



**AGENT
MANAGING GENERAL AGENTS SECTION**

**COMMISSION AND BONUS SCHEDULE
AND REMUNERATION RULES**

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

I. REMUNERATION SYSTEM

Although some items of remuneration are fully earned when credited by the Company to the Agent's account, others only become so at the end of premium payment periods of up to twenty-four (24) months. Consequently, the Company offers the Agent a remuneration system based on advances that can become refundable to the Company in case of an early lapse.

1. Individual Life Insurance and Individual Health and Sickness

a) New insurance coverage

When a new insurance coverage other than a single premium contract comes into force, the Company credits the Agent's account with the first-year commission obtained respectively by multiplying the coverage premium according to the annual mode of payment by the percentages determined according to the Commission and Bonus Schedule and Remuneration Rules (the "Commission and Bonus Schedule"). A new insurance coverage comes into force when the application is approved by the Underwriting Department of the Company, the insurance coverage is issued and the premium, according to the mode of payment selected by the applicant, is paid.

Notwithstanding the above paragraph, the Company can, if authorized by the Managing General Agent under which he or she operates, pay the first-year commission when the application is received provided there is a cheque with the application, of at least the amount required to pay one premium according to the mode of payment selected in the application. When an individual life insurance or a critical illness insurance application (or request for addition) is submitted for a client, the Company verifies if this client has already submitted an application in the past. If, when this previous request was submitted for the same client,

- i. the Company's decision was to decline or postpone the client's request, or
- ii. the Company or the client has cancelled the request, or
- iii. the Company has issued an insurance policy, which has not been settled or was terminated within 24 months prior to the new request, **and**
- iv. the new request is submitted by the same agent or by an agent from the same agency as the one by which the previous request was submitted,

the first-year commissions are therefore credited only when the policy or the addition is settled.

For agents paid on written business, if the policy is not settled within 90 days following the date the commission is advanced, a commission charge will be applied.

When the policy is settled, the exact commission is calculated and compared to the advanced commission. If the difference is positive, the amount of the difference is credited to the Agent; if the difference is negative, then the overpaid amount is charged to the Agent.

In the case of an insurance contract with premiums payable other than annually, if the credit is superior to the credit determined in the manner described by replacing the premium according to the annual mode of payment by a premium of \$10,000, the Company may make alternative payment arrangements.

If the total first-year compensation payable to an Agent on a life insurance policy is greater than \$25,000, the Company reserves the right to limit the compensation payable in the first year to the Agent and the MGA. Any outstanding amount would be payable at the first anniversary date of the insurance policy.

The Company does not grant any credit for:

- an application for an individual insurance contract described in section 1. I), or
- an application for additional or optional individual insurance.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

b) Renewal of an insurance coverage

For each renewal of an insurance coverage for which a renewal commission is provided in the Commission and Bonus Schedule, the Company credits the Agent's account with one hundred percent (100%) of the renewal commission obtained by multiplying the annual premium payable and received by the Company under the coverage for the renewal year by the percentage determined according to the Commission and Bonus Schedule.

c) Termination of an insurance coverage

When an insurance coverage terminates for a reason other than the death of the insured or payment of living benefits, the Company charges the Agent's account with a percentage of the first-year commission obtained by multiplying the coverage premium according to the annual mode of payment by the percentages determined according to the Commission and Bonus Schedule; the percentage is determined according to the following table. This procedure is also applicable to Agent's personal insurance coverage.

i. All insurance coverages, except Genesis-Iris

Period for which premiums have been paid	First-year commission chargeback (%)	Period for which premiums have been paid	First-year commission chargeback (%)
1 to 4 months	100.00%	15 months	37.51%
5 months	79.17%	16 months	33.33%
6 months	75.00%	17 months	29.17%
7 months	70.84%	18 months	25.00%
8 months	66.67%	19 months	20.84%
9 months	62.51%	20 months	16.67%
10 months	58.33%	21 months	12.51%
11 months	54.17%	22 months	8.33%
12 months	50.00%	23 months	4.17%
13 months	45.84%	24 months	NIL
14 months	41.67%		

ii. All Genesis-Iris coverages

Period for which premiums have been paid	First-year commission chargeback (%)	Period for which premiums have been paid	First-year commission chargeback (%)
1 month	100%	25 months	63.89%
2 months	100%	26 months	61.11%
3 months	100%	27 months	58.33%
4 months	100%	28 months	55.56%
5 months	100%	29 months	52.78%
6 months	100%	30 months	50.00%
7 months	100%	31 months	47.22%
8 months	100%	32 months	44.44%
9 months	100%	33 months	41.67%
10 months	100%	34 months	38.89%
11 months	100%	35 months	36.11%
12 months	100%	36 months	33.33%
13 months	97.22%	37 months	30.56%
14 months	94.44%	38 months	27.78%
15 months	91.67%	39 months	25.00%
16 months	88.89%	40 months	22.22%
17 months	86.11%	41 months	19.44%
18 months	83.33%	42 months	16.67%
19 months	80.56%	43 months	13.89%
20 months	77.78%	44 months	11.11%
21 months	75.00%	45 months	8.33%
22 months	72.22%	46 months	5.56%
23 months	69.44%	47 months	2.78%
24 months	66.67%	48 months	Nil

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

iii. Renewal

If a renewal commission has been paid to the Agent, the Company charges the Agent's account with a percentage of the renewal commission paid; the percentage is determined according to the following table.

Renewal period for which premiums have been paid	Renewal commission chargeback (%)	Renewal period for which premiums have been paid	Renewal commission chargeback (%)
1 months	91.67%	7 months	41.67%
2 months	83.33%	8 months	33.33%
3 months	75.00%	9 months	25.00%
4 months	66.67%	10 months	16.67%
5 months	58.33%	11 months	8.33%
6 months	50.00%	12 months	Nil

When an insurance coverage terminates because of the death of the insured or payment of living benefits, the Company does not charge the Agent except if the insurance proceed is limited to paid premiums as in the case of the death of the insured by suicide, or when coverage does not take effect immediately at issue. In such case, the percentage of sales commission and renewal commission chargeback is equal to one hundred percent (100%).

d) Reinstatement of an insurance contract

When an insurance contract is reinstated, the commissions and bonuses are credited to the Agent who was charged for them upon termination.

However, if the reinstating Agent is not the one who was charged upon termination of the insurance contract and the reinstatement takes place more than three (3) months after the end of the grace period, the commissions and bonuses charged upon termination are credited to the reinstating Agent.

e) Access Life (Steps 1 and 2)

If a person insured under an Access Life (Steps 1 and 2) policy dies from a cause other than accidental during the first two years following the issue date of the policy and the Company must reimburse premiums to the beneficiary, the Company will charge the agent for the commissions and bonuses paid to him or her since the policy was issued.

The first-year commissions charged to the agent will also be deducted from his or her net production.

f) Modification of an insurance coverage

Whenever an insurance coverage is modified, the Company credits or charges the Agent's account.

g) Rated premiums

No commission is paid on temporary rated premiums. Temporary rated premium is defined as a rated premium for a specific time period other than the life of the insured. Regular commissions are paid on all permanent rated premiums.

h) Renewal of a term insurance coverage

Whenever a term insurance coverage is renewed, the Company proceeds in the manner described in section 1. b) of this provision. However, if satisfactory evidence of insurability is submitted by the insured and accepted by the Company, the Company proceeds in the manner described in section 1. a) of this provision, as for a new insurance coverage.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

i) Conversion from a term insurance coverage

i. Conversion from a term insurance coverage into a term insurance coverage

A term insurance coverage or benefit is deemed to have been converted into a term insurance coverage once the insured has exercised his or her conversion privilege stipulated in the term insurance contract.

