

Manager in Training Program Compensation Elements

BASE SALARY

\$40,000

Increasing to
\$48,500

STAGED BASE SALARY INCREASES:

\$2,500 increase in base salary when team achieves 75th OPTIMA™ sale

Projected time-frame:
5-8 months.

\$6,000 base salary increase to \$48,500 upon promotion to DM. Promotion to DM occurs when rep-achieved monthly sales exceed \$50,000 three months in a row.

Projected time-frame: 8-12 months.

PERSONAL SALES COMPENSATION

COMMISSIONS

Paid monthly after a one-time Early Career Threshold of \$3,500

COMMISSION RATE

PRODUCT

10%	→	Get Seen Virtually™
15%	→	AMP Video
20%	→	OPTIMA™ Visibility Services
20%	→	CloseBy® Text Marketing

EARLY CAREER BONUS

\$245 one-time bonus for successfully securing 10 commissionable GSV sales

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

PERSONAL SALES ILLUSTRATION FOR MIT COMP PLAN

First Illustration: (3 Sales Per Week)

GSV Sales Per Month
at \$595 Average
8 for \$4,760

OPTIMA™ Sales Per Month
at \$2,100 Average
4 for \$8,400

Second Illustration: (5 Sales Per Week)

GSV Sales Per Month
at \$595 Average
12 for \$7,140

OPTIMA™ Sales Per Month
at \$2,100 Average
8 for \$16,800

ILLUSTRATION	MONTHLY GSV COMMISSIONS:	MONTHLY OPTIMA™ COMMISSIONS	BONUSES	MONTHLY TOTAL	ANNUALIZED
First Illustration	\$476	\$1,680	\$100	\$2,256	\$27,072
Second Illustration	\$714	\$3,360	\$1,000	\$5,074	\$60,888

Target MIT Personal Annualized Sales Earnings: \$35,000 Per Year

TRAINING AND COACHING COMPENSATION

DAILY BONUSES FOR DEMONSTRATING SALES ON FIELD TRAINING & OBSERVATION DAYS

- Observation Day - \$25 for each OPTIMA™, CloseBy® Text, GSV or Video account sold in the presence of a candidate
- Training Day - \$25 for each GSV and Video account and \$50 for each OPTIMA™ or CloseBy® Text account sold or observed being sold in the presence of a rep

WEEKLY AVERAGE BONUS	WEEKLY TRAINING/OBSERVATION DAYS	AVERAGE MONTHLY BONUS	ANNUAL VALUE
\$150	4	\$600	\$7,200

MONTHLY REP OVERRIDE COMMISSION

- 5% of the total commissionable sales achieved by each sales representative so long as the rep's total monthly sales are equal to or exceed \$8,500 that month.

NUMBER OF REPS	AVERAGE MONTHLY SALES	MONTHLY BONUS	ANNUAL VALUE
4	\$10,500	\$2,100	\$25,200

SALES REPRESENTATIVE DEVELOPMENT BONUS

- \$250 = When a rep qualifies for promotion to a Senior Sales Representative role
- \$50 = Each rep who exceeds \$10,000 in commissionable sales

Additional Significant Compensation Elements upon promotion to District Manager

TEAM SALES OVERRIDE FOR STRONG SALES MONTHS

- 7.5% commission override on the amount of team sales over \$58,000 each month.

FTE SALES REPS	AVERAGE MONTHLY SALES PER REP	MONTHLY TEAM SALES	MONTHLY OVERRIDE	ANNUAL VALUE
7	\$10,500	\$73,500	\$1,162.50	\$13,950
8	\$10,500	\$84,000	\$1,950.00	\$23,400
9	\$10,500	\$94,500	\$2,737.50	\$32,850

MONTHLY MANAGER RESIDUAL COMMISSION ELIGIBILITY:

- 5% residual commissions upon the renewal and payment for OPTIMA™ and CloseBy® Text Marketing services sold by the District Manager and members of the DM's team each month that total sales are in excess of \$70,000.

YEAR	OPTIMA™ MONTHLY SALES	RENEWAL RATE	RENEWAL SALES	MONTH RESIDUAL EARNED	ANNUAL RESIDUAL EARNED	ASSUMPTION
January 2024	\$30,000					
January 2025	\$50,000	60%	30,000 x .60 = \$18,000	\$18,000 x .05 = \$900	\$900 x 7 = \$6,300	7 mo. team sales > \$70K
January 2026	\$70,000	70%	68,000 x .70 = \$47,600	\$47,600 x .05 = \$2,380	\$2,380 x 9 = \$21,420	9 mo. team sales > \$70K

MONTHLY DCP BONUS

- \$100 = 52% DCP (District Sales equal or exceed \$40,000)
- \$250 = 60% DCP (District Sales equal or exceed \$40,000)

AMP offers all employees a wide array of attractive benefits.

BENEFITS:

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 With-In
- Morning Success Calls
- Exceptional Early Career and Continuing Training
- Professional Development Programs

Paid Time Off

- 15 paid time off days per year
- Plus 9 paid holidays annually

Sales Incentives

- Regular 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





BENEFIT OVERVIEW

ELIGIBILITY: 1st of the Month Following 30 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