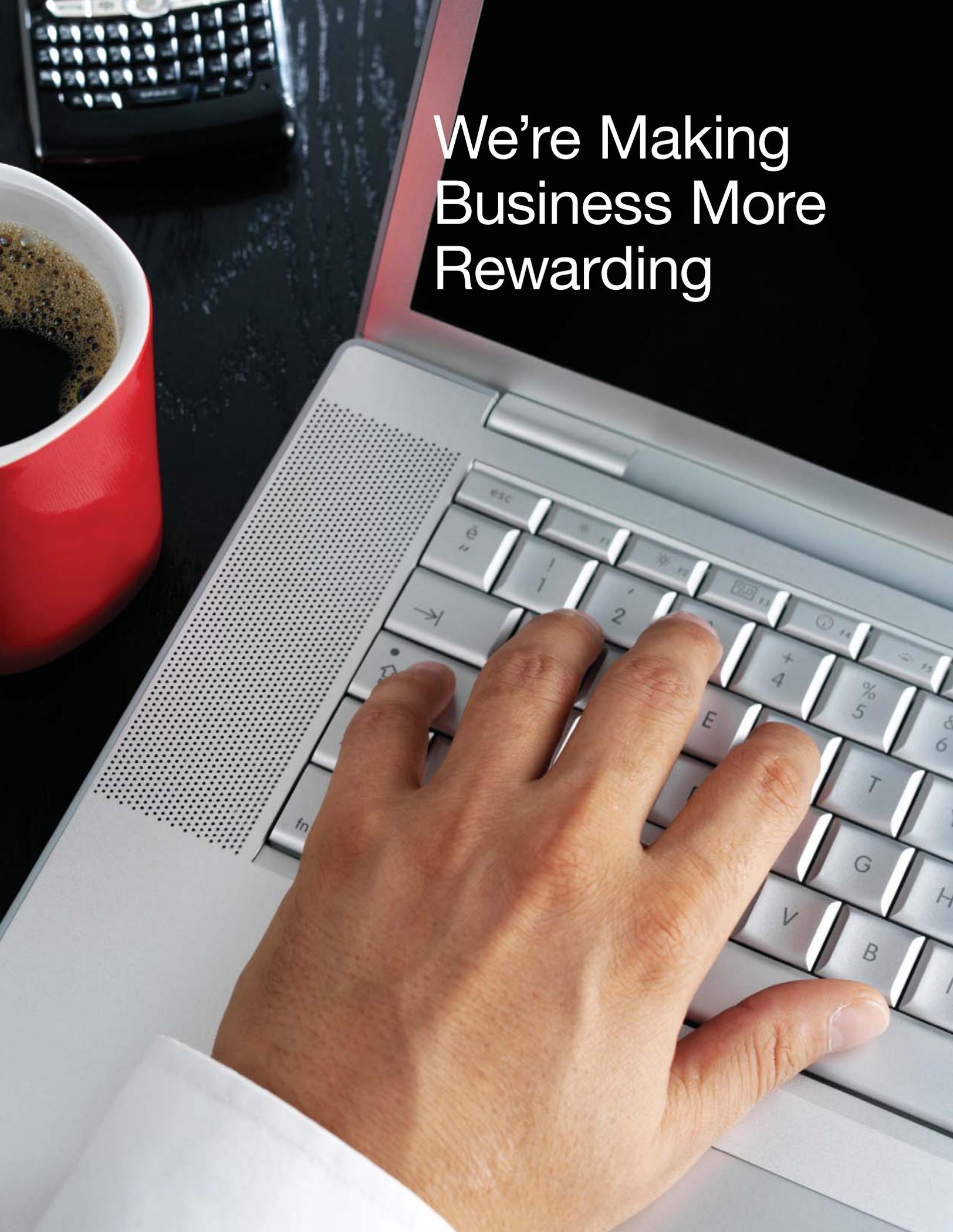


Partnership Rewards Producer Bonus Program

It Pays To Grow Your Business With Us

Standard Insurance Company

TheStandard®

A close-up photograph of a person's hand typing on a silver laptop keyboard. The hand is positioned over the keys, with fingers resting on the 'E', 'T', 'G', 'H', 'V', and 'B' keys. To the left of the laptop is a red mug filled with dark coffee. The background is dark and out of focus, showing a portion of a black keyboard. The text 'We're Making Business More Rewarding' is overlaid in white on the upper right portion of the image.