When the conversion is made, the term insurance coverage is terminated and charges will be applied as described in section 1. c), if necessary.

ii. Conversion from a term insurance coverage into a permanent insurance coverage

A term insurance coverage or benefit is deemed to have been converted into a permanent insurance coverage once the insured has exercised his or her conversion privilege stipulated in the term insurance contract.

When the conversion is made, the term insurance coverage is terminated and charges will be applied as described in section 1. c), if necessary.

In addition, the commission for the new permanent insurance coverage will be reduced by a conversion (replacement) charge, which is calculated as a percentage of the first-year commission paid for the term coverage taking into account the number of months during which the term insurance premiums were paid.

If the converted amount is lower than the total face amount of the term insurance, the charge will be prorated to the converted amount.

FIRST-YEAR COMMISSION Conversion Charge	
Period for which premiums have been paid	Percentage of sales commission
1 to 12 months	100%
13 to 24 months	50%
25 months or over	Nil

The total chargeback applied against the term insurance first-year commission will never be superior to 100% of the first-year commission initially paid on the term insurance.

When an agent submits or has submitted and placed a term insurance coverage with a sum insured of \$1 million or more, any compensation payable on that conversion, net of all charges, will be entirely paid to the agent who originally sold the term insurance coverage, provided that, at the time the conversion is made:

- This agent has a valid agent contract with the Company, and
- This agent is the official servicing agent on the policy.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

j) Replacement of an insurance contract

The term "replacement of an insurance contract" means the replacement in whole or in part of an insurance contract.

Whenever there is a replacement, a remuneration charge for replaced business is made to the replacing agent. This charge is calculated by applying a percentage to the first-year commission of the replaced policy, as shown in the table below. The first-year commissions on the replaced policy are those that would normally be payable for a similar policy at replacement date.

Period for which premiums have been paid	Percentage of chargeback
Less than 60 months	100%
60 to 83 months	50%
84 months and over	NIL

However, these charges shall not exceed the amounts credited to the Agent's account at the time the new insurance contract or contracts came into force with the Company.

Replacement occurs whenever one or more new insurance contracts come into force on the life of the same insured within six (6) months preceding or following the termination date of one or more insurance contracts in the same line of business. This regulation concerns the two following lines of business: the insurance line of business in which insurance in case of death or disability is the principal element and the annuity line of business in which the contributions are mainly paid to purchase a life annuity.

The replacement date of an insurance contract is defined as the date on which a request for surrender or allowance is received or the end of the grace period for payment of premiums, as the case may be; in the case of an insurance contract converted into a reduced paid-up contract, the conversion date; for an insurance contract maintained in force by automatic premium loan, the date on which such premium loan began.

Since Industrial Alliance Insurance and Financial Services Inc. (IA) and The Excellence Life Insurance Company carry the same line of products, replacement of one or more insurance contracts of one of the two companies is considered as replacement of one or more of the Company's insurance contracts.

Should the new contract for which the Agent has incurred replacement charges be cancelled, the Agent will receive a reimbursement of the replacement charges exceeding the sales commission received for the new contract except if the agent who sold the previous contract still had an active agent's contract with the Company at the time the new contract was issued.

Replacement of another agent's policy

The agent who was charged for the first-year commission on the former policy will be repaid for these charges up to the amount of commissions paid for the new policy.

k) Cancelled insurance coverage

If the Company, for any reason whatsoever, cancels an insurance coverage and refunds the premiums, it cancels the transactions made when such insurance coverage came into force, as described in section 1 a) of this provision.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

I) Restrictions

- Personal insurance coverage

A personal insurance coverage is defined as a coverage taken on the agent's life, the life of his spouse and/or children, or the life of his shareholders, their spouse and/or their children if the agent is operating under corporate status.

Agents who take out a personal insurance coverage are entitled to the regular commission and the continuous production bonus. However, the commission is used to reduce the premium, whether the agent is the subscriber, policyholder or other. If the agent qualifies for the Continuous Production Bonus, the sales commissions on a personal insurance coverage will be added to his net production for the calculation of the bonus, but may not be used to qualify him if the production requirements set out in Section III. Continuous Production Bonus of this schedule have not been met.

For the Genesis-Iris product, the amount of the commission and the bonus will be reduced by fifty percent (50%) if the agent takes out a personal insurance coverage as defined above.

- Other restrictions

The Company does not grant compensation on:

- Any temporary rated premiums,
- Any partial premium payments,
- Any waived premiums,
- Any premiums holiday (UL)
- Any Automatic Optimization of the Face Amount (AOFA),
- Any conversion of AOFA coverage to permanent life insurance coverage,
- On any paid-up insurance.

2. Conversion from a group insurance policy

The Company pays the Agent a sales commission of 10% of the annual premium on a conversion from a group insurance policy. There is no renewal commission payable to the Agent and no sales credits are granted.

3. Individual Annuities

a) New annuity contract

When a new annuity contract comes into force, the Company credits the Agent's account with one hundred percent (100%) of the Sales Commission obtained by multiplying the premium received by the Company, including the premium paid by PAC, according to the rules of the Company then in force, by the percentage determined according to the Commission and Bonus Schedule.

b) Termination of an annuity contract

When an annuity contract terminates, the Company charges the Agent's account with amounts determined according to the Company rules then in force.

c) Modification of an annuity contract

Whenever an annuity contract is modified, the Company credits or charges the Agent's account according to the type of modification to the annuity contract and the Company rules then in force.

d) Cancelled annuity contract

If the Company, for any reason whatsoever, cancels an annuity contract and refunds the premiums, it cancels the amount credited to the Agent's account when such annuity contract came into force.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

e) Annuity contracts in force

Whenever a subsequent premium is received, including a premium paid by PAC, or during the month of January of each calendar year, according to the Company rules then in force, whenever a premium is received or interest credited is reinvested or when the premiums received and the interest credited are applied to the payment of an annuity, the Company credits the Agent's account with one hundred percent (100%) of the Sales Commission obtained by multiplying the premium received, the amount reinvested or the amount applied to the payment of an annuity by the Company by the percentage determined according to the Commission and Bonus Schedule.

4. Other products and financial services

The commissions and bonuses payable to the Agent for other types of contracts and financial services are determined in accordance with the schedule in effect when the Company is remunerated by the supplier of such products or services.

5. Change of agent request

A change of agent on an individual policy – life insurance contract, disability insurance contract, critical illness contract and savings and retirement contract – is processed according to the rules and procedures in force at the time of the request. These rules and procedures are available in the Extranet, at the same location as this Commission Schedule.

6. Simultaneous Applications

When two applications coming from two agents are submitted for the same insured, the Company works on only one application, which is the one submitted with a first deposit or a pre-authorized cheque payment (PAC).

If the two applications are submitted with a deposit or the two are submitted without a deposit, the priority is given to the first received application, unless we receive a written request duly signed by the client.

II. CURRENCY

All payments under this Commission and Bonus Schedule is payable in Canadian currency.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

III. CONTINUOUS PRODUCTION BONUS

1. Schedule

If the Agent reaches \$10,000 of net first-year individual life insurance, disability insurance and critical illness insurance commissions ⁽¹⁾ within the calendar year, he or she is entitled to the Continuous Production Bonus. Net first-year commissions from The Excellence and IA are combined to establish if an agent qualifies for Continuous Production Bonus. However, the bonus is paid only on IA product commissions.

The continuous production bonus payment is subject to a maximum per coverage: For coverages with annual premium exceeding \$50 000, the bonus is payable only on the first \$50 000 of premium.

