

## Standard Life Synergy product range

### New policies and top-ups from 3 April 2019

**Financial adviser name:**

Standard Life has a range of commission options for customers and advisers to choose from.

**'Max'** means the maximum commission Standard Life makes available under each product.

**'% taken'** means the percentage of commission your financial adviser, named above, generally takes for these products.

**'Clawback period'** is a timeframe where Standard Life can take a proportion of the commission paid back from an adviser if the premium / contributions ceases, reduces, or the product is closed.

### Single contribution products

	Up front commission	Clawback Period	Trail commission
Single Contribution Pension Max	5%	n/a	1%
Percentage taken			
Single Contribution PRSA Max	5%	n/a	0.5%
Percentage taken			
Approved (Minimum) Retirement Funds Max	4%	n/a	1%
Percentage taken			
Annuities Max	2%	n/a	n/a
Percentage taken			
Investment Bonds Max	4%	n/a	1%
Percentage taken			

## Regular contribution products

### REGULAR CONTRIBUTION PENSION

#### Regular Contribution Pension

	Initial commission	Clawback Period	Renewal commission	Trail commission
<b>Max (front loaded)</b>	1.25% x term (max 25%)	5 years*	2%	1%
<b>Percentage taken</b>				

<b>Max (level)</b>	5%	n/a	5%	1%
<b>Percentage taken</b>				

#### Regular Contribution PRSA

<b>Max</b>	5%	n/a	5%	0.5%
<b>Percentage taken</b>				

#### Savings Plan

##### Funded Initial Commission\*

<b>Max</b>	0% - 15%, payable as a lump sum after the first premium is paid	5 years*	n/a	1%
<b>Percentage taken</b>				

##### Premium Based\*\*

<b>Percentage taken</b>	0% - 15%	n/a	n/a	1%
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\* If the initial contributions are not maintained for 5 years, a proportion of the initial commission paid will be claimed back from your intermediary account.

\*\*For every 1% taken there is a corresponding plan charge of 0.04% per annum. Commission is paid to you after the first premium is paid. FIC is subject to commission clawback



# Commission rates

## Schedule 2

For financial advisers only

From 1 September 2014, for commission rates on new Synergy policies and top ups to existing Synergy policies, see Products from Standard Life for financial advisers (SYAPS)

### Synergy products - new policies and top ups from 8 September 2008 to 31 August 2014

Plan	Premium type	Commission			
		Scale	Initial	Renewal	
Synergy Executive Pension† and Synergy Personal Pension† Launched 17 May 2006	Regular	Front loaded ( only available where under age 65 on due date of first contribution)	1.25% of contribution x term (max 25%) subject to 5 year <b>claw back</b>	2% of contribution AND 1% of fund value (deducted from your client's fund as a 'fund based charge')	
			Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first contribution date for contribution tranche		
		Level	5%		
	Single	5%		1% of fund value (deducted from your client's fund as a 'fund based charge')	
	Transfer				
Synergy Personal Retirement Savings Account (PRSA)	Premium type	Product structure	Initial/Level commission*	Bonus commission**	FBRC
	Regular Single Transfer***	A	0.00%	1.5%	0.00%
		B	0.00%	1.5%	0.25%
		C	0.00%	1.5%	0.50%
		D	2.50%	1.5%	0.00%
		E	2.50%	1.5%	0.25%
		F	2.50%	1.5%	0.50%
		G	5.00%	1.5%	0.00%
		H	5.00%	1.5%	0.25%
	I	5.00%	1.5%	0.50%	

† See page 10.

\* Also referred to as contribution charge

\*\* Bonus Commission is optional. Bonus Commission can not be given up to enhance your client's allocation rate. Bonus Commission is fixed at 1.5% of the single contribution or transfer payment. Bonus commission is not available on regular contributions.

\*\*\* Only structures A, B or C can be used for transfers as no initial commission is payable on transfer payments. No commission is payable for a term of less than one year to NRA. Once a product structure is chosen, this structure will remain fixed throughout the duration of the policy.

## Bonus commission claw back

If a policy is fully encashed as a result of early retirement or to transfer to another policy within five years, Bonus Commission claw back will apply.

Years from allocation date	Bonus Commission claw back
<1	100%
<2	60%
<3	40%
<4	25%
<5	15%
>=5	0%

Bonus Commission claw back does not apply if a claim is made on death, or on the NRA chosen at the outset of the Synergy PRSA.

