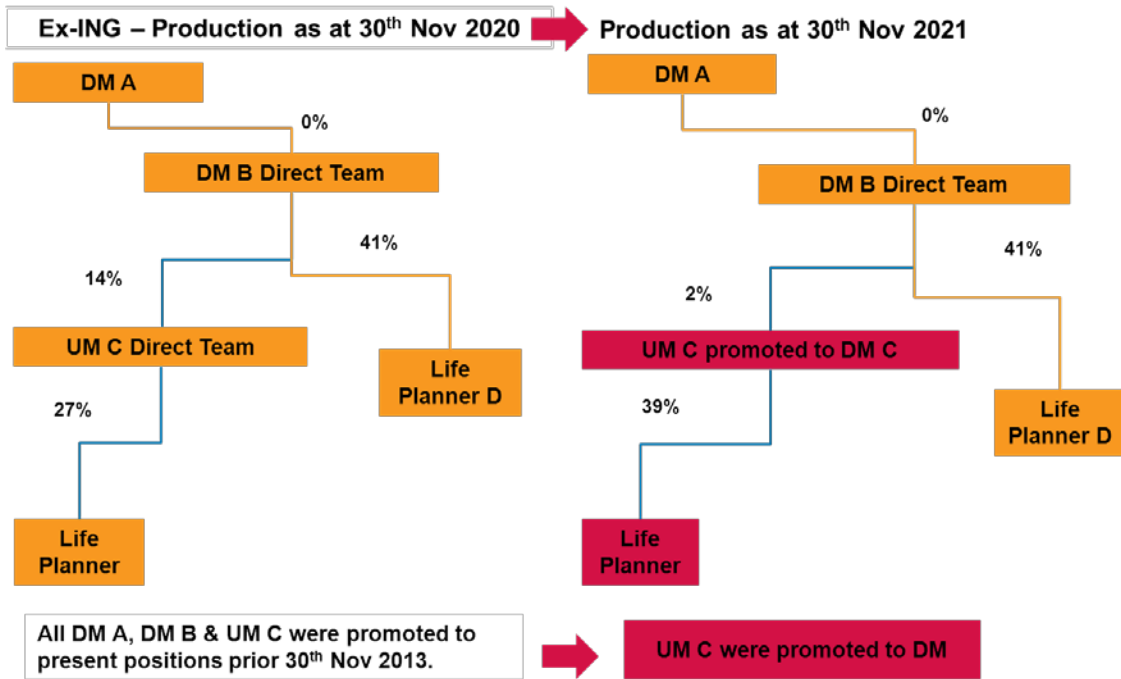
1. The Grandfathering of overriding is only applicable to Unit Managers and District Managers who are promoted before 30th November 2013. Overriding for Unit manager and District Manager promoted on and after 1st December 2013 will FULLY be based on the New Agency Compensation structure.
2. The Grandfathering is applicable to overriding for both AIA Conventional (Traditional Life and Investment-linked Products) and Family Takaful.
 - 2.1. UM/GSM/DM/DM's Direct overriding on Life Planners
 - 2.2. DM/DM Indirect overriding on UM/GSM
 - 2.3. Mother DM/DM parallel overriding on Daughter DM/DM
3. The same Generation 1, Generation 2, Generation 3 and Generation 4 overriding rates will be applicable for both Conventional (Traditional life and Investment-linked) and Family Takaful according to the date of appointment as District Manager and Unit Manager as follows:
 - Appointment before 1.1.1996 : Generation 1 District Manager and Unit Manager (JA)
 - Appointment on and after 1.1.1996 : Generation 2 District Manager and Unit Manager (JA)
 - Appointment on and after 1.12.2007 : Generation 3 District Manager and Unit Manager (JA)
 - Appointment before 30.11.2013 : Generation 4 District Manager and Unit Manager (JRC)

In other word, the overriding rates for Family Takaful products will follow the same overriding rates as the Conventional Life products, specific to the generation a particular agency leader belongs to.

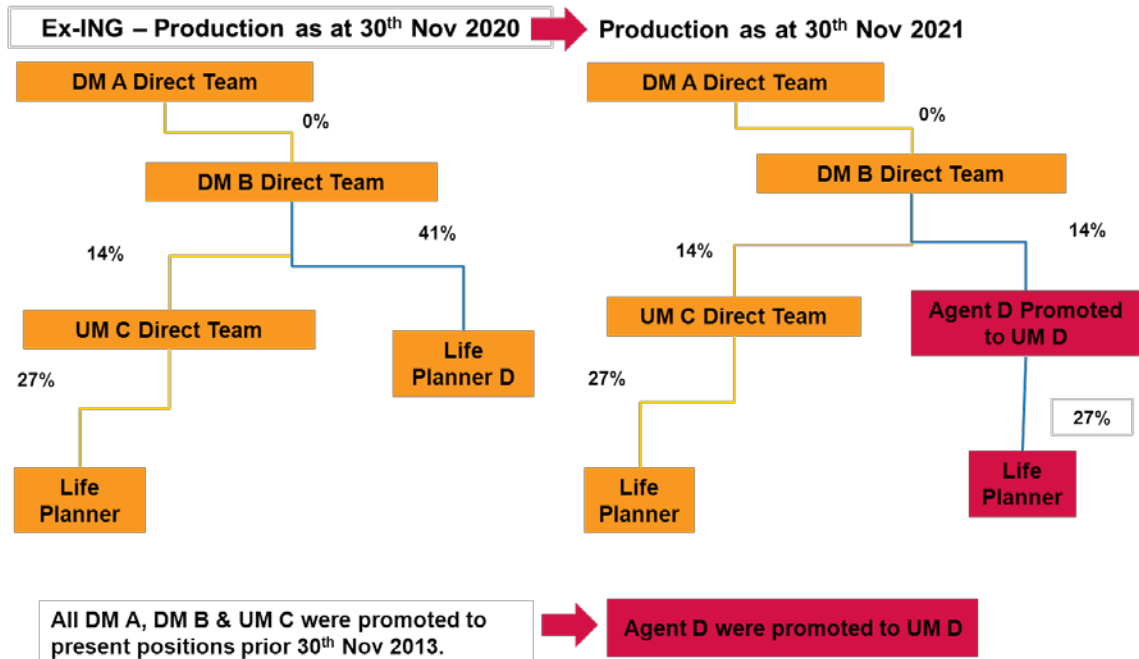
4. However, fringe benefits and production bonuses (Direct Team or Group) WILL NOT be based on the Grandfathering Scheme but shall FULLY follow the New Agency Compensation upon implementation.
5. The Grandfathering of overriding on spouse Unit Managers and District Managers is only applicable to spouses who were promoted before 30th Nov 2013. Any new promotion of spouse Unit Managers and/or District Managers on and after 1st December 2013 will be required to follow the New Agency Compensation.