The Continuous Production Bonus is a percentage of net first-year individual life insurance, disability insurance and critical illness insurance commissions and varies according to the number of consecutive years during which the Agent has met the eligibility requirements. This percentage is determined according to the following schedule:

Number of consecutive years during which the eligibility requirements are met	Bonus
1	15%
2	20%
3	25%
4 and over	30%

If the Agent who was already qualified to receive the Continuous Production Bonus in previous years fails to meet the eligibility requirements in any subsequent year, no Continuous Production Bonus is then payable for that particular year unless the Agent was at 30% bonus level (see 2. Payment hereafter). Furthermore, if the Agent meets again the eligibility requirements in any year thereafter, he or she starts over at 15%.

To be entitled to Continuous Production Bonus, the Agent must be the only individual offering the Company's products under his Contract or his Agent's code; pooling is not permitted.

⁽¹⁾ Net first-year individual life insurance, disability insurance and critical illness insurance commissions mean the sum of first-year individual life insurance, disability insurance and critical illness insurance commissions generated by the Agent's sales during the year, minus replacement charges and 100% of the original first-year individual life insurance, disability insurance and critical illness insurance commissions for policies that lapsed during the calendar year and for which less than two (2) years of premiums have been paid at the time of termination.

Renewal of a term insurance contract and deposits (excess premiums, shuttle fund and 10-15-20 options) are not included in the net first-year commissions' calculation. The Wealth Maximizer excess premium is included in the calculation, under "2. Wealth Maximizer" in the following Commission and Bonus Schedule.

2. Payment

The Agent's Contract must be in force on the date of payment in order to be eligible for the bonus.

Unless the Agent is at 30% bonus level, the Continuous Production Bonus is paid the week the Agent reaches \$10,000 in net first-year individual life insurance, disability insurance and critical illness insurance commissions and then each week if the net commissions have increased. If the net commissions decreased and/or the Agent no longer meets the minimum requirements in terms of net commissions, the Continuous Production Bonus paid in excess during the year will be charged on the last week (52) of the year.

For Agents who are at 30% bonus level, the Continuous Production Bonus is paid at the first dollar of net first-year commission. If the Agent does not reach \$10,000 net first-year commission minimum requirement at the end of the calendar year, no charge will be done.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

At the end of the calendar year, the Company will use the net commissions earned by the Agent and make the above mentioned adjustment if necessary.

IV. BUSINESS DEVELOPMENT BONUS

1. Definition of the Bonus

The Business Development Bonus is paid to agents who reach a minimum of \$40,000 of total production during a calendar year. Total production is defined in Section 2 hereafter.

The Business Development Bonus is divided in two parts: one part on individual life insurance and one part on individual savings. Qualified agents receive the following bonus:

- **Life Insurance:** **Percentage of in force premiums at the end of the calendar year (lines 2.1 + 2.2 of the In Force and Persistency Report)**

- **Savings Products:** **Amount per million dollars of segregated funds under management at the end of the calendar year (line 4.2 of the In Force and Persistency Report)**

The bonus level is established based on the total production reached by the agent at the end of the current year and the bonus is payable according to the following criteria and levels:

Total Production	Life Insurance % of in force premiums	Savings Products \$ per \$M of seg funds under management
\$0 to \$39, 999	No bonus	No bonus
\$40,000 to \$59,999	1.00%	\$500
\$60,000 \$ to \$79,999	1.10%	\$550
\$80,000 \$ to \$99,999	1.20%	\$600
\$100,000 to \$119,999	1.35%	\$650
\$120,000 +	1.50%	\$700

When an agent buys a block of business during a calendar year, the Business Development Bonus is not recalculated for the current year and the acquisition does not change the payments already established for that calendar year.

2. Total Production

The total production is defined as the total amount of first-year commissions on traditional life insurance premium and on universal life insurance minimum premium received by the Company on policies that are placed and paid for during a calendar year, according to the following table.

Replacement charges, if any, are deducted from the total production. Individual life insurance, disability insurance and critical illness insurance policies that terminate during the year and that have less than two (2) years of premiums paid will be deducted from the total production by the amount of first-year commission credited on the premiums for those policies.

Any individual life insurance, critical illness insurance and disability insurance products, as well as investment or annuity products purchased by agents themselves or their immediate family members are not eligible.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

Products	Total Production
Individual insurance	
<ul style="list-style-type: none"> ▪ Traditional ▪ Universal ▪ Critical illness 	<ul style="list-style-type: none"> ▪ Net first-year commission on premium ▪ Net first-year commission on minimum premium ▪ Net first-year commission
Individual annuities and Registered Education Savings Plans	
<ul style="list-style-type: none"> ▪ New contributions – Segregated funds 	<ul style="list-style-type: none"> ▪ 2.5% X new premium deposits (excluding traditional Money Market fund but including premiums deposited in Dollar-cost averaging - DCA)
<ul style="list-style-type: none"> ▪ New contributions – Segregated funds 	<ul style="list-style-type: none"> ▪ 2.5% X new premium deposits (excluding Money Market fund)
<ul style="list-style-type: none"> ▪ New contributions – Guaranteed funds 	<ul style="list-style-type: none"> ▪ 1% on new deposits invested in terms 1 year and more
<ul style="list-style-type: none"> ▪ Conversion of an RRSP to a RRIF 	<ul style="list-style-type: none"> ▪ Commission paid at conversion
<ul style="list-style-type: none"> ▪ Rollover to spouse 	<ul style="list-style-type: none"> ▪ Commission paid upon rollover
<ul style="list-style-type: none"> ▪ Single premium annuity 	<ul style="list-style-type: none"> ▪ Commission earned
<ul style="list-style-type: none"> ▪ Inter-series transfer towards FORLIFE Series Income Stage 	<ul style="list-style-type: none"> ▪ Commission paid at transfer
Group Savings - Individual Pension Plan (IPP)	
<ul style="list-style-type: none"> ▪ Deposit for current servicing (yearly deposit) ▪ Deposit for past servicing (plan deficit) ▪ Deposit for management fees ▪ RRSP transfer required by plan ▪ Additional required amount RRSP transfer 	<ul style="list-style-type: none"> ▪ 2.5% X new premium deposits (Transfers from individual savings and retirement will not give sales credit)

The Excellence products are not eligible. Note that for individual annuities, internal transfers and reinvestments are excluded.

3. Payment

The Business Development Bonus is calculated once a year, at the beginning of the year, based on the most recent December 31st In Force and Persistency Report. It is payable in four (4) instalments in the first week of March, June, September and December. The agent must be under contract at time of payment to receive this bonus.

4. Every year, the Company may review the eligibility requirements for this bonus.
5. Any amount due to the Company will be deducted from the bonus payment, if applicable.

**COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION**

The following tables apply to new applications and additions on existing policies submitted as of January 8, 2018

INDIVIDUAL INSURANCE	COMMISSION RATES				
	(Percentage of premiums by coverage year)				
UNIVERSAL LIFE INSURANCE	1 st	2 nd	3 rd to 5 th	6 th to 10 th	11 th and subsequent
GENESIS					
▪ Death Benefits					
▫ Minimum Premium					
• Level	60.0	5.0	5.0	3.0	--
• YRT	60.0	3.0	3.0	3.0	--
▫ Excess Premium ⁽¹⁾	5.0	3.0	3.0	3.0	--
▪ Accumulation Fund ⁽²⁾	--	--	--	--	0.2
▪ Shuttle Fund	0.5	--	--	--	--
▪ 10-15-20 Options	5.0	3.0	3.0	3.0	--
▪ Additional Benefits					
▫ Level	60.0	5.0	5.0	3.0	--
▫ YRT	60.0	5.0	5.0	3.0	--
GENESIS-IRIS⁽³⁾⁽⁴⁾					
▪ Minimum Premium					
▫ Level	60.0	5.0	5.0	3.0	--
▫ YRT	60.0	5.0	5.0	3.0	--
▪ Excess Premium ⁽¹⁾	5.0	3.0	3.0	3.0	--
▪ Accumulation Fund ⁽²⁾⁽⁸⁾	--	--	--	0.2	0.2
▪ Shuttle Fund	0.5	--	--	--	--
▪ Additional Benefits					
▫ Level	60.0	5.0	5.0	3.0	--
▫ YRT	60.0	5.0	5.0	3.0	--
EQUIBUILD⁽⁵⁾					
▪ Minimum Premium*	50.0	4.0	4.0	4.0	2.0
▪ Excess Premium ⁽¹⁾	4.0	4.0	4.0	4.0	4.0
▪ Integrated Coverage 10	37.5	3.0	3.0	3.0	3.0
▪ Integrated Coverage 20	50.0	3.0	3.0	3.0	3.0
▪ Accumulation Fund ⁽²⁾	--	--	--	--	--
▪ Shuttle Fund	--	--	--	--	--
▪ Additional Benefits	50.0	4.0	4.0	4.0	2.0
EQUIBUILD 15-YEAR PAYMENT					
▪ Minimum premium**	50.0	4.0	4.0	4.0	2.0
▪ Excess Premium ⁽¹⁾	4.0	4.0	4.0	4.0	4.0
▪ Accumulation Fund ⁽²⁾	--	--	--	--	--
▪ Shuttle Fund	--	--	--	--	--
▪ Additional Benefits	50.0	4.0	4.0	4.0	2.0

