



Globe Life
Family Heritage Division

OPPORTUNITY
NOW

2020 Incentives,
Awards & Recognition

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Career Track Recruiting Bonus

PART 1: RECRUITING BONUS

A Career Track Agent designated as the Direct Recruiter of a Qualified Recruit will receive a **\$1,500 Recruiting Bonus!**

PART 2: LEADERSHIP BONUS – DIRECTORS*

This is paid quarterly to those who finish the quarter meeting the Market Director qualifications, plus one additional Direct Recruit over the Market Director qualification.

Requirements: \$125,000 NAP, 50 Submits, and **3 Direct Recruits**

The Leadership Bonus is an additional **\$750** for each Qualified Recruit on whom they earned the \$1,500 Recruiting Bonus **during the quarter.**

TOTAL BONUS OPPORTUNITY = \$2,250

PART 2: LEADERSHIP BONUS – DIRECTORS*

This is paid quarterly to those who finish the quarter meeting the Regional Director qualifications, plus one additional Direct Recruit over the Regional Director qualification.

Requirements: \$250,000 NAP, 100 Submits, and **4 Direct Recruits**

The Leadership Bonus is an additional **\$1,500** for each Qualified Recruit on whom they earned the \$1,500 Recruiting Bonus **during the quarter.**

TOTAL BONUS OPPORTUNITY = \$3,000

Quick Start Cash Bonus

RECRUITS EARN \$1,000 by producing at least \$10,000 cumulative NAP during their first 4 weeks with Globe Life Family Heritage Division.

Bonus will be paid when **\$10,000 NAP is achieved during the first 4 weeks and after completing four FIT modules.**

- No Split Business is applicable.
- The eligibility period for the Quick Start Cash Bonus is the **first 4 weeks** commencing when the first new business is submitted and processed.
- This bonus will be paid for a 2020 Recruit through the January 2021 sales month.

CAREER TRACK RECRUITING BONUS DEFINITIONS

Career Track Agent – An agent with a rank of Sales Professional through Agency Owner. This does not include administrative staff, staff recruiters, etc.

Direct Recruiter – A Recruit who is credited directly to the agent who recruited them. The Recruit may come from any sourcing method.

Qualified Recruit – The new agent (recruit) who produces \$10K NAP in their first 13 weeks.

* This bonus will be paid by achieving the requirements, even if the Market Director or the Regional Director status is not yet achieved.

License Reimbursement

ALL NEW SALES PROFESSIONALS RECRUITED IN 2020 will be reimbursed for expenses necessary to obtain their insurance license, including:

- State Required Class
- License Test Fees
- Background Checks
- Resident State Appointment Fees

These expenses will be reimbursed when the Sales Professional reaches \$50,000 Net Annualized Premium (NAP) in the first 12 months with Globe Life Family Heritage Division.

Sales Academy Reimbursement

SALES ACADEMY EXPENSES FOR NEW SALES PROFESSIONALS RECRUITED IN 2020 will be credited **\$50 per \$800** of NAP. Applicable expenses include airfare or auto and hotel expenses incurred to attend one of our National Sales Academies. This incentive will be paid as a credit on the Sales Professional's account to offset actual travel and hotel charges. Those who drive to Sales Academy will be eligible to receive in reimbursement:

0–99 miles: **\$100** 100–249 miles: **\$150** 250+ miles: **\$200**

7-day advance ticket price is required or the Agency Owner will pay the difference between the 7-day advance ticket price and the higher fare.



Fundamental Interactive Training

- FIT offers comprehensive, interactive sales and leadership training based on time-tested formulas of direct sales excellence.
- These 15-minute modules can accelerate your development by learning from the very best in our business, with **proven** methods, **best practices**, **winning ideas**, and **how to's** that will help you go from **good to GREAT!**



2020 Leadership Academy

HOW FAR WILL YOU GO? PLAN NOW!

Invest in your business and learn from our very best.

