

**Agent Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
Paper App (IDXGNB) (IDXSE0)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
eApp (741001) (741001)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
Paper App (IDXGLD)(IDXSE0)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
eApp (741002) (741000)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
Paper App (IDXSE0)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
eApp (741000)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
Paper App (RGNB10) (IDXSE3)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
eApp (741004) (741003)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

**Agent Compensation Schedule:  
Nassau Personal Income Annuity  
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Nassau Simple Annuity**

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
Paper App (REFGLD) (IDXSE3)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
eApp (741005) (741003)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
Paper App (IDXSE3)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
eApp (741003)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%



Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) New York			
Level Name	Level	Age 0-80	Age 81+
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

#### FOOTNOTES:

- (a) Products are subject to state approval and may not be available in all states. Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > Learn > State Availability for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.

**Agent+ Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent+**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
Paper App (IDXGNB) (IDXSE0)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
eApp (741001) (741001)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
Paper App (IDXGLD)(IDXSE0)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
eApp (741002) (741000)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
Paper App (IDXSE0)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
eApp (741000)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
Paper App (RGNB10) (IDXSE3)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
eApp (741004) (741003)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%



**Agent+ Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
Paper App (REFGLD) (IDXSE3)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
eApp (741005) (741003)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
Paper App (IDXSE3)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
eApp (741003)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) New York			
Level Name	Level	Age 0-80	Age 81+
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

#### FOOTNOTES:

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- A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**GA Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **GA**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
Paper App (IDXGNB) (IDXSE0)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
eApp (741001) (741001)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
Paper App (IDXGLD)(IDXSE0)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
eApp (741002) (741000)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
Paper App (IDXSE0)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
eApp (741000)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

**GA Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
Paper App (RGNB10) (IDXSE3)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
eApp (741004) (741003)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
Paper App (REFGLD) (IDXSE3)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
eApp (741005) (741003)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
Paper App (IDXSE3)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
eApp (741003)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%



Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) New York			
Level Name	Level	Age 0-80	Age 81+
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

**FOOTNOTES:**

- (a) Products are subject to state approval and may not be available in all states. Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > Learn > State Availability for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

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This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**IMO Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **IMO**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
Paper App (IDXGNB) (IDXSE0)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.25%	6.00%
MGA	6	7.75%	5.50%
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
eApp (741001) (741001)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.35%	6.10%
MGA	6	7.85%	5.60%
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
Paper App (IDXGLD)(IDXSE0)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.00%	5.75%
MGA	6	7.50%	5.25%
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
eApp (741002) (741000)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.10%	5.85%
MGA	6	7.60%	5.35%
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
Paper App (IDXSE0)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	7.50%	5.50%
MGA	6	7.25%	5.25%
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
eApp (741000)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	7.60%	5.60%
MGA	6	7.35%	5.35%
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

**IMO Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
Paper App (RGNB10) (IDXSE3)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.25%	6.00%
MGA	6	7.75%	5.50%
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
eApp (741004) (741003)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.35%	6.10%
MGA	6	7.85%	5.60%
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
Paper App (REFGLD) (IDXSE3)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.00%	5.75%
MGA	6	7.50%	5.25%
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
eApp (741005) (741003)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	8.10%	5.85%
MGA	6	7.60%	5.35%
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
Paper App (IDXSE3)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	7.50%	5.50%
MGA	6	7.25%	5.25%
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
eApp (741003)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
IMO	7	7.60%	5.60%
MGA	6	7.35%	5.35%
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.70%	1.35%
MGA	6	2.55%	1.275%
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.80%	1.45%
MGA	6	2.65%	1.375%
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%