6. Illustrations (Conventional Life)

Scenario A

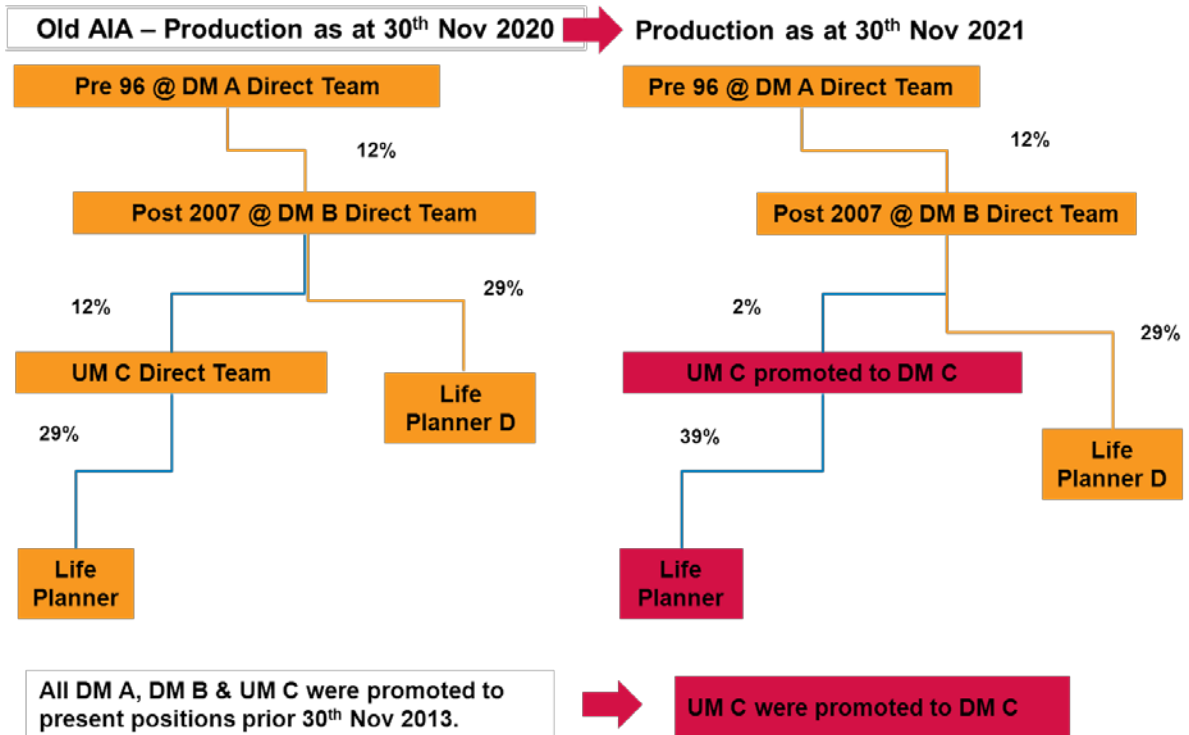


Scenario B

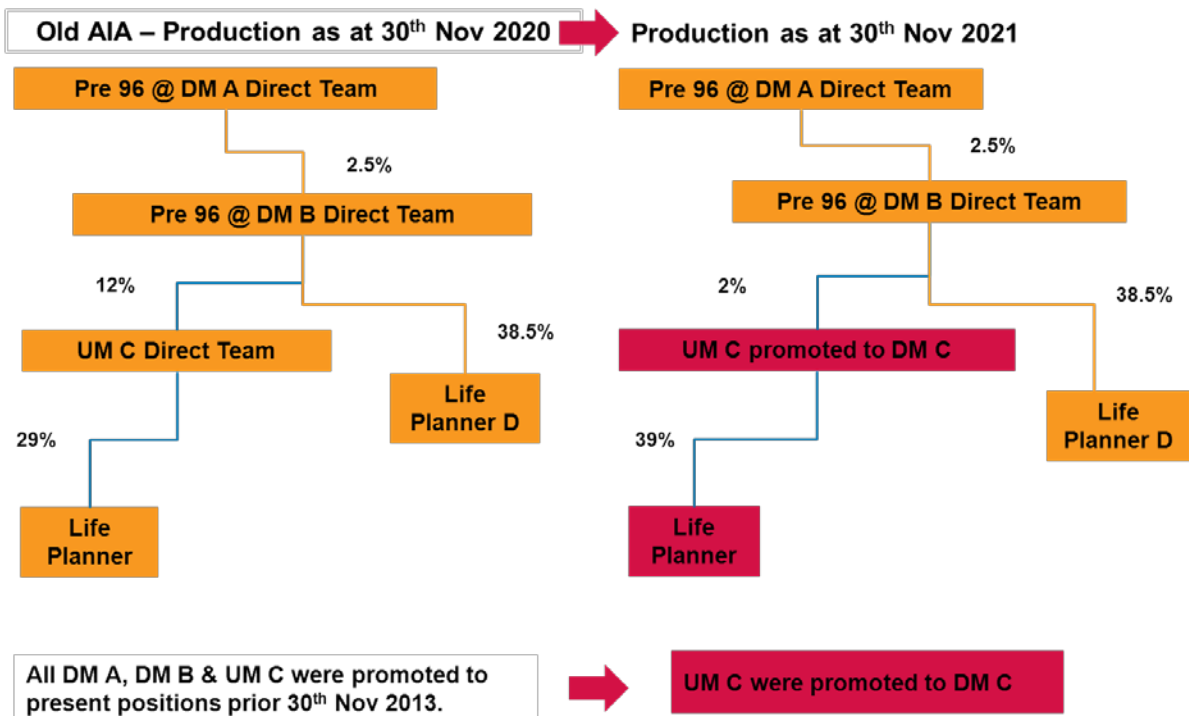


COMPENSATION

Scenario C

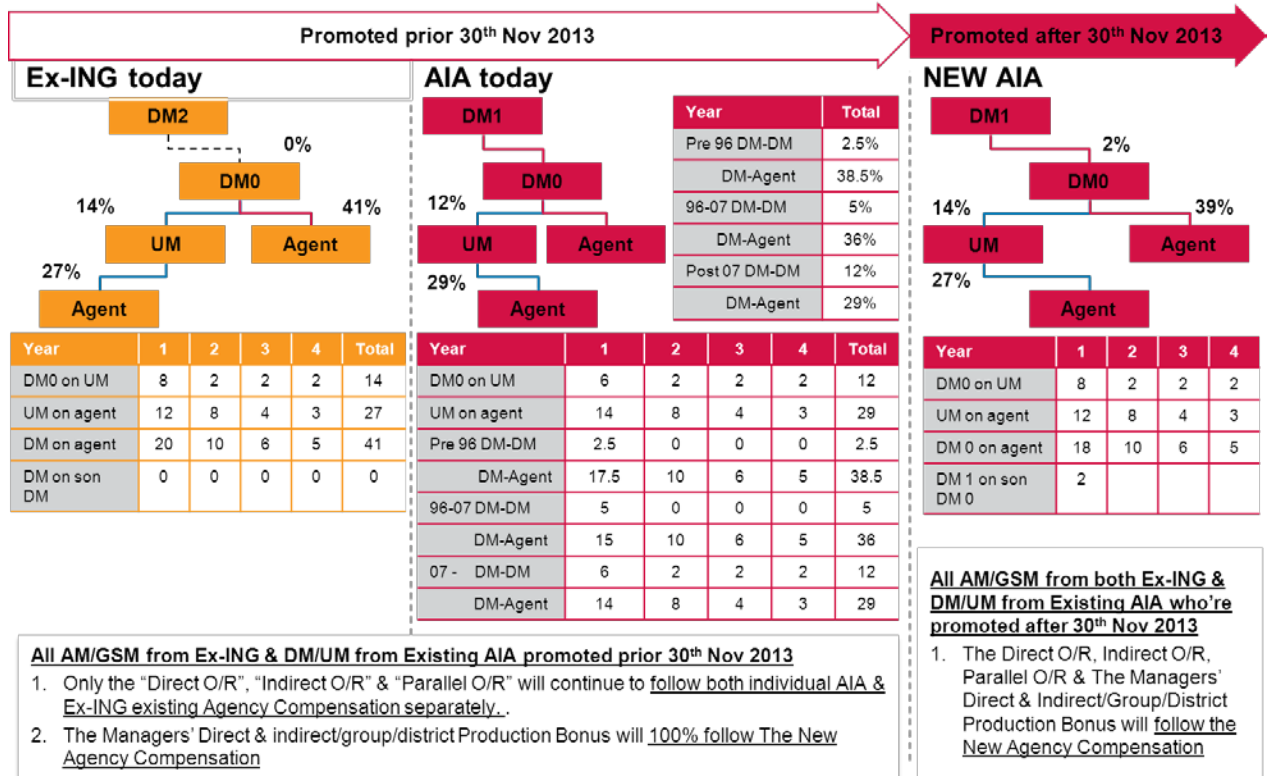


Scenario D

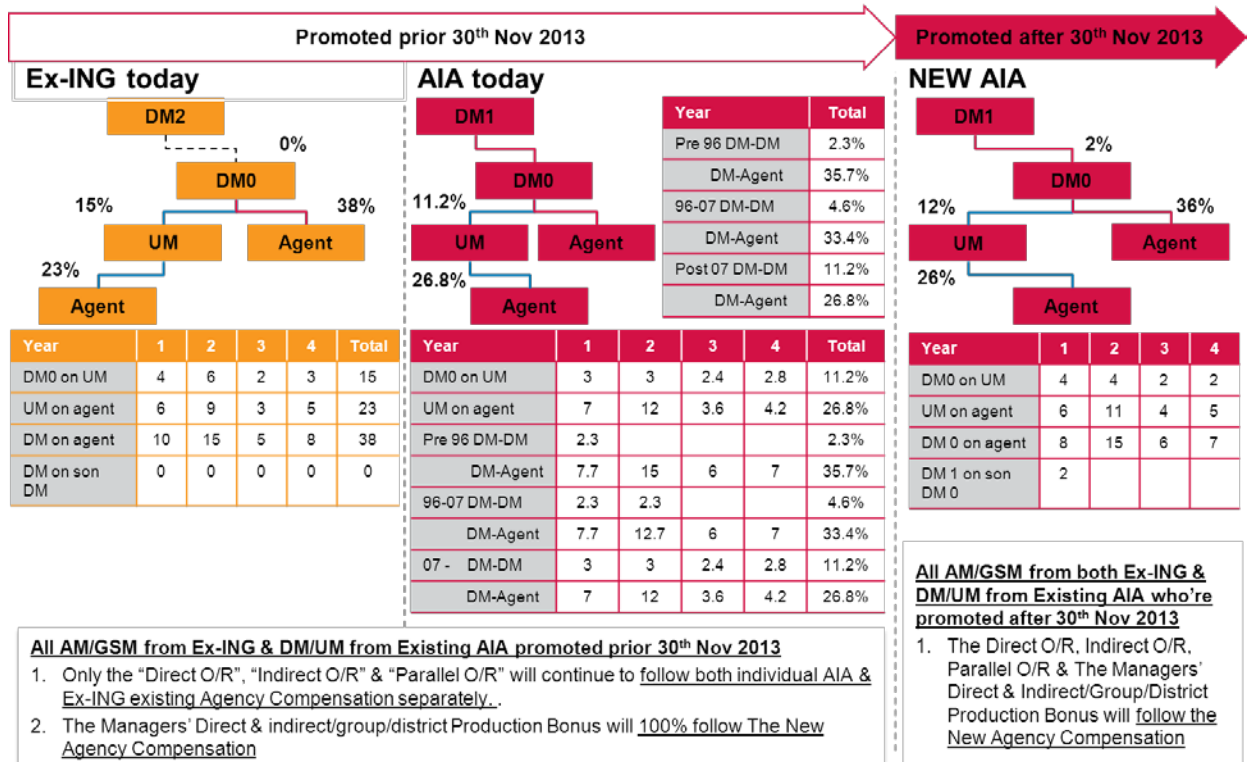


COMPENSATION

7. Illustrations (Family Takaful) Scenario A (Traditional Products)



Scenario B (Investment-linked Products)



COMPENSATION

3.1.2 MANAGER OVERRIDING: APPOINTMENT BEFORE 30th NOVEMBER 2013 (GENERATION 1, 2 & 3) – JA

ELIGIBILITY : Unit Managers/District Managers of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

Unit Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013			
	1	2	3	4
20 & above	14.00	8.00	4.00	3.00
19	13.58	7.20	3.88	2.88
18	12.95	6.80	3.70	2.70
17	12.60	6.80	3.40	2.40
16	11.90	6.40	3.10	2.10
15	10.50	6.56	2.90	2.10
14	10.01	5.60	2.80	2.10
13	9.24	5.20	2.68	1.98
12	8.68	4.80	2.40	1.80
11	7.91	4.40	2.28	1.68
10	7.00	4.00	2.00	1.50
9	6.23	3.60	1.88	1.38
8	5.60	3.20	1.70	1.20
7	4.55	2.80	1.70	1.20
6	4.20	2.40	1.40	0.90
5	3.50	2.00	1.40	0.90
4	3.50	2.00	0.90	0.90
3	3.50	2.00	0.90	-
2	3.50	2.00	-	-
Single Premium	2.00	-	-	-

Unit Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013			
	1	2	3	4
For every renewal year	2.00	-	-	-

(Cont')

Unit Manager Direct Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013			
	1	2	3	4
20 & above	7.00	12.00	3.60	4.20
19	6.48	11.40	3.42	3.99
18	5.95	10.80	3.24	3.78
17	5.43	10.20	3.06	3.57
16	4.90	9.60	2.88	3.36
15	4.38	9.00	2.70	3.15
14	3.85	8.40	2.52	2.94
13	3.33	7.80	2.34	2.73
12	2.80	7.20	2.16	2.52
11	2.28	6.60	1.98	2.31
10	1.75	6.00	1.80	2.10
9	1.75	5.20	1.50	1.71
8	1.40	4.80	1.20	1.32
7	1.23	3.84	0.90	1.20
6	1.05	3.00	0.60	0.99
5	1.05	1.60	0.60	0.75
4	0.88	1.40	0.42	0.54
3	0.70	1.20	0.57	-
2	0.53	1.24	-	-

Unit Manager Direct Overriding

Investment-linked single premium

	Unit Manager Direct Overriding (% of Premium)
	Appointed Before 30th Nov 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.50

(Cont')

Immediate Up line Unit Manager Shared Indirect Overriding on Appointed Unit Manager

Traditional Life premium

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
20 & above	3.000	1.000	1.000
19	2.910	0.900	0.960
18	2.775	0.850	0.900
17	2.700	0.850	0.800
16	2.550	0.800	0.700
15	2.250	0.820	0.700
14	2.145	0.700	0.700
13	1.980	0.650	0.660
12	1.860	0.600	0.600
11	1.695	0.550	0.560
10	1.500	0.500	0.500
9	1.335	0.450	0.460
8	1.200	0.400	0.400
7	0.975	0.350	0.400
6	0.900	0.300	0.300
5	0.750	0.250	0.300
4	0.750	0.250	0.300
3	0.750	0.250	0.300
2	0.750	0.250	-
Single Premium	0.500		

Immediate Up line Unit Manager Shared Indirect Overriding on Appointed Unit Manager

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
For every renewal year	0.50	-	-

(Cont')

Immediate Up line Unit Manager Shared Indirect Overriding on Appointed Unit Manager

Investment-linked regular premium

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
20 & above	1.500	1.500	1.200
19	1.385	1.425	1.140
18	1.275	1.350	1.080
17	1.160	1.275	1.020
16	1.050	1.200	0.960
15	0.935	1.125	0.900
14	0.825	1.050	0.840
13	0.710	0.975	0.780
12	0.600	0.900	0.720
11	0.485	0.825	0.660
10	0.375	0.750	0.600
9	0.375	0.650	0.500
8	0.300	0.600	0.400
7	0.260	0.480	0.300
6	0.225	0.375	0.200
5	0.225	0.200	0.200
4	0.185	0.175	0.140
3	0.150	0.150	0.190
2	0.110	0.155	

Immediate Up line Unit Manager Shared Indirect Overriding on Appointed Unit Manager

Investment-linked single premium

	Shared Indirect Overriding (% of Premium)
	Appointed Before 30th Nov 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.125

(Cont')

District Manager Indirect Overriding

Traditional Life premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	6.00%	2.00%	2.00%	2.00%	6.00%	2.00%	2.00%	2.00%	6.00%	2.00%	2.00%	2.00%
19	5.82%	1.80%	1.92%	1.92%	5.82%	1.80%	1.92%	1.92%	5.82%	1.80%	1.92%	1.92%
18	5.55%	1.70%	1.80%	1.80%	5.55%	1.70%	1.80%	1.80%	5.55%	1.70%	1.80%	1.80%
17	5.40%	1.70%	1.60%	1.60%	5.40%	1.70%	1.60%	1.60%	5.40%	1.70%	1.60%	1.60%
16	5.10%	1.60%	1.40%	1.40%	5.10%	1.60%	1.40%	1.40%	5.10%	1.60%	1.40%	1.40%
15	4.50%	1.64%	1.40%	1.40%	4.50%	1.64%	1.40%	1.40%	4.50%	1.64%	1.40%	1.40%
14	4.29%	1.40%	1.40%	1.40%	4.29%	1.40%	1.40%	1.40%	4.29%	1.40%	1.40%	1.40%
13	3.96%	1.30%	1.32%	1.32%	3.96%	1.30%	1.32%	1.32%	3.96%	1.30%	1.32%	1.32%
12	3.72%	1.20%	1.20%	1.20%	3.72%	1.20%	1.20%	1.20%	3.72%	1.20%	1.20%	1.20%
11	3.39%	1.10%	1.12%	1.12%	3.39%	1.10%	1.12%	1.12%	3.39%	1.10%	1.12%	1.12%
10	3.00%	1.00%	1.00%	1.00%	3.00%	1.00%	1.00%	1.00%	3.00%	1.00%	1.00%	1.00%
9	2.67%	0.90%	0.92%	0.92%	2.67%	0.90%	0.92%	0.92%	2.67%	0.90%	0.92%	0.92%
8	2.40%	0.80%	0.80%	0.80%	2.40%	0.80%	0.80%	0.80%	2.40%	0.80%	0.80%	0.80%
7	1.95%	0.70%	0.80%	0.80%	1.95%	0.70%	0.80%	0.80%	1.95%	0.70%	0.80%	0.80%
6	1.80%	0.60%	0.60%	0.60%	1.80%	0.60%	0.60%	0.60%	1.80%	0.60%	0.60%	0.60%
5	1.50%	0.50%	0.60%	0.60%	1.50%	0.50%	0.60%	0.60%	1.50%	0.50%	0.60%	0.60%
4	1.50%	0.50%	0.60%	0.60%	1.50%	0.50%	0.60%	0.60%	1.50%	0.50%	0.60%	0.60%
3	1.50%	0.50%	0.60%	-	1.50%	0.50%	0.60%	-	1.50%	0.50%	0.60%	-
2	1.50%	0.50%	-	-	1.50%	0.50%	-	-	1.50%	0.50%	-	-
Single Premium	1.00%	-	-	-	1.00%	-	-	-	1.00%	-	-	-

