CAREER TRACK

	PERSONAL SALES	FIELD TRAIN	RECRUIT	SUPERVISE & DEVELOP AGENTS	RUN LOCAL AGENCY OFFICE	AGENCY DEVELOPMENT & EXPANSION
AGENCY OWNER	As Needed	As Needed	Professional - Primary Personal - Secondary	Primary	Primary	Primary
REGIONAL DIRECTOR	As Needed	Secondary	Professional - Primary Personal - Secondary	Primary	Primary	Secondary
MARKET DIRECTOR	Primary	Primary	Professional - Primary Personal - Secondary	Secondary	As Needed	—
FIELD DIRECTOR	Primary	Primary	Personal - Secondary	—	—	—
CAREER SALES PROFESSIONAL	Primary	As Needed	Personal - Secondary	—	—	—
NEW SALES PROFESSIONAL	Primary	—	Personal - Secondary	—	—	—

COMMISSION STRUCTURE

Level	CAREER TRACK 2020 Position		Commissions New	Commissions Renew
7	REGIONAL DIRECTOR (AB)		58%	5%
6	MARKET DIRECTOR (AB)		54%	4%
5	SALES PROFESSIONAL 5	FIELD DIRECTOR 5 (AB)	50%	3%
4	SALES PROFESSIONAL 4	FIELD DIRECTOR 4 (AB)	45%	2%
3	SALES PROFESSIONAL 3	FIELD DIRECTOR 3 (AB)	40%	2%
2	SALES PROFESSIONAL 2	FIELD DIRECTOR 2 (AB)	35%	1%
1	SALES PROFESSIONAL 1		30%	1%

Level	Position		Commissions		Criteria to Attain	Criteria Period	Creteria to Retain
			New	Renew			
7	Regional Director (AB)		58%	5%	$250K NAP, 100 SA, 3 DR AO Interview	2 Consecutive Quarters	$250K NAP, 100 SA, 3 DR AO Interview in 2 Consecutive quarters
6	Market Director (AB)		54%	4%	$125K NAP, 50 SA, 2 DR AO Interview	2 Consecutive Quarters	$125K NAP, 50 SA, 2 DR AO Interview in 2 Consecutive quarters
5	Sales Prof 5	Field Director 5	50%	3%	6 TQS or $300k Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as field director
4	Sales Prof 4	Field Director 4	45%	2%	3 TQS or $150k Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as field director
3	Sales Prof 3	Field Director 3	40%	2%	1 TQS or $50k Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as field director
2	Sales Prof 2	Field Director 2	35%	1%	$25k Personal NAP	LIFETIME	1 FTS and 14 SA in Quarter to show up as field director
1	Sales Professional 1		30%	1%	Starting Contract		

Level	Position		Commissions		Case 1				Case 2			
			New	Renew	New	CHG 1	CHG 2	CHG 3	New	CHG 1	CHG 2	CHG 3
7	Regional Director (AB)		58%	5%	RD	RD	RD	RD	RD	RD	RD	RD
6	Market Director (AB)		54%	4%	MD	MD	MD	MD	MD	MD	MD	MD
5	Sales Prof 5	Field Director 5	50%	3%								
4	Sales Prof 4	Field Director 4	45%	2%			Sam	Sam				
3	Sales Prof 3	Field Director 3	40%	2%	Sam	Sam		Joe	Sam	Sam	Joe	Sam
2	Sales Prof 2	Field Director 2	35%	1%		Joe	Joe			Joe		
1	Sales Professional 1		30%	1%	Joe				Joe			