

Our Charges

Verity Financial Consultants Ltd t/a Verity Financial Consultants act as intermediary (Broker) between you, the consumer, and the product provider with whom we place your 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 quantity 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 though 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.

Investments

Investment firms, which fall within the scope of the S.I. 375 of European Communities (Markets in Financial Instruments) Regulations 2017 (the MiFID Regulations), offer both standard commission and commission models involving initial and trail commission. Increments may be based on a percentage of the investment management fees, or on the value of the fund.

Credit Products/Mortgages

Commission may be earned by intermediaries for arranging credit for consumers, such as mortgages. The single, or standard, commission model is the most common commission model applied to the sale of mortgage products by mortgage credit intermediaries (Mortgage Broker).

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. Include arrangements etc

Please Note

The enclosed commission guidance section gives indicative values across every product provider and every product advised whereby a commission or fee is received within our business. This is the maximum our Brokerage will take and is subject to change, in certain cases our Brokerage may take a different remuneration than the enclosed percentages/amounts. This will be disclosed to each client as per the Central Bank Consumer Protection Code regulations, on a client by client basis.

Other Fees, Administrative Costs/ Non-Monetary Benefits

The firm may also be in receipt of non-monetary benefits such as:

- Assistance with Advertising/Branding

Further detail on the providers we work with, the products we sell and the maximum commissions available to us are outlined below.



Avant Money Broker Commission and Commission Clawbacks – effective 14 September 2020

Segment	Avant Money Commission	Avant Money Commission Clawback
First Time Buyer	1%	Clawback is monthly pro-rata over 36 months*
Second/ Subsequent Buyer	1%	Clawback is monthly pro-rata over 36 months*
Switcher	1%	Clawback is monthly pro-rata over 36 months*
Equity Release	1%	Clawback is monthly pro-rata over 36 months*
* Avant Money clawback commission over 36 months on a pro-rata, month by month basis (36/36ths) i.e. if the loan redeems after 15 months, clawback will be 21/36 of commission.		

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
Single Contribution Pension							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		5%	0.75%	n/a
Single Contribution PRSA							
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
Approved (Minimum) Retirement Funds							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		5%	0.75%	n/a
Annuities							
Default	2%	n/a	n/a		2%	n/a	n/a
Max	3%	n/a	n/a		3%	n/a	n/a
Investment Bonds							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	5%	1%	n/a		4%	0.75%	n/a
Investment Only							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	1%	1%	n/a		5%	0.75%	n/a
Regular Contribution Pension							
Default	n/a	n/a	n/a		n/a	n/a	n/a
Max	15%	1%	40%		25%	0.75%	n/a
Regular Contribution PRSA							
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
Savings Plan							
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%

The Mortgage Store – Commission and Clawbacks

Segment Type	Commission	Clawback				
		0-12 mths	13-18 mths	19-24 mths	25-30mths	31-36 mths
First Time Buyers	1%	100%	70%	55%	40%	25%
Second/subsequent Buyer	1%	100%	70%	55%	40%	25%
Switcher	1%	100%	70%	55%	40%	25%
Equity Release	N/A	N/A	N/A	N/A	N/A	N/A
Residential Investment Property	N/A	N/A	N/A	N/A	N/A	N/A



*For Intermediaries
Use Only*

Intermediary Commission Arrangements

The table below outlines the maximum commission payable by BCP to intermediaries for introducing clients into our investment products:

	INITIAL COMMISSION (% OF INVESTMENT AMOUNT)	CLAWBACK PERIOD	TRAIL COMMISSION
Fixed Term Deposits	Max. 0.75%*	n/a	n/a
Open Ended Deposit	n/a	n/a	0.25% per annum
Structured products	Max. 2.50%*	n/a	n/a
Property Value Add Fund	Max. 3.00%*	n/a	0.00% or 0.50% per annum
Pension / A(M)RFs	n/a	n/a	Min 0.00% to Max. 0.75% per annum taken in increments of 0.05%

*any commission % rate can be selected up to the max amount.



IMPORTANT: The standard commission payable is described in each product brochure. Where an amount received differs to the standard amount, you, the intermediary, are obliged to tell the client the commission amount to be received in advance of the client's investment.

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BCP Asset Management DAC, trading as BCP, is regulated by the Central Bank of Ireland. Registered in Ireland number 92930. Registered office 71 Upper Leeson Street, Dublin 4, D04 XK68, Ireland. VAT number IE4693404F.

Income Share Schedule

FINANCIAL INTERMEDIARIES ONLY

Share Dealing Commission Share

Account Type	Commission Payable	Broker Trail
Execution Only	25% of Dealing Commission*	n/a
Advisory	25% of Dealing Commission*	n/a

*note - Not applicable on SDIO share dealing accounts

Government Bonds

Account Type	Commission Payable	Broker Trail
Execution Only	25% of Dealing Commission	0.25% Per Annum

Discretionary Service

Account Type	Commission Payable	Broker Trail
Discretionary Portfolio	n/a	0.50% trail per annum*

*note - subject to minimum client AMC of 1.25%.