District Manager Indirect Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
For every renewal year	1.00%	-	-	-	1.00%	-	-	-	1.00%	-	-	-

(Cont')

District Manager Indirect Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	3.000	3.000	2.400	2.800	3.000	3.000	2.400	2.800	3.000	3.000	2.400	2.800
19	2.770	2.850	2.280	2.660	2.770	2.850	2.280	2.660	2.770	2.850	2.280	2.660
18	2.550	2.700	2.160	2.520	2.550	2.700	2.160	2.520	2.550	2.700	2.160	2.520
17	2.320	2.550	2.040	2.380	2.320	2.550	2.040	2.380	2.320	2.550	2.040	2.380
16	2.100	2.400	1.920	2.240	2.100	2.400	1.920	2.240	2.100	2.400	1.920	2.240
15	1.870	2.250	1.800	2.100	1.870	2.250	1.800	2.100	1.870	2.250	1.800	2.100
14	1.650	2.100	1.680	1.960	1.650	2.100	1.680	1.960	1.650	2.100	1.680	1.960
13	1.420	1.950	1.560	1.820	1.420	1.950	1.560	1.820	1.420	1.950	1.560	1.820
12	1.200	1.800	1.440	1.680	1.200	1.800	1.440	1.680	1.200	1.800	1.440	1.680
11	0.970	1.650	1.320	1.540	0.970	1.650	1.320	1.540	0.970	1.650	1.320	1.540
10	0.750	1.500	1.200	1.400	0.750	1.500	1.200	1.400	0.750	1.500	1.200	1.400
9	0.750	1.300	1.000	1.140	0.750	1.300	1.000	1.140	0.750	1.300	1.000	1.140
8	0.600	1.200	0.800	0.880	0.600	1.200	0.800	0.880	0.600	1.200	0.800	0.880
7	0.520	0.960	0.600	0.800	0.520	0.960	0.600	0.800	0.520	0.960	0.600	0.800
6	0.450	0.750	0.400	0.660	0.450	0.750	0.400	0.660	0.450	0.750	0.400	0.660
5	0.450	0.400	0.400	0.500	0.450	0.400	0.400	0.500	0.450	0.400	0.400	0.500
4	0.370	0.350	0.280	0.360	0.370	0.350	0.280	0.360	0.370	0.350	0.280	0.360
3	0.300	0.300	0.380	-	0.300	0.300	0.380	-	0.300	0.300	0.380	-
2	0.220	0.310	-	-	0.220	0.310	-	-	0.220	0.310	-	-

District Manager Indirect Overriding

Investment-linked single premium

	Indirect Overriding (% of Premium) at Policy Year		
	Generation 1 District Manager Appointed Before 1st Jan 1996	Generation 2 District Manager Appointed On And After 1st Jan 1996	Generation 3 District Manager Appointed On And After 1st Dec 2007
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.25%	0.25%	0.25%

(Cont')

District Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	17.50 %	10.00 %	6.00%	5.00%	15.00 %	10.00 %	6.00%	5.00%	14.00 %	8.00%	4.00%	3.00%
19	16.98 %	9.00%	5.80%	4.80%	14.55 %	9.00%	5.80%	4.80%	13.58 %	7.20%	3.88%	2.88%
18	16.19 %	8.50%	5.50%	4.50%	13.88 %	8.50%	5.50%	4.50%	12.95 %	6.80%	3.70%	2.70%
17	15.75 %	8.50%	5.00%	4.00%	13.50 %	8.50%	5.00%	4.00%	12.60 %	6.80%	3.40%	2.40%
16	14.88 %	8.00%	4.50%	3.50%	12.75 %	8.00%	4.50%	3.50%	11.90 %	6.40%	3.10%	2.10%
15	13.13 %	8.20%	4.30%	3.50%	11.25 %	8.20%	4.30%	3.50%	10.50 %	6.56%	2.90%	2.10%
14	12.51 %	7.00%	4.20%	3.50%	10.73 %	7.00%	4.20%	3.50%	10.01 %	5.60%	2.80%	2.10%
13	11.55 %	6.50%	4.00%	3.30%	9.90%	6.50%	4.00%	3.30%	9.24%	5.20%	2.68%	1.98%
12	10.85 %	6.00%	3.60%	3.00%	9.30%	6.00%	3.60%	3.00%	8.68%	4.80%	2.40%	1.80%
11	9.89%	5.50%	3.40%	2.80%	8.48%	5.50%	3.40%	2.80%	7.91%	4.40%	2.28%	1.68%
10	8.75%	5.00%	3.00%	2.50%	7.50%	5.00%	3.00%	2.50%	7.00%	4.00%	2.00%	1.50%
9	7.79%	4.50%	2.80%	2.30%	6.68%	4.50%	2.80%	2.30%	6.23%	3.60%	1.88%	1.38%
8	7.00%	4.00%	2.50%	2.00%	6.00%	4.00%	2.50%	2.00%	5.60%	3.20%	1.70%	1.20%
7	5.69%	3.50%	2.50%	2.00%	4.88%	3.50%	2.50%	2.00%	4.55%	2.80%	1.70%	1.20%
6	5.25%	3.00%	2.00%	1.50%	4.50%	3.00%	2.00%	1.50%	4.20%	2.40%	1.40%	0.90%
5	4.38%	2.50%	2.00%	1.50%	3.75%	2.50%	2.00%	1.50%	3.50%	2.00%	1.40%	0.90%
4	4.38%	2.50%	1.50%	1.50%	3.75%	2.50%	1.50%	1.50%	3.50%	2.00%	0.90%	0.90%
3	4.38%	2.50%	1.50%	-	3.75%	2.50%	1.50%	-	3.50%	2.00%	0.90%	-
2	4.38%	2.50%	-	-	3.75%	2.50%	-	-	3.50%	2.00%	-	-
Single Premium	3.00%	-	-	-	3.00%	-	-	-	2.00%	-	-	-

District Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
For every renewal year	3.00 %	-	-	-	3.00 %	-	-	-	2.00%	-	-	-

(Cont')

District Manager Direct Overriding

Investment-linked regular premium

Term Of Premium Payment	Direct Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	7.700	15.000	6.000	7.000	7.700	12.700	6.000	7.000	7.000	12.000	3.600	4.200
19	7.120	14.250	5.700	6.650	7.120	12.070	5.700	6.650	6.480	11.400	3.420	3.990
18	6.550	13.500	5.400	6.300	6.550	11.430	5.400	6.300	5.950	10.800	3.240	3.780
17	5.970	12.750	5.100	5.950	5.970	10.800	5.100	5.950	5.430	10.200	3.060	3.570
16	5.390	12.000	4.800	5.600	5.390	10.160	4.800	5.600	4.900	9.600	2.880	3.360
15	4.810	11.250	4.500	5.250	4.810	9.530	4.500	5.250	4.380	9.000	2.700	3.150
14	4.240	10.500	4.200	4.900	4.240	8.890	4.200	4.900	3.850	8.400	2.520	2.940
13	3.660	9.750	3.900	4.550	3.660	8.260	3.900	4.550	3.330	7.800	2.340	2.730
12	3.080	9.000	3.600	4.200	3.080	7.620	3.600	4.200	2.800	7.200	2.160	2.520
11	2.500	8.250	3.300	3.850	2.500	6.990	3.300	3.850	2.280	6.600	1.980	2.310
10	1.930	7.500	3.000	3.500	1.930	6.350	3.000	3.500	1.750	6.000	1.800	2.100
9	1.930	6.500	2.500	2.850	1.930	5.500	2.500	2.850	1.750	5.200	1.500	1.710
8	1.540	6.000	2.000	2.200	1.540	5.080	2.000	2.200	1.400	4.800	1.200	1.320
7	1.350	4.800	1.500	2.000	1.350	4.060	1.500	2.000	1.230	3.840	0.900	1.200
6	1.160	3.750	1.000	1.650	1.160	3.180	1.000	1.650	1.050	3.000	0.600	0.990
5	1.160	2.000	1.000	1.250	1.160	1.690	1.000	1.250	1.050	1.600	0.600	0.750
4	0.960	1.750	0.700	0.900	0.960	1.480	0.700	0.900	0.880	1.400	0.420	0.540
3	0.770	1.500	0.950		0.770	1.270	0.950		0.700	1.200	0.570	
2	0.580	1.550			0.580	1.310			0.530	1.240		

District Manager Direct Overriding

Single premium

	Direct Overriding (% of Premium) at Policy Year		
	Generation 1 District Manager Appointed Before 1st Jan 1996	Generation 2 District Manager Appointed On And After 1st Jan 1996	Generation 3 District Manager Appointed On And After 1st Dec 2007
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.75%	0.75%	0.50%

(Cont')

District Manager Parallel Indirect Overriding on Daughter District Manager

Traditional Life premium

Policy Paying Term (Years)	Parallel Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 (Note 1) District Manager Appointed Before 1st Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	2.50%	-	-	-	5.00%	-	-	-	6.00%	2.00%	2.00%	2.00%
19	2.42%	-	-	-	4.85%	-	-	-	5.82%	1.80%	1.92%	1.92%
18	2.31%	-	-	-	4.62%	-	-	-	5.55%	1.70%	1.80%	1.80%
17	2.25%	-	-	-	4.50%	-	-	-	5.40%	1.70%	1.60%	1.60%
16	2.12%	-	-	-	4.25%	-	-	-	5.10%	1.60%	1.40%	1.40%
15	1.87%	-	-	-	3.75%	-	-	-	4.50%	1.64%	1.40%	1.40%
14	1.79%	-	-	-	3.57%	-	-	-	4.29%	1.40%	1.40%	1.40%
13	1.65%	-	-	-	3.30%	-	-	-	3.96%	1.30%	1.32%	1.32%
12	1.55%	-	-	-	3.10%	-	-	-	3.72%	1.20%	1.20%	1.20%
11	1.41%	-	-	-	2.82%	-	-	-	3.39%	1.10%	1.12%	1.12%
10	1.25%	-	-	-	2.50%	-	-	-	3.00%	1.00%	1.00%	1.00%
9	1.11%	-	-	-	2.22%	-	-	-	2.67%	0.90%	0.92%	0.92%
8	1.00%	-	-	-	2.00%	-	-	-	2.40%	0.80%	0.80%	0.80%
7	0.81%	-	-	-	1.62%	-	-	-	1.95%	0.70%	0.80%	0.80%
6	0.75%	-	-	-	1.50%	-	-	-	1.80%	0.60%	0.60%	0.60%
5	0.62%	-	-	-	1.25%	-	-	-	1.50%	0.50%	0.60%	0.60%
4	0.62%	-	-	-	1.25%	-	-	-	1.50%	0.50%	0.60%	0.60%
3	0.62%	-	-	-	1.25%	-	-	-	1.50%	0.50%	0.60%	-
2	0.62%	-	-	-	1.25%	-	-	-	1.50%	0.50%	-	-
Single Premium	-	-	-	-	-	-	-	-	1.00%	-	-	-

Note 1

- The maximum payable to the District Manager rendering assistance to any Downline District Manager shall be 2.5% of his own direct agency FYP or 2.5% of his Downline District Manager's direct agency FYP, whichever is the lesser.
- Any excess of the 2.5% of the Downline District Manager's direct agency FYP over the Parallel Override received by the District Manager rendering assistance to the Downline District Manager, if any, shall be paid by the Company to the Downline District Manager at the end of the relevant accounting year.