*Renewal compensation is credited even if the minimum premium was not paid.

** Renewal compensation is credited even if the minimum premium was not paid but only for the first 15 years of the policy.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

INDIVIDUAL INSURANCE	COMMISSION RATES				
	(Percentage of premiums by coverage year)				
UNIVERSAL LIFE INSURANCE (cont'd)	1 st	2 nd	3 rd to 5 th	6 th to 10 th	11 th and subsequent
UNIVERSAL PRODUCTS RIDERS					
▪ Disability Credit (Unavailable for Genesis-IRIS)	35.0	5.0	5.0	3.0	--
▪ T10 (renewable and convertible)	37.5	5.0	5.0	3.0	3.0
▪ T20 (renewable and convertible)	50.0	5.0	5.0	3.0	3.0
▪ T20 (R and C) coming from a T10 conversion	25.0	5.0	5.0	3.0	3.0
▪ T25 (only on Equibuild)	50.0	5.0	5.0	3.0	3.0
▪ T30 (only on Equibuild)	50.0	5.0	5.0	3.0	3.0
▪ Child Module and Child Module PLUS	60.0	5.0	5.0	3.0	--
▪ Supplementary Income (SI)	60.0	5.0	5.0	5.0	--
▪ Hospitalization/Hospitalization & Home Care	40.0	12.0	12.0	12.0	12.0
▪ Paramedical Care in the Event of an Accident	45.0	5.0	5.0	3.0	--
▪ Critical Illness (25 diseases)					
▫ T10	40.0	3.0	3.0	3.0	3.0
▫ T20	45.0	3.0	3.0	3.0	3.0
▫ T25	47.5	3.0	3.0	3.0	3.0
▫ T75	50.0	3.0	3.0	3.0	--
▫ T100	50.0	3.0	3.0	3.0	--
▫ T100 OPT 20	50,0	3,0	3,0	3,0	--
▪ Critical Illness (4 diseases)					
▫ T10 (levelled and degressive 50%)	40.0	3,0	3,0	3,0	3,0
▫ T20 (levelled and degressive 50%)	45,0	3,0	3,0	3,0	3,0
▫ T25 (levelled and degressive 50%)	47,5	3,0	3,0	3,0	3,0
▫ T75	50,0	3,0	3,0	3,0	--
▫ T100	50,0	3,0	3,0	3,0	--
▫ T100 OPT 20	50,0	3,0	3,0	3,0	--
▪ Child Critical Illness	50.0	3.0	3.0	3.0	--

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

TRADITIONAL LIFE INSURANCE	1 st	2 nd	3 rd to 5 th	6 th to 10 th	11 th and subsequent
WHOLE LIFE					
▪ L10, L20, L65	50.0	5.0	5.0	2.0	2.0
▪ L100	60.0	5.0	5.0	2.0	2.0
▪ Life and Serenity 65	60.0	5.0	5.0	2.0	2.0
▪ Child Life & Health Duo	50.0	5.0	5.0	2.0	2.0
▪ T100 (age under 60) ⁽⁶⁾	45.0	5.0	5.0	2.0	2.0
▪ T100 (age from 60 to 80) ⁽⁶⁾	30.0	5.0	5.0	2.0	2.0
▪ T100 (age above 80) ⁽⁶⁾	20.0	5.0	5.0	2.0	2.0
TRADITIONAL TERM					
▪ T10 (renewable and convertible)	37.5	5.0	5.0	3.0	3.0
▪ T20 (renewable and convertible)	50.0	5.0	5.0	3.0	3.0
▪ T20 (R and C) coming from a T10 conversion	25.0	5.0	5.0	3.0	3.0
PICK-A-TERM LIFE					
▪ T10	37.5	5.0	5.0	3.0	3.0
▪ T11	38.5	5.0	5.0	3.0	3.0
▪ T12	39.5	5.0	5.0	3.0	3.0
▪ T13	40.5	5.0	5.0	3.0	3.0
▪ T14	41.5	5.0	5.0	3.0	3.0
▪ T15	42.5	5.0	5.0	3.0	3.0
▪ T16	44.0	5.0	5.0	3.0	3.0
▪ T17	45.5	5.0	5.0	3.0	3.0
▪ T18	47.0	5.0	5.0	3.0	3.0
▪ T19	48.5	5.0	5.0	3.0	3.0
▪ T20 to T40	50.0	5.0	5.0	3.0	3.0
▪ T20 coming from a T10 conversion	25.0	5.0	5.0	3.0	3.0
▪ T30 coming from a T10 conversion	25.0	5.0	5.0	3.0	3.0
▪ Renewal of life insurance coverage	3% payable on YRT annual premium				

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

INDIVIDUAL INSURANCE	COMMISSION RATES				
	(Percentage of premiums by coverage year)				
TRADITIONAL LIFE INSURANCE (cont'd)	1 st	2 nd	3 rd to 5 th	6 th to 10 th	11 th and subsequent
TRADITIONAL LIFE INSURANCE RIDERS					
▪ Disability Credit	35.0	5.0	5.0	3.0	--
▪ Child Module and Child Module PLUS	60.0	5.0	5.0	3.0	--
▪ Supplementary Income (SI)	60.0	5.0	5.0	5.0	--
▪ Critical Illness (25 diseases)					
▫ T10	40.0	3.0	3.0	3.0	3.0
▫ T20	45.0	3.0	3.0	3.0	3.0
▫ T25	47,5	3,0	3,0	3,0	3,0
▫ T75	50.0	3.0	3.0	3.0	--
▫ T100	50.0	3.0	3.0	3.0	--
▫ T100 OPT 20	50,0	3,0	3,0	3,0	--
▪ Critical Illness (4 diseases)					
▫ T10 (levelled and degressive 50%)	40.0	3,0	3,0	3,0	3,0
▫ T20 (levelled and degressive 50%)	45,0	3,0	3,0	3,0	3,0
▫ T25 (levelled and degressive 50%)	47,5	3,0	3,0	3,0	3,0
▫ T75	50,0	3,0	3,0	3,0	--
▫ T100	50,0	3,0	3,0	3,0	--
▫ T100 OPT 20	50,0	3,0	3,0	3,0	--
▪ Child Critical Illness	50.0	3.0	3.0	3.0	--
▪ Hospitalization/Hospitalization & Home Care	40.0	12.0	12.0	12.0	12.0
▪ Paramedical care in the Event of an Accident	45.0	5.0	5.0	3.0	--