We're Making
Business More
Rewarding

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

Flexible Options Help You Qualify For Bonuses

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

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

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



Note: The Standard may amend or terminate Partnership Rewards as of January 1 of any calendar year.

Earn Rewards Based On Premium Or Case Count

New Business Bonus Plan

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

New Business Bonus Plan

Level	Premium	Bonus Percentage	Commission Cap*	Minimum Lines Of Coverage	Maximum Lines Of Coverage
1	\$25,000–\$99,000	2.0%	1.5	6	8
2	\$100,000–\$249,999	2.5%	1.5	9	11
3	\$250,000–\$499,999	3.0%	1.5	12	14
4	\$500,000–\$999,999	3.5%	1.5	15	17
5	\$1,000,000–\$1,999,999	4.0%	1.5	18	20
6	\$2,000,000+	6.0%	1.5	21	∞

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

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

Level	Premium	Bonus Percentage	Commission Cap*	Minimum Lines Of Coverage	Maximum Lines Of Coverage
1	\$750,000–\$999,999	3.5%	1.5	3	∞
2	\$1,000,000–\$1,999,999	4.0%	1.5	3	∞
3	\$2,000,000+	6.0%	1.5	3	∞

*Maximum amount of additional compensation achievable for bonus

Eligibility Requirements

- The original selling producer is eligible for the New Business Bonus.
- Eligibility begins with six lines of coverage sold and includes Life, Disability, Dental or Vision – employer-paid or voluntary.
- To retain eligibility, each case must remain in force for the remainder of the calendar year; revocation would result in a debit (case eligibility is determined by The Standard).
- To qualify, the original selling producer must have sold at least \$25,000 in annualized premium after accounting for case splits and Dental products at 50 percent premium credit.

Features, Products And Payments

- **Payment Frequency:** The New Business Bonus is paid quarterly.
- **Premium Credits:** Premiums are credited at 100 percent for Group Life, Accidental Death and Dismemberment (AD&D), Long Term Disability (LTD), Short Term Disability (STD), Vision, Protector PlatinumSM or The Protector+SM Guarantee Issue Individual Disability Income (IDI) Insurance, Voluntary LTD, Voluntary STD, Voluntary Life and State Disability insurance. Premiums are credited 50 percent for Group Dental insurance. PolicyLinkSM Dental + Vision Plan is credited as separate lines for Dental and Vision. When sold with new Group Life coverage during the same calendar year, Additional Life, Dependents Life and Supplemental Life insurance also receive 100 percent premium credits.
- **Incentive For Increased Business:** The higher the premium, and greater the number of lines of coverages sold, the greater the bonus. Bonus payment levels are retroactive as your production increases.
- **Exclusions:** Administrative Services Only (ASO), Advice to Pay (ATP) and Select Claim policies are excluded. The Standard SelectSM, SST[®] Group Dental and Quality Group Benefits Trust policies are not included, as they have separate bonus plans.
- **Non-commissioned Cases:** A New Business Bonus may include non-commissioned cases if approved by The Standard prior to release of final proposal.
- **Bonus Splits:** The Standard can easily accommodate bonus splits, since the premium credits are equal to the percent commission each producer receives on a case.
- **New Business Bonus Cap:** The amount of New Business Bonus paid for each line of coverage is capped at 1.5 times our most current level-graded commission scale.



Two Levels For Even More Bonus Potential

Persistency Bonus

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

Persistency Bonus Plan

1st Tier Retention Scale					
End Of Current Year In-Force Premium	Block Retention 90%–94.9%	Block Retention 95%–98.9%	Block Retention 99%+	New Business Bonus Qualifications Required	Minimum Lines Of Coverage
\$100,000–\$249,999	0.60%	0.70%	0.80%	Yes	3
\$250,000–\$499,999	0.60%	0.70%	0.80%	No	3
\$500,000–\$999,999	0.75%	0.85%	0.95%	No	3
\$1,000,000–\$1,999,999	0.90%	1.00%	1.10%	No	3
\$2,000,000+	1.05%	1.15%	1.25%	No	3
2nd Tier Retention Scale*					
End Of Current Year In-Force Premium	Block Retention 90%–94.9%	Block Retention 95%–98.9%	Block Retention 99%+	New Business Bonus Qualifications Required	Minimum Lines Of Coverage
\$250,000–\$499,999	1.10%	1.40%	1.75%	Yes	6
\$500,000–\$999,999	1.25%	1.55%	1.95%	Yes	6
\$1,000,000–\$1,999,999	1.40%	1.65%	2.00%	Yes	6
\$2,000,000+	1.65%	1.85%	2.25%	Yes	6

* If you are participating in any other contingent commission program with The Standard, the 2nd Tier Retention Scale does not apply.