District Manager Parallel Indirect Overriding on Daughter District Manager

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Parallel Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1 Jan 1996				Generation 2 District Manager Appointed On And After 1st Jan 1996				Generation 3 District Manager Appointed On And After 1st Dec 2007			
	1	2	3	4	1	2	3	4	1	2	3	4
For every renewal year	-	-	-	-	-	-	-	-	1.00%	-	-	-

(Cont')

District Manager Parallel Indirect Overriding on Daughter District Manager

Investment-linked regular premium

Term Of Premium Payment	Parallel Indirect Overriding (% of Premium) at Policy Year											
	Generation 1 District Manager Appointed Before 1.1.1996				Generation 2 District Manager Appointed On And After 1.1.1996				Generation 3 District Manager Appointed On And After 1.12.2007			
	1	2	3	4	1	2	3	4	1	2	3	4
20 & above	2.300	-	-	-	2.300	2.300	-	-	3.000	3.000	2.400	2.800
19	2.130	-	-	-	2.130	2.180	-	-	2.770	2.850	2.280	2.660
18	1.950	-	-	-	1.950	2.070	-	-	2.550	2.700	2.160	2.520
17	1.780	-	-	-	1.780	1.950	-	-	2.320	2.550	2.040	2.380
16	1.610	-	-	-	1.610	1.840	-	-	2.100	2.400	1.920	2.240
15	1.440	-	-	-	1.440	1.720	-	-	1.870	2.250	1.800	2.100
14	1.260	-	-	-	1.260	1.610	-	-	1.650	2.100	1.680	1.960
13	1.090	-	-	-	1.090	1.490	-	-	1.420	1.950	1.560	1.820
12	0.920	-	-	-	0.920	1.380	-	-	1.200	1.800	1.440	1.680
11	0.750	-	-	-	0.750	1.260	-	-	0.970	1.650	1.320	1.540
10	0.570	-	-	-	0.570	1.150	-	-	0.750	1.500	1.200	1.400
9	0.570	-	-	-	0.570	1.000	-	-	0.750	1.300	1.000	1.140
8	0.460	-	-	-	0.460	0.920	-	-	0.600	1.200	0.800	0.880
7	0.400	-	-	-	0.400	0.740	-	-	0.520	0.960	0.600	0.800
6	0.340	-	-	-	0.340	0.570	-	-	0.450	0.750	0.400	0.660
5	0.340	-	-	-	0.340	0.310	-	-	0.450	0.400	0.400	0.500
4	0.290	-	-	-	0.290	0.270	-	-	0.370	0.350	0.280	0.360
3	0.230	-	-	-	0.230	0.230	-	-	0.300	0.300	0.380	-
2	0.170	-	-	-	0.170	0.240	-	-	0.220	0.310	-	-

District Manager Parallel Indirect Overriding on Daughter District Manager

Single premium

	Parallel Indirect Overriding (% of Premium) at Policy Year		
	Generation 1 District Manager Appointed Before 1.1.1996	Generation 2 District Manager Appointed On And After 1.1.1996	Generation 3 District Manager Appointed On And After 1.12.2007
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	-	-	0.25%

(Cont')

Up line District Manager Shared Indirect Overriding on Appointed Unit Manager

Traditional Life premium

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
20 & above	3.000	1.000	1.000
19	2.910	0.900	0.960
18	2.775	0.850	0.900
17	2.700	0.850	0.800
16	2.550	0.800	0.700
15	2.250	0.820	0.700
14	2.145	0.700	0.700
13	1.980	0.650	0.660
12	1.860	0.600	0.600
11	1.695	0.550	0.560
10	1.500	0.500	0.500
9	1.335	0.450	0.460
8	1.200	0.400	0.400
7	0.975	0.350	0.400
6	0.900	0.300	0.300
5	0.750	0.250	0.300
4	0.750	0.250	0.300
3	0.750	0.250	0.300
2	0.750	0.250	-
Single Premium	0.500		

Up line District Manager Shared Indirect Overriding on Appointed Unit Manager

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
For every renewal year	0.50	-	-

(Cont')

Up line District Manager Shared Indirect Overriding on Appointed Unit Manager

Investment-linked regular premium

Policy Paying Term (Years)	Shared Indirect Overriding (% of Premium) at Policy Year		
	Appointed Before 30th Nov 2013		
	1	2	3
20 & above	1.500	1.500	1.200
19	1.385	1.425	1.140
18	1.275	1.350	1.080
17	1.160	1.275	1.020
16	1.050	1.200	0.960
15	0.935	1.125	0.900
14	0.825	1.050	0.840
13	0.710	0.975	0.780
12	0.600	0.900	0.720
11	0.485	0.825	0.660
10	0.375	0.750	0.600
9	0.375	0.650	0.500
8	0.300	0.600	0.400
7	0.260	0.480	0.300
6	0.225	0.375	0.200
5	0.225	0.200	0.200
4	0.185	0.175	0.140
3	0.150	0.150	0.190
2	0.110	0.155	

Up line District Manager Shared Indirect Overriding on Appointed Unit Manager

Investment-linked single premium

	Shared Indirect Overriding (% of Premium)
	Appointed Before 30th Nov 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.125%

COMPENSATION

3.1.3 OVERRIDING: APPOINTMENT BEFORE 30th NOVEMBER 2013 (GENERATION 4) – JRC

ELIGIBILITY : Unit Managers / District Managers of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

Unit Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (AFTER 24 months of appointment)			
	1	2	3	4
20 & above	12.00	8.00	4.00	3.00
19	11.60	7.10	3.90	2.90
18	11.10	6.80	3.80	2.80
17	10.80	6.80	3.30	2.40
16	10.20	6.40	3.00	2.10
15	9.00	6.60	2.90	2.10
14	8.60	5.60	2.80	2.10
13	7.90	5.20	2.70	2.00
12	7.40	4.80	2.40	1.80
11	6.80	4.40	2.30	1.70
10	6.00	4.00	2.00	1.50
9	5.30	3.60	1.90	1.40
8	4.80	3.20	1.70	1.20
7	3.90	2.70	1.70	1.20
6	3.60	2.30	1.30	0.90
5	3.00	1.80	1.30	0.90
4	3.00	1.90	0.90	0.90
3	3.00	2.00	1.00	0.00
2	3.00	2.00	-	-
1	-	-	-	-
Single Premium	1.80			

Unit Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (AFTER 24 months of appointment)			
	1	2	3	4
For every renewal year	1.80	-	-	-

(Cont')

Unit Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	8.00	8.00	4.00	3.00
19	7.70	7.10	3.90	2.90
18	7.40	6.80	3.80	2.80
17	7.20	6.80	3.30	2.40
16	6.80	6.40	3.00	2.10
15	6.00	6.60	2.90	2.10
14	5.70	5.60	2.80	2.10
13	5.30	5.20	2.70	2.00
12	4.90	4.80	2.40	1.80
11	4.50	4.40	2.30	1.70
10	4.00	4.00	2.00	1.50
9	3.50	3.60	1.90	1.40
8	3.20	3.20	1.70	1.20
7	2.60	2.70	1.70	1.20
6	2.40	2.30	1.30	0.90
5	2.00	1.80	1.30	0.90
4	2.00	1.90	0.90	0.90
3	2.00	2.00	1.00	-
2	2.00	2.00	-	-
1	-	-	-	-
Single Premium	1.20	-	-	-

Unit Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
For every renewal year	1.20%	-	-	-

(Cont')

Unit Manager Direct Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (AFTER 24 months of appointment)			
	1	2	3	4
20 & above	6.00	9.00	3.00	5.00
19	5.70	8.40	2.85	4.75
18	5.28	7.80	2.70	4.62
17	4.92	7.38	2.55	4.25
16	4.50	6.90	2.40	4.00
15	4.20	6.30	2.25	3.75
14	3.90	5.70	2.10	3.50
13	3.60	5.40	1.80	3.09
12	3.30	4.80	1.65	2.84
11	2.91	4.35	1.50	2.53
10	2.55	3.90	1.35	2.19
9	2.25	3.36	1.20	1.87
8	1.92	2.88	1.02	1.56
7	1.56	2.40	0.78	1.34
6	1.20	1.80	0.60	1.19
5	1.02	1.50	0.36	0.59
4	0.84	1.20	0.30	0.44
3	0.72	1.08	0.27	
2	0.60	0.78		

(Cont')

Unit Manager Direct Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	4.00	9.00	3.00	5.00
19	3.80	8.40	2.85	4.75
18	3.52	7.80	2.70	4.62
17	3.28	7.38	2.55	4.25
16	3.00	6.90	2.40	4.00
15	2.80	6.30	2.25	3.75
14	2.60	5.70	2.10	3.50
13	2.40	5.40	1.80	3.09
12	2.20	4.80	1.65	2.84
11	1.94	4.35	1.50	2.53
10	1.70	3.90	1.35	2.19
9	1.50	3.36	1.20	1.87
8	1.28	2.88	1.02	1.56
7	1.04	2.40	0.78	1.34
6	0.80	1.80	0.60	1.19
5	0.68	1.50	0.36	0.59
4	0.56	1.20	0.30	0.44
3	0.48	1.08	0.27	0.00
2	0.40	0.78	0.00	0.00

Unit Manager Direct Overriding

Investment-linked single premium

	Direct Overriding (% of Premium)
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.33

Unit Manager Direct Overriding

Investment-linked single premium

	Direct Overriding (% of Premium)
	Appointed Before 30th Nov 2013 (AFTER 24 months of appointment)
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.50

(Cont')

Mother Unit Manager Shared Direct Overriding on Appointed Unit Manager

Traditional Life premium

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	4.00	-	-	-
19	3.90	-	-	-
18	3.70	-	-	-
17	3.60	-	-	-
16	3.40	-	-	-
15	3.00	-	-	-
14	2.90	-	-	-
13	2.60	-	-	-
12	2.50	-	-	-
11	2.30	-	-	-
10	2.00	-	-	-
9	1.80	-	-	-
8	1.60	-	-	-
7	1.30	-	-	-
6	1.20	-	-	-
5	1.00	-	-	-
4	1.00	-	-	-
3	1.00	-	-	-
2	1.00	-	-	-
1	-	-	-	-
Single Premium	0.60	-	-	-

Mother Unit Manager Shared Direct Overriding on Appointed Unit Manager

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
For every renewal year	0.60	-	-	-

(Cont')

Mother Unit Manager Shared Direct Overriding on Appointed Unit Manager

Investment-linked regular premium

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	2.00	-	-	-
19	1.90	-	-	-
18	1.76	-	-	-
17	1.64	-	-	-
16	1.50	-	-	-
15	1.40	-	-	-
14	1.30	-	-	-
13	1.20	-	-	-
12	1.10	-	-	-
11	0.97	-	-	-
10	0.85	-	-	-
9	0.75	-	-	-
8	0.64	-	-	-
7	0.52	-	-	-
6	0.40	-	-	-
5	0.34	-	-	-
4	0.28	-	-	-
3	0.24	-	-	-
2	0.20	-	-	-

Mother Unit Manager Shared Direct Overriding on Appointed Unit Manager

Investment-linked single premium

	Shared Direct Overriding (% of Premium)
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.17

(Cont')

District Manager Direct Overriding on Life Planner

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
20 & above	20.00	10.00	6.00	5.00
19	19.40	9.00	5.80	4.80
18	18.50	8.50	5.50	4.50
17	18.00	8.50	5.00	4.00
16	17.00	8.00	4.50	3.50
15	15.00	8.20	4.30	3.50
14	14.30	7.00	4.20	3.50
13	13.20	6.50	4.00	3.30
12	12.40	6.00	3.60	3.00
11	11.30	5.50	3.40	2.80
10	10.00	5.00	3.00	2.50
9	8.90	4.50	2.80	2.30
8	8.00	4.00	2.50	2.00
7	6.50	3.50	2.50	2.00
6	6.00	3.00	2.00	1.50
5	5.00	2.50	2.00	1.50
4	5.00	2.50	1.50	1.50
3	5.00	2.50	1.50	-
2	5.00	2.50	-	-
1	-	-	-	-
Single Premium	3.00			

District Manager Direct Overriding on Life Planner

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
For every renewal year	3.00	-	-	-

(Cont')

District Manager Direct Overriding on Life Planner

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
20 & above	10.000	15.000	5.000	8.000
19	9.500	14.000	4.750	7.600
18	8.800	13.000	4.500	7.400
17	8.200	12.300	4.250	6.800
16	7.500	11.500	4.000	6.400
15	7.000	10.500	3.750	6.000
14	6.500	9.500	3.500	5.600
13	6.000	9.000	3.000	4.950
12	5.500	8.000	2.750	4.550
11	4.850	7.250	2.500	4.050
10	4.250	6.500	2.250	3.500
9	3.750	5.600	2.000	3.000
8	3.200	4.800	1.700	2.500
7	2.600	4.000	1.300	2.150
6	2.000	3.000	1.000	1.900
5	1.700	2.500	0.600	0.950
4	1.400	2.000	0.500	0.700
3	1.200	1.800	0.450	
2	1.000	1.300		
1				

District Manager Direct Overriding on Life Planner

Single premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
For every renewal year	0.75%	-	-	-

(Cont')

