

Bonus Schedule
Full-Time Soliciting Financial Professionals*
& Retired Financial Professionals**

Eligibility Requirements

1. At the time of bonus payout, the Financial Professional (“FP”) must 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”) or be a Retired FP.
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 for products issued by Penn Mutual and/or PIA.
 - b. Products issued in the state of New York are excluded.

Additional Eligibility Requirements Based on Contract Date

1. FPs Contracted Between April 22, 2022 and June 30, 2022:
 - a. If FP is not contracted and associated with Horner, Townsend and Kent (“HTK”), or any other broker-dealer or RIA, the bonus is limited to \$10,000.
 - b. If FP is contracted and associated with HTK, the published HTK production minimums must be attained during the Production Credit Accumulation Period for the full bonus to be paid. If the HTK minimum is not attained, the bonus amount is limited to \$10,000. FP must be in good standing with HTK at the time of bonus payout.
2. FPs Contracted after June 30, 2022:
 - a. FP must be contracted and associated with HTK, and the minimum published HTK Production Requirements must be attained during the Production Credit Accumulation Period or no bonus will be paid. FP must be in good standing with HTK at the time of bonus payout.

Bonus Amount and Payment

1. Each year’s accumulation period commences October 1st and ends September 30th of the following year (“Production Credit Accumulation Period”). For example, the Production Credit Accumulation Period of the 2023 year will commence October 1, 2022 and end on September 30, 2023.
2. Subject to the above limitations, the bonus amount will be determined based on the table below. Provided the FP satisfies all eligibility requirements, any earned bonus amount will be paid by October 31st following the end of each Production Credit Accumulation Period. For example, any earned bonus amount for the Production Credit Accumulation Period ending September 30, 2023 will be paid by October 31, 2023.

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.

*This excludes Financial Professionals in the Emerging Financial Professional program.

**A Retired Financial Professional is defined as an FP who has retired under the Penn Mutual Agents' Retirement Plan.