## Synergy products - new policies and top ups from 8 September 2008 to 31 August 2014

Plan	Premium type	Commission		
		Scale	Initial	Renewal
<b>Synergy Buy Out Bond†</b> Launched 17 May 2006	Transfer	5%		1% of fund value (deducted from your client's fund as a 'fund based charge')
<b>Synergy Investment Bond</b> and <b>Synergy Approved Retirement Fund</b> and <b>Synergy Approved Minimum Retirement Fund</b> Launched 4 April 2005 Relaunched with new investment options 17 May 2006	Single	3%		For policy numbers AB1 and AR1 up to 1% of fund value (deducted from your client's fund as a 'fund based charge'). For all other policy numbers up to 0.5% of fund value (deducted from your client's fund as a 'renewal charge').
<b>Synergy Portfolio Bond</b> Launched 25 May 2005 Relaunched with new investment options 17 May 2006 Closed to new policies 1 September 2014	Single	3%		For policy numbers AC1 up to 1% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'fund based charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund). For all other policy numbers up to 0.75% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'renewal charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund).
<b>Synergy Portfolio Approved Retirement Fund</b> and <b>Synergy Portfolio Approved Minimum Retirement Fund</b> Launched 1 July 2005 Relaunched with new investment options 17 May 2006 Closed to new policies 1 September 2014	Single	3%		For policy numbers AS1 up to 1% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'fund based charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund). For all other policy numbers up to 0.75% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'renewal charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund).

Partial or full give up of commission is possible on Synergy products.

† See page 10.



## Synergy products - up to 7 September 2008

Plan	Premium type	Commission		
		Scale	Initial	Renewal
<b>Synergy Executive Pension†</b> and <b>Synergy Personal Pension†</b> Launched 17 May 2006	Regular	Front loaded ( only available where under age 65 on due date of first contribution)	1.25% of contribution x term (max 25%) subject to 5 year <b>claw back</b>	2% of contribution AND 0.5% of fund value (deducted from your client's fund as a 'fund based charge')
			Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first contribution date for contribution tranche	
		Level	If term greater than 10 years: 5% If term is 10 years or less: 3%  Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first allocation date for contribution tranche	
	Single	5%		0.5% of fund value (deducted from your client's fund as a 'fund based charge')
	Transfer			
	Partial or full give up of commission is possible			
<b>Synergy Buy Out Bond</b> Launched 17 May 2006	Transfer	5%		0.5% of fund value (deducted from your client's fund as a 'fund based charge')
	Partial or full give up of commission is possible			
<b>Synergy Investment Bond</b> and <b>Synergy Approved Retirement Fund</b> and <b>Synergy Approved Minimum Retirement Fund</b> Launched 4 April 2005 Relaunched with new investment options 17 May 2006	Single	3%		For policy numbers AB1 and AR1 up to 1% of fund value (deducted from your client's fund as a 'fund based charge'). For all other policy numbers up to 0.5% of fund value (deducted from your client's fund as a 'renewal charge').
	Partial or full give up of commission is possible			
<b>Synergy Portfolio Bond</b> Launched 25 May 2005 Relaunched with new investment options 17 May 2006 <b>Synergy Portfolio Approved Retirement Fund</b> and <b>Synergy Portfolio Approved Minimum Retirement Fund</b> Launched 1 July 2005 Relaunched with new investment options 17 May 2006 Closed to new policies 1 September 2014	Single	3%		For policy numbers AC1 and AS1 up to 1% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'fund based charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund).  For all other policy numbers up to 0.75% of fund value (if more than 0.25% chosen, the balance of the % fund value is deducted from your client's fund as a 'renewal charge'; if less than 0.25% of fund value chosen, the difference is credited to your client's fund).
	Partial or full give up of commission is possible			

† See page 10.

## Other post-retirement, savings and investment products

Plan	Premium type	Commission	
		Initial	Renewal
<b>Approved Retirement Fund</b> and <b>Approved Minimum Retirement Fund</b> Launched April 2000 Closed to new policies 29 July 2005 Closed to additional investments 15 March 2007 <b>With Profits Bonds</b> Launched May 2001 Closed 29 July 2005	Single	3.5%	0.5% of fund value (deducted from your client's fund as a 'renewal charge')
	Partial or full give up of commission is possible		
<b>With Profits Retirement Annuity</b> Launched December 1999 Closed 9 June 2006	Single	2%	None payable
	Partial or full give up of commission is possible		
<b>MoneyWorks Plan</b> Launched September 1999 From January 2001, new plans have gross funds and exit tax Closed to new policies 9 June 2006	Regular	2.5% x term (max 50%)	4%
	Single	3.5%	None payable
	Partial or full give up of commission is possible		
<b>Global Secure Bond</b> Launched 8 June 2004 Closed 23 July 2004	Single	3%	None payable
<b>MoneyWorks Bond</b> Launched September 1999 From January 2001, new plans have gross funds and exit tax Closed to new policies 29 July 2005	Single	3.5%	None payable
	Partial or full give up of commission is possible		
<b>Prosperity Bond</b> Launched September 1999 From January 2001 new plans have gross funds and exit tax Closed to new policies 29 July 2005 Net bonds closed to additional investments 15 March 2007	Single	3%	0.5% of fund value (incorporated in fund price)
		Partial or full give up of commission is possible	Partial or full give up of commission is not possible
<b>Traditional Retirement Annuity</b> ( previously called Compulsory Purchase Annuity) Launched December 1967	Single	2%	None payable
	Partial or full give up of commission is possible		