Mother District Manager Shared Direct Overriding on Appointed Unit Manager

Traditional Life premium

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	4.00	-	-	-
19	3.90	-	-	-
18	3.70	-	-	-
17	3.60	-	-	-
16	3.40	-	-	-
15	3.00	-	-	-
14	2.90	-	-	-
13	2.60	-	-	-
12	2.50	-	-	-
11	2.30	-	-	-
10	2.00	-	-	-
9	1.80	-	-	-
8	1.60	-	-	-
7	1.30	-	-	-
6	1.20	-	-	-
5	1.00	-	-	-
4	1.00	-	-	-
3	1.00	-	-	-
2	1.00	-	-	-
1	-	-	-	-
Single Premium	0.60	-	-	-

Mother District Manager Shared Direct Overriding on Appointed Unit Manager

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
For every renewal year	0.60%	-	-	-

(Cont')

Mother District Manager Shared Direct Overriding on Appointed Unit Manager

Investment-linked regular premium

Policy Paying Term (Years)	Shared Direct Overriding (% of Premium) at Policy Year			
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)			
	1	2	3	4
20 & above	2.000	-	-	-
19	1.900	-	-	-
18	1.760	-	-	-
17	1.640	-	-	-
16	1.500	-	-	-
15	1.400	-	-	-
14	1.300	-	-	-
13	1.200	-	-	-
12	1.100	-	-	-
11	0.970	-	-	-
10	0.850	-	-	-
9	0.750	-	-	-
8	0.640	-	-	-
7	0.520	-	-	-
6	0.400	-	-	-
5	0.340	-	-	-
4	0.280	-	-	-
3	0.240	-	-	-
2	0.200	-	-	-

Mother District Manager Shared Direct Overriding on Appointed Unit Manager

Investment-linked single premium

	Shared Direct Overriding (% of Premium)
	Appointed Before 30th Nov 2013 (WITHIN 24 months of appointment)
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.17%

(Cont')

District Manager Indirect Overriding

Traditional Life premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
20 & above	8.00	2.00	2.00	2.00
19	7.80	1.90	1.90	1.90
18	7.40	1.70	1.70	1.70
17	7.20	1.70	1.70	1.60
16	6.80	1.60	1.50	1.40
15	6.00	1.60	1.40	1.40
14	5.70	1.40	1.40	1.40
13	5.30	1.30	1.30	1.30
12	5.00	1.20	1.20	1.20
11	4.50	1.10	1.10	1.10
10	4.00	1.00	1.00	1.00
9	3.60	0.90	0.90	0.90
8	3.20	0.80	0.80	0.80
7	2.60	0.80	0.80	0.80
6	2.40	0.70	0.70	0.60
5	2.00	0.70	0.70	0.60
4	2.00	0.60	0.60	0.60
3	2.00	0.50	0.50	-
2	2.00	0.50	-	-
1	-	-	-	-
Single Premium	1.20	-	-	-

District Manager Indirect Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
For every renewal year	1.20	-	-	-

(Cont')

District Manager Indirect Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed Before 30th November 2013			
	1	2	3	4
20 & above	4.00	6.00	2.00	3.00
19	3.80	5.60	1.90	2.85
18	3.52	5.20	1.80	2.78
17	3.28	4.92	1.70	2.55
16	3.00	4.60	1.60	2.40
15	2.80	4.20	1.50	2.25
14	2.60	3.80	1.40	2.10
13	2.40	3.60	1.20	1.86
12	2.20	3.20	1.10	1.71
11	1.94	2.90	1.00	1.52
10	1.70	2.60	0.90	1.31
9	1.50	2.24	0.80	1.13
8	1.28	1.92	0.68	0.94
7	1.04	1.60	0.52	0.81
6	0.80	1.20	0.40	0.71
5	0.68	1.00	0.24	0.36
4	0.56	0.80	0.20	0.26
3	0.48	0.72	0.18	-
2	0.40	0.52	-	-

District Manager Indirect Overriding

Investment-linked single premium

	Indirect Overriding (% of Premium)
	Appointed Before 30th November 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.25



3.2

Direct Team Sales

3.2 DIRECT TEAM SALES

3.2.1 MANAGER OVERRIDING: APPOINTMENT ON AND AFTER 1ST DECEMBER 2013 (GENERATION 5)

ELIGIBILITY : Unit Managers/ District Managers of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

Unit Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	12.00	8.00	4.00	3.00
19	11.64	7.20	3.87	2.88
18	11.10	6.80	3.67	2.70
17	10.80	6.80	3.33	2.40
16	10.20	6.40	3.00	2.10
15	9.00	6.56	2.87	2.10
14	8.58	5.60	2.80	2.10
13	7.92	5.20	2.67	1.98
12	7.44	4.80	2.40	1.80
11	6.78	4.40	2.27	1.68
10	6.00	4.00	2.00	1.50
9	5.34	3.60	1.87	1.38
8	4.80	3.20	1.67	1.20
7	3.90	2.80	1.67	1.20
6	3.60	2.40	1.33	0.90
5	3.00	2.00	1.33	0.90
4	3.00	2.00	1.00	0.90
3	3.00	2.00	1.00	-
2	3.00	2.00	-	-
Single Premium	2.00	-	-	-

Unit Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
For every renewal year	2.00	-	-	-

(Cont')

Unit Manager Direct Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	6.00	11.00	4.00	5.00
19	5.55	10.45	3.80	4.75
18	5.10	9.90	3.60	4.50
17	4.65	9.35	3.40	4.25
16	4.20	8.80	3.20	4.00
15	3.75	8.25	3.00	3.75
14	3.30	7.70	2.80	3.50
13	2.85	7.15	2.60	3.25
12	2.40	6.60	2.40	3.00
11	1.95	6.05	2.20	2.75
10	1.50	5.50	2.00	2.50
9	1.50	4.77	1.67	2.04
8	1.20	4.40	1.33	1.57
7	1.05	3.52	1.00	1.43
6	0.90	2.75	0.67	1.18
5	0.90	1.47	0.67	0.89
4	0.75	1.28	0.47	0.64
3	0.60	1.10	0.63	-
2	0.45	1.14	-	-

Unit Manager Direct Overriding

Investment-linked single premium

	Direct Overriding (% of Premium)
	Appointed On and After 1st Dec 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.50

(Cont')

District Manager Direct Overriding

Traditional Life premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	18.00	10.00	6.00	5.00
19	17.46	9.00	5.80	4.80
18	16.65	8.50	5.50	4.50
17	16.20	8.50	5.00	4.00
16	15.30	8.00	4.50	3.50
15	13.50	8.20	4.30	3.50
14	12.87	7.00	4.20	3.50
13	11.88	6.50	4.00	3.30
12	11.16	6.00	3.60	3.00
11	10.17	5.50	3.40	2.80
10	9.00	5.00	3.00	2.50
9	8.01	4.50	2.80	2.30
8	7.20	4.00	2.50	2.00
7	5.85	3.50	2.50	2.00
6	5.40	3.00	2.00	1.50
5	4.50	2.50	2.00	1.50
4	4.50	2.50	1.50	1.50
3	4.50	2.50	1.50	-
2	4.50	2.50	-	-

District Manager Direct Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
For every renewal year	3.00	-	-	-

(Cont')

District Manager Direct Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Direct Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	8.00	15.00	6.00	7.00
19	7.40	14.25	5.70	6.65
18	6.80	13.50	5.40	6.30
17	6.20	12.75	5.10	5.95
16	5.60	12.00	4.80	5.60
15	5.00	11.25	4.50	5.25
14	4.40	10.50	4.20	4.90
13	3.80	9.75	3.90	4.55
12	3.20	9.00	3.60	4.20
11	2.60	8.25	3.30	3.85
10	2.00	7.50	3.00	3.50
9	2.00	6.50	2.50	2.85
8	1.60	6.00	2.00	2.20
7	1.40	4.80	1.50	2.00
6	1.20	3.75	1.00	1.65
5	1.20	2.00	1.00	1.25
4	1.00	1.75	0.70	0.90
3	0.80	1.50	0.95	-
2	0.60	1.55	-	-

District Manager Direct Overriding

Investment-linked single premium

	Direct Overriding (% of Premium)
	Appointed On and After 1st Dec 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.75

COMPENSATION

3.2.2 MANAGER DIRECT PRODUCTION BONUS & PROVIDENT FUND

ELIGIBILITY : Unit Managers and District Managers of Agency Distribution Channel (Conventional Life).
 QUALIFYING PERIOD : Financial year

REQUIREMENT

Total Life ANP (Direct Team Life ANP only)	Manager Direct Production Bonus (% x FYP)
	Only ANP Requirement
1M and above	6%
500K – 1M	5%
300K - 500K	4%
150K - 300K	3%

Total Life ANP (Direct Team Life ANP only)	Manpower (QLP=Quality Life Planner AND NQLP=New Quality Life Planner)	Manager Direct Provident Fund (% x Year 2 Renewal Collected Regular Premium)
		ANP & Manpower Requirement
1M and above*	Transition Period FY2014: 2 QLP (incl. 1 NQLP) FY2015: 3 QLP (incl. 1 NQLP) FY2016 onwards: 4 QLP (incl. 2 NQLP)	2%
500K – 1M*		1.5%
300K - 500K*		1%
150K - 300K	Not Required	0.5%

*If manpower requirement is not met, the Manager Direct Provident Fund will be 0.5%.

RULES

1. The definitions as stated in the General Provision are as follows:
 - a. Life ANP
 - b. Includes business from Conventional and Takaful Life.
 - c. 100% Individual Life regular premium.
 - d. 50% production credit on life regular premium with premium paying term less than 10 years (effective 1st Aug 2016).
 - e. 10% production credit of ILP single premium.
 - f. A-Saver / Regular top-up premium counted at RM 1 (Regular Premium) to RM 1 (A –Saver/ Regular Top Up); and balance of A-Saver at 10% re-class.
 - g. Family Takaful only: Survival Benefit Rider attached to A - Excel is counted at 10% production credit.
 - h. First year premium
 1st – 12th month premium) picked-up / captured / approved and actually collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.

- i. 2nd year collected renewal premiums
13th – 24th month premium renewal regular premiums collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
 - j. Quality Life Planner (QLP)
Existing Life Planner who fulfills the total current year life ANP of RM 30K by 30th November in any one year with 85% persistency.
 - k. New Quality Life Planner (NQLP)
New Life Planner who is in Y0 or Y1 of contract; and fulfills total current year life ANP of RM30K by 30th Nov in any one year with 85% persistency.
 - l. Please refer to General Provision for details on the definitions, calculations and illustrations.
2. Manager direct provident fund
- 2.1. Reinstated Life Planner :
 - 2.1.1. Will be **INCLUDED** for Quality Life Planner count
 - 2.1.2. Will be **INCLUDED** for New Quality Life Planner count if within the NQLP definition
(Please refer to General Provision for definition).
 - 2.2. Re-joined Life Planner:
 - 2.2.1. Will be **INCLUDED** for Quality Life Planner count
 - 2.2.2. Will be **EXCLUDED** for New Life Planner count regardless of how long they have left the Company.
 - 2.2.3. Will be **EXCLUDED** for New Quality Life Planner count regardless of how long they have left the Company.
 - 2.3. Waiver of Quality Life Planners
 - 2.3.1. Waiver of **2 New Quality Life Planners** if the Unit Manager's direct team fulfilled requirements for at least 15 Quality Life Planners.
 - 2.3.2. Waiver of **4 Quality Life Planners (including 2 New Quality Life Planner)**:
 - a. Unit Manager aged 55 years and above AND has more than 15 years of service period.
 - b. Unit Manager with more than 20 years of service period.
 - 2.4. Payment is subject to one of the following conditions:
 - 2.4.1. At age 55 or above and have had at least 10 years continuous obligation with the Company.
 - 2.4.2. Be certified by the Company's Medical Director as unfit to maintain a Unit Manager contract on account of ill health or accident.
 - 2.4.3. Upon death.
 - 2.4.4. At age 65.
3. Payment of Production Bonus
- 3.1. Yearly based on achievement of full ANP requirement.

COMPENSATION

4. APF Contribution

The manager provident fund contribution will be credited to qualifier's provident fund account at the end of financial year.

5. Illustration

	2014			2015			2016		
	500 K ANP	Direct Production Bonus	Direct Provident Fund	1 Mil ANP	Direct Production Bonus	Direct Provident Fund	400 K ANP	Direct Production Bonus	Direct Provident Fund
Man Power		2 QLP (including 1 New QLP)			3 QLP (including 1 New QLP)			2 QLP (including 1 New QLP)	
Qualified Direct Provident Fund			Yes			Yes			No
Qualified %		5%	1.5%		6%	2%		4%	1%
FYP	450 K	450K x 5% = 22.5K	NIL	900 K	900K x 6% = 54K		350 K	350K x 4% = 14K	NIL
2nd year RP			NIL			430K x 2% = 8.6K			NIL
Total		22.5K	NIL		54K	8.6K		14K	NIL
Total Direct Production Bonus + Provident Fund	22.5K			62.6K			14K		

6. Manager's contract must be valid at the time of payment.

7. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.