LA 101 — FOUNDATIONS OF AGENCY BUILDING

Train to the skills necessary for success and advancement at the Career Sales Professional level for the purpose of building a strong foundation for a career in Professional Sales and/or Agency Building.

- Attendees:** Sales Professionals who meet the requirements and show a desire to advance their career
- Qualifications:** Two Green-Outs –OR– \$25,000 Personal NAP in last 6 months
- Duration:** 2 1/2 days of training
- Dates:** **February 3–5** Qualification Period: 7/22/2019–1/19/2020 **April 22–24** Qualification Period: 10/7/2019–4/5/2020
July 15–17 Qualification Period: 12/30/2019–6/28/2020 **Sept 30–Oct 2** Qualification Period: 3/16/2020–9/13/2020

LA 201 — FUNDAMENTALS OF AGENCY BUILDING

Train to the skills necessary for success at the Field Director level in preparation for Career Track advancement as you build and train your first 'core' team.

- Attendees:** Agency Builders who show proficiency and results from attending Leadership Academy 101
- Qualifications:** Field Director and above –OR– Agency Builders with 25 total submitting Agent Professionals in the previous full quarter –OR– 1 Direct Recruit and \$30,000 Personal NAP in the previous full quarter
- Duration:** Two full days of training
- Dates:** **February 20–21 • July 13–14 • October 15–16**

LA 301 — ADVANCED AGENCY BUILDING

Train to the skills necessary for success at the Market Director level in preparation for Career Track advancement towards Regional Director and beyond.

- Attendees:** Successful Agency Builders who show proficiency and results from attending Leadership Academy 101 and 201
- Qualifications:** Market Director and above –OR– 3 Direct Recruits and \$30,000 Personal NAP in previous full quarter
- Duration:** Two full days of training
- Dates:** **April 20–21 • September 28–29**

LA MASTERS — THE WAY TO AGENCY OWNER SUCCESS

The pinnacle of Leadership Academy, this course builds on the previous courses and delivers the highest level of training needed to become a successful Agency Owner.

- Attendees:** Agency Builders on track to becoming an Agency Owner
- Qualifications:** Invitation-only through results
- Duration:** Semi-annually or as scheduled
- Dates:** **TBD**

To attend Leadership Academy, you must meet minimum requirements and be approved by your Agency Owner and Division President. The Sales Professional will be responsible for their travel costs for LA 201, LA 301, LA Masters, and to re-attend a class; Globe Life Family Heritage Division will cover hotel and meals. All courses must be completed in progressive order. Discuss your leadership goals with your Agency Owner and apply on the Agent Portal or through the link provided on the Globe Life Family Heritage Division weekly email flyer.

Sales Bonuses

Monthly Cash Bonus

NAP	BONUS
\$100,000	\$5,500
\$90,000	\$5,000
\$80,000	\$4,500
\$70,000	\$4,000
\$60,000	\$3,500
\$50,000	\$3,000
\$40,000	\$2,000
\$30,000	\$1,500
\$20,000	\$500
\$15,000	\$375
\$10,000	\$250

Monthly Cash Bonus Guidelines

- To receive the Monthly Cash Bonus, you must produce business a minimum of three weeks during a four-week month and four weeks during a five-week month.
- Bonuses are calculated and paid based on the Globe Life Family Heritage Division calendar month.
- Some calendar months are four weeks and some are five weeks.

Quarterly Stock Bonus

EACH QUARTER YOU EARN THREE MONTHLY CASH BONUSES, you will also earn a \$1,000 Globe Life Stock Bonus.

Quality Business Multiplier

This incentive bonus may be increased or decreased based on quality of business. New agents will use a 100% A/T until a credible A/T is accumulated.