## Other savings and protection products

Plan	Premium type	Commission				
		Scale	Initial		Renewal	
<b>MoneyWorks SSIA</b> Launched June 2001 Closed to new policies April 2002 Only open to regular premium increases after SSIA 'maturity' in Year 5	Regular	A	10% subject to 3 year <b>claw back</b> For premium increases: 2.5%		Years 2-5	None payable
		B	2.5%		Years 6+	2.5%
	Partial or full give up of commission is possible					
<b>Capital Savings Plan (unitised)</b> and <b>Mortgage Plan</b> Launched March 1994 From August 1999, only open to regular premium increases	Regular	1997+ plans	2.5% x term (max 50%)		4%	
		Pre-1997 plans	3% x term (max 60%)		3%	
<b>Flexible Life Plan</b> Launched March 1994 From August 1999, only open to regular premium increases	Regular	Savings plans	1997+	2.5% x term (max 50%)	4%	
			Pre-1997	3% x term (max 60%)	3%	
		Protection plans	3% x term (max 90%)			
	Term = 85 less age next birthday at effective date For 'joint life, first death', use age next birthday of older life; 'joint life, last survivor', age next birthday of younger life					
<b>Universal Life Plan</b> Launched May 1990 From March 1994 only open to adding/increasing premiums From August 1999 only open to regular premium increases	Regular	Pre-1994 plans	(4% x 10) + 2.5% x (term – 10) (max 90%)		2.5%	
		1994 Savings plans	3% x term (max 60%)		4%	
		1994 Protection plans	3% x term (max 90%)		3%	
	Term = 85 less age next birthday at effective date For 'joint life, first death', use age next birthday of older life; 'joint life, last survivor', age next birthday of younger life					
<b>LifePlus Protection Series</b> • <b>Level Protection Plan</b> • <b>Mortgage Protection Plan</b> • <b>Family Income Protection Plan</b> Launched April 1999 From April 2003, Critical Illness Protection Plan no longer available From August 2003, Critical Illness and Permanent Total Disability benefit options no longer available Closed 29 September 2006 to new policies and increases or extensions to existing policies	Regular	10% x term (max 90%)			3%	
	Single	15%			None payable	
	Partial or full give up of commission is possible					

## Other company pension products

Plan	Premium type	Commission		Renewal	
		Scale	Initial		
<b>Executive Pension Plus</b> Launched July 2003 From 9 June 2006, only open to existing plans adding new members or adding/increasing contributions	<b>Regular</b>	<b>A (level)</b>	5%		
		<b>B (I and R)</b>	1.25% x term (max 25%) subject to 4 year <b>claw back</b>	3%	
		<b>C (level)</b>	8%		
		Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first contribution date for contribution tranche			
	<b>Single</b>	1% x term (max 5%) subject to 4 year <b>claw back</b>		None payable	
		Term = Normal Retirement Age less age attained at date of investment			
	<b>Transfer</b>	Before 2 December 2004: none payable From 2 December 2004: 1% x term (max 5%) subject to 4 year <b>claw back</b>			
Partial or full give up of commission is possible					
<b>Corporate Pension Series</b> • <b>Executive Pension Plan</b> • <b>Additional Voluntary Contribution Plan</b> • <b>Group Pension Plan</b> Launched November 1998 From August 2003, only open to existing plans adding new members or adding/increasing contributions	<b>Regular</b> Applications given <b>Best Value</b> terms are subject to initial commission <b>claw back</b> terms as agreed when submitted	<b>B</b>	2.5% x term (max 50%)		4%
		<b>C</b>	2% x term (max 40%)		5%
		<b>D</b>	1.5% x term (max 30%)		6%
		<b>E</b>	1% x term (max 20%)		7%
		<b>F</b>	8%		5% after age 65
		Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first contribution date for contribution tranche			
	<b>Single</b>	5%		None payable	
	<b>Transfer</b>	Before 2 December 2004: 0% From 2 December 2004: 5%			
	Partial or full give up of commission is possible				
	<b>Corporate Pensions Series Death in Service</b> (incorporated within Corporate Pension Series Executive and Group Pension Plans) Closed 27 January 2006	<b>Regular</b>	<b>Front loaded</b>	10% term (max 90%)	
<b>Level</b>			6%		



