



2022 CONVENTION

VICTORIA,
BRITISH
COLUMBIA

THE FAIRMONT EMPRESS HOTEL • JUNE 24-27, 2022

At Globe Life ESD, outstanding achievement can bring many different rewards: recognition before your peer group, extra money in your pocket, or a fun-filled trip with other top producers. Here's a complete list of the honors, bonuses, and rewards available to those whose energy, ability, and enthusiasm make him or her stand out in the crowd. Thanks to the hard work and dedication of its Employee Services Agents, Globe Life is one of the most successful companies to enter this specialized area of insurance.

Annual Sales Convention

Our Annual Sales Convention is a very important part of our organization. Each year Globe Life rewards its top sales people and a guest, with a trip to this prestigious event. Conventions are always held in colorful vacation areas and are the highlight of the sales year.

Globe Life has always included a guest of the Agent because of the sacrifices he or she makes when the Agent is in the field. Very few companies have the "family atmosphere," which we have developed over the years, and Convention is a time for families to share in our victories. At Employee Services Division, we will always consider Convention qualifying as our *top award*.

Net Production and Quality of Business qualifications for Convention may vary from year to year. The qualification period runs for 12 months, concluding on December 24th of the Qualifying year. During the next three (3) months, cancellations are charged against business written during the qualification period. Final standings for Convention and all Clubs and awards are released after March 31st of the next year.

Convention Qualifications

Agents:	\$95,000 Net Annualized Premium
Area Managers:	\$175,000 Net Annualized Premium
Master General	
Agents:	\$220,000 Net Annualized Premium

Special Production Awards

Each year Globe Life honors its best producers by recognizing the **Gene Calame Top Agent of the Year** (*Top Personal Production*) and the **Charles O. Scott MGA of the Year** (*Top Agency Production*). Each of these winners receives a special award and recognition at the Annual Convention. Awards are based on Net

Annualized Premium. Globe Life presents an additional production award by recognizing the **Jim Kragh Rookie of the Year**. The Rookie of the Year is selected by the sales department staff. Based on his or her Net Annualized Premium and Quality of Business, the Rookie of the Year receives recognition for first-year performance. Globe Also acknowledges the producer with the best quality of business for the year with the **Quality of Business Award**. The Quality of Business Award recognizes the agent that achieves high net premium sales, while also minimizing both cancellation and 13-month lapse premiums.

Production Club

Honor Club

Agents:	\$95,000 Net Annualized Premium
Area Managers:	\$175,000 Net Annualized Premium
Master General	
Agents:	\$220,000 Net Annualized Premium

Admiral's Club

Agents:	\$120,000 Net Annualized Premium
Area Managers:	\$220,000 Net Annualized Premium
Master General	
Agents:	\$255,000 Net Annualized Premium

Flagship Club

Agents:	\$150,000 Net Annualized Premium
Area Managers:	\$275,000 Net Annualized Premium
Master	
General Agents:	\$340,000 Net Annualized Premium

Clubs and Awards

Flagship Qualifiers receive a beautiful gold and diamond Flagship Club ring.

Note: The diamonds for the ring start with second year of Flagship qualification. Additional diamonds are added for each year Flagship qualification is achieved, up to 10 diamonds. The 12th Flagship achievement will be recognized with the removal of the center color stone and placement of a larger center stone diamond. Years of qualifying do not need to be in succession.

Special Information Regarding Flagship Club: When an Agent qualifies for the Flagship Club, he or she becomes a qualifying member of the Flagship Club and attends a Flagship Meeting.

Bonus Award Program

Globe Life established a Bonus Award Program to recognize those who produce a substantial amount of quality business on a continual basis. Qualifiers may be eligible for a cash bonus based on their Net Annualized Premium issued and their Quality of Business (Area Managers and General Agents do not qualify for production bonus outside of their personal production).

Cancellation Ratio must not exceed 30% and Persistency determines the amount of the bonus. See the bonus structure below. Net Production and Quality of Business qualifications for Bonus may vary from year to year.

Definitions

Agent:

Any individual who personally produces business.

Area Manager:

Any individual who has at least two (2) producers submitting business.

Master General Agent:

Any Top Level Agent or Agency Owner.

Net Annualized Premium (Net Production):

Premium produced and issued, less cancellations, during the qualifying period.

Quality of Business Measurements:

Qualifying period year to date cancellations
13-month First Year Lapse Rates

Agent		Net Annualized Premium Issued		
First Year Lapse Rate (13-month)	\$95,000 – \$119,999 % Bonus	\$120,000 – \$149,999 % Bonus	\$150,000 – \$224,999 % Bonus	\$225,000 + % Bonus
36.00% – 100.00%	0.00%	0.00%	0.00%	0.00%
27.00% – 35.99%	1.00%	4.00%	6.00%	8.00%
20.00% – 26.99%	1.50%	5.00%	7.00%	9.00%
10.00% – 19.99%	2.00%	5.50%	7.50%	9.50%
00.00% – 9.99%	2.50%	6.00%	8.00%	10.00%

Master General Agent		Net Annualized Premium Issued		
First Year Lapse Rate (13-month)	\$220,000 – \$749,999 % Bonus	\$750,000 – \$1,249,999 % Bonus	\$1,250,000 – \$1,749,999 % Bonus	\$1,750,000 + % Bonus
30.00% – 35.99%	4.00%	4.00%	4.00%	4.00%
25.00% – 29.99%	4.00%	4.00%	4.25%	4.50%
20.00% – 24.99%	4.25%	4.50%	4.50%	5.00%
15.00% – 19.99%	4.50%	5.00%	5.50%	6.00%
00.00% – 14.99%	5.00%	6.00%	6.50%	7.00%

Important: In addition to Net Annualized Premium, Quality of Business affects qualifications for the Convention trip, all Clubs, and bonus. During the qualification period, cancellation ratios cannot exceed 30% and 13 month lapse ratio cannot exceed 36%. The Home Office reviews Quality of Business at the end of the qualifying year.