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

OTHER INSURANCE PRODUCTS	1st	2nd	3rd to 5th	6th to 10th	11th and subsequent
TRANSITION					
▪ Critical Illness (25 diseases)					
▫ T10	40.0	3.0	3.0	3.0	3.0
▫ T20	45.0	3.0	3.0	3.0	3.0
▫ T25	47.5	3.0	3.0	3.0	3.0
▫ T75	50.0	3.0	3.0	3.0	--
▫ T100	50.0	3.0	3.0	3.0	--
▫ T100 Option 20	50.0	3.0	3.0	3.0	--
▪ Critical Illness (4 diseases)					
▫ T10 (levelled and degressive 50%)	40.0	3.0	3.0	3.0	3.0
▫ T20 (levelled and degressive 50%)	45.0	3.0	3.0	3.0	3.0
▫ T25 (levelled and degressive 50%)	47.5	3.0	3.0	3.0	3.0
▫ T75	50.0	3.0	3.0	3.0	--
▫ T100	50.0	3.0	3.0	3.0	--
▫ T100 OPT 10 and OPT 20	50.0	3.0	3.0	3.0	--
▪ ROP ^(a) Upon Death Rider/Flexible ROP 20 and ROP65 Rider	30.0	3.0	3.0	3.0	--
▪ Flexible ROP15 Rider	15.0	3.0	3.0	3.0	--
▪ Transition Child	50.0	3.0	3.0	3.0	--
▪ Increased Benefit Rider	40.0	3.0	3.0	3.0	--
TRANSITION – TRANSFORMATION PLANS					
▪ Transition 1 to 4	40.0	3.0	3.0	3.0	--
▪ Transition 5 & 6	See curent commissions on Transition products				
TRANSITION – EVOLUTION					
▪ T100	50.0	3.0	3.0	3.0	--
▪ Transition Child	50.0	3.0	3.0	3.0	--
▪ Increased Benefit Rider	40.0	3.0	3.0	3.0	--
ACCESS LIFE					
▪ T20	35.0	2.5	2.5	2.5	--
▪ L100	45.0	2.5	2.5	2.5	--

^(a) Return of premiums

**COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION**

INDIVIDUAL INSURANCE		COMMISSION RATES				
	(Percentage of premiums by coverage year)					
OTHER INSURANCE PRODUCTS (cont'd)	1st	2nd	3rd to 5th	6th to 10th	11th and subsequent	
<i>MOMENTUM ⁽²⁾</i>	30.0	5.0	5.0	5.0	--	
Guaranteed premium rider – Modular Plus	60.0	15.0	5.0	5.0	--	
L20 – Modular Plus	50.0	5.0	5.0	2.0	2.0	
Contribution in the event of the insured's disability or death on retirement savings product	35.0	5.0	5.0	--	--	
Other additional benefits	Same commission rate as basic contract					

OTHER PRODUCTS AND FINANCIAL SERVICES		COMMISSION RATES		
	(Percentage of premiums by coverage year)			
DISABILITY INSURANCE	1st	2nd	3rd and subsequent	
Great-West Life DI products*	50.0	5.0	5.0	
ACCIDENT INSURANCE				
Accifamily	15.0	n/a	n/a	

*Great-West Life products are not included in the Company's individual insurance products for bonus and sales credits calculation.

OTHER PRODUCTS AND FINANCIAL SERVICES (cont'd)		COMMISSION RATES				
	(Percentage of loan balance at policy anniversary)					
	1st	2nd	3rd to 5th	6th to 10th	11th and subsequent	
Collateral loan facility (CLF)	0.13	0.13	0.13	0.13	0.13	

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

OTHER PRODUCTS AND FINANCIAL SERVICES (cont'd)	COMMISSION RATES	
	(percentage of premiums)	
IA Travel insurance in partnership with TuGo *		
	Insured's Age	Commission (%)
Medical Plans & sports coverage		
Annual & Single	0 – 59 years	25.0
	60 years and +	15.0
Visitors to Canada	0 – 59 years	35.0
	60 years and +	10.0
Other Plans		
All Inclusive Holiday Package	0 – 59 years	30.0
Visitors Holiday Package	0 – 59 years	30.0
	60 years and +	10.0
Non medical plan	All ages	30.0
Trip Cancellation	All ages	30.0
Trip Interruption	All ages	30.0
All remaining plans	All ages	25.0

***The override from IA Travel Insurance in partnership with TuGo are excluded from all bonuses. They are credited and/or charged once every month, during the month following the month in which the sale occurred and are paid to the agent's MGA at the time of the payment. The override paid include applicable taxes.**

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

NOTES – INDIVIDUAL INSURANCE

- (1) The excess premium is the premium paid in excess of the minimum premium up to the maximum premium. For compensation purposes, additional premium on the 10-15-20 options is considered to be an excess premium. For Genesis and Equibuild, there is no advanced compensation on the excess premium; it is only paid when the entire annual minimum premium has been paid.

The excess premium compensation is made with respect to the coverage years of the base coverage. The first-year commission may be subject to a year-end adjustment. At all times, a 100% recovery of compensation paid is made if the excess premiums received are withdrawn within 13 months of their deposit.

- (2) Percentage of accumulated amounts in the Accumulation Fund at the end of each year.

- (3) First-year commission adjustment

The first-year commission (FYC) adjustment is calculated and applies to all Genesis-IRIS contracts from the end of the second to end the fourth policy year inclusive and upon lapse or surrender of the contract during those same policy years. At each of these calculation points, the FYC adjustment is determined as follows:

FYC adjustment = (A – B), where:

- A = the FYC that would have been paid in the first policy year if the total premium paid in that year had equalled the amount of the Average Premium determined at the calculation point.
- B = the FYC paid during the first policy year plus any previous FYC adjustments which applied

For purposes of determining the FYC adjustment:

- The Average Premium at the end of any policy year equals the excess of the total of all premiums paid since the contract issue date over the total of all withdrawals during the same period, divided by the number of years in that period. Upon policy lapse or surrender, the Average Premium is calculated using the same methodology but adjusted to reflect the number of months that the policy has been in force.
- The amount of 'premiums paid' for any policy year used in the determination of the Average Premium cannot exceed the maximum premium for that year.
- The value of the Average Premium which applies at any calculation point will not be less than the minimum premium applicable at that time.
- Adjustment from the end of the second to the end of the fourth policy year is made using 100% of the FYC rate.
- Adjustment upon surrender or policy lapse is made according to the 48-month chargeback schedule (see Section I. 1. c ii.).
- A negative FYC adjustment value represents a chargeback owing by the Agent while a positive value represents additional FYC owing to the Agent.
- A positive adjustment paid within 12 months before the termination of the coverage is subject to a 100% chargeback.

In addition, an FYC chargeback will apply at the end of the first policy year to the compensation paid on minimum premium if paid premiums in that year are less than the applicable minimum premium. This chargeback will be reversed in the second to the fourth policy year if total premiums paid exceed the cumulative minimum premiums to date.

