



PROPOSED PROMOTION & MAINTENANCE REQUIREMENTS



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PROMOTION

RANK	Existing					Proposed				
	YRS 1	YRS 2	PR	Course / Exam	Man Power	YRS 1	YRS 2	PR	Course / Exam	Man Power
	PS	PS				PS	PS			
AGENT To CA	50K	80K	85% (PS)	ALIT ATP SBM CEILI		Agreed with GEL				
AGENT TO LIA (wef. 01-01-2011)	75K	125K	85% (PS)	ALIT ATP SBM CEILI		We enhance CA and remove LIA based on reasons below: Agency facing stiff competition from FA Company who offer attractive remuneration as full commission ,overseas trip, no PR & MQ required LIA will tend to join FA Company rather than join agency.				
USM To LIA	N/A	125K	85% (PS)	ALIT ATP SBM CEILI	Fulltime					
CA To LIA (NEW)	N/A	125K	85% (PS)	CEILI	Fulltime					

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RANK	Existing					Proposed				
	YRS 1	YRS 2	PR	Course / Exam	Man Power	YRS 1	YRS 2	PR	Course / Exam	Man Power
	PS	PS				PS	PS			
AGENT TO USM	N/A	150K with min 75K (PS) balance frm DIA & 24 NOC (PS)	85% (PS)	BAMC & CEILI	4 DIA	N/A	150K with min 75K (PS) balance frm DIA & 24 NOC (PS)	85% (PS)	BAMC & CEILI	3 DIA
CA TO USM		150K with min 75K (PS) balance frm DIA & 24 NOC (PS)	85% (PS)	BAMC & CEILI	4 DIA		150K with min 75K (PS) balance frm DIA & 24 NOC (PS)	85% (PS)	BAMC & CEILI	3 DIA
	<p>*NOTE on Manpower : DIA (Directly Introduced Agents) 4 DIA as at end of 2nd qualifying year of which : : Min of 2 DIA must be recruited prior to 1st July of the second qualifying year AND : of the 4 DIA, 2 DIA must produce a min 24K with a min 12NOC of ILP each or 50K each AND : All DIA must meet prevailing conditions to be a QA</p>					<p>*NOTE on Manpower : DIA (Directly Introduced Agents) 3 DIA must meet prevailing conditions to be a QA No recruited prior require As long as recruited 3 DIA in the qualifying year.</p>				

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Existing												
RANK	YRS 1			YRS 2			FINAL YEAR			PR	Course / EXAM	Man Power
	PS	DG	WU	PS	DG	WU	PS	DG	WU			
USM To GSM			300K			400K			450K	85% (DG)	AMC EMS CEILI	4 QA (DG) + 2 DUSM
USM To GSM			1.2 million (DG) For 2 Consecutive Year						85% (DG)	AMC EMS CEILI	4 QA (DG) + 2 DUSM	

*** NOTE on Qualified DUSM**

- is a USM reporting to the USM working for his promotion and who has meet the minimum maintenance requirements in the qualifying year

e.g to be a qualifying DUSM FOR 2011, THE DUSM must have met the min production, PR and manpower for 2011

Proposed												
RANK	YRS 1			YRS 2			FINAL YEAR			PR	Course / EXAM	Man Power
	PS	DG	WU	PS	DG	WU	PS	DG	WU			
USM To GSM			300K			400K			450K	85% (DG)	AMC EMS CEILI	10 QA (WG)
USM To GSM			1.2 million (DG) For 2 Consecutive Year						85% (DG)	AMC EMS CEILI	10 QA (WG)	

*** NOTE on Qualified DUSM**

USM must meet the min production , PR and 10 QA in the qualifying year.

*** QA include Agent, CA & USM**

PROPOSED PROMOTION & MAINTENANCE REQUIREMENTS REDESIGNATION REQUIREMENTS

Existing					
RANK	PRODUCTION			Man Power	REMARK
	Yrs 3	Yrs 2	Final Yr		
AGENT To CA			75K (PS)		
AGENT To USM			75K (PS)	4 QA	
USM To GSM			300 K + (DG)	10 QA (DG)	* includes parallel USM(s) production + From direct group but excludes parallel USM
OR			100K (DG) & 400 (WU)	10 QA (DG)	

Proposed					
RANK	PRODUCTION			Man Power	REMARK
	Yrs 3	Yrs 2	Final Yr		
AGENT To CA			75K (PS)		
AGENT To USM			75K (PS)	3 QA	
USM To GSM			300 K + (DG)	8 QA (DG)	* includes parallel USM(s) production + From direct group but excludes parallel USM
OR			100K (DG) & 400 (WU)	8 QA (DG)	

PROPOSED PROMOTION & MAINTENANCE REQUIREMENTS

MAINTENANCE REQUIREMENTS : AGENT RANK

Existing	
OPTION 1 Traditional product	OPTION 2 Regular Premium ILP
- min 18K + PR 80%	- min 12K + 6 NOC + PR 80%
pro-rated for those appointed in year of review	pro-rated for those appointed in year of review
13.5K - 1st Quarter	9K and 5 ILP NOC - 1st Quarter
9K - 2nd Quarter	6K and 4 ILP NOC - 2nd Quarter
4.5K - 3rd Quarter	3K and 3 ILP NOC - 3rd Quarter
0K - 4th Quarter	0K and 0 ILP NOC - 4th Quarter

PROPOSED (Regardless of type of Product)

- Min. 18K with 6 NOC + PR 80%
- Pro-rated for those appointed in the year
- As long as fulfill min. 18K + 6 NOC + PR 80% by end of the year (31st December)

PROPOSED PROMOTION & MAINTENANCE REQUIREMENTS

MAINTENANCE REQUIREMENTS : For USMs / CA

EXISTING						PROPOSED				
RANK	PRODUCTION			PR	Man Power	PRODUCTION			PR	Man Power
	PS	DG	WG			PS	DG	WG		
CA	75K			80% (PS)		75K			80% (PS)	
	Failure to meet 2 consecutive years will result in demotion. Conditions apply					Failure to meet 2 consecutive years will result in demotion. Conditions apply.				
USM		100K		80% (DG)	4 QA (DG)		100K		80% (DG)	3 QA (DG)
	Sr. USM may utilize the Jr.USM prod : - a) 1st yr 50% (Jr USM promotion) b) 2nd yr 25%(Jr USM promotion) * must attend & complete PLS program					Sr. USM may utilize the Jr.USM prod for 5 yrs				

PROPOSED PROMOTION & MAINTENANCE REQUIREMENTS

MAINTENANCE REQUIREMENTS : For GSMs

EXISTING						PROPOSED				
RANK	PRODUCTION			PR	Man Power	PRODUCTION			PR	Man Power
	PS	DG	WG			PS	DG	WG		
GSM		300K		75% (WG)	10 QA (WG)		300K		75% (WG)	8 QA (WG)
OR		100K	400K	75% (WG)	10 QA (WG)		100K	400K	75% (WG)	8 QA (WG)
	<p>Sr. GSM may utilize the Jr.GSM prod : - a) 1st yr 50% (Jr GSM promotion) b) 2nd yr 25%(Jr GSM promotion) •must complete AMTC within 2 yrs</p>					<p>Mother GSM may utilize the Jr.GSM prod : - a) 1st yr 50% (Jr GSM promotion) b) 2nd yr 25%(Jr GSM promotion) * must complete AMTC within 2 yrs</p>				
OR		100K	300K (Life) & 100K (GI/PA/HL)	75% (WG)	10 QA (WG)		100K	300K (Life) & 100K (GI/PA/HL)	75% (WG)	8 QA (WG)