12 MONTHS A/T RATIO	QUALITY BUSINESS MULTIPLIER
120 and up	120%
100-119	100% - 119%
80-99	80% - 99%
Below 80	0%

Career Track Stock and Cash Bonus

By growing your business quarter over quarter, as a Market Director or a Regional Director, you may qualify for a quarterly Globe Stock (NYSE: GL) award. Additionally, for Regional Directors, you may qualify for a quarterly Cash Bonus.

Career Track Stock and Cash Bonus Guidelines

- All Stock and Cash Bonus determinations will be made based on the Career Track report.
- Stock Awards will be deposited quarterly to a brokerage account in your name. There is no cash substitution.

HOW DO I QUALIFY?

- Satisfy the Career Track requirements of a Market Director or Regional Director at the end of a quarter.
- Grow your NAP and Submits over the previous quarter.

WHAT DO I EARN?

AGENCY BUILDER	QUARTERLY STOCK
Regional Director	\$3,000
Market Director	\$1,500

Regional Director Quarterly Cash Bonus

When, as a Regional Director, you earn a Quarterly Stock Award and you run your business from your own ABM Compliant Office*, you will be paid a **\$3,000** cash bonus.

CAREERTRACK



*An ABM Compliant Office is a brick and mortar office within 50 miles of your residence address.



I Dare You!

BECOMING A SALES MASTER ALLOWS YOU TO STAND OUT AMONG YOUR PEERS! How? By earning the exclusive Sales and Leadership Master jacket! These custom made jackets are a symbol of honor worn by our very exclusive Sales Professionals, Agency Builders, and Agency Owners. Will you step up to the "I Dare You!" challenge?

QUALIFY DURING:
DECEMBER 16, 2019 –
MARCH 14, 2020 (13 Weeks)

1ST TIME WINNER

Custom made Master jacket

2ND AND BEYOND WINNERS

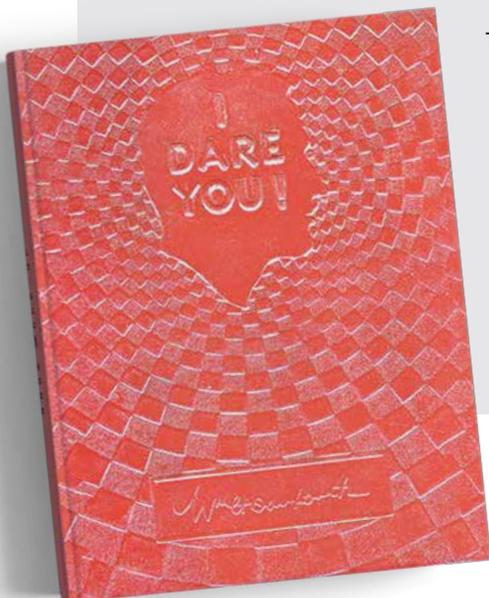
Custom made Pin with number of years earned

5TH TIME WINNER

Replacement jacket

The Globe Life Family Heritage Division "I Dare You!" Award

is inspired by the book written by American entrepreneur and philanthropist William H. Danforth (1870-1956) who is most famous for launching the American Youth Foundation in 1925 as a resource for spurring kids to becoming the best they can be.



The spirit of his can-do philosophy dares every person to take control of their lives and become the happy, fulfilled people they've always dreamed of being.

You are challenged during this 13-week period to do the same. *I dare you!*



SALES PROFESSIONALS

\$60,000 NAP – "The Masters" **GREEN** jacket

AGENCY BUILDERS*

\$200,000 NAP and 3 Direct Recruits – The distinguished elegance of the **NAVY** jacket

AGENCY OWNERS

Earn the **SLATE BLUE** jacket by having 13 NEW Agency Recruits in the 13 weeks

*No split hierarchy

Weekly Recognition

OUR SALES LEVELS ARE RECOGNIZED WEEKLY.

We also recognize our agents who achieve strings of 3 weeks or more, starting at the Green Out level. All agents who obtain **30% growth** will earn a commemorative plaque at the end of the year.