- (4) For joint-last-to-die Genesis-Iris policies with a highly substandard risk (not insurable on conventional terms) life insured, these additional rules apply:
- All commission rates paid (for the first year and thereafter) are equal to 65% of the regular compensation rates.
 - Any payment of the accumulation fund as a death benefit on the highly substandard life will be considered as a withdrawal for the average premium calculation and first-year commission adjustment will be applied.
 - At the end of the 10th policy year, if the policy is still in force, an additional compensation equal to 50% of all commissions paid in the first five (5) years will be paid. This additional compensation is not subject to any chargeback.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

- (5) For joint-last-to-die Equibuild policies with a highly substandard risk (non-insurable) life insured, these additional rules apply:
- All commission rates paid for the first year and thereafter, are equal to 85% of the regular compensation rates.
 - At the end of the 10th policy year, if the highly rated life insured is still alive, an additional compensation equal to all unpaid compensation will be paid. The unpaid compensation corresponds to the difference between the commissions that would have been paid to 100% and the commissions that were actually paid to 85% over the first 10 years of the policy. This additional compensation is not subject to any chargeback.
 - If the highly rated life insured dies during the first 13 months of the policy, the amount from the accumulated fund that is paid as a death benefit will be treated as a withdrawal (for compensation purposes only) and regular chargeback rates will apply to that withdrawal.
- (6) In the case of a joint policy, replace age by equivalent age.
- (7) Momentum is available as an addition only starting December 5, 2011.
- (8) Amounts invested in the Stabilized Return Index Account (SRIA) are excluded from the accumulation fund for calculation purposes of this commission.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

INDIVIDUAL ANNUITIES

IAG SAVINGS AND RETIREMENT PLAN, MY EDUCATION, MY EDUCATION+

Fixed term interest rate investments

- First five years of the term 0.20% per year of the term*
- Each year of term exceeding five years 0.10% per year of the term*
- 5-year progressive rate Guaranteed Interest Funds 1.00%

* The commission paid is equal to the commission rate multiplied by the number of years of the term. If the investment term is less than one year, the commission is proportional to the length of the investment term. If the investment term is more than one year and is indicated in years and months, the commission is determined according to the exact length of the term.

No commissions are paid on amounts left in the Daily Interest Fund.

HIGH INTEREST ACCOUNT

Account available only with the My Education+ product

- Service (only) 0.20%

The service commission on the High Interest Account is payable immediately on a monthly basis.

The monthly service commission is calculated as follows:

$$\text{Average of the High Interest Account's daily closing balances} \times \text{Service commission rate} \times \frac{\text{Number of days in the month}}{365}$$

Conversion from RRSP/LIRA to RRIF/LIF

When a RRSP/LIRA is converted into a RRIF/LIF, a commission of 1% based on the market value is paid on segregated funds only. These funds must have been held in the contract for at least 24 months.

A commission chargeback (100%) will apply to all lump-sum withdrawals made within the 24-month period following the conversion date. This rule applies to deposits made in the IAG SRP, Ecoflex and Ecoflextra Classic Series products.

Inter-series transfer to the FORLIFE Series Income Stage

When an inter-series transfer is made to the FORLIFE Series Income Stage less than 24 months after the deposit of the transferred amount, the difference between the sales commission that was paid and the sales commission that would have been paid in the FORLIFE Series Income Stage is fully charged back.

Inter-series transfer to the FORLIFE Series Income Stage for non-registered contracts and TFSA

When an inter-series transfer for non-registered contracts and TFSA is made 24 months or more after the deposit of the transferred amount, a one-time commission of 1% is paid on the market value of the transferred segregated funds. The transfer to the FORLIFE Series Income Stage of sums for which the commission has already been paid does not generate the payment of another 1% commission.

A commission chargeback (100%) applies to lump-sum withdrawals made within 24 months following the transfer date, excluding periodic withdrawals and FORLIFE Income settlements.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

Rollover to spouse at death

When there is a rollover to the spouse following a death, a 3% commission is paid on the market value of the segregated funds only. These funds must have been held in the contract for at least 24 months.

A commission chargeback (100%) applies to lump-sum withdrawals made within 24 months following the transaction date, excluding periodic withdrawals. This rule applies to deposits made in the IAG SRP, Ecoflex and Ecoflextra Classic Series products.

Deposits made by annuitant aged 80 or older

Commission chargeback

For deposits made in segregated funds as of the age of 80, in the Deferred Sales Charge mode (DSC) or the Chargeback mode (CB 3 or 5 years), the first-year commission paid to the agent will be fully recovered if the death of the annuitant occurs within the 24 months following the date of deposit.

There is no commission chargeback for deposits made in the funds in the Front-End Load mode (FEL) or in the case of a spousal rollover. (In spousal rollover cases, a commission could be triggered according to *Rollover to Spouse at Death* section above)

For a Registered Education Savings Plan (RESP), the chargeback applies only if the death benefit is paid.

Restrictions

Deposits of more than one million are not accepted in the DSC or CB modes if the annuitant is aged 80 and over (at the moment of the deposit). Only the Front-End Load mode (FEL) is accepted for these clients.

These rules apply for all segregated fund products offered by the Company.

Transfer fee reimbursement program

When an agent requests a transfer fee reimbursement on behalf of a client and the amount of this reimbursement is invested in the funds with chargeback to the agent, a commission could be charged back if there was a withdrawal within 36 months or 60 months, depending on the method of compensation chosen, following the deposit of the fee amount reimbursed. This rule applies to deposits made in the IAG SRP, Ecoflex and Ecoflextra Classic Series products.

HIGH INTEREST TAX-FREE SAVINGS ACCOUNT

High Interest Tax-Free Savings Account (IA Trust)

- Service (only) 0.20%

The service commission on the High Interest Tax-Free Savings Account is payable immediately on a monthly basis,

The monthly service commission is calculated as follows:

$$\frac{\text{Fund value at the end of the previous month*} + \text{Fund value at the end of the current month}}{2} \times \text{Service commission rate} \div 12$$

* When calculating the opening month service commissions, the fund value at the end of the previous month will always be considered as zero (0).

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

DIPLOMA RESP

a) Sales commission

The first-year commission paid to the agent varies in accordance with the beneficiary's age at issue. It corresponds to the percentage of the total annual PAC premium payments. The applicable first-year commission for PAC increases correspond to the same percentages below, but paid on the increase amount only, and based on the beneficiary's age at the time of the increase.

Beneficiary's Age at Issue	% of Annual PAC Premium	Beneficiary's Age at Issue	% of Annual PAC Premium
0	70%	8	17%
1	61%	9	14%
2	52%	10	12%
3	44%	11	10%
4	36%	12	8%
5	28%	13	6%
6	24%	14	4%
7	20%		

**The Company will charge the Agent in the case of surrender or a PAC payment that is stopped or late before the PAC commitment ends according to the table "Charges when a policy is surrendered" (see [note 1](#) at the end of the Commission and Bonus Schedule).*

b) Additional deposits and subsidy

The Company will pay 3% of the amounts received. The Agent will be charged if amounts are surrendered within 36 months of the deposit according to the table "Charges when a policy is surrendered" (see [note 1](#) at the end of the Commission and Bonus Schedule).

c) Service commission

A service commission is paid to the Agent starting on the 13th month. It corresponds to 0.10% of the accumulated funds and is payable monthly at the ratio of one twelfth (1/12) of the rate each time.

APPLICATION SUBMITTED ELECTRONICALLY (FUNDSERV)

No compensation is paid directly to the Agent when the application is submitted electronically (FundServ). Otherwise, all other provisions of this Commission Schedule apply.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

SINGLE PREMIUM ANNUITY (SPA)

SALES COMMISSION	% on the first 100 000\$ (0 to \$100,000)	% on the second 100 000\$ (100,001 to \$200,000)	% on amount in excess of \$200,000
SPA and SPA Enhanced (with smoking status)	3.00%	2.00%	1.50%
SPA Enhanced (with medical condition)	4.00%	3.00%	2.50%
COMMISSION FOR THE CONVERSION OF AN ECOFLEX CONTRACT 5, 10 OR 80 OR ECOFLEX 2000 ISSUED BEFORE MAY 1991 IN:			
SPA and SPA Enhanced (with smoking status)	0.75%	0%	0%
SPA Enhanced (with medical condition)	1.75%	0.75%	0%

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

The following tables apply to premiums paid as of December 4th, 2017

The availability of the funds below depends on the product and on the series in which the sums are invested