PRSA/ARF/PRB

Account Type	Commission Payable	Broker Trail
Execution Only	25% of Dealing Commission	0.50% Trail
Advisory	25% of Dealing Commission	0.50% Trail
Discretionary	NA	0.50% AUM up to €2M
		0.45% AUM 2M - €5M
		0.30% AUM >€5M

Investment Funds

Fund Name	Commission Payable	Broker Trail
Green Effects Fund	2% upfront (from client allocation)*	n/a

*note - total client upfront charge of 3% (97% allocation)

Capital Protected Bonds - Open Ended

Bond Name	Commission Payable	Broker Trail
Technology 85% Progressive Protection Bond	n/a	0.50% trail per annum
Global ESG 85% Progressive Protection Bond	n/a	0.50% trail per annum

Capital Protected Bonds

Bond Type	Commission Upfront	Broker Trail
100%/90% Capital Protected Bonds	2% - 2.25%	n/a

Kick Out Notes

Account Type	Commission Upfront	Broker Trail
Kick Out Notes	2% - 2.50%	n/a

Payment Frequency

Fee Type	Payment Frequency	Payment Dates
Share Dealing Commission Share	Monthly	Within 15 days of month end
Government Bonds	Monthly	Within 15 days of month end
Discretionary Service AMC Share	Quarterly	Within 28 days of month end
PRSA	Half Yearly	Within 28 days of half year period
ARF/PRB	Quarterly	Within 28 days of month end
Green Effects Upfront Commission	Monthly	Within 15 days of month end
85% Bond Income	Quarterly	Within 28 days of month end
90% Structured Product Commission	Per Product basis	Within 28 days of product close
Kick Out Note Commission	Per Product basis	Within 28 days of product close

DISCLAIMER

The information contained in this Income Share Schedule should not be taken as an offer or solicitation of investment advice or encourage the purchase or sale of any particular security. Not all products are necessarily suitable for all investors and Cantor Fitzgerald Ireland Ltd recommend that specific advice should always be sought prior to investment, based on the circumstances of the investor.



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Cantor Fitzgerald Ireland Ltd is regulated by the Central Bank of Ireland and is a member firm of Euronext Dublin and the London Stock Exchange.



Broker Commission and Clawbacks

Segment type	Commission	Clawbacks		
		0-12mths	13-24mths	25-36mths
First-Time Buyer	1%	100%	50%	25%
Second/subsequent Buyer	1%	100%	50%	25%
Switcher	1%	100%	50%	25%
Equity Release	1%	100%	50%	25%
Residential Investment Property	1%	100%	50%	25%

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 st 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 st 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	From Year 2 - 10: 25%	From Year 11: 10% level
		28% indexed	From Year 2 - 10: 28%	From Year 11: 13% indexed
	Option 3	20% level		From Year 2: 20% level
		23% indexed		From Year 2: 23% indexed
	Option 4	80% Level		From Year 2: 12% level
		80% Indexed		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%

New Ireland Assurance Company plc

Single contribution products

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

Regular contribution products

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

SCHEDULE 2: Commission

1. Subject to clauses 2 to 5 below the Lender shall pay the Mortgage Intermediary a total Commission of 1% of the amount of the Mortgage loan (based only on an application received from the Mortgage Intermediary and accepted by the Lender) and issued by the Lender to a relevant Customer which, in the opinion of the Lender, has been secured solely or mainly by the Mortgage Intermediary pursuant to this agreement and in respect of which a Mortgage agreement between that Customer and the Lender has entered into force or being fully executed, whichever is the later.
2. The Commission shall be payable to the Mortgage Intermediary by end of the month following the month in which the Mortgage Loan has been drawn down by the customer. For avoidance of doubt, no Commission will be payable in excess of the amount in the application submitted by the Mortgage Intermediary.
3. No Commission or other compensation shall be payable where the Lender advances credit to a customer based on:
 - (i) a direct application from the customer; or,
 - (ii) an application received through another Mortgage Intermediary.
4. Clawback of Commission: The Lender shall have a right to claim a clawback of Commission from the Mortgage Intermediary where, in the 36 months after drawdown:
 - (i) the Customer redeems the Mortgage in full; or,
 - (ii) the Customer switches the Mortgage to another Lender.

In the event of a mortgage being redeemed within 3 years of drawdown, commission will either be deducted from the next commission payment or repaid to Affinity Mortgage Limited by the Intermediary based on the following reducing scale.

Full Redemption between 0 – 12 months	-	100% of commission paid
Full Redemption between 13 – 24 months	-	50% of commission paid
Full Redemption between 25 – 36 months	-	25% of commission paid

Clawback shall not apply where a Mortgage is redeemed from the proceeds of a life policy.

5. The Commission shall be payable to the Mortgage Intermediary in Euro and is exclusive of VAT.

Broker Guide to Mortgage Commission and Mortgage Commission Retrieval



The below table sets out the remuneration paid to Brokers for the introduction of Mortgages to Permanent TSB. It also details the commission retrieval that applies when a Mortgage redeems within the first 3 years of the date of issue of the advance.