GAP	RECOGNITION
\$30,000	Opportunity Now Eagle
\$25,000	Soaring Eagle
\$20,000	Heritage Eagle
\$15,000	Leaders Eagle
\$10,000	Flight of Eagle
\$7,500	Globe Week
\$5,000	Green Out Performance
\$2,500	Builder Week (New Agents)

Growth Circle

GROWTH OVER 2019 as a Sales Professional, Agency Builder or Agency Owner earns this prestigious designation:

2020 Chairman's Circle **30%**

2020 President's Circle **20%**

2020 Achiever's Circle **10%**

You will be recognized at each Globe Life Family Heritage Division meeting for contributing to our growth.



Annual Awards Meeting

Globe Life Family Heritage Division awards the best of the best for the following achievements:

TOP PERFORMANCES

Striking awards are presented for the top performances.

- Sales Professionals
- Agency Builders
- Agency Owners
- Top Recruiters
- Fast Start Award (*First 13 weeks of your career*)
- Top First-Year Performance (*First 52 weeks with Globe Life Family Heritage Division*)
- Howard Lewis Heritage Award

ANNUAL AWARD CLUBS

An elegant award will be presented to our annual achievers.



CLUB	RECRUITER	SALES PROFESSIONAL	AGENCY BUILDER	AGENCY OWNER*	
Chairman's	Top 3 Direct	Top 1 Agency Owner	Top 10	Top 5	Top 1
President's	4–10	2–3	11–30	6–10	2–3
Achiever's	11–15	4–5	31–50	11–30	4–10
Leader's Club	—	—	51–130	—	—

HOW TO QUALIFY

CATEGORY	QUALIFICATION	NOTES
Top 130 Sales Professionals	Be one the top 130 Sales Professionals	Top 30 will receive a special award
Top 30 Agency Builders	Ranked by NAP highest to lowest with a minimum of 8 Direct Recruits + 150 Submits	No split hierarchy
Top 15 Recruiters	Each Recruit must sell a minimum of \$5,000 NAP	Top 15 determined based on highest Recruit NAP
Agency Owners	Growth in NAP and Submits	

- All Annual Award Winners will earn **100%** of airfare, hotel and events for them and their guest.
- All winners will be invited on stage to receive an award.
- The trip is for winners and one adult guest 21 or older. No additional attendees will be permitted.
- Winners accommodations are based on double occupancy.
- A recruit is counted at \$5,000 NAP for all qualifications involving recruits.

*Must qualify to attend the Annual meeting to be eligible for this award.



Lifetime Recognition

LIFETIME ACHIEVEMENT AWARDS

For those who exemplify consistency, a strong work ethic and the will and perseverance to continue their contribution through personal and team sales. These awards are the most coveted in our Company; recipients are recognized as the leaders, **the true Eagles** of Globe Life Family Heritage Division. The Lifetime Achievement Awards are presented for cumulative sales.

	SALES PROFESSIONALS	AGENCY BUILDERS
Eagle Eye: Soaring like an Eagle keeping your eye on the goal, Globe Life Family Heritage Division's most distinguished lifetime achievement award, which recognizes the elite achiever.	\$7,500,000 NAP	\$30,000,000 NAP
Spirit of the Eagle: The Company's most elegant and prestigious award, reserved for this ultimate achievement.	\$5,000,000 NAP	\$25,000,000 NAP
On Eagle's Wings: A bronze sculpture that has been handcrafted from the finest materials to give the eagle a lifelike appearance that celebrates your achievement.	\$4,000,000 NAP	\$20,000,000 NAP
Dawn of the Millennium: A spectacular rare eagle artistry commemorating this significant lifetime milestone.	\$3,000,000 NAP	\$15,000,000 NAP
Flight of Freedom: A beautiful Baccarat crystal sculpture recognizing this outstanding achievement.	\$2,000,000 NAP	\$10,000,000 NAP
Dead Aim: A signed and numbered bronze sculpture created by the world-renowned Frederick Shoop.	\$1,000,000 NAP	\$5,000,000 NAP
American Patriot: A brass-cast eagle with the "Where Eagles Dare" story inscribed on the front plate.	\$500,000 NAP	\$2,500,000 NAP

All Lifetime Achievement Award and Eagle Plaque winners will be recognized annually at the mid-year meeting.