3.3

District Sales

3.3 DISTRICT SALES

3.3.1 DISTRICT MANAGER OVERRIDING: APPOINTMENT ON AND AFTER 1st DECEMBER 2013 (GENERATION 5)

ELIGIBILITY : Unit Managers/ District Managers of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

District Manager Indirect Overriding

Traditional Life premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	8.00	2.00	2.00	2.00
19	7.76	1.80	1.93	1.92
18	7.40	1.70	1.83	1.80
17	7.20	1.70	1.67	1.60
16	6.80	1.60	1.50	1.40
15	6.00	1.64	1.43	1.40
14	5.72	1.40	1.40	1.40
13	5.28	1.30	1.33	1.32
12	4.96	1.20	1.20	1.20
11	4.52	1.10	1.13	1.12
10	4.00	1.00	1.00	1.00
9	3.56	0.90	0.93	0.92
8	3.20	0.80	0.83	0.80
7	2.60	0.70	0.83	0.80
6	2.40	0.60	0.67	0.60
5	2.00	0.50	0.67	0.60
4	2.00	0.50	0.50	0.60
3	2.00	0.50	0.50	-
2	2.00	0.50	-	-
Single Premium	1.00	-	-	-

District Manager Indirect Overriding

Traditional Life Premium: Yearly renewal term premium (YRT)

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
For every renewal year	1.00	-	-	-

(Cont')

District Manager Indirect Overriding

Investment-linked regular premium

Policy Paying Term (Years)	Indirect Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	4.00	4.00	2.00	2.00
19	3.70	3.80	1.90	1.90
18	3.40	3.60	1.80	1.80
17	3.10	3.40	1.70	1.70
16	2.80	3.20	1.60	1.60
15	2.50	3.00	1.50	1.50
14	2.20	2.80	1.40	1.40
13	1.90	2.60	1.30	1.30
12	1.60	2.40	1.20	1.20
11	1.30	2.20	1.10	1.10
10	1.00	2.00	1.00	1.00
9	1.00	1.73	0.83	0.81
8	0.80	1.60	0.67	0.63
7	0.70	1.28	0.50	0.57
6	0.60	1.00	0.33	0.47
5	0.60	0.53	0.33	0.36
4	0.50	0.47	0.23	0.26
3	0.40	0.40	0.32	-
2	0.30	0.41	-	-

District Manager Indirect Overriding

Investment-linked single premium

	Indirect Overriding (% of Premium)
	Appointed On and After 1st Dec 2013
Single Premium, Top-up Premium (Scheduled/A Saver/Survival benefit/Ad-Hoc)	0.25

(Cont')

District Manager Parallel Indirect Overriding on Daughter District Manager

Traditional Life premium

Policy Paying Term (Years)	Parallel Indirect Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	2.00	-	-	-
19	1.94	-	-	-
18	1.85	-	-	-
17	1.80	-	-	-
16	1.70	-	-	-
15	1.50	-	-	-
14	1.43	-	-	-
13	1.32	-	-	-
12	1.24	-	-	-
11	1.13	-	-	-
10	1.00	-	-	-
9	0.89	-	-	-
8	0.80	-	-	-
7	0.65	-	-	-
6	0.60	-	-	-
5	0.50	-	-	-
4	0.50	-	-	-
3	0.50	-	-	-
2	0.50	-	-	-

District Manager Parallel Indirect Overriding on Daughter District Manager

Investment-linked regular premium

Policy Paying Term (Years)	Parallel Indirect Overriding (% of Premium) at Policy Year			
	Appointed On and After 1st Dec 2013			
	1	2	3	4
20 & above	2.00	-	-	-
19	1.85	-	-	-
18	1.70	-	-	-
17	1.55	-	-	-
16	1.40	-	-	-
15	1.25	-	-	-
14	1.10	-	-	-
13	0.95	-	-	-
12	0.80	-	-	-
11	0.65	-	-	-
10	0.50	-	-	-
9	0.50	-	-	-
8	0.40	-	-	-
7	0.35	-	-	-
6	0.30	-	-	-
5	0.30	-	-	-
4	0.25	-	-	-
3	0.20	-	-	-
2	0.15	-	-	-

COMPENSATION

3.3.2 INDIRECT PRODUCTION BONUS AND PROVIDENT FUND

ELIGIBILITY : District Manager of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.
 QUALIFYING PERIOD : Financial year

REQUIREMENT

Total Life ANP Production (DM's District = Down Line UMs AND DM Direct Team's Life ANP)			Min # of Manpower (Down Line UMs as at 30th Nov)			Indirect Production bonus (ANP & Manpower Requirement)
2014	2015	2016	2014	2015	2016	(% x FYP from Down Line UMs)
=>1 M	=>1.75 M	=>2.5 M	1	1	2	2.0%
500K	750K	1 M				2.0%
300K	300K	300K				2.0%

*UM = One level down line Unit Manager

Total Life ANP Production (DM's District = Down Line UMs AND DM Direct Team's Life ANP)			Min # of Manpower (Down Line UMs as at 30th Nov)			Indirect Provident Fund (ANP & Manpower Requirement)
2014	2015	2016	2014	2015	2016	(% x Year 2 Renewal Premium from Down Line UMs)
=>1 M	=>1.75 M	=>2.5 M	1	1	2	1.5%
500K	750K	1 M				1.0%
300K	300K	300K				0.5%

*UM = One level down line Unit Manager

RULES

1. The definitions as stated in the General Provision are as follows:
 - a. Life ANP
 - i. Includes business from Conventional and Takaful Life.
 - ii. 100% Individual Life regular premium.
 - iii. 50% production credit on life regular premium with premium paying term less than 10 years (effective 1st Aug 2016).
 - iv. 10% production credit of ILP single premium.
 - v. A-Saver / Regular top-up premium counted at RM 1 (Regular Premium) to RM 1 (A –Saver/ Regular Top Up); and balance of A-Saver at 10% re-class.
 - vi. Family Takaful only: Survival Benefit Rider attached to A - Excel is counted at 10% production credit.
 - b. First year premium

1st – 12th month premium picked-up / captured / approved and actually collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
 - c. 2nd year collected renewal premiums

13th – 24th month premium) renewal regular premiums collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
 - d. Please refer to General Provision for details on the definitions, calculations and illustrations.

COMPENSATION

2. Manpower
 - 2.1. District Manager who spins off a down line District Manager will be granted a 2-year waiver for manpower requirement.
 - 2.2. District Manager who has Unit Manager(s) who were demoted in the current year will be granted a 2-year waiver for manpower requirement, where the current year is counted as the 1st year.
3. Production Bonus payment
 - 3.1. Yearly based on achievement of full ANP requirement.
4. Indirect Provident fund
 - 4.1. District Manager indirect provident fund contribution will be credited to qualifier's provident fund account at the end of financial year.
 - 4.2. Payment is subject to one of the following conditions:
 - 4.2.1. At age 55 or above and have had at least 10 years continuous obligation with the Company.
 - 4.2.2. Be certified by the Company's Medical Director as unfit to maintain a Unit Manager contract on account of ill health or accident.
 - 4.2.3. Upon death.
 - 4.2.4. At age 65.
5. Illustration

Mother DM District Production	2014 Mother DM Direct Team + 2 UM = RM600K		2015 Mother DM Direct Team + 2 UM = RM800K		2016 Mother DM Direct Team + 2 UM = RM900K	
	Indirect Production Bonus	Indirect Provident Fund	Indirect Production Bonus	Indirect Provident Fund	Indirect Production Bonus	Indirect Provident Fund
Qualified Percentage	2%	1%	2%	1%	2%	0.5%
Direct Daughter UM Production (FYP)	400K x 2% = 8K	NIL	600K x 2% = 12K		800K x 2% = 16K	
Direct Daughter UM Production (2nd RP)		NIL		350K x 1% = 3.5K		500K x 0.5% = 2.5K
Total	8K	NIL	12K	3.5K	16K	2.5K
Total Direct Production Bonus + Provident Fund	8K		15.5K		18.5K	

6. District Manager's contract must be valid at the time of payment.
7. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

3.3.3 DISTRICT MANAGER SPIN-OFF BENEFIT

ELIGIBILITY : District Manager of Agency Distribution Channel (Conventional Life and Takaful).

REQUIREMENT

Mother/Grandmother DM's Requirement		Loyalty Benefit Payment	
Total Life ANP (District ANP)	D1 Persistency (Direct or District)	% x Daughter DM's FYP (District FYP)	% x Grand Daughter DM's FYP (District FYP)
Min 100K	Min 80%	2%	1%

RULES

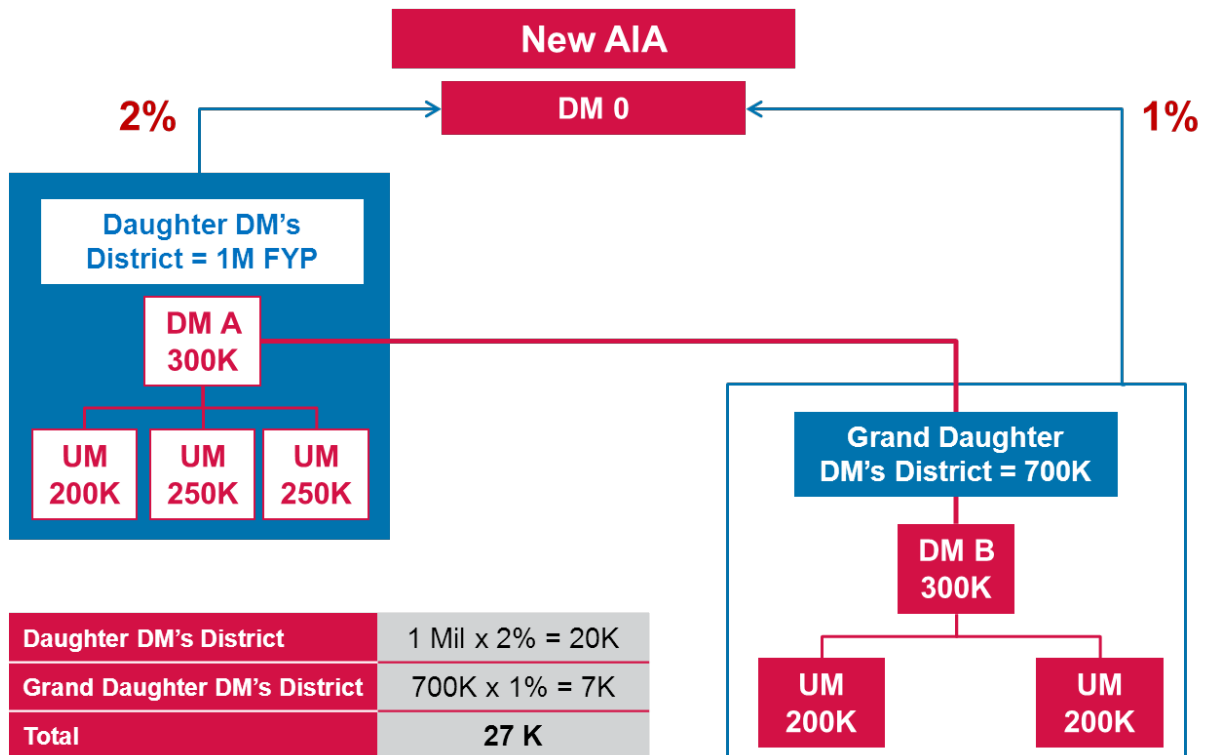
1. The definitions as stated in the General Provision are as follows:
 - a. Life ANP
 - i. Includes business from Conventional and Takaful Life.
 - ii. 100% Individual Life regular premium.
 - iii. 50% production credit on life regular premium with premium paying term less than 10 years (effective 1st Aug 2016).
 - iv. 10% production credit of ILP single premium.
 - v. A-Saver / Regular top-up premium counted at RM 1 (Regular Premium) to RM 1 (A –Saver/ Regular Top Up); and balance of A-Saver at 10% re-class.
 - vi. Family Takaful only: Survival Benefit Rider attached to A - Excel is counted at 10% production credit.
 - a. First year premium

1st – 12th month premium picked-up / captured / approved and actually collected on conventional and Takaful life policies by 30th Nov of the financial year and / or qualifying period.
 - b. Please refer to General Provision for more details.
2. DADMs are not eligible for spin-off benefit.
3. Payable amount is 2% of the daughter District Manager's district FYP and 1% of the granddaughter District Manager's district FYP for the year.
4. For spouse promotion, please refer to Spouse Promotion rule.
5. In the event the District Manager fails to qualify due to not meeting the above requirements, the Loyalty Benefit entitlement will be forfeited and will not be rolled up.
6. ANP and Persistency Requirements will be waived for District Managers who have achieved MOC waiver status by 30th November 2017. There will be no more additional leaders to be granted with waiver after 1st December 2017.
7. Termination / Resignation / Death
 - 7.1. The Loyalty Benefit eligibility will be rolled up upon occurrence of any of these events.
 - 7.2. In the event that a District Manager has executed a Succession or Retirement Planning, this benefit will follow rules stated in the Succession or Retirement Planning.

