

**ANNUALIZED BASE PAY**

**\$25,000**

DIGITAL MARKETING ASSOCIATE

**\$30,000**

SENIOR DIGITAL SALES REPRESENTATIVE

- Paid Bi-Weekly
- Promotion to Senior Sales Representative typical within 4-5 months, based on performance.

**PERFORMANCE BONUSES**

**\$3,500** → One-Time Zero Commission Career Sales Threshold

**\$245** → One-Time Bonus at 10th GSV Sale

**DIGITAL NEW ACCOUNT BONUSES (DNA)**

- \$250** → One-Time Bonus for 25th unique new digital account
- \$500** → One-Time Bonus for 50th unique new digital account
- \$750** → One-Time Bonus for 75th unique new digital account
- \$1,000** → One-Time Bonus for 100th unique new digital account
- \$1,500** → One-Time Bonus for 150th unique new digital account
- \$4,000** → **TOTAL DNA BONUSES**

**MONTHLY BONUSES**

**Monthly Bonuses for Strong Sales Revenue:**

- \$500** → **\$15,000\*** or **6 Unique OPTIMA™/Text Sales**
- \$500** → **\$20,000**
- \$500** → **\$30,000**

\*Minimum 45% Direct Collection of Payment Required

**Monthly Bonuses for Strong Account Acquisition:**

- \$100** → **10 Unique GSV Accounts in a Month**
- \$500** → **20 Unique Accounts in a Month**

**BI-WEEKLY COMMISSIONS**

**ALL DIGITAL SALES REPRESENTATIVES**

COMMISSION RATE	PRODUCT
7%	Get Seen Virtually™
15%	OPTIMA™
15%	CloseBy® Text Marketing
10%	AMP Video

**SENIOR DIGITAL REP**

**10% Residual Commissions in First Year**  
**2.5% Thereafter**

→ Residual Commissions Eligibility for Qualified OPTIMA™ and Text Renewals → Minimum Sales Requirements Must be Met

SALES PER WEEK	MONTHLY REVENUE	50 WEEK REVENUE	BASE SALARY*	COMMISSIONS	MONTHLY SALES REVENUE BONUSES	GSV ACCOUNT BONUS	20 ACCOUNTS BONUS	DNA BONUS	ANNUAL EARNINGS
2 GSV Sales, ½ OPTIMA™	\$10,729	\$128,750	\$27,500	\$13,313	\$0	\$645	\$0	\$4,000	\$45,458
3 GSV Sales, 1 OPTIMA™	\$18,333	\$220,000	\$27,917	\$24,000	\$6,000	\$1,445	\$2,000	\$4,000	\$65,362
3 GSV Sales, 2 OPTIMA™	\$27,292	\$327,500	\$28,333	\$40,125	\$12,000	\$1,445	\$6,000	\$4,000	\$91,903

\*Dependent upon timing of promotion to Senior Sales Rep

**IN ADDITION:**

**Insurance**

- Health, dental, vision, prescription drug, and employer paid group term life insurance
- Blue Cross/Blue Shield Medical Insurance
- Short and long-term disability plans
- Medical and Dependent Care Flexible Spending Account
- Voluntary Life Insurance

**401(k) Plan**

- Multiple investment options
- 24-hour access to account information

**Career Development**

- Promote From Within Culture
- Morning Success Calls
- Paid Initial Training
- Professional Development Programs

**Paid Time Off**

- 15 Paid Time Off days per year
- Plus 9 Paid Holidays annually

**Sales Incentives**

- Department Sales contests
- Top performers attend Company Leadership Summit with a guest
- Significant recognition for high achievers

**Company Support**

- \$143.00 per pay period auto expense reimbursement



BlueCross BlueShield





## BENEFIT OVERVIEW

### ELIGIBILITY: 1st of the Month Following 60 Days of Employment



#### MEDICAL INSURANCE

We offer 3 different coverage options all through BlueCross/BlueShield of Illinois, the largest and most experienced health care company in the state.

- PPO • HCA • HSA

Each plan includes a vision and telemedicine plan.



#### DENTAL INSURANCE

Dental, through Delta Dental, covers your preventive care visits every 6 months at 100%.

- Basic services like fillings are covered at 80%
- Major dental intervention (ex: bridge) are covered at 50%

The maximum covered expense is \$1,000 a year.



#### VISION INSURANCE

Vision insurance is included on ALL medical insurance plans. We also have a stand-alone option for those who opt out of the medical plans.



#### COMPANY PAID LIFE & VOLUNTARY LIFE INSURANCE

AMP provides each employee a \$20k life insurance policy through BlueCross/BlueShield. You may also purchase additional life insurance at a minimal cost.



#### FLEXIBLE SPENDING ACCOUNT

A FSA allows you to set aside pre-tax dollars for both qualified medical and dependent care expenses. Deductions are made from your paycheck on a pre-tax basis and as expenses arise, you can use your preloaded debit card to reimburse yourself.

\*Medical - \$1,000/year • \*Dependent Care - \$5,000/year

#### SMART HOURS

Program which permits employees, with 60 days of tenure, who are currently performing well in their role to establish full-time working hours on a schedule that enables them to meet unique personal circumstances and obligations away from work.

### ELIGIBILITY: 90 Days of Employment



#### 401(k)

We are proud to offer a 401(k) retirement savings program through Fidelity.

The company plans a year end match based on overall performance.

#### PAID TIME OFF (PTO)

Full-time employees begin accruing PTO on their date of hire at a rate of 4.62 hours per pay period.

- 1-5 years of service — 15 days/year
- 5-10 years of service — 20 days/year
- 10+ years of service — 25 days/year

Part-time employees begin accruing PTO on their date of hire at a rate of 0.77 hours per 40 hours worked, up to a total of 40 hours per year

*PTO for all employees may not be used within the first 90 days of an employee's date of hire*

### ELIGIBILITY: 120 Days of Employment

#### HOLIDAY PAY

The company has 9 paid holidays:

- New Year's Day • Memorial Day • 4th of July
- Labor Day • Thanksgiving Day and the Day after Thanksgiving
- Christmas Eve • Christmas Day • 1 Floating Holiday

#### VOLUNTEER TIME OFF PROGRAM (VTO)

The purpose of the AMP Volunteer Time Off Program (VTO) is to permit individuals to dedicate up to 8 hours of AMP paid time annually during standard business hours to a charitable or non-profit organization.

### ELIGIBILITY: 1st of the Month Following 1 Year of Employment



#### SHORT TERM AND LONG TERM DISABILITY

You will be covered by short-term and long-term disability through Guardian.

- Short Term** • Benefit: 60% of earnings up to \$1,500/week
- Employees are automatically enrolled at \$250/week
- Eligible for up to 13 weeks of benefits
- Long Term** • Benefits begin after you have been disabled for 90 days
- Benefit: 60% of earnings not to exceed \$5,000/month