IMO Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.30%	1.15%
MGA	6	2.15%	1.075%
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.40%	1.25%
MGA	6	2.25%	1.175%
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	3.10%	1.55%
MGA	6	3.00%	1.50%
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	3.20%	1.65%
MGA	6	3.10%	1.60%
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.70%	1.35%
MGA	6	2.60%	1.30%
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.80%	1.45%
MGA	6	2.70%	1.40%
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.70%	1.35%
MGA	6	2.55%	1.275%
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.80%	1.45%
MGA	6	2.65%	1.375%
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.30%	1.15%
MGA	6	2.15%	1.075%
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.40%	1.25%
MGA	6	2.25%	1.175%
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	3.10%	1.55%
MGA	6	3.00%	1.50%
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	3.20%	1.65%
MGA	6	3.10%	1.60%
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.70%	1.35%
MGA	6	2.60%	1.30%
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) New York			
Level Name	Level	Age 0-80	Age 81+
IMO	7	2.80%	1.45%
MGA	6	2.70%	1.40%
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

#### FOOTNOTES:

- Products are subject to state approval and may not be available in all states. Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > Learn > State Availability for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**MGA Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **MGA**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
Paper App (IDXGNB) (IDXSE0)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.75%	5.50%
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - A (a) (b) (c) (d)			
eApp (741001) (741001)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.85%	5.60%
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
Paper App (IDXGLD) (IDXSE0)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.50%	5.25%
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - B (a) (b) (c) (d)			
eApp (741002) (741000)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.60%	5.35%
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
Paper App (IDXSE0)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.25%	5.25%
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Income Annuity - C (a) (b) (c) (d)			
eApp (741000)			
Issue State: AK, IL, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.35%	5.35%
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
Paper App (RGNB10) (IDXSE3)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.75%	5.50%
GA	4	7.25%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - A (a) (b) (c) (d)			
eApp (741004) (741003)			
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.85%	5.60%
GA	4	7.35%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
Paper App (REFGLD) (IDXSE3)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.50%	5.25%
GA	4	7.00%	4.75%
Agent+	3	6.75%	4.25%
Agent	2	5.00%	3.25%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - B (a) (b) (c) (d)			
eApp (741005) (741003)			
Issue State: CA, CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.60%	5.35%
GA	4	7.10%	4.85%
Agent+	3	6.85%	4.35%
Agent	2	5.10%	3.35%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
Paper App (IDXSE3)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.25%	5.25%
GA	4	7.00%	5.00%
Agent+	3	6.75%	4.50%
Agent	2	5.00%	3.50%
LOA	1	0.00%	0.00%

Nassau Personal Protection Choice - C (a) (b) (c) (d)			
eApp (741003)			
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA			
Level Name	Level	Age 0-75	Age 76-80
MGA	6	7.35%	5.35%
GA	4	7.10%	5.10%
Agent+	3	6.85%	4.60%
Agent	2	5.10%	3.60%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.55%	1.275%
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.65%	1.375%
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%



**MGA Compensation Schedule:  
Nassau Personal Income Annuity  
Nassau Personal Protection Choice  
Nassau MYAnnuity  
Nassau Simple Annuity**

Nassau MYAnnuity 5X (a) (b) (c) (d)			
Paper App (MYG003) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.15%	1.075%
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 5X (a) (b) (c) (d)			
eApp (MYG004) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.25%	1.175%
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	3.00%	1.50%
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	3.10%	1.60%
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
Paper App (MYG001) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.60%	1.30%
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau MYAnnuity 7X (a) (b) (c) (d)			
eApp (MYG002) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.70%	1.40%
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.55%	1.275%
GA	4	2.40%	1.20%
Agent+	3	2.15%	1.075%
Agent	2	1.90%	0.95%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.65%	1.375%
GA	4	2.50%	1.30%
Agent+	3	2.25%	1.175%
Agent	2	2.00%	1.05%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
Paper App (MYG007) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.15%	1.075%
GA	4	2.00%	1.00%
Agent+	3	1.75%	0.875%
Agent	2	1.50%	0.75%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 4X (a) (b) (c) (d)			
eApp (MYG008) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.25%	1.175%
GA	4	2.10%	1.10%
Agent+	3	1.85%	0.975%
Agent	2	1.60%	0.85%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	3.00%	1.50%
GA	4	2.90%	1.45%
Agent+	3	2.65%	1.325%
Agent	2	2.40%	1.20%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) Excludes New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	3.10%	1.60%
GA	4	3.00%	1.55%
Agent+	3	2.75%	1.425%
Agent	2	2.50%	1.30%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
Paper App (MYG009) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.60%	1.30%
GA	4	2.50%	1.25%
Agent+	3	2.25%	1.125%
Agent	2	2.00%	1.00%
LOA	1	0.00%	0.00%

