



The following is not complete without an attached commission schedule.

COMMISSION SCHEDULE ADDENDUM – North American Company for Life and Health®
IMPORTANT INFORMATION REGARDING COMMISSION PAYMENT. PLEASE READ CAREFULLY.

PRIOR COMMISSION SCHEDULES

This Commission Schedule replaces all other commission schedules between you and the Company, except that all commissions on business written under any prior commission schedule will be paid in accordance with the provisions of that schedule. All prior commission schedules are otherwise terminated.

COMMISSION SCHEDULE PART OF THE BASIC CONTRACT

This commission schedule shall be deemed to be a part of any existing contract with North American Company for Life and Health to which it is applicable and all of the provisions of this Commission Schedule shall be subject to all of the terms and conditions of such contract.

ASSET TRAIL

For products with an Asset Trail, the Asset Trail is paid on life policy cash values (Account Value less any loaned amounts) as of the policy anniversary. The Company will calculate such compensation as soon as possible after the policy anniversary.

EXTRA PREMIUMS

Substandard table ratings – Full Commissions
Permanent Flat Extras – Full Commissions
Temporary Flat Extras – No Commissions

WAIVED PREMIUMS

Commissions will not be paid on premium waived under the disability provisions of any policy.

POLICY CHANGE RATES

Commission rate modifications for all Policy Change activity (e.g. exchanges, conversions, etc.) are located in the Life Policy Change Guidelines document and are updated periodically.

AGENT VESTING

Renewal Commissions will be vested for 10 years from the date of termination only so long as total earnings being credited to your account equals or exceeds \$600 during the preceding twelve month period and provided that you have not been terminated for a reason that will forfeit your rights to payment as defined in your contract with the company.

Upon termination of your contract with North American Company for any reason, rights to applicable Service Fees, Incentive Payments, or Asset Trails will be forfeited.

COMMISSION CHARGEBACKS

Standard Company charge back provisions apply as outlined in your contract.

- A chargeback will occur when an outstanding balance of unearned advanced commissions is not recovered by first year commissions of the policy.
Smart Builder 2 IUL WSC-option C, 100% chargeback will occur when a policy is lapsed surrendered, or partial withdrawal which exceeds 10% of cumulative premiums paid in Policy Year 1.

AGENT DEBIT BALANCES

North American Company may charge a 1.5% interest rate compounded monthly on any outstanding negative balances.

TERM PRODUCTS

- Term products have a non-commissionable policy fee. This fee is based on the mode of the policy.
Current Policy Fees:

Table with 4 columns: Monthly, Quarterly, Semi Annual, Annual. Values: \$5.72, \$17.81, \$33.93, \$65.00

UNIVERSAL LIFE PRODUCTS

- First year commissions are paid up to the policy's commissionable target. Any premium received in excess of the commissionable target will be paid at the policy's excess rate.
Products with Two-Year Rolling Target modification applies first year commission rate on premium received in year 2, up to the initial Commissionable Target Premium.
Custom Guarantee does not have a minimum premium requirement in year one to qualify for the Two-Year Rolling Target.
Current IUL products have an 80% target premium requirement. If 80% of the target premium is not met in year one, all second year premium received will be commissioned at the renewal rate.

Sammons FinancialSM is the marketing name for Sammons® Financial Group, Inc.'s member companies, including North American Company for Life and Health®. Annuities and life insurance are issued by, and product guarantees are solely the responsibility of, North American Company for Life and Health®.

WA 90 Commission Schedule

Effective January 1, 2022



Universal Life Products

Option A						
Product Name	First Year (Target Premium)	First Year (Target Excess)	Rolling Target of Initial Target Premium	Renewals Years 2-10	Asset Trail Years 1-15	Asset Trail Years 16 +
Custom Guarantee UL	90.00%	2.00%	90.00%	1.00%	0.00%	0.00%
Builder Plus 3 IUL	95.00%	3.50%	95.00%	2.50%	0.00%	0.00%
Protection Builder IUL	90.00%	2.50%	90.00%	1.50%	0.00%	0.00%
Smart Builder 2 IUL	90.00%	2.50%	90.00%	1.50%	0.00%	0.00%
Option B						
Product Name	First Year (Target Premium)	First Year (Target Excess)	Rolling Target of Initial Target Premium	Renewals Years 2-10	Asset Trail Years 1-15	Asset Trail Years 16 +
Builder Plus 3 IUL	85.00%	4.00%	85.00%	3.00%	0.15%	0.15%
Protection Builder IUL	80.00%	3.00%	80.00%	2.00%	0.15%	0.15%
Smart Builder 2 IUL	80.00%	3.00%	80.00%	2.00%	0.15%	0.15%
Option C						
Product Name	First Year (Target Premium)	First Year (Target Excess)	Rolling Target of Initial Target Premium	Renewals Years 2-10	Asset Trail Years 1-15	Asset Trail Years 16 +
Smart Builder 2 IUL	2.50%	2.50%	2.50%	0.50%	0.80%	0.30%
Smart Builder 2 IUL-WSC	2.50%	2.50%	2.50%	0.50%	0.80%	0.30%

Term Products

Product Name	First Year (Target Premium)	First Year (Target Excess)	Rolling Target of Initial Target Premium	Renewals Years 2-10	Asset Trail Years 1-15	Asset Trail Years 16 +
ADDvantage® 10 Year Term	70.00%					
ADDvantage® 15 Year Term	75.00%					
ADDvantage® 20 Year Term	95.00%					
ADDvantage® 30 Year Term	95.00%					

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