## Other company pension products (continued)

Plan	Premium type	Commission		
		Scale	Initial	Renewal
<b>Tower Pension Series</b> <ul style="list-style-type: none"><li>• <b>Executive Pension Plan</b></li><li>• <b>Group Pension Plan</b></li><li>• <b>Retirement Account Plan</b></li></ul> Launched March 1986 From November 1998, only open to existing plans adding new members or adding/increasing contributions	<b>Regular</b> Applications given <b>Best Value</b> or <b>Fair Deal</b> terms are subject to initial commission <b>claw back</b> terms as agreed when submitted	<b>Members joining on or after 1 September 2019 (regardless of plan start date)</b>	1.25% x term (max 25%)	2%
		<b>Members who joined before 1 September 2019 on 1997+ plans</b>	2.5% x term (max 50%)	4%
		<b>Members who joined before 1 September 2019 on 1994 - 1996 plans</b>	3% x term (max 60%)	3%
		<b>Members who joined before 1 September 2019 on Pre-1994 plans</b>	2.5% x term (max 60%)	2.5%
		Term = (Normal Retirement Age or age 65, whichever is earlier) less member's age attained on first contribution date for contribution tranche		
	<b>Single</b>	5%		None payable
	<b>Transfer</b>	Before 2 December 2004: 0% From 2 December 2004: 5%		
Partial or full give up of commission is possible				
<b>Group Disability Plan</b> Launched November 1974 Closed 27 January 2006 <b>Corporate Pensions Series Disability Plan</b> (in conjunction with Executive Pension Plus and Corporate Pension Series Executive and Group Pension Plans) Launched November 1998 Closed 27 January 2006	<b>Regular</b>	<b>Front loaded</b>	50% of the first €13,500 premium plus 30% of the balance  In any subsequent year, 25% of any 'net premium increase'  'Net premium increase' is the increase in premium paid in respect of the relevant year over the highest premium paid at any previous annual renewal date  In addition, where the premium is less than €13,500, there will be a further payment of 20% of the 'net premium increase' up to a ceiling of €13,500	5% of the total premium paid in respect of the relevant year; settled shortly after the receipt of the provisional premium
		<b>Level</b>	12.5%	
<b>Group Death in Service Plan</b> Launched November 1970 Closed 27 January 2006	<b>Regular</b>	6%		

## Other individual pension products

Plan	Premium type	Commission				
		Scale	Initial	Renewal		
<b>Single Contribution Personal Pension Plus</b> Launched September 2004 From 9 June 2006, closed to new policies	<b>Single</b>	5%		None payable		
	<b>Transfer</b>					
	Partial or full give up of commission is possible					
<b>Personal Retirement Savings Account (PRF)</b> Launched July 2003 From 9 June 2006, closed to new policies	<b>Regular</b>	<b>Front loaded</b>	1.25% x term (max 25%) subject to 4 year <b>claw back</b>		3%	
		<b>Level</b>	5%			
		Term = (Selected Pension Age or age 65, whichever is earlier) less age attained on first contribution date for contribution tranche				
	<b>Single</b>	1% x term (max 5%) subject to 4 year <b>claw back</b>			None payable	
		Term = Selected Pension Age less age attained at date of allocation				
	<b>Transfer</b>	None payable				
<b>Personal Retirement Savings Account (PRS)</b> Launched July 2003 From 9 June 2006, closed to new policies	<b>Regular</b>	<b>Front loaded</b>	0.63% x term (max 12.6%) subject to 4 year <b>claw back</b>		3%	
		<b>Level</b>	4%			
		Term = (Selected Pension Age or age 65, whichever is earlier) less age attained on first contribution date for contribution tranche				
	<b>Single</b>	1% x term (max 5%) subject to 4 year <b>claw back</b>			None payable	
		Term = Selected Pension Age less age attained at date of allocation				
	<b>Transfer</b>	None payable				
<b>Personal Retirement Savings Account (PRN)</b> Launched July 2003 From 9 June 2006, closed to new policies	<b>Regular</b>	None payable				
	<b>Single</b>					
	<b>Transfer</b>					
<b>Buy Out Bond</b> Launched November 1998 Closed 9 June 2006	<b>Transfer</b>	Before 2 December 2004: 2% From 2 December 2004: 5%			None payable	
		Partial or full give up of commission is possible				
<b>Personal Pension Plus</b> Launched October 1999 From August 2003, only open to adding/increasing contributions <b>Personal Pension Plan</b> Launched November 1996 From October 1999, only open to adding/increasing contributions	<b>Regular</b> Applications given <b>Best Value</b> or <b>Fair Deal</b> terms are subject to initial commission <b>claw back</b> terms as agreed when submitted	<b>A Pre-1997 PPPlans</b>	3% x term (max 60%)		3%	
		<b>B</b>	2.5% x term (max 50%)		4%	
		<b>C</b>	2% x term (max 40%)		5%	
		<b>D</b>	1.5% x term (max 30%)		6%	5% after age 65
		<b>E</b>	1% x term (max 20%)		7%	
		<b>F</b>	8%			
		Term = (Selected Pension Age or age 65, whichever is earlier) less age attained on 1st contribution date for contribution tranche				
	<b>Single</b>	5%			None payable	
	<b>Transfer</b>	Before 2 December 2004: 0% From 2 December 2004: 5%				
	Partial or full give up of commission is possible					