Eagle Plaques

Achievement of an outstanding number of Eagle Performances is recognized by the Eagle Commemorative engraved plate.

QUALIFICATIONS

Titanium Plate	300 th Eagle	Platinum Plate	100 th Eagle
Sterling Silver Plate	250 th Eagle	Gold Plate	75 th Eagle
Palladium Plate	200 th Eagle	Silver Plate	50 th Eagle
Copper Plate	150 th Eagle	Bronze Plate	25 th Eagle



2020 Globe Life Achievement Awards

Three affiliates compete for cash prizes and recognition in 2020:

2020 TOP SALES PROFESSIONAL – \$25,000 Prize

2nd Place – \$10,000 Prize | 3rd Place – \$5,000 Prize

Winners will be the top three producers with the highest net written premium of all three affiliates for all of 2020, subject to the Company's quality of business and minimum production standards.

2020 TOP PERSONAL RECRUITER – \$25,000 Prize

2nd Place – \$10,000 Prize | 3rd Place – \$5,000 Prize

Winners will be the top three recruiters with the highest total individual net premium written by their personal recruits during the 2020 calendar year. To qualify for the award, winners must have a minimum of 18 personal recruits in 2020.

2020 LEGACY AWARD – \$25,000 Prize

Winner will be the Agency Owner who promotes two or more managers to the AO position during the previous two calendar years. If there's a tie within a Company, no one wins in that year.



Growth Council

The 2020 Growth Council's mission is to advise Family Heritage Division in key areas that impact growth in Sales and Recruiting.

Growth Circle expectations:

- Show a track record of growth in Sales and Recruiting
- Display personal and professional leadership at all times
- Are team players and support all Globe Life Family Heritage Division systems and campaigns
- Recruit quality people and operate an organization that writes quality business

Wall of Greats

Prestigious awards to our Sales Professionals, Agency Builders, and Agency Owners for a record-setting sales performance.

TOP 10 PERSONAL SALES	TOP 10 PERSONAL ACHIEVEMENT	TOP 10 AGENCY OWNER SALES
GAP Week	\$10,000 GAP Weeks	GAP Week
NAP Month	I Dare You	NAP Month
1 st Year Sales	\$5,000 GAP Strings	Recruiting Year
NAP Year	Personal Recruiting	NAP Year
NAP Lifetime		NAP Lifetime

Board of Governors

WE RECOGNIZE OUR PRESTIGIOUS BOARD OF GOVERNORS, an advisory council appointed by the President and CEO of Globe Life Family Heritage Division. These decision makers are the top producer in their state with a minimum annual production of \$200,000 NAP.

Lieutenant Governors

THE SECOND AND THIRD PLACE producers in each state with at least \$200,000 NAP earn special recognition and are also on the Advisory Council to the President.

Our Board of Governors and Lieutenant Governors receive a special medallion to recognize their state performance.



Publications

MONTHLY LEADERBOARDS

Our monthly and year-to-date newsletter announcing notable facts and recognizing our Sales Professionals, Agency Builders and Agency Owners.

WEEKLY LEADERBOARDS

A weekly progress report highlighting:

- Sales Professionals
- Agency Builders
- Agency Owners

OUR HERITAGE

A quarterly magazine focused on Triple Threat activities.

Trainmore Automatic

STRING AN EAGLE during each Trainmore with at least \$10,000 Gross Annualized Premium and be recognized annually.

Record Breakers

PRESTIGIOUS AWARDS to our Sales Professionals, Agency Builders, and Agency Owners for a record setting sales performance.