COMPENSATION

8. Downgrade
 - 8.1. If the District Manager is downgraded to Unit Manager, the benefit entitlement shall continue.
 - 8.2. If the said UM is further downgraded to AUM/Life Planner, the benefit entitlement will cease.
 - 8.3. The eligibility shall resume in the event the said Unit Manager / AUM / Life Planner resumes position back to District Manager.

9. Any exceptions from the above stated will require approval from the CEO and DGM of Agency Distribution. The decision to approve or reject remains the sole discretion of the management.
10. Loyalty Spin-off Benefit Payment will be paid in the end of 1st quarter, after the financial year closing.
11. Illustration



12. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

3.3.4 BREAKAWAY BENEFIT

ELIGIBILITY : Mother District Manager of Agency Distribution Channel (Conventional Life and Takaful) with valid contracts.

RULES

1. This benefit is payable to the mother District Manager upon appointment of Unit Manager to the rank of District Manager.
2. Calculation is based on Overriding received by the mother District Manager on Unit Managers' production in the last 24 months; who are now regrouped and reporting to the newly appointed District Manager.
3. Only down line Unit Managers who reported to the mother District Manager in the last 24 months are considered. If a down line Unit Manager reported for only 12 months, then the 12 months production will be considered for calculation.

4. Formula

Overriding* earned by mother District Manager in the last 24 months on Unit Manager production prior to spin-off **divided** by 2 **multiply** by 50%.

$$\left[\begin{array}{l} \text{Overriding* earned by mother} \\ \text{District Manager in the last 24} \\ \text{months on Unit Manager} \\ \text{business prior to spin-off} \end{array} \right] \div 2 \times 50\%$$

*Note

Includes overriding earned by mother DM on UMs who break away from the agency and who are now reporting to the newly appointed DM.

5. Claw back

In the event production dropped below requirement due to cancellation for whatsoever reason(s) by November; the entire payment amount or the over payment amount paid at a higher category earlier, if any, will be clawed back.

Retirement Planning Option

4.0 RETIREMENT PLANNING OPTION

4.1 BUSINESS SUCCESSION: 50%:50% (PHASE 1 IMPLEMENTATION)

ELIGIBILITY	: Unit Manager and District Manager of Agency Distribution Channel (Conventional Life and Takaful).
EFFECTIVE	: 1st December 2015

RULES

1. Original leader: Unit Manager / District Manager who have fulfilled the following conditions:
 - 1.1. Attained 55 years and above **AND** with 15 years of continuous service, **OR**
 - 1.2. With 20 years of continuous service.
 - 1.3. Continuous service is counted from the date of agent contract.
2. Successor:
 - 2.1. Life Planner/leader who is from the same district / from the immediate down line's district (one level down) / from the immediate up line's district (one level up).
 - 2.2. Must complete BAMC+ and/or LIMRA Pacesetter prior to succeeding the Original Leader; all other mandatory leaders training within 2 years after succession.
3. The succession arrangement must be approved by the Company before the implementation.
4. The Original Leader and the Successor will enter into the "Business Succession Option" Agreement with the Company
5. The Successor will inherit the whole Direct Team/District and all agents belonging to the Direct Team/District of the Original Leader after the implementation of the succession.
6. The original leader will not be allowed to produce new business after the succession.
7. Treatment of Overriding and Compensation
 - 7.1. Old Block of Business (policies captured before the succession)
 - 7.1.1. 100% of overriding and compensation will be payable to the Original Leader.
 - 7.1.2. Compensation on personal sales business captured before the succession (old block of business) will not be affected by the succession arrangement.
 - 7.2. New Block of Business (policies captured after the succession)
 - 7.2.1. Business from down lines of the Original Leader
 - a. 50% of the overriding will be payable to the Original Leader.
 - b. 50% of the overriding and 100% of the compensation will be payable to the Successor.
 - 7.2.2. Business from down lines of the Successor

100% of the overriding and compensation will be payable to the Successor.
 - 7.3. Overriding refers to Direct, Indirect and Parallel overriding commission wherever applicable.
 - 7.4. Compensation refers to Manager Direct and Indirect Production Bonus; Direct and Indirect Provident Fund wherever applicable.

COMPENSATION

8. 2 + 1 Loyalty Spin-off Benefit
 - 8.1. On daughter DM of the Original Leader who is promoted BEFORE the Succession Option for business captured AFTER the effective date of the Succession Option.
 - 8.1.1. 100% payable to the Original Leader.
 - 8.2. On daughter DM of the Original Leader who is promoted AFTER the Succession Option for business captured AFTER the effective date of the Succession Option.
 - 8.2.1. 100% payable to the Successor.
9. Death of the Original Leader
 - 9.1. 100% of overriding, compensation and 2 + 1 Loyalty Spin-off Benefit: payable to the Successor.
 - 9.2. Manager Direct and / or Indirect Provident Fund contributed prior to the death: payable to the beneficiary of the deceased Original Leader.
10. Occurrences of Misconduct
 - 10.1. The Original Leader and/or successor and/or spouse are involved in these events:
 - a. Join the competitor
 - b. Publish comments / articles disparaging to the Company / agents / policyholders
 - c. Act in any way contrary to the interest of the Company and its policyholders
 - 10.2. Due to fault of the Original Leader as stated in Clause 10.1
 - a. Old Block – Basic Commission, Overriding and Compensation payments due to Original Leader will be kept in account for future recovery accordance with the Company's terminated fault rule.
 - b. New Block – Overriding and compensation will be paid to the Successor.
 - c. Old Block 2 + 1 Loyalty benefit will cease, New Block will be paid to the Successor.
 - 10.3. Due to fault of the Successor
 - a. All benefit due to Successor will be kept in account for future recovery accordance with the Company's terminated fault rule and the bonuses will be ceased.
 - 10.4. Due to fault of the Original Leader and Successor
 - a. All benefit due will be kept in account for future recovery accordance with the Company's terminated fault rule and the bonuses will be ceased.
11. The successor shall be responsible for persistency of the direct team / district.
12. Down lines from original Unit Manager/District Manager
 - 12.1. Down lines from original the Unit Manager/District Manager are placed under the successor's direct team/district.
 - 12.2. Transfer out of Life Planners from the successor's direct team/district is not allowed.

4.2 7 YEARS RETIREMENT PLANNING

ELIGIBILITY	: Unit Manager / District Manager of Agency Distribution Channel (Conventional Life and Takaful).
EFFECTIVE	: 1st December 2015

RULES

1. Retiring Leader: Unit Manager / District Manager who have fulfilled the following conditions:
 - 1.1. Attained 55 years and above **AND** with 15 years of continuous service **OR**
 - 1.2. With 20 years of continuous service.
 - 1.3. Continuous service is counted from the date of agent contract.

2. The New Leader: Unit Manager / District Manager who have fulfilled the following conditions:
 - 2.1. Life Planner/leader who is from the same district / from the immediate down line's district (one level down) / from the immediate up line's district (one level up).
 - 2.2. The candidate is approved by the Company.
3. Under this arrangement, the Retiring Leader chooses to permanently retire. Direct team / District from the Retiring Leader will be placed under the New Leader.
4. The retirement arrangement must be approved by the Company before the implementation.
5. The Retiring Leader will enter into the "7-Year Retirement Option" Agreement with the Company.
6. The Retiring Leader is not allowed to produce new business after the retirement planning option.
7. Treatment of Overriding and Compensation
 - 7.1. Old Block of Business (policies captured before the retirement)
 - 7.1.1. 100% of overriding and compensation will be payable to the Original Leader.
 - 7.1.2. Compensation on personal sales business captured before the succession (old block of business) will not be affected by the succession arrangement.
 - 7.2. New Block of Business (policies captured after the retirement)
 - 7.2.1. Business from down lines of the Retiring Leader (1st – 7th year)
 - a. 50% of the overriding will be payable to the Retiring Leader for 7 years. Payment will cease at the end of the 7th year; including payment from policies captured within the 7th years period and may still be commissionable after the 7th year.
 - b. 50% of the overriding and 100% of the compensation will be payable to the New Leader.
 - 7.2.2. Business from down lines of the Retiring Leader (8th year onwards)
 - a. 100% of the overriding and compensation will be payable to the New Leader.
 - 7.2.3. Business from down lines of the New Leader
 - a. 100% of the overriding and compensation will be payable to the New Leader.
 - 7.3. Overriding refers to Direct, Indirect and Parallel overriding commission wherever applicable.
 - 7.4. Compensation refers to Manager Direct and Indirect Production Bonus; Direct and Indirect Provident Fund wherever applicable.

8. 2 + 1 Loyalty Spin-off Benefit
 - 8.1. On business by daughter DM of the Retiring Leader who is promoted BEFORE the Retirement Option for business captured AFTER the effective date of the Retirement Option.
 - 8.1.1. 100% is payable to the Retiring Leader for 7 years.
 - 8.1.2. 100% is payable to the New Leader from the 8th year onwards.
 - 8.2. On business by daughter DM of the Retiring Leader who is promoted AFTER the Retirement Option for business captured AFTER the effective date of the Retirement Option.
 - 8.2.1. 100% is payable to the New Leader.
9. Death of the Retiring Leader within 7 Years after Retirement Planning Implementation
 - 9.1. The remaining overriding due to the deceased Retiring Leader will be paid to the Beneficiary till end of the 7th year.
 - 9.2. 2 + 1 Loyalty Spin-off Benefit due to the deceased Retiring Leader will be paid to the Beneficiary till end of the 7th year.
 - 9.3. Overriding, compensation & 2 + 1 Loyalty Spin-off Benefit from the 8th year will be paid to the New Leader.
10. Occurrences of Misconduct
 - 10.1. The Retiring Leader and/or New Leader and/or spouse are involved in these events:
 - a. Join the competitor
 - b. Publish comments / articles disparaging to the Company / agents / policyholders
 - c. Act in any way contrary to the interest of the Company and its policyholders
 - 10.2. Due to fault of the Retiring Leader as stated in Clause 10.1
 - a. Old Block – Basic Commission, Overriding and Compensation payments due to Retiring Leader will be kept in account for future recovery accordance with the Company's terminated fault rule.
 - b. New Block – Overriding and compensation will be paid to the New Leader.
 - c. Old Block 2 + 1 Loyalty benefit will cease, New Block will be paid to the New Leader.
 - 10.3. Due to fault of the New Leader
 - a. All benefit due to New Leader will be kept in account for future recovery accordance with the Company's terminated fault rule and the bonuses will be ceased.
 - 10.4. Due to fault of the Retiring Leader and New Leader
 - a. All benefit due will be kept in account for future recovery accordance with the Company's terminated fault rule and the bonuses will be ceased.
11. The New Leader shall be responsible for persistency of the direct team / district.
12. Down lines from Retiring Leader
 - 12.1. Down lines from Retiring Leader are placed under the New Leader's direct team/district.
 - 12.2. Transfer out of Life Planners from the New Leader's direct team/district is not allowed.