## Products available only to planowners exercising certain existing policy options

Plan	Premium type	Commission	
		Initial	Renewal
<b>LifePlus Convertible Protection Plan</b> Launched April 1999 From December 2000, only open to clients above age 55 exercising a Renewal Option under an existing Increaseable Term Assurance Plan	<b>Regular</b>	10% x term (max 90%)	3%
	<b>Single</b>	15%	None payable
	Partial or full give up of commission is possible		
<b>Increaseable Term Assurance Plan</b> Launched November 1981 From November 1988, only open to clients exercising a Renewal Option under an existing Increaseable Term Assurance Plan	<b>Regular</b>	10% x term (max 90%)	3%
	Partial or full give up of commission is possible		
<b>MoneyWorks CoverPlan</b> Launched June 1998. Only available for clients exercising a Conversion Option under certain existing policies	<b>Regular</b>	2.5% x term (max 50%)	4%
	<b>Single</b>	3.5%	None payable
	Partial or full give up of commission is possible		

## Notes relating to Schedule 2

### Online quotes

On [www.brokerzone.ie](http://www.brokerzone.ie), you have the facility to request online full disclosure personal illustrations. By logging in using your confidential personal user id and password, any Illustration you request will take account of the commission payable to the intermediary account that your user id relates.

### For terms of less than one year

† No initial, renewal, fund based renewal commission, override earnings applies on single contributions, yearly contributions and transfer payments if the term is less than one year.

### Commission claw back

- If the initial contributions/premiums are not maintained (invested without delay, reduction or interruption) for the required number of years, a proportion of the initial commission paid will be claimed back from your intermediary account
- The proportion will be based on the initial commission payment period (1 year) and the relevant initial commission earning period (5, 4, 3 or 2 years). The clawback will only apply to the reduction in premium.
- Initial commission will not be clawed back in the event of your client's death

Complete number of years from allocation date of investment to claw back event	% claw back of commission already paid as a result of claw back event (for example, transfer out, retiring early, reducing/stopping contributions)	
	Synergy Personal Pension and Synergy Executive Pension Regular contributions only	Executive Pension Plus and PRSA (PRF, PRS and PRN) Transfer payments, single and regular contributions
< 1 year	80%	80%
< 2 years	60%	60%
< 3 years	40%	40%
< 4 years	25%	20%
< 5 years	15%	0%
5 years +	0%	0%

These are our terms as at March 2020. They are subject to change at any time. If terms do change, any business received by Standard Life before you have been notified of the change will not be affected.

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Calls may be monitored and/or recorded to protect both you and us and help with our training. Call charges will vary.



Product			Initial Commission (year 1)	Trail Commission	Renewal Commission	Other Commission
Unit Linked Pension Products Pre-Retirement (PP, PRSA, CP & PRB)	Annual Premium	Max	17.5% (1 <sup>st</sup> Bullet)	0.5% trail	5% 17.5% (Bullets X 3)	N/A
	Single Premium	Max	5%	0.75%	N/A	N/A
Unit Linked Pension products Post Retirement (ARF / AMRF)	Single Premium	Max	5%	0.75%	N/A	N/A
Guaranteed Annuity	Single Premium	Max	3%			
Investment Bonds	Single Premium	Max	3%	0.5%	N/A	N/A
Investment Only	Single Premium	Max	5%	0.5%	N/A	N/A
Savings Products	Annual Premium	Max	5.5% (1 <sup>st</sup> Bullet)	0.25% trail to year 8, 0.5% trail from year 9	5.5% Bullets X 3	N/A

		Yr1	Additional (annual)	Renewal (annual)
Protection	Option 1	100%	From Year 2 - 5: 20%	From Year 6: 3% level From Year 6: 6% indexed
	Option 2	25% level 28% indexed	From Year 2 - 10: 25% From Year 2 - 10: 28%	From Year 11: 10% level From Year 11: 13% indexed
	Option 3	20% level 23% indexed		From Year 2: 20% level From Year 2: 23% indexed
	Option 4	80% Level 80% Indexed		From Year 2: 12% level From Year 2: 15% indexed
Default Profile				
		Yr1	Additional	Renewal (annual)
Income Protection	Max	120%	Year 3 & Year 6: 30%	From Year 7: 3% level From Year 7: 6% indexed