Eligibility Requirements

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

Features, Products And Payments

- **Payment Frequency:** The Persistency Bonus is paid annually.
- **Premium Credits:** Premiums are credited at 100 percent for Group Life, AD&D, LTD, STD, Vision, Protector PlatinumSM or The Protector+SM Guarantee Issue IDI, Voluntary LTD, Voluntary STD, Voluntary Life and State Disability insurance. Premiums are credited at 50 percent for Group Dental insurance. PolicyLinkSM Dental + Vision Plan will be credited as two separate lines of coverage. When sold with existing Group Life coverage, Additional Life, Dependents Life and Supplemental Life insurance receive 100 percent premium credit. Persistency Bonus includes only fully insured group cases on which The Standard is paying commissions.
- **Incentive For Increased Business:** The higher the block retention and premium, the higher the Persistency Bonus, and only three lines of coverage are required to qualify for our 1st Tier Persistency Bonus. Once you reach a minimum of six lines of coverage, you may qualify for our higher 2nd Tier based on premium, as long as you are also eligible for the New Business Bonus. Our program recognizes growth of your block of premiums due to composition changes, rate adjustments and retention of cases. Block retention is calculated as premium in force on December 31 of the current year, excluding current year new sales, divided by premium in force on December 31 of the preceding year.
- **Exclusions:** Cases that transfer from a producer and are retained by The Standard are excluded from the Persistency Bonus calculation but included in the Block Retention calculation. Cases that transfer to a producer during the year will not be included in either Block Retention or Persistency Bonus calculations for that year. ASO, ATP, Select Claim and non-commissioned plans are excluded. The Standard SelectSM, SST[®] Group Dental and Quality Group Benefits Trust policies are not included as they have separate bonus plans.
- **Persistency Bonus Cap:** The amount of Persistency Bonus paid for each line of coverage is capped at one times our most current level-graded commission scale.



A Handy Guide To Our Current Graded Commission Scales

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

Long Term Disability And Voluntary LTD

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

Group Life, Life And AD&D, Voluntary Life, STD, State Disability Insurance, Voluntary STD, Dependents Life And Additional Life

Annual Premium	Commission
First \$2,000 (\$0–\$2,000)	15%
Next \$8,000 (\$2,001–\$10,000)	10%
Next \$15,000 (\$10,001–\$25,000)	6%
Next \$25,000 (\$25,001–\$50,000)	4%
Next \$50,000 (\$50,001–\$100,000)	2%
Next \$150,000 (\$100,001–\$250,000)	1%
Amount over \$250,000	0.5%

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

Supplemental Life

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

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

Standalone AD&D

Annual Premium	Commission
First \$5,000 (\$0–\$5,000)	20.0%
Next \$10,000 (\$5,001–\$15,000)	15.0%
Next \$10,000 (\$15,001–\$25,000)	10.0%
Next \$25,000 (\$25,001–\$50,000)	5.0%
Amount over \$50,000	1.0%

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

Protector PlatinumSM And The Protector+SM

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

Group Dental And Vision

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

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

* PolicyLinkSM Dental + Vision Plan will be credited as two separate lines of coverage.



A Rewarding Partnership Deserves Our Full Support

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

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

The Standard's Employee Benefits Products And Services

- Absence Management Services
- Accidental Death & Dismemberment Insurance
- Additional Life Insurance
- Buy-up LTD and STD Insurance
- Dependents Life Insurance
- Family Medical Leave Administration
- Group Dental Insurance
- Group Life Insurance
- Group Long Term Disability Insurance
- Group Short Term Disability Insurance
- Group Vision Insurance
- Health Advocacy Solution
- PolicyLinkSM Dental + Vision Plan
- Protector PlatinumSM Guarantee Issue Individual Disability Income Insurance
- State Disability Insurance
- Supplemental Life Insurance
- The Protector+SM Guarantee Issue Individual Disability Income Insurance
- Voluntary Life, LTD, STD, Dental and Vision Insurance
- Workplace PossibilitiesSM Program

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



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Partnership Rewards Producer Bonus Program
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