Mid-Year Meeting

Earning a trip to the National Mid-Year Sales Meeting is not only a personal honor, but also a rewarding trip for you and your family. The trip is filled with learning, fun-filled events, and a chance to get to know others in the Globe Life family. In 2020, we will be traveling to **Minneapolis** for the Mid-Year Meeting! We look forward to you and your family joining us there!

EARNING YOUR TRIP

Earn levels of your trips to **Minneapolis**.

LEVEL	TRIP AWARD	PERSONAL NAP	AGENCY BUILDER*	RECRUITS
4	Adult Guest Airfare	\$120,000	\$600,000 NAP + 5 Direct Recruits	26
3	Agent Airfare	\$90,000	\$450,000 NAP + 4 Direct Recruits	20
2	Hotel	\$60,000	\$300,000 NAP + 3 Direct Recruits	14
1	Daily Events	\$30,000	\$150,000 NAP + 2 Direct Recruits	6

- You may bring one adult guest. If two agents are married, the agent who has earned the highest level will be used. Agent's levels cannot be combined or used independently. *(A non-qualifying agent is not eligible to attend as a guest of a qualifying agent. Exception: If qualified agent's guest is their spouse.)*
- Levels will be combined for Personal NAP, Agency Builder NAP and Recruits.
- Qualification period is 22 weeks.
- To attend a meeting, you must achieve the minimum standard of **LEVEL 1** during the qualification period.
- Agency Owners qualify through recruits only.

Example 1

	NAP / Recruits	Level(s) Earned
Personal NAP	\$40,000	1
Final Level Earned		1

Example 3

	NAP / Recruits	Level(s) Earned
Personal NAP	\$35,000	1
Agency Builder NAP	\$150,000 + 2 Direct Recruits	1
Recruits	6	1
Final Level Earned		3

Example 2

	NAP / Recruits	Level(s) Earned
Personal NAP	\$50,000	1
Agency Builder NAP	\$300,000 + 3 Direct Recruits	2
Final Level Earned		3

Example 4

	NAP / Recruits	Level(s) Earned
Agency Builder NAP	\$600,000 + 5 Direct Recruits	4
Recruits	20	3
Final Level Earned	Maximum	4

*No Split Hierarchy

• HYATT REGENCY MINNEAPOLIS | JULY 1-4, 2020 •



LOS
CABOS
MEXICO



FAMILY HERITAGE
DIVISION
2021 CONVENTION

2021 CONVENTION

January 29-February 1 Hard Rock Hotel



In 2020, we'll be visiting the Hyatt Regency in the heart of downtown Minneapolis, a city known for its Midwestern charm and upscale city life. The Hyatt overlooks downtown and beautiful Loring Park, with Scandinavian-inspired décor and luxurious rooms.

When you're not meeting your colleagues, take advantage of the hotel's heated pool and 32,000-square-foot fitness center. And as long as you've gone for a swim or a run, stop in at the chic Prairie Kitchen for drinks and dinner.

Want something fun after the day's events? Shop at the world-famous Mall of America, get your culture fix at the Minneapolis Institute of Arts, reflect at the Basilica of St. Mary, or go wild at the Como Park Zoo.

We're looking forward to visiting America's heartland in 2020. See you in Minneapolis!



• HYATT REGENCY MINNEAPOLIS | JULY 1-4, 2020 •



Hard Rock Hotel

January 29-February 1, 2021

Pack your favorite bathing suit and your most loyal pair of flip-flops, because in 2121, Family Heritage is heading to Los Cabos! Los Cabos, located at the tip of the Baja California Peninsula in Mexico, is well known for its unparalleled natural beauty, biodiversity, and relaxing atmosphere.

A popular hangout to stars like George Clooney, Enrique Iglesias, and Jennifer Aniston, Los Cabos has an array of activities to choose from regardless of how you like to vacation.

When you're not meeting with your colleagues, take advantage of Los Cabos' unique setting. Enjoy a range of activities and services, including luxury spas, scuba diving, snorkeling, golfing, or horseback riding. In Los Cabos, there's something for everyone!