### Group Protection

	Renewal commission
Life	
Max	6%
Income protection	
Max	12.5%
Serious Illness Cover	
Max	12.5%





Inspire Financial Options Ltd T/a Inspire Fin, Inspire Fin Options  
Acorn Business Centre  
Blackrock  
Cork  
County Cork

30 October 2020

Dear Inspire Financial Options Ltd T/a Inspire Fin, Inspire Fin Options,

Your Royal London commission details for the full year of 2019 are included below, displayed as % rates in Years 1 to 9 inclusive. We hope these help you to comply with the new requirements for financial intermediaries to disclose commission arrangements to consumers.

	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9+
<b>Max Comm % Available</b>	225%	0%	0%	0%	3%	3%	3%	3%	3%
<b>Max Comm % Chosen*</b>	N/a	N/a	N/a	N/a	N/a	N/a	N/a	N/a	N/a
<b>Avg Comm % Chosen**</b>	N/a	N/a	N/a	N/a	N/a	N/a	N/a	N/a	N/a

These details include the maximum commission rate available to you. This is the highest rate of commission that you can choose and includes indexation policies as well as any special offers currently available. We know that this may not necessarily accurately reflect your business processes as you may choose a lower amount and/or sacrifice your commission to reduce the price for your clients.

To allow for this, we've also included the maximum commission rate chosen, and the average commission rate taken, by you in 2019. These maximum and average figures may help to provide an indication of the rates of commission you typically expect to receive.

Yours sincerely,

Daragh Feely  
Head of Sales

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<b>Max:</b>	<p>This is the maximum commission % rate that is currently available to you under this agency code. It reflects the highest initial commission option that you can choose and includes indexation as well as any offers currently available.</p> <p>This may not accurately reflect your business processes as, for example, you may generally choose a lower option and/or sacrifice some commission to reduce the price for your clients.</p> <p>The 'Max Chosen' and 'Average' rates (also shown in this table and explained below) may also help to provide an indication of the rates of commission you typically expect to receive.</p>
<b>*Max Chosen:</b>	<p>This is the maximum commission % rate that you have chosen (under this agency code) on an individual active new business policy in 2019. It reflects the highest initial commission option, including the maximum bonus commission offer, applied on an individual policy. These figures will be updated on an annual basis to reflect the previous year's data.</p>
<b>**Average:</b>	<p>This is the average % rate of commission by policy count to be payable to you, in each of the years 1 to 9, on all of your active new business policies (under this agency code) in 2019. These figures will be updated on an annual basis to reflect the previous year's data</p>



## Commission Options from Royal London

### Available on Life and Specified Serious Illness and Whole of Life

Headline Commission	133% (Indexation 150%)		160% (Indexation 180%)	180% (Indexation 200%)		
Commission Option	A	B	C	D	E	F
Indemnity	None	Full*	Full*	None	Year 1*	Full*
Initial Payment	100%	133.33% (Indexation 150%)	160% (Indexation 180%)	100%	100%	180% (Indexation 200%)
Payment Period	16 months (Indexation 18 months)	At policy inception	At policy inception	Over 5 years (1)	Over 5 years (2)	At policy inception
Commission Paid (non-indemnity)/Earned (indemnity)						
Year 1	100%	100%	80%	100%	100%	36% (Indexation 40%)
Year 2	33.33% (Indexation 50%)	33.33% (Indexation 50%)	20% (Indexation 40%)	20% (Indexation 40%)	20% (Indexation 40%)	36% (Indexation 40%)
Year 3	—	—	20%	20%	20%	36% (Indexation 40%)
Year 4	—	—	20%	20%	20%	36% (Indexation 40%)
Year 5	—	—	20%	20%	20%	36% (Indexation 40%)
Renewal	Month 17 (Indexation Month 19)	Month 17 (Indexation Month 19)	Month 61	Month 61	Month 61	Month 61

## New Commission Options from Royal London

### Available on Life and Specified Serious Illness only

Headline Commission	100% Initial / 10% Renewal			Flat 22.5%	
Indemnity	Yes*	No	Yes*	No	Yes*
Initial Payment	130% (Indexation 140%)	100%	100%	22.5%	22.5%
Payment Period	At policy inception	1 Year	At policy inception	Earned as Paid	At policy inception
Commission Paid (non-indemnity)/Earned (indemnity)					
Year 1	100%	100%	100%	22.5%	22.5%
Year 2	10% (Indexation 20%)	10% (Indexation 20%)	10% (Indexation 20%)	22.5%	22.5%
Year 3	10%	10%	10%	22.5%	22.5%
Year 4	10%	10%	10%	22.5%	22.5%
Renewal	Month 49	Month 13	Month 13	Month 13	Month 13

\*Clawback will be applied pro-rata to the unearned portion of indemnity commission in the event of a lapse.

