

Sales Compensation 2025

Ability to be reviewed quarterly

Allstate P&C Bonus

- P&C Bonus will be based of Sales Bonus Grid (pictured right).
- Bundled Line 10 Auto is annualized.
 - Bundle must be completed within same month.
 - Motorclub and SPP do not count towards bundle.
- Monoline Auto and Line 19 Auto are not annualized.
- Must write 35 Allstate items to qualify for bonus.
- Policies canceled within 134 days or never making it on the books will be deducted from the following month's bonus.
 - Terminated premium from a month the agent hit bonus will be carried over to be deducted from the next month the agent qualifies for bonus and skip over months the agent does not.

Quarterly Bonus Buckets:

- \$5 for every SPP
- \$15 for every Landlord, Flood & Umbrella bound
- \$20 per auto bound through NatGen & NorthLight home
- \$25 for every referral household bound
- \$25 for 3 Allstate line HH (Not including Motor Club & SPP)
- \$40 for 4 Allstate line households (Not including Motor Club & SPP)

Million Dollar Club:

- Any Agent who writes \$1,000,000 in Allstate P&C annualized premium will receive a bonus of \$1,500 or a \$2,000 trip.
 - 750 item min
- \$1,300,000 will receive a bonus of \$3,500 or a \$4,000 trip.
- 1k item kicker of \$1500

Monoline Bonus:

- \$500 bonus If agents write less than 10% of monoline households.
 - Minimum of \$60K in premium & 50 items.

Quality Assurance Bonus:

- \$250 bonus If agents ask for referrals on every closing call.
- 10% haircut of total bonus if agents ask less than 85% on closing calls.

ALR

- Life: 100% of Premium added to P&C Premium
- Annuity: 4% of Premium added to P&C Premium
- Mutual Funds: 2% of Premium added to P&C Premium

P&C Premium	Bonus
\$55K	\$1,000
\$60K	\$1,250
\$65K	\$1,500
\$70K	\$2,000
\$75K	\$2,250
\$80K	\$2,750
\$85K	\$3,000
\$90K	\$3,250
\$95K	\$3,500
\$100K	\$4,000
\$105K	\$4,250
\$110K	\$4,500
\$115K	\$4,750
\$120K	\$5,250
\$125K	\$5,500
\$130K	\$5,750
\$135K	\$6,000
\$140K	\$6,250
\$145K	\$6,500
\$150K	\$7,000
\$155K	\$7,250
\$160K	\$7,500
\$165K	\$7,750
\$170K	\$8,000
\$175K	\$8,500
\$180K	\$8,750
\$185K	\$9,000
\$190K	\$9,250
\$195K	\$9,500
\$200K	\$10,000

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Tiering

- Agents will be placed in tiers based on what they average over the past 6 month period and their salary will reflect accordingly.
- Tracking begins once the agent completes their first full month on new leads.
- Tiering will be based off final bonus premium paid on.

Tiers	P&C Premium Average	Salary	Premium to Bonus
Tier 1	\$55K in P&C Premium	\$45K	\$55K
Tier 2	\$70K in P&C Premium	\$55K	\$60K
Tier 3	\$80K in P&C Premium	\$65K	\$65K
Tier 4	\$100K in P&C Premium	\$75K	\$75K
Tier 5	\$120K in P&C Premium	\$85K	\$85K
Tier 6	\$150K in P&C Premium	\$100K	\$100K

Automatic PIP Threshold after 90 days

- Writing below 35 items or \$50k in premium on new leads
- Writing below \$55k in back to back months.
- Tiered agents not qualifying for bonus in back to back months.
- 2 or more compliance dings any given month
- More than 3 compliance dings in a 6-month mover
- Activity score under 90 in a month or under 13 daily average quotes.

Lead Pull Entry & Transfer Entry

- Peachy Sales (New Leads): Must write \$20K & 5 Households on Trainee pull
- Sales Elite: Tiered agents consistently hitting goal and agents writing \$80K+
 - Bundling, closing ratios and activity will also be considered
- Transfers: Once Agent sells \$40K on new leads, they will have full access to transfers
 - Once on new leads, Agents can take transfers if tagged

Daily Activity Minimums

- 15 Quotes (50/50 Transfers/Hunting)
- 3.5+ Hours of talk time
- 15 Quotes
- 3 Items Sold & \$3.3K of premium

PTO Bonus Relief

- \$2K premium in bonus relief for scheduled approved PTO Days (max of 5 relief days per month)
 - Call outs do not qualify for PTO Bonus Relief.

Sales Team First 90 Days Expectations

30-day Expectations

- Attend team huddles
- Complete Allstate U, Peachy U & obtain binding authority
- Learn our systems thoroughly
- Ability to transfer and meet outbound call expectations
- Compliance training
- Begin quoting old leads by week 4
- Be present and be on time

60-day Expectations

- Begin to sell on Trainee pull with a minimum of 10 quotes a day
- LSP has closed \$20k in premium & 5 Households on trainee and transitioned to new leads.
- Consistently hitting their daily activity goal
 - Minimum expectation of 90% of Ambition score

90-day Expectations

- 15 Quotes
- \$50K in premium
- No dings
- T Docs under 8 (unsigned UM forms)
- Consistently hitting their daily activity goal
 - Minimum expectation of 90% of Ambition activity goal

Hard outs

- Call outs (Mondays especially)
- Disrupting team cohesiveness
- Violating Employee Handbook
- Consistently missing activity goals

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