

# 2022 GROUP ADVISOR COMPENSATION AND RECOGNITION

GROUP BENEFITS



Enhanced  
Sales Bonus  
For 2022

At Equitable Life of Canada® we value long-term relationships, and work closely with our Advisors to build profitable blocks of quality, persistent business. Consistent with this philosophy, we are pleased to offer an attractive Group Benefits Advisor Compensation and Recognition program, which includes:

- A competitive commission schedule and;
- A Sales Bonus and Persistency Bonus program.



Through our various compensation programs we are able to recognize Group Advisors for new business, account growth, persistency, and in-force business.

## Group Benefits Commissions Schedule

### Standard Commission Scale

Annual Premium based on Policy Year	Commission for Each Year
\$10,000 and under	10.00%
\$10,001 to \$25,000	7.50%
\$25,001 to \$50,000	5.00%
\$50,001 to \$100,000	3.00%
\$100,001 to \$250,000	2.00%
\$250,001 to \$500,000	1.00%
\$500,001 to \$1,000,000	0.50%
\$1,000,001 and over	0.10%

### LTD Commission Scale

Annual Premium based on Policy Year	Commission for Each Year
\$15,000 and under	15.00%
\$15,001 to \$25,000	10.00%
\$25,001 to \$50,000	5.00%
\$50,001 to \$100,000	0.50%
\$100,001 to \$250,000	0.25%
\$250,001 and over	0.10%

\* In-force premium is capped at \$500,000 per policy.

## Sales Bonus

Based on new cases with a 2022 effective date.

Capped Annualized Premium*	Sales Bonus rate (from first dollar)	
	Traditional Sales	myFlex Sales
\$34,999 and under	0%	0%
\$35,000 to \$99,999	3.5%	1.5%
\$100,000 and over	5%	3%

\*Total Traditional and myFlex new business sales combined, capped at \$500,000 per policy.

- Any premium associated with benefits on retention accounting, Administrative Services Only (ASO), Equitable HealthConnector®, Group Critical Illness, Health Care Spending Account, or Cost Plus will not be counted towards the Sales Bonus.
- Amendments for existing policies will be included as sales for the Sales Bonus component of the Advisor Bonus program when there is an increase in annual premium greater than or equal to \$10,000.

## Persistency Bonus

Persistency Rate		Bonus Rate Percentage
From	To	
0.0%	88.99%	0.00%
89.0%	89.99%	0.15%
90.0%	91.99%	0.25%
92.0%	93.99%	0.35%
94.0%	95.99%	0.55%
96.0%	97.99%	0.75%
98.0%	98.99%	0.90%
99.0%	99.99%	0.95%
100.0%	100.00%	1.00%

### Please Note:

The Sales and Persistency Bonus payments are payable once a year in February of the next calendar year. Equitable Life reserves the right to revise or discontinue the Advisor Bonus plan at its discretion. Advisors are responsible for disclosing the way in which they are compensated.

The Persistency rate is defined as (total business in-force premium as of December 31, 2021 LESS total business in-force premium as of December 31, 2021 from business terminated in 2022) divided by total business in-force premium as of December 31, 2021.

The Persistency Bonus calculation is then (total business in-force premium as of December 31, 2021 LESS total business in-force premium as of December 31, 2021 from business terminated in 2022) multiplied by the bonus rate percentage.

### Persistency Thresholds

To qualify, the Advisor's Equitable Life® block must satisfy the three following thresholds:

- Total In-Force Cases as of December 31, 2021 greater than or equal to five;
- Total In-Force Premium as of December 31, 2021 greater than or equal to \$500,000 Annualized Premium\*; and
- Minimum Persistency as of December 31, 2022 greater than or equal to 89%.

### Special Notes:

- An in-force contract must contain non-refund premium in order to count towards the Persistency Bonus case count threshold.
- Multiple division or contracts for one client are considered as one case.
- ASO benefits, Health Care Spending Accounts, HealthConnector Services, Group Critical Illness and refund accounted benefits do not qualify for the Persistency Bonus. For this purpose, an ASO Health benefit with an insured excess pooling arrangement is considered a 100% ASO benefit.
- Only non-refund and non-ASO premium is counted towards the Persistency Bonus premium thresholds.

\*Sales, terminations and in-force premiums are capped at \$500,000 per policy.

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Canadians have turned to Equitable Life since 1920 to protect what matters most. We work with you to offer solutions that provide good value, and help you navigate those solutions to meet the needs of your clients.

Equitable Life is not your typical financial services company. We have the knowledge, experience and ability to find solutions that work for you. We're friendly, caring and interested in helping. And we're owned by our participating policyholders, not shareholders, allowing us to focus on your needs and providing you with personalized service, financial protection and peace of mind.



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