Nassau Simple Annuity 6X (a) (b) (c) (d)			
eApp (MYG010) New York			
Level Name	Level	Age 0-80	Age 81+
MGA	6	2.70%	1.40%
GA	4	2.60%	1.35%
Agent+	3	2.35%	1.225%
Agent	2	2.10%	1.10%
LOA	1	0.00%	0.00%

#### FOOTNOTES:

- Products are subject to state approval and may not be available in all states. Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > Learn > State Availability for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.





Nassau Life and Annuity Company (the Company)  
Nassau Life Insurance Company (the Company)  
PO Box 22012, Albany, NY 12201-2012

## Application and Recommendation for Contracting of Producers and Corporations

### Section I - Demographic Information - Complete one form for each applicant (corporation, managing principal, and producer).

Producer or Company Name	Producer's DOB	SSN or TIN Number	National Producer Number
Producer's Home Address, City, State, ZIP Code			Producer's Cell Phone Number
Business Address, City, State, ZIP Code		Business Phone Number	Fax Number
E-Mail Address		Producer's Firm Affiliation	

### Section II - Background Guidelines - Please Review

Once the Application and Recommendation for Contracting is received, a background investigation will be conducted on every producer and entity applying for a producer agreement with the Company as required by state and federal law. You will not be eligible for a producer agreement with the Company if you do not meet our guidelines. You will need to resolve any outstanding items with the credit reporting agency or state regulatory body prior to consideration. The guidelines are as follows:

<b>Financial Debt</b> <ul style="list-style-type: none"><li>• No credit report available</li><li>• Outstanding collection accounts, foreclosures, liens, or judgments exceeding \$20,000, including commission chargebacks from an insurance company</li><li>• Pending or active bankruptcy</li></ul>	<b>State Regulatory/FINRA</b> <ul style="list-style-type: none"><li>• State license revocation, suspension, fine, or sanction (reviewed case by case)</li><li>• Customer disputes, disciplinary and regulatory events resulting in fines, sanctions, or suspension (reviewed case by case)</li></ul>
<b>Criminal</b> <ul style="list-style-type: none"><li>• Felony conviction (automatic decline)</li><li>• Misdemeanor convictions involving fraud, theft, or breach of trust (automatic decline)</li><li>• Other misdemeanor convictions within the last 10 years (reviewed case by case)</li><li>• Pending criminal charges</li></ul>	<b>Other</b> <ul style="list-style-type: none"><li>• Background questions answers on the application do not match background report results</li><li>• "Yes" answers on the background questions and all explanations will be reviewed</li></ul>

