PennMutual

Bonus Schedule
Emerging Financial Professional

Eligibility Requirements

1. At the time of bonus payout, the Financial Professional ("FP") must:
   a. Have completed the 36 month Emerging FP program;
   b. Be contracted, appointed, and in good standing as a full-time Soliciting FP with The Penn Mutual Life Insurance Company ("Penn Mutual") and/or Penn Insurance and Annuity Company ("PIA"); and
   c. Be contracted, associated, and in good standing with Horner, Townsend and Kent ("HTK").*
2. At the time of solicitation and bonus payout, FP must be licensed and appointed in all states where FP solicits business and must meet any other prerequisites to write and service business. Additionally, if selling variable products, FP must be registered with FINRA at the time of solicitation and bonus payout.
3. FP must have at least 50,000 in production credits attributable to sales of Penn Mutual and/or PIA issued life insurance and annuity products ("Proprietary Life & Annuity Production Credits").
   a. Proprietary Life & Annuity Production Credits are calculated as follows:
      i. First year commissions paid on fixed life products issued by Penn Mutual and/or PIA; plus
      ii. First year GDC paid on variable life products issued by Penn Mutual and/or PIA multiplied by a factor of 50%; plus
      iii. 1.33% of fixed and variable annuity deposits on products issued by Penn Mutual and/or PIA.
   b. Products issued in the state of New York are excluded.

Bonus Amount and Payment

1. Emerging FPs are not eligible for a bonus payout during the first three years of their contract.
2. Upon graduation from the Emerging FP program, Penn Mutual will aggregate Proprietary Life & Annuity Production Credits earned starting in month 13 of the program through the Emerging FP's graduation date 24 months later ("24-Month Production Credit Accumulation Period"). The bonus amount will be determined based on the table below. Provided FP satisfies all eligibility requirements, any earned bonus amount will be paid within 30 days of Emerging FP's graduation date.
3. Beginning October 1st of the calendar year in which the 36 month period referenced in item 2 of this section ends, the FP also becomes eligible for an annual bonus based on an accumulation period that commences October 1st and ends September 30th of the following year ("12-Month Production Credit Accumulation Period"). Beginning the second 12-Month Production Credit Accumulation Period, the published HTK production minimums must be met during the 12-Month Production Credit Accumulation Period, or no bonus will be paid.* The sum of the bonus payment for the 24-Month Production Credit Accumulation Period and the first 12-Month Production Credit Accumulation Period shall not exceed $50,000. Subject to the above limitations, the bonus amount will be determined based on the table below. Provided all eligibility requirements are satisfied, any earned bonus amount will be paid by October 31st following the end of each 12-Month Production Credit Accumulation Period.

Production Credits	Bonus Amount
Less than 50,000	-
50,000 – 59,999	$10,000
60,000 – 69,999	$12,000
70,000 – 79,999	$14,000
80,000 – 89,999	$16,000
90,000 – 99,999	$18,000
100,000 – 149,999	$25,000
150,000 – 199,999	$35,000
200,000 and up	$50,000

Bonus Amount and Payment (continued)

This bonus is provided at the discretion of Penn Mutual and may be modified or discontinued, with or without notice, at any time, including retroactively if Penn Mutual determines appropriate in its discretion to ensure, for example, that the bonus program is characterized as exempt from Internal Revenue Code Section 409A as a short-term deferral program described under Treas. Reg. 1.409A-1(b)(4), and is subject to applicable laws, rules and regulations.

*The requirement to be contracted and associated with HTK only applies to an FP who contracted as an Emerging FP after June 30, 2022.