FUNDS LINE-UP								
IAG SAVINGS AND RETIREMENT PLAN: CLASSIC SERIES 75/75, 75/100, ECOFLEX 100/100, FOR LIFE AND PRESTIGE								
MY EDUCATION+ (INCLUDING MY EDUCATION+ PREFERENTIAL PRICING)								
FUNDS LINE-UP	SALES COMMISSION				SERVICE COMMISSION ⁽⁴⁾			
	Deferred Sales Charge	Chargeback (CB-Agent's Charge)		Front-End-Load ⁽³⁾	Deferred Sales Charge ⁽⁵⁾	Chargeback (CB-Agent's Charge)		Front-End-Load
		(DSC-Client's Sales Charge)	CB 3 years ⁽¹⁾			CB 5 years ⁽²⁾	(FEL-No Sales Charge)	
FOCUS FUNDS								
Focus Prudent	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Focus Moderate	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Focus Balanced	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Focus Growth	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Focus Aggressive	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
SELECTION FUNDS								
Selection Prudent	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0,350 %	0.800%
Selection Moderate	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0,350 %	0.800%
Selection Balanced	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0,350 %	0.800%
Selection Growth	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0,350 %	0.800%
Selection Aggressive	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0,350 %	0.800%
INCOME FUNDS								
Money Market (DCA) ⁽⁸⁾	4%	2.5%	4%	Up to 5%	n/a	n/a	n/a	0.800%
Money Market	0%	0.0%	0%	0%	0.250%	0.250%	0.250%	0.250%
Short Term Bonds	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Bonds	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Canadian Corporate Bond	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Strategic Corporate Bond	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Tactical Bonds (Aston Hill)	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Real Return Bond	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
Global Fixed Income (PIMCO)	4%	2.5%	4%	Up to 5%	0.175%	0.175%	0.175%	0.400%
DIVERSIFIED FUNDS								
Diversified Security	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Diversified	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Diversified Opportunity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Balanced (QV)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
SRI Balanced (Inhance)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Diversified Income	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Strategic Income	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Diversified (Aston Hill)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Tactical Income (Aston Hill)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Diversified Fixed Income (Forstrong)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Diversified (Forstrong)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Diversified Equity (Forstrong)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity Global Monthly Income	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
CANADIAN HYBRID FUNDS								
Strategic Equity Income Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Dividend Growth Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity (Leon Frazer) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Index Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Select Canadian Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Value Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity (Taylor AM) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity True North [®] Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Growth Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity Canadian Opportunities Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Small Cap (QV) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES

AGENT – MANAGING GENERAL AGENTS SECTION

FUNDS LINE-UP								
IAG SAVINGS AND RETIREMENT PLAN: CLASSIC SERIES 75/75, 75/100, ECOFLEX 100/100, FOR LIFE AND PRESTIGE								
MY EDUCATION+ AND MY EDUCATION+ PREFERENTIAL PRICING								
FUNDS LINE-UP	SALES COMMISSION				SERVICE COMMISSION ⁽⁴⁾			
	Deferred Sales Charge (DSC-Client's Sales Charge)	Chargeback (CB-Agent's Charge)		Front-End-Load ⁽³⁾ (FEL-No Sales Charge)	Deferred Sales Charge ⁽⁵⁾ (DSC-Client's Sales Charge) Year 2 to 7	Chargeback (CB-Agent's Charge)		Front-End-Load (FEL-No Sales Charge)
		CB 3 years ⁽¹⁾	CB 5 years ⁽²⁾			CB 3 years Year 2 to 4 ⁽⁶⁾	CB 5 years Year 2 to 7 ⁽⁷⁾	
GLOBAL HYBRID FUNDS								
Global Dividend (Dynamique) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Equity Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Equity (Templeton) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Opportunities (Radin) Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global True Conviction Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity NorthStar® Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Equity (Sarbit) – Currency Neutral Hybrid 75/25	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
CANADIAN EQUITY FUNDS								
Strategic Equity Income	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Dividend Growth	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity (Leon Frazer)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Index	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Select Canadian	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Value	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity (Taylor AM)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity True North®	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Growth	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity Canadian Opportunities	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Canadian Equity Small Cap (QV)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. AND INTERNATIONAL EQUITY FUNDS								
Global Dividend (Dynamic)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Equity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Equity (Templeton)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Opportunities (Radin)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global True Conviction	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity Global Concentrated Equity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity NorthStar®	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
International Equity Index (BlackRock)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
International Equity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
International Equity (Templeton)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Fidelity European Equity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Equity Index (BlackRock)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Equity	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Equity – Currency Neutral	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Dividend Growth	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. Equity (Sarbit) – Currency Neutral	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%

**COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION**

FUNDS LINE-UP								
IAG SAVINGS AND RETIREMENT PLAN: CLASSIC SERIES 75/75, 75/100, ECOFLEX 100/100, FOR LIFE AND PRESTIGE MY EDUCATION+ AND MY EDUCATION+ PREFERENTIAL PRICING								
FUNDS LINE-UP	SALES COMMISSION				SERVICE COMMISSION ⁽⁴⁾			
	Deferred Sales Charge (DSC-Client's Sales Charge)	Chargeback (CB-Agent's Charge)		Front-End-Load ⁽³⁾ (FEL-No Sales Charge)	Deferred Sales Charge ⁽⁵⁾ (DSC-Client's Sales Charge) Year 2 to 7	Chargeback (CB-Agent's Charge)		Front-End-Load (FEL-No Sales Charge)
		CB 3 years ⁽¹⁾	CB 5 years ⁽²⁾			CB 3 years Year 2 to 4 ⁽⁶⁾	CB 5 years Year 2 to 7 ⁽⁷⁾	
SPECIALITY FUNDS								
Asian Pacific (Dynamic)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Emerging Markets (Mackenzie Cundill)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Global Health Care (Renaissance)	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
Real Estate Income	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
U.S. DAQ Index	4%	2.5%	4%	Up to 5%	0.350%	0.350%	0.350%	0.800%
INDEX FUNDS								
Indexia Prudent	4%	2.5%	4%	Up to 5%	0.2625%	0.2625%	0.2625%	0.600%
Indexia Moderate	4%	2.5%	4%	Up to 5%	0.2625%	0.2625%	0.2625%	0.600%
Indexia Balanced	4%	2.5%	4%	Up to 5%	0.2625%	0.2625%	0.2625%	0.600%
Indexia Growth	4%	2.5%	4%	Up to 5%	0.2625%	0.2625%	0.2625%	0.600%
Indexi Agressive	4%	2.5%	4%	Up to 5%	0.2625%	0.2625%	0.2625%	0.600%
FORLIFE SERIES – INCOME STAGE								
Maximum guaranteed income FORLIFE	3%	2.0%	3%	Up to 5%	0.200%	0.200%	0.200%	0.400%
Growth and guaranteed income FORLIFE	3%	2.0%	3%	Up to 5%	0.200%	0.200%	0.200%	0.400%

