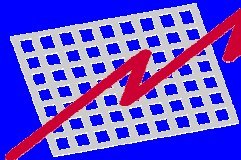


Actuarial Management Resources, Inc.

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## **Distribution Systems – Motivating Producers**

Are your producers incented or incensed?

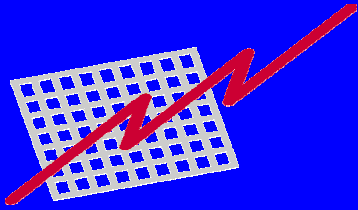


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As a group, actuaries are hard working, intelligent individuals who strive to perform well in their job.

True or False?

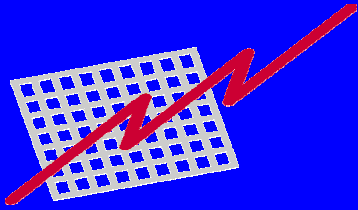


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Actuaries are motivated by:

- ▶ Compensation

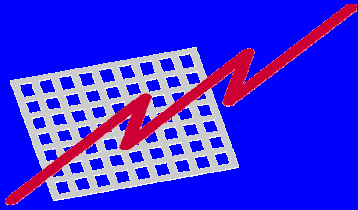


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**Actuaries are motivated by:**

- ▶ Compensation
- ▶ Good Working Environment



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Actuaries are motivated by:

- ▶ Compensation
- ▶ Good Working Environment
- ▶ Recognition

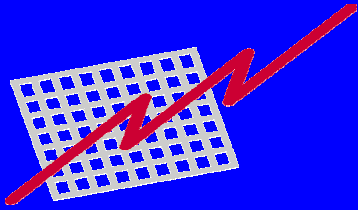


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As a group, agents are hard working, intelligent individuals who strive to perform well in their job.

True or False?



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Agents are motivated by:

- ▶ Compensation



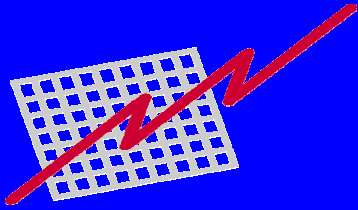
Actuarial Management Resources, Inc.

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Agents are motivated by:

- ▶ Compensation
- ▶ Good Working Environment





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Agents are motivated by:

- ▶ Compensation
- ▶ Good Working Environment
- ▶ Recognition

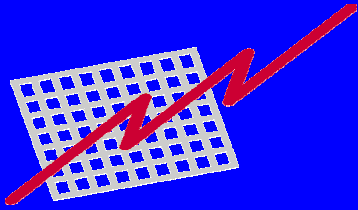


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▶ Compensation

- Commissions – First / Renewal
- Production / Persistency Bonuses
- Retirement plans / Health plans
- Company ownership plans

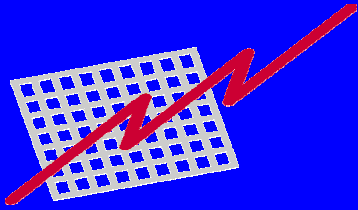


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▶ **Good Working Environment**

- Product
- Home office service
- Field office environment
- Company attitude

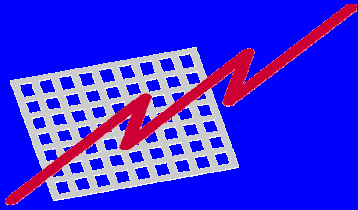


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## ▶ Recognition

- Company publications
- Conventions / Meetings / Trips
- Promotions



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# Distribution Systems – Motivating Producers