So, get ready, remember your sunblock, and prepare for Family Heritage Division's most breathtaking event yet!



The Fine Print

2020 INCENTIVE GUIDELINES

Incentives, awards, bonuses, trips and meetings are available to “captive” sales professionals who are “active,” “in good standing” and writing quality business.

GLOBE LIFE FAMILY HERITAGE DIVISION RESERVES THE FOLLOWING “RIGHTS” INCLUDING, BUT NOT LIMITED TO:

1. All awards and incentives must be achieved within the spirit of the program.
2. All marketing distribution systems must meet Company persistency standards.
3. The determination of award winners will be based in order of Annualized Premium, A/T Ratio.
4. All cash bonuses will be applied to accounts if the personal debt to earnings ratio exceeds 8:1.
5. Agency Builder incentives may be based on multiple hierarchies and personal production. Globe Life Family Heritage Division reserves the right to withhold Agency Builder production credit when minimum standards are not met.
6. To be eligible to receive the incentive for the mid-year and/or year-end meetings, the Sales Professional/ Agency Builder must attend the day of the National Sales Meeting. Winners will earn the incentive based on the levels achieved. Non-winners are responsible for their transportation, food, hotel and event costs for themselves and their guests. To be eligible to attend the Annual Meeting the Sales Professional/ Agency Builder must be an Annual Award Winner. See page 10 for details.
7. $NAP = GAP - \text{Cancel-At-Issue}$. Cancel-At-Issue rates greater than 12% will be deducted proportionately from all incentives.
8. There are no substitutions for any awards. The prizes listed are the only value to be awarded.
9. Globe Life Family Heritage Division reserves the right to discontinue, restructure or revise incentives as deemed necessary.
10. Personalized CASPER Reports will determine the quality standards for the payoff of all incentives.
11. Globe Life Family Heritage Division may delay or reverse bonus payments due to business quality.