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

FUNDS LINE-UP (MY EDUCATION)						
FUNDS LINE-UP	SALES COMMISSION			SERVICE COMMISSION ⁽⁴⁾		
	Deferred Sales Charge (DSC-Client's Sales Charge)	Chargeback ⁽¹⁾ (CB 3 years-Agent's Charge)	No-Load (NL-No Sales Charge)	Deferred Sales Charge ⁽²⁾ (DSC-Client's Sales Charge)	Chargeback ⁽³⁾ (CB 3 years-Agent's Charge)	No-Load (NL-No Sales Charge)
FOCUS FUNDS						
Focus Prudent	4%	3%	--	0.350%	0.350%	0.650%
Focus Moderate	4%	3%	--	0.350%	0.350%	0.650%
Focus Balanced	4%	3%	--	0.350%	0.350%	0.650%
Focus Growth	4%	3%	--	0.350%	0.350%	0.650%
Focus Aggressive	4%	3%	--	0.350%	0.350%	0.650%
SELECTION FUNDS						
Selection Prudent	4%	3%	--	0.350%	0.350%	0.650%
Selection Moderate	4%	3%	--	0.350%	0.350%	0.650%
Selection Balanced	4%	3%	--	0.350%	0.350%	0.650%
Selection Growth	4%	3%	--	0.350%	0.350%	0.650%
Selection Aggressive	4%	3%	--	0.350%	0.350%	0.650%
INCOME FUNDS						
Money Market (DCA) ⁽⁸⁾	4%	3%	--	0.250%	0.250%	0.650%
Money Market	--	--	--	0.250%	0.250%	0.250%
Short Term Bonds	4%	3%	--	0.175%	0.175%	0.500%
Bonds	4%	3%	--	0.175%	0.175%	0.500%
Strategic Corporate Bond	4%	3%	--	0.175%	0.175%	0.500%
Tactical Bonds (Aston Hill)	4%	3%	--	0.175%	0.175%	0.500%
Real Return Bond	4%	3%	--	0.175%	0.175%	0.500%
DIVERSIFIED FUNDS						
Diversified Security	4%	3%	--	0.350%	0.350%	0.650%
Diversified	4%	3%	--	0.350%	0.350%	0.650%
Diversified Opportunities	4%	3%	--	0.350%	0.350%	0.650%
Canadian Balanced (QV)	4%	3%	--	0.350%	0.350%	0.650%
SRI Balanced (Inhance)	4%	3%	--	0.350%	0.350%	0.650%
Diversified Income	4%	3%	--	0.350%	0.350%	0.650%
Strategic Income	4%	3%	--	0.350%	0.350%	0.650%
Global Diversified (Aston Hill)	4%	3%	--	0.350%	0.350%	0.650%
Tactical Income (Aston Hill)	4%	3%	--	0.350%	0.350%	0.650%
CANADIAN EQUITY FUNDS						
Strategic Equity Income	4%	3%	--	0.175%	0.175%	0.500%
Dividend Growth	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity (Leon Frazer)	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity Index	4%	3%	--	0.350%	0.350%	0.650%
Select Canadian	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity Value	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity (Taylor AM)	4%	3%	--	0.350%	0.350%	0.650%
Fidelity True North [®]	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity Growth	4%	3%	--	0.350%	0.350%	0.650%
Fidelity Canadian Opportunities	4%	3%	--	0.350%	0.350%	0.650%
Canadian Equity Small Cap (QV)	4%	3%	--	0.350%	0.350%	0.650%

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

FUNDS LINE-UP (MY EDUCATION)						
FUNDS LINE-UP	SALES COMMISSION			SERVICE COMMISSION ⁽⁴⁾		
	Deferred Sales Charge (DSC-Client's Sales Charge)	Chargeback ⁽¹⁾ (CB 3 years-Agent's Charge)	No-Load (NL-No Sales Charge)	Deferred Sales Charge ⁽²⁾ (DSC-Client's Sales Charge)	Chargeback ⁽³⁾ (CB 3 years-Agent's Charge)	No-Load (NL-No Sales Charge)
U.S. AND INTERNATIONAL EQUITY FUNDS						
Global Dividend (Dynamic)	4%	3%	--	0.350%	0.350%	0.650%
Global Equity	4%	3%	--	0.350%	0.350%	0.650%
Global Equity (Templeton)	4%	3%	--	0.350%	0.350%	0.650%
Global Opportunities (Radin)	4%	3%	--	0.350%	0.350%	0.650%
Fidelity NorthStar ^{MD}	4%	3%	--	0.350%	0.350%	0.650%
International Equity Index (BlackRock)	4%	3%	--	0.350%	0.350%	0.650%
International Equity	4%	3%	--	0.350%	0.350%	0.650%
International Equity (Templeton)	4%	3%	--	0.350%	0.350%	0.650%
Fidelity European Equity	4%	3%	--	0.350%	0.350%	0.650%
U.S. Equity Index (BlackRock)	4%	3%	--	0.350%	0.350%	0.650%
U.S. Equity	4%	3%	--	0.350%	0.350%	0.650%
U.S. Dividend Growth	4%	3%	--	0.350%	0.350%	0.650%
U.S. Equity (Sarbit)	4%	3%	--	0.350%	0.350%	0.650%
SPECIALITY FUNDS						
Asian Pacific (Dynamic)	4%	3%	--	0.350%	0.350%	0.650%
Emerging Markets (Mackenzie Cundill)	4%	3%	--	0.350%	0.350%	0.650%
Global Health Care (Renaissance)	4%	3%	--	0.350%	0.350%	0.650%
Real Estate Income	4%	3%	--	0.350%	0.350%	0.650%
U.S. DAQ Index	4%	3%	--	0.350%	0.350%	0.650%

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

NOTES – INDIVIDUAL ANNUITIES

¹ Charges when a policy is surrendered (agent’s charge) – CB 3 years

The commission charge is equal to the sales commission multiplied by applicable percentage according to the following table:

Months deposits were in force	Sales commission percentage	Months deposits were in force	Sales commission percentage
1 to 12	100	25	48
13	96	26	44
14	92	27	40
15	88	28	36
16	84	29	32
17	80	30	28
18	76	31	24
19	72	32	20
20	68	33	16
21	64	34	12
22	60	35	8
23	56	36	4
24	52	37 and more	None

² Charges when a policy is surrendered (agent’s charge) – CB 5 years

The commission charge is equal to the sales commission multiplied by applicable percentage according to the following table:

Months deposits were in force	Sales commission percentage	Months deposits were in force	Sales commission percentage
1 to 12	100	37	50
13	98	38	48
14	96	39	46
15	94	40	44
16	92	41	42
17	90	42	40
18	88	43	38
19	86	44	36
20	84	45	34
21	82	46	32
22	80	47	30
23	78	48	28
24	76	49	26
25	74	50	24
26	72	51	22
27	70	52	20
28	68	53	18
29	66	54	16
30	64	55	14
31	62	56	12
32	60	57	10
33	58	58	8
34	56	59	6
35	54	60	4
36	52	61 and more	None

No chargeback is made when a client withdraws an amount not exceeding:

- 10% of market value on funds with chargeback as at December 31 of the year preceding the withdrawal, plus
- 10% of deposits made in chargeback funds during the year the withdrawal was made.

³ The client can pay up to 5% but the Agent receives 80% of the total compensation.

COMMISSION AND BONUS SCHEDULE AND REMUNERATION RULES
AGENT – MANAGING GENERAL AGENTS SECTION

4 The service commission on investment funds is payable monthly on deposits in force for more than 12 months for DSC and CB modes (more than one (1) month for FEL mode), except for the service commission on Money Market Fund deposits, which is payable immediately.

The monthly service commission will be calculated as follows:

$$\frac{\text{Fund value at the beginning of the month} + \text{Fund value at the end of the month}}{2} \times \text{Service commission rate} \times \frac{\text{Number of days in the month}^*}{365}$$

The value of the deposit will equal zero (0) if the deposit had not been in force for more than 12 months for DSC and CB modes (more than one (1) month for FEL mode).

*The service commissions are calculated on the last business day of the month. If some days are not included at calculation date, they will be added to the next month.

- 5 For deposits made before November 24, 2014 the service commission rate is set as long as units are invested in the funds.
 For deposits made on or after November 24, 2014 the service commission rate after year 7 is the FEL commission rate applicable according to the fund.
- 6 For the service commission after year 4, the commission rate is the FEL commission rate applicable according to the fund.
- 7 For the service commission after year 7, the commission rate is the FEL commission rate applicable according to the fund.
- 8 A chargeback will be made to the representative if the client withdraws the funds invested in the Money Market (DCA) fund before the funds are transferred into a DSC or Chargeback fund.
- 9 The service commission rate is set as long as units are invested in the fund.