Segment Type	Commission	Commission Retrieval		
		0-12mths	13-24mths	25-36mths
First Time Buyer Mortgage	1%	100%	50%	25%
Switcher Mortgage	1%	100%	50%	25%
Second Time Buyer Mortgage	1%	100%	50%	25%
Residential Investment Property	1%	100%	50%	25%
Mortgage Mover (Existing Borrowings)	0%	n/a	n/a	n/a
Mortgage Mover (Additional Borrowings)	1%	100%	50%	25%

Please note: Where any of the segment types are in arrears for a period of 90 consecutive days or more within 12 months of the date of issue of the advance, commission retrieval of 100% of the commission paid in respect of such Mortgage will apply.



Commission Options from Royal London Ireland

Available on Life, Specified Serious Illness, Multi-Claim Protection Cover and Whole of Life

Headline Commission	133% (Indexation 150%)		160% (Indexation 180%)	180% (Indexation 200%)		
Commission Option ⁺	A/G	B/H	C/I	D/J	E/K	F/L
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

Further Commission Options from Royal London Ireland

Available on Life, Specified Serious Illness and Multi-Claim Protection Cover

Headline Commission	130% (Indexation 140%) initial/ 10% renewal from month 49	100% initial/10% renewal from month 13 (10% uplift for indexation in year 2)	Flat 22.5%		
Commission Option ⁺	GC/GH	GA/GF	GB/GG	GD/GI	GE/GJ
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

⁺ Commission Option refers to Royal London Ireland's internal codes for each commission option including the level/indexation variation if applicable.

^{*} 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 Ireland's prior approval and authorisation. Should you wish to apply for indemnity commission please contact your Broker Consultant.



Income Protection Commission Options from Royal London Ireland

Headline Commission	150% (Indexation 166.67%)		180% (Indexation 200%)	200% (Indexation 220%)		
Commission Option ⁺	AA/AG	AB/AH	AC/AI	AD/AJ	AE/AK	AF/AL
Indemnity	None	Full*	Full*	None	Year 1*	Full*
Initial Payment	100%	150% (Indexation 166.67%)	180% (Indexation 200%)	100%	100%	200% (Indexation 220%)
Payment Period	18 months (Indexation 20 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%	40% (Indexation 44%)
Year 2	50% (Indexation 66.67%)	50% (Indexation 66.67%)	40% (Indexation 60%)	40% (Indexation 60%)	40% (Indexation 60%)	40% (Indexation 44%)
Year 3	—	—	20%	20%	20%	40% (Indexation 44%)
Year 4	—	—	20%	20%	20%	40% (Indexation 44%)
Year 5	—	—	20%	20%	20%	40% (Indexation 44%)
Renewal	Month 19 (Indexation month 21)	Month 19 (Indexation month 21)	Month 61	Month 61	Month 61	Month 61

Further Income Protection Commission Options from Royal London Ireland

Headline Commission	137.5% (Indexation 147.5%) initial/ 12.5% renewal from month 49	100% initial/12.5% renewal from month 13 (12.5% uplift for indexation in year 2)		Flat 25%	
Commission Option ⁺	HC/HH	HA/HF	HB/HG	HD/HI	HE/HJ
Indemnity	Yes*	No	Yes*	No	Yes*
Initial Payment	137.5% (Indexation 147.5%)	100%	100%	25%	25%
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%	25%	25%
Year 2	12.5% (Indexation 22.5%)	12.5% (Indexation 22.5%)	12.5% (Indexation 22.5%)	25%	25%
Year 3	12.5%	12.5%	12.5%	25%	25%
Year 4	12.5%	12.5%	12.5%	25%	25%
Renewal	Month 49	Month 13	Month 13	Month 13	Month 13

⁺ Commission Option refers to Royal London Ireland's internal codes for each commission option including the level/indexation variation if applicable.

^{*} 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). 40% commission paid in year 2 (with additional 20% commission in year 2 for indexation policies). 20% commission paid in years 3–5.

(2) 100% commission paid up-front and earned in year 1. 40% commission paid in year 2 (with additional 20% commission in year 2 for indexation policies). 20% commission paid in years 3–5.

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 Ireland's prior approval and authorisation. Should you wish to apply for indemnity commission please contact your Broker Consultant.



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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 1st April 2020.

Single contribution products (Pensions, Investments)

	Up front commission	Trail commission
Single Contribution Pension		
Max	5.50%	0.50%
Single Contribution PRSA (Standard)		
Max	5.50%	0.00%
Single Contribution PRSA (Non-Standard)		
Max	5.0%	0.50%
Approved (Minimum) Retirement Funds		
Max	5.0%	0.50%
Annuities		
Max	3.0%	N/A
Investment Bonds		
Max	5.0%	0.50%
Trustee Investment Plans		
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
Regular Contribution Pension			
Max	20.0%	3.0% renewal	0.50%
Regular Contribution PRSA (Standard)			
Max	5.0%	5.0% renewal	0.0%
Regular Contribution PRSA (Non-Standard)			
Max	5.0%	5.0% renewal	0.50%
Savings Plan			
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.

[Insert company name] is regulated by the Central Bank of Ireland.