- (1) 100% commission paid in year 1 (non-indemnity). 20% commission paid in years 2–5 (with additional 20% commission in year 2 for indexation policies).
- (2) 100% commission paid up-front and earned in year 1. 20% commission paid in years 2–5 (with additional 20% commission in year 2 for indexation policies).

**Please note:** For indexation policies initial commission amounts in years 2–5 are based on the initial premium. Renewal commission amounts are based on the premium at time of payment. No further initial commission is payable on premium increases. **Terms and conditions apply.** These commission terms and options ONLY apply to online applications and can be withdrawn for new business at any time. The availability of the indemnity commission options listed above is subject to Royal London's prior approval and authorisation. Should you wish to apply for indemnity commission please contact your Broker Consultant.



## New Ireland Assurance Company plc

### Single contribution products

	Initial Commission	Clawback Period	Trail commission per annum (p.a.)
<b>Single Contribution Pension</b>			
Max	5%	5 years	1% p.a.
<b>Single Contribution PRSA</b>			
Max	7%	5 years	0.5% p.a.
<b>Approved (Minimum) Retirement Funds</b>			
Max	5%	n/a	1% p.a.
<b>Annuities</b>			
Max	3%	n/a	n/a
<b>Single Premium Investment Policies</b>			
Max	4%	3 years	1% p.a.

### Regular contribution products

	Initial Commission	Clawback Period	Renewal / Flat Commission	Trail Commission per annum (p.a.)
<b>Regular Contribution Pension</b>				
Max	25%	5 years	8% p.a.	1% p.a.
<b>Regular Contribution PRSA</b>				
Max	25%	5 years	6% p.a.	0.5% p.a.
<b>Regular Premium Investment Policies</b>				
Max	10%	5 years	2.5% p.a.	0.5% p.a.

### Individual protection

Year	1	2	3	4	5	6	7	8	9+
Max	225%	50%	20%	20%	20%	12.5%	12.5%	12.5%	12.5%
Clawback Period	5 years								

### Group protection

	Death in Service	Permanent Health Insurance
Year	1+	1+
Max	15%	20%
Clawback Period	1 year	1 year

*Information correct as at 31 March 2020 and may be subject to change.*

**New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group.**

## Summary commission details for my business with [Zurich Life Assurance plc]

This document provides summary details of the commission arrangements I/we have in place for unit-linked and protection business with [Zurich Life Assurance plc]. Alternative commission structures may be available which are different from the commission structures shown below.

These details are correct as at 1<sup>st</sup> April 2020.

### Single contribution products (Pensions, Investments)

	Up front commission	Trail commission
<b>Single Contribution Pension</b>		
Max	5.50%	0.50%
<b>Single Contribution PRSA (Standard)</b>		
Max	5.50%	0.00%
<b>Single Contribution PRSA (Non-Standard)</b>		
Max	5.0%	0.50%
<b>Approved (Minimum) Retirement Funds</b>		
Max	5.0%	0.50%
<b>Annuities</b>		
Max	3.0%	N/A
<b>Investment Bonds</b>		
Max	5.0%	0.50%
<b>Trustee Investment Plans</b>		
Max	5.0%	0.50%

#### Commission clawback:

Commission clawback typically does not apply on single contribution products

### Regular contribution products (Pensions, Savings)

	Initial commission	Renewal / Bullet Commission	Trail commission
<b>Regular Contribution Pension</b>			
Max	20.0%	3.0% renewal	0.50%
<b>Regular Contribution PRSA (Standard)</b>			
Max	5.0%	5.0% renewal	0.0%
<b>Regular Contribution PRSA (Non-Standard)</b>			
Max	5.0%	5.0% renewal	0.50%
<b>Savings Plan</b>			
Max	10.0%	1.0% renewal	0.50%

#### Commission clawback:

Commission clawback applies over a 4 year period for all initial commission.

Commission clawback also applies over a 4 year period for any bullet commission noted.



## Individual Protection

### Guaranteed Term Protection & Guaranteed Mortgage Protection

	Yr1	2 – 10	11+
Max	100%	12%	3%

#### Commission clawback:

Commission paid in year 1 is earned over a 12 month period.

### Guaranteed Whole of Life

	Yr1	2 – 5	6+
Max	90%	18%	3%

#### Commission clawback:

Commission paid in year 1 is earned over a 12 month period.

## Group Protection

### Group Life Cover

	Yr1	2	3
Max	6.0%	6.0%	6.0%

#### Commission clawback:

Does not apply. Commission is paid as premiums are received.

