

Insurance Center Group
End of Year and MOPY bonus

End of year:

A Christmas bonus will be paid to all salaried and hourly personnel invited to Christmas shopping event according to the following schedule:

Less than 1 year =	\$50
1 year to 9 years =	\$50 per year
10 years plus =	\$500

MOPY (Month of Previous Year):

It is our desire to measure, and reward, agency growth. Reward will be based upon the following rules:

- Each agency (PROES Inc., PROES Group, Ellettsville, Lincoln Hills, Indiana Insurance, Otto Ray) will be measured and rewarded separately.
- The measurement period will be December through November.
- Total revenue to the agency must exceed the revenue received in the same month of the previous year.
- Revenue attributed to non-typical income (bonuses, etc.) will not be counted in the current or previous year's month (when identifiable).
- If MOPY increase is achieved in at least 10 of the 12 calendar months, Christmas bonus will be adjusted upward.
- Any agency achieving 100% MOPY (all 12 months exceeded) will be given an additional bonus amount.
- Consideration may be taken for actions and accomplishments of individual agents.