4.3 BUSINESS SUCCESSION NOMINATION (PHASE 2 IMPLEMENTATION)

ELIGIBILITY	: Unit Manager and District Manager of Agency Distribution Channel (Conventional Life and Takaful).
EFFECTIVE	: 1st December 2016

RULES

1. Original leader: Unit Manager / District Manager that have valid contract with AIA.
2. Nominated Successor:
 - 2.1. If Original Leader is a Unit Manager (UM) or a District Manager (DM):
 - 2.2. Nominated Successor must have minimum 1 year of continuous service and from the same District Group / from the immediate down line's District Group / from the immediate up line's District Group as the Original Leader.
3. The Business Succession Nomination arrangement must be approved by the Company before implementation.
4. The Original Leader can submit 2 names following the requirements as stated under Clause 2. First nominee is deemed as Primary Nominee, and second nominee is deemed as Secondary Nominee.
5. The Original Leader will enter into the "Business Succession Nomination" Agreement with the Company. Any successor(s) named will sign as witness to the Agreement.
6. The Original Leader can request for changes to the Business Succession Nomination at any time.
7. After signing and submitting the Business Succession Nomination, there will be no effect to the Original Leader's overriding and compensation for as long as the Original Leader is alive.
8. Under this arrangement, the Original Leader is responsible for ensure eligibility of the Nominated Successor prior to the point of succession, where:
 - 8.1. The Nominated Successor must complete all mandatory trainings and requirements according to the rank of the Original Leader.
 - 8.2. If the Nominated Successor have not fulfill the requirements as per Clause 8.1 at the point of succession, the eligibility of the Nominated Successor is void.
9. Subject to Clause 8, if the Original Leader passes away, the Nominated Successor shall take over the rank and position of the Original Leader in the agency hierarchy and inherit the whole Direct Team/District Group. This is subject to the Nominated Successor eligibility and having a valid contract with the Company at the point of succession.
 - 9.1. Priority as the successor will be given to the Primary Nominee.
 - 9.2. In the event the Primary Nominee is not eligible at the point of succession (due to death or termination, etc.), the Secondary Nominee will be the successor.
 - 9.3. If the Secondary Nominee is also not eligible, then upon the death of the Original Leader, the deceased's agency will be rolled-up to the immediate up-line leader in accordance to Company policy.
10. If the Original Leader have a Contract Maintenance Waiver prior to death, it is not transferable when the next successor takes over. This is exceptional if the successor is already entitled with a Contract Maintenance Waiver.
11. Treatment of Overriding, Compensation and 2 +1 Loyalty Spin-off Benefit AFTER implementation of the Business Succession Nomination AND death of the Original Leader.
 - 11.1. Old Block of Business (policies captured BEFORE death of the Original Leader) AND New Block of Business (policies captured AFTER death of the Original Leader): 100% of the overriding and the compensation will be payable to the Nominated Successor.
 - 11.2. Manager Direct and /or Indirect Provident Fund contributed prior to death of the Original Leader: payable to the Beneficiary of the Original Leader.

COMPENSATION

- 11.3. Overriding refers to Direct, Indirect and Parallel overriding commission wherever applicable.
- 11.4. Compensation refers to Manager Direct and Indirect Production Bonus; Direct and Indirect Provident Fund wherever applicable.

- 12. Death of the Nominated Successor prior to death of Original Leader
 - 12.1. Will have no effect to the Original Leader's overriding and compensation.
 - 12.2. Original Leader can submit changes to the Business Succession Nomination.

- 13. Occurrences of Misconduct – Resulting in termination
 - 13.1. The Original Leader and/or Nominated Successor are involved in these events:
 - 13.1.1. Join the competitor
 - 13.1.2. Publish comments / articles disparaging to the Company / agents / policyholders
 - 13.1.3. Act in any way contrary to the interest of the Company and its policyholders

 - 13.2. Due to fault of the Original Leader
 - 13.2.1. All benefit due will be kept in account for future recovery accordance with the Company's termination fault rule and bonuses will be ceased.
 - 13.2.2. The Business Succession Nomination will be null and void.

 - 13.3. Due to fault of the Nominated Successor
 - 13.3.1. Nominated Successor will no longer be eligible as the successor in the Business Succession Nomination.

- 14. The Nominated Successor will be responsible for persistency of the Direct Team/District Group, after the Original Leader is deceased and implementation of the succession nomination.
- 15. Any Business Succession: 50%:50% OR 7 Years Retirement Planning executed prior to the death of the Original Leader will supersede the Business Succession Nomination plan (if any).

Treatment Of Compensation On Spouse Promotion

5.0 TREATMENT OF COMPENSATION ON SPOUSE PROMOTION

1. Spouse promotion rules to Unit Managers and District Managers **will be effective** and applicable for promotion **on and after** December 2013 under the New Agency Compensation.
2. There will be **NO TRANSITION PERIOD** allowed.
3. Under the Spouse Promotion rule, a spouse Life Planner who is appointed to Unit Manager/District Manager will be placed under the grandmother District Manager.
4. The grandmother District Manager will receive overriding and benefits on the spouse Unit Manager / District Manager.
5. If the spouse Life Planner is appointed to Unit Manager, the grandmother District Manager will be entitled to:
 - 5.1 Indirect overriding on Unit Manager.
 - 5.2 Indirect production bonus and indirect provident fund on Unit Manager.
6. If the spouse Unit Manager is subsequently appointed to District Manager, the grandmother District Manager will be entitled to:
 - 6.1 Parallel overriding on son District Manager.
 - 6.2 2 + 1 Loyalty Benefit on son District Manager
 - 6.3 Breakaway benefit

7. Illustration: Spouse appointed to Unit Manager

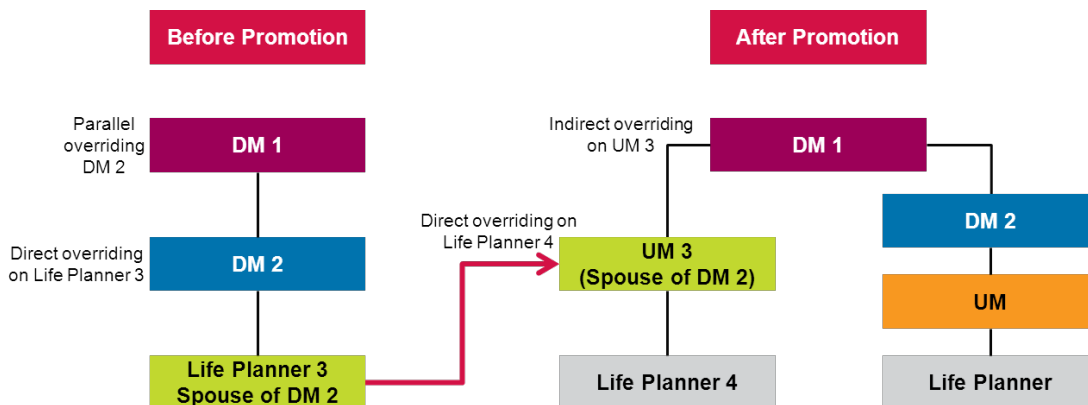
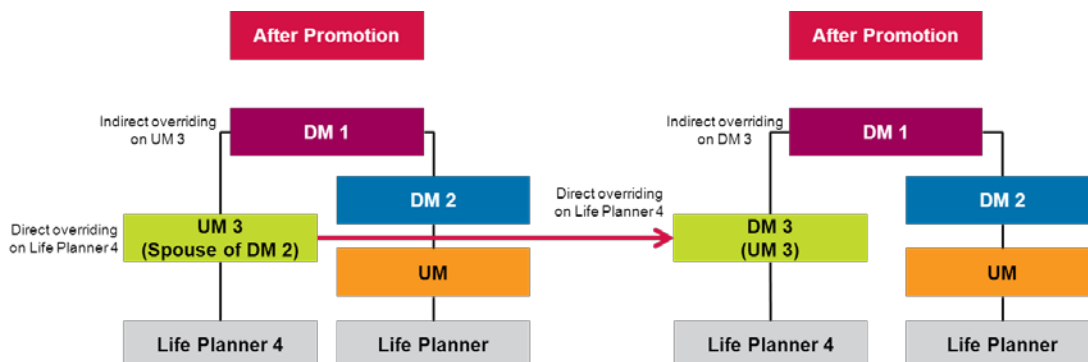


Illustration: Spouse further appointed to District Manager



8. Unit Manager Remains Under Hierarchy of Spouse District Manager after Appointment

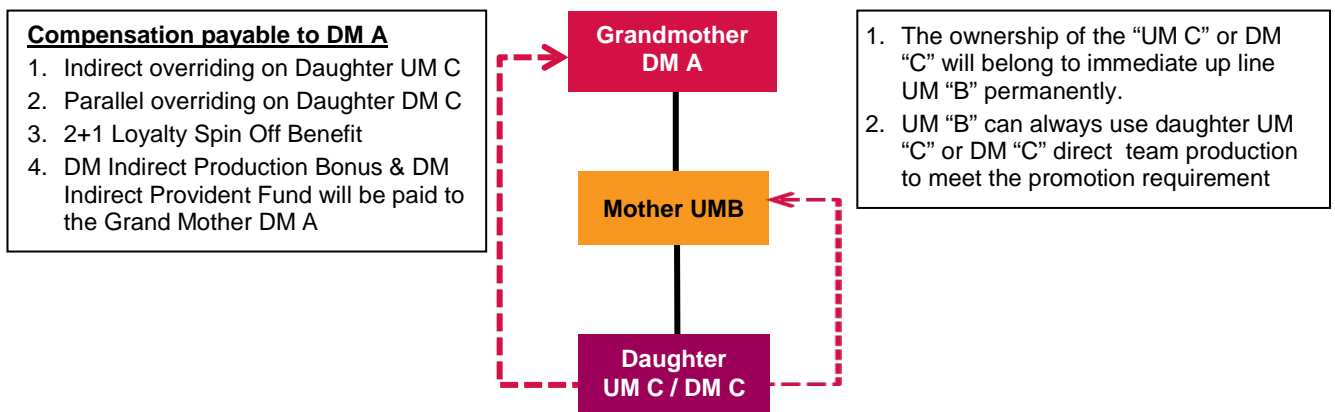
- 8.1 If the newly appointed spouse Unit Manager remains reported to the District Manager, the District Manager will be entitled to:
 - a. Indirect overriding on Unit Manager.
 - b. Indirect production bonus and indirect provident fund on Unit Manager.

**Treatment of
Compensation:
Down Line Agent
Appointed to Unit
Manager but Immediate
Up Line Remained in
Unit Manager Position**

COMPENSATION

6.0 TREATMENT OF COMPENSATION: DOWN LINE LIFE PLANNER APPOINTED AS UNIT MANAGER BUT THE EXISTING IMMEDIATE UP LINE REMAINED IN THE POSITION OF UNIT MANAGER

1. In the event any Life Planner is appointed as new Unit Manager C (UM C) or subsequently as District Manager C (DM C), but the immediate up line is still holding the position of Unit Manager B (UM B), the Indirect Overriding, Parallel Overriding, Indirect Production Bonus, Indirect Provident Fund and 2+1 Spin off Benefit will be paid to the grandmother District Manager A.
2. However, the ownership of the Daughter Unit Manager will still belong to his immediate up line UM B permanently; even though UM C may one day subsequently be promoted to DM C position.
3. Up line UM B can use his daughter UM C or DM C direct team production to be counted for promotion requirement (Example: min 1 down line for UM promotion to DM).
4. In the event mother UM B is promoted to DM B, he can claim back UM C or DM C to be down line manager BUT can only be entitle to Parallel Overriding , Indirect Overriding, Indirect Production Bonus, Indirect Provident Fund and 2 + 1 Loyalty Spin off Benefit on all business captured under UM C or DM C effective from UM B's promotion to DM B.
5. Any renewal benefit or spillover benefit such as Parallel Overriding, Indirect Overriding, Indirect Production Bonus , Indirect Provident Fund and 2 + 1 Loyalty Spin off Benefit on business captured under UM C or DM C prior to UM B's promotion to DM, will still be payable to grandmother DM A.
6. Illustration



Other Lines of Business

7.0 OTHER LINES OF BUSINESS

7.1 OTHER LINES OF BUSINESS: COMPENSATION

ELIGIBILITY : Agency members of Agency Distribution Channel (Conventional Life and Takaful).
EFFECTIVE : 1st December 2013 (for products from General Insurance, Corporate Solutions, Mortgage and Private Retirement Scheme).

GENERAL INSURANCE

Rank	PA	MOTOR	HOME/COMMERCIAL BUSINESS UNIT	P. LINES/CBU (VALUABLES/LIABILITIES)
	% x Premium	% x Premium	% x Premium	% x Premium
District Manager	1%	0.3%	0.5%	1%
Unit Manager	3%	0.7%	1%	3%
Life Planner	20%	9%	13.5%	21%
Awards & Recognition	1%			
Total	25%	10%	15%	25%

PA = Personal Accident; CBU = Commercial Business Unit; P. LINES = Personal Lines

CORPORATE SOLUTIONS

Rank	GPA	GTL/GHS
	% x Premium	% x Premium
District Manager	1%	0.5%
Unit Manager	3%	1.5%
Life Planner	20%	8%
Awards & Recognition	1%	Nil
Total	25%	10%

GPA = Group Personal Accident; GTL = Group Term Life; GHS = Group Hospitalization & Surgical

MORTGAGE

Rank	% x Premium
District Manager	0.05%
Unit Manager	0.1%
Life Planner	0.35%
Awards & Recognition	Nil
Total	0.5%

PRIVATE RETIREMENT SCHEME (PRS)

Rank	% x Premium
District Manager	5.4%
Unit Manager	12.6%
Life Planner	72%
Awards & Recognition	10%
Total	100%

Note

Old block of business (submitted before 1 December 2013) and renewals from old block of businesses will follow the old compensation scheme.



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