### Group Permanent Health Insurance & Group Serious Illness Cover

	Yr1	2	3
Default			
Max	12.5%	12.5%	12.5%

#### Commission clawback:

Does not apply. Commission is paid as premiums are received.

Inspire Financial Options Ltd., t/a Inspire Financial and Inspire Financial Options is regulated by the Central Bank of Ireland.

# Commission Summary Document

*The Intermediary (Broker) acts between you, the consumer, and the product provider with whom they place business.*

## The background

Pursuant to provision 4.58A of the Central Bank of Ireland's September 2019 Addendum to the Consumer Protection Code, all intermediaries, must make available in their public offices, or on their website if they have one, a summary of the details of all arrangements for any fee, commission, other reward or remuneration provided to the intermediary which it has agreed with its product producers.

## What is commission?

For the purpose of this document, commission is the payment earned by the intermediary for work undertaken on behalf of both the provider and the consumer. The amount of commission is generally directly related to the premium or value of the products sold. There are different types of commission models:

**Single commission model:** where payment is made to the intermediary shortly after the sale is completed and is based on a percentage of the premium paid/amount invested/amount borrowed.

**Trail/Renewal commission model:** Further payments at intervals are paid throughout the life span of the product.

## Indemnity commission

Indemnity commission is the term used to describe a commission payment made before the commission is deemed to be 'earned'. Indemnity commission may be subject to a clawback (see below) if the consumer lapses or cancels the product before the commission is deemed to be earned. Other forms of indemnity commission are advances of commission for future sales granted to intermediaries in order to assist with set up costs or business development.

## Life Assurance/Investments/Pension products

For Life Assurance products commission is divided into initial commission and renewal commission (related to premium), fund based or trail relating to accumulated fund.

Trail commission, bullet commission, fund based or renewal commission are all terms used for ongoing payments. Where an investment fund is being built up through an insurance-based investment product or a pension product, the increments may be based on a percentage of the value of the fund or the annual premium. For a single premium/lump sum product, the increment is generally based on the value of the fund.

Examples of products include Life Protection, Regular Premium Life Assurance Investments, Single Premium (lump sum) Insurance-based Investments, and Single Premium Pensions.

## Clawback

Clawback is an obligation on the intermediary to repay unearned commission. Commission can be paid directly after a contract is concluded but is not deemed to be 'earned' until after a specified period of time. If the consumer cancels or withdraws from the financial product within the specified time, the intermediary must return commission to the product producer.



## Fees

The firm may also be remunerated by fee by the product producer such as policy fee, admin fee, or in the case of investment firms, advisory fees.

## Other Fees, Administrative Costs/ Non-Monetary Benefits

A non-monetary benefit could include (but is not limited to):

- Attendance at product provider seminars
- Industry Educational Seminars
- Use of Product Providers resources
- Co-branded literature
- Product Provider hospitality
- Assistance with Advertising/Branding

# Standard Commission Terms

## Flexible Protection, Mortgage Protection Plan, Personal and Executive Pension Term Assurance

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7 +
22% - 150%	3% - 22%	3% - 22%	3% - 22%	3% - 22%	3% - 22%	3% - 22%

## Personal & Executive Income Protection & Wage Protector

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7 +
30% - 200%	15% - 30%	15% - 30%	15% - 30%	3% - 30%	3% - 30%	3% - 30%

## Unit Linked Products

	Heritage Aviva Product				Heritage Friends Product		
	Initial	Trail	Bullet		Initial	Trail	Bullet
<b>Single Contribution Pension</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		5%	0.75%	n/a
<b>Single Contribution PRSA</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	4%	0.50%	n/a		7.50%	0.25%	n/a
<b>Approved (Minimum) Retirement Funds</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		5%	0.75%	n/a
<b>Annuities</b>							
Default	2%	n/a	n/a		2%	n/a	n/a
Max	3%	n/a	n/a		3%	n/a	n/a
<b>Investment Bonds</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		4%	0.75%	n/a
<b>Investment Only</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	1%	1%	n/a		5%	0.75%	n/a
<b>Regular Contribution Pension</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	15%	1%	40%		25%	0.75%	n/a
<b>Regular Contribution PRSA</b>							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	22.50%	0.50%	n/a		17.50%	0.25%	n/a
<b>Savings Plan</b>							
Default	n/a	n/a	n/a		10%	n/a	n/a
Max	15%	1%	n/a		10%	0.75%	n/a

### Group Life

	Yr1	Yr2+
Default	Flat commission of either 0% or 6%	0% or 6% each year thereafter
Max	6%	6%

### Group Income protection

	Yr1	Yr2+
Default	Flat commission of either 0% or 12.5%	0 or 12.5% each year thereafter
Max	12.5%	12.5%