2020 Sales Calendar

2020	Wk #	Week	Holidays	Sales Academy	Meetings/Webinars	Mid-Year	Year End	Focus Week Outreach Program	Special Focus	Wk #			
1 st Quarter	January	1	16-Dec	✓ N		Minneapolis Qualification Period	Los Cabos Qualification Period	A0 Program		1			
		2	23-Dec	12/25 Christmas Day	✗							2	
		3	30-Dec	1/1 New Year's Day	✗							3	
		4	06-Jan		✓ N			Bahamas (1/9–1/12)				4	
	February	5	13-Jan		✓					Trainmore 1		5	
		6	20-Jan	1/20 MLK	✓ N							6	
		7	27-Jan		✓							7	
	March	8	03-Feb	2/7 Wear Red Day	✓ N			LA 101 (2/3–2/5)			World Cancer Day 2/4	Heart Awareness Month	8
		9	10-Feb	2/14 Valentine's Day	✓					Trainmore 2			9
		10	17-Feb	2/17 President's Day	✓ N			LA 201 (2/20–2/21) Globe Life Achievement Awards (2/20–2/22)					10
		11	24-Feb		✓								11
		12	02-Mar		✓ N					Trainmore 3			12
		13	09-Mar		✓								13
2 nd Quarter	April	14	16-Mar	3/17 St. Patrick's Day	✓ N	National Webinar (3/20)			March Mania	14			
		15	23-Mar		✓	Agency Owner Meeting (3/23–3/25)				15			
		16	30-Mar		✓ N			Trainmore 4 – PPW			16		
		17	06-Apr	4/12 Easter	✓						17		
	May	18	13-Apr		✓ N					18			
		19	20-Apr		✓	LA 301 (4/20–4/21) LA 101 (4/22–4/24)				19			
		20	27-Apr		✓ N					20			
	June	21	04-May	5/7 National Prayer Day 5/10 Mother's Day	✓			Trainmore 5		21			
		22	11-May		✓ N					22			
		23	18-May		✓					23			
24		25-May	5/25 Memorial Day	✓ N*					24				
25		01-Jun		✓	Minneapolis Registration Closes (6/1)		Trainmore 6		25				
26		08-Jun		✓ N					26				
3 rd Quarter	July	27	15-Jun	6/21 Father's Day	✓					27			
		28	22-Jun		✓ N					28			
		29	29-Jun	7/4 Independence Day	✗	Minneapolis (7/1–7/4)				29			
		30	06-Jul		✓ N			Trainmore 7		30			
	August	31	13-Jul		✓	LA 201 (7/13–7/14) LA 101 (7/15–7/17)			Knock Out	31			
		32	20-Jul		✓ N					32			
		33	27-Jul		✓					33			
	September	34	03-Aug		✓ N			Trainmore 8		34			
		35	10-Aug		✓					35			
		36	17-Aug		✓ N					36			
37		24-Aug		✓	National Webinar (8/28)				37				
38		31-Aug		✓ N			Trainmore 9		38				
39		07-Sep	9/7 Labor Day	✓ *					39				
4 th Quarter	October	40	14-Sep		✓ N				Life Awareness Month	40			
		41	21-Sep		✓					41			
		42	28-Sep		✓ N	LA 301/Masters (9/28–9/29) LA 101 (9/30–10/02)				42			
		43	05-Oct		✓			Trainmore 10		43			
	November	44	12-Oct	10/12 Columbus Day	✓ N	LA 201 (10/15–10/16)				44			
		45	19-Oct		✓					45			
		46	26-Oct		✓ N					46			
		47	02-Nov		✓					47			
		48	09-Nov	11/11 Veterans Day	✓ N			Trainmore 11 – FW		48			
	December	49	16-Nov		✓					49			
50		23-Nov	11/26 Thanksgiving Day	✗					50				
51		30-Nov		✓ N					51				
52		07-Dec		✓			Trainmore 12		52				
53		14-Dec		✗			Special Incentive		53				

Los Cabos (January 29 – February 1, 2021)

✓ Sales Academy held in Dallas

✓ N Sales Academy held in both Dallas and Nashville

✗ No Sales Academy

✓ * Asterisk denotes Tue-Fri class

Incentive Summary

NEW AGENT START UP

License ReimbursementLicensing expenses paid for \$50,000 NAP
Sales AcademyExpenses credited \$50 per \$800 NAP for: air, hotel, mileage
Quick Start BonusRecruits earn \$1,000 for \$10,000 NAP and 4 FIT modules

RECRUITING

Career Track Recruiting Bonus.....Recruiter can earn \$1,500–\$3,000

AGENCY BUILDER

Career Track Stock and Cash Bonus.....Earn up to \$3,000 in Cash and Stock

PERSONAL SALES

Monthly Cash BonusEarn up to \$66,000 Monthly Cash and Stock Bonuses
Monthly Stock Bonus.....Earn \$500 Globe Life Stock when you reach \$30,000 or more in Monthly Cash Bonus

TRIPS / TRAINING

Minneapolis / Los Cabos4 Levels in 22 weeks / Annual Qualification
LA 101Two Green Outs –OR– \$25,000 NAP past 6 months
LA 201Field Director and above –OR– Agency Builders with 25 total submitting Agents
Professionals in the previous full quarter –OR– 1 Direct Recruit and \$30,000 NAP in the
previous full quarter
LA 301Market Director and above –OR– 3 Direct Recruits and \$30,000 NAP in previous full quarter
LA MastersInvitation only through results

TOP RECOGNITION | Dare You (13 Weeks)

Sales Professionals.....\$60,000 NAP
Agency Builders.....\$200,000 NAP and 3 Direct Recruits
Agency Organization.....13 Agency Recruits

NOTE: This is only a summary, please refer to the details of the 2020 Incentive, Awards and Recognition booklet.