### Section III - Your Background Information - COMPLETE THIS SECTION

1. Have you ever had a state insurance license, state securities registration, or your FINRA registration denied, suspended or revoked for any reason? ☐ Yes ☐ No
2. Have you ever been fined or censured by a federal or state regulatory agency? ☐ Yes ☐ No
3. Do you have any outstanding collection accounts, liens or judgments against you, totaling \$20,000 or more? ☐ Yes ☐ No
4. Do you currently have an active or pending bankruptcy petition (voluntary or involuntary)? ☐ Yes ☐ No
5. Have you (or, if a corporation, a principal of this company) ever been charged with, convicted, pled guilty, or pled no lo contendre (no contest) to a felony? ☐ Yes ☐ No
6. Have you (or, if a corporation, a principal of this company) ever been charged with, convicted, pled guilty, or pled no lo contendre (no contest) to a misdemeanor other than a minor traffic violation or DUI? ☐ Yes ☐ No
7. Do you have any outstanding debt(s) with any Distributor, Insurance Company, or Broker/Dealer? ☐ Yes ☐ No
8. Has a life insurance company ever terminated your appointment or contract to sell its products for any reason other than lack of production? ☐ Yes ☐ No
9. Are you now the subject of any complaint, investigation or proceeding that could result in a "yes" answer to questions 1-8? ☐ Yes ☐ No
10. Do you maintain Errors and Omissions liability insurance in the minimum required coverage amount of one million dollars per occurrence? ☐ Yes ☐ No

Please explain any "Yes" answers to the background information questions in Section III. Give specific details including dates, circumstances, and outcome on a separate sheet of paper. Ensure that this sheet is signed, dated, and returned with the application. Also include copies of any relevant documentation, such as release of debt, satisfaction of judgment or approved payment plan.

### Section IV - Taxpayer Acknowledgements

Under penalties of perjury, I certify that: (1) The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and (2) I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding.

### Section V - Signature

The answers provided to the questions in Section III and the statements in Section IV above are true to the best of my knowledge. I will promptly notify the Company if any of the above information changes. Failure to answer truthfully can result in immediate termination.

Name - Please Print _____	Signature _____	Date Signed _____
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Nassau Life and Annuity Company (the Company)  
Nassau Life Insurance Company (the Company)  
PO Box 22012, Albany, NY 12201-2012

## Application and Recommendation for Contracting of Producers and Corporations

### Section I - Demographic Information - Complete one form for each applicant (corporation, managing principal, and producer).

Producer or Company Name	Producer's DOB	SSN or TIN Number	National Producer Number
Producer's Home Address, City, State, ZIP Code			Producer's Cell Phone Number
Business Address, City, State, ZIP Code		Business Phone Number	Fax Number
E-Mail Address	Producer's Firm Affiliation		

### Section II - Background Guidelines - Please Review

Once the Application and Recommendation for Contracting is received, a background investigation will be conducted on every producer and entity applying for a producer agreement with the Company as required by state and federal law. You will not be eligible for a producer agreement with the Company if you do not meet our guidelines. You will need to resolve any outstanding items with the credit reporting agency or state regulatory body prior to consideration. The guidelines are as follows:

<b>Financial Debt</b> <ul style="list-style-type: none"><li>No credit report available</li><li>Outstanding collection accounts, foreclosures, liens, or judgments exceeding \$20,000, including commission chargebacks from an insurance company</li><li>Pending or active bankruptcy</li></ul>	<b>State Regulatory/FINRA</b> <ul style="list-style-type: none"><li>State license revocation, suspension, fine, or sanction (reviewed case by case)</li><li>Customer disputes, disciplinary and regulatory events resulting in fines, sanctions, or suspension (reviewed case by case)</li></ul>
<b>Criminal</b> <ul style="list-style-type: none"><li>Felony conviction (automatic decline)</li><li>Misdemeanor convictions involving fraud, theft, or breach of trust (automatic decline)</li><li>Other misdemeanor convictions within the last 10 years (reviewed case by case)</li><li>Pending criminal charges</li></ul>	<b>Other</b> <ul style="list-style-type: none"><li>Background questions answers on the application do not match background report results</li><li>"Yes" answers on the background questions and all explanations will be reviewed</li></ul>

### Section III - Your Background Information - COMPLETE THIS SECTION

- Have you ever had a state insurance license, state securities registration, or your FINRA registration denied, suspended or revoked for any reason? ☐ Yes ☐ No
- Have you ever been fined or censured by a federal or state regulatory agency? ☐ Yes ☐ No
- Do you have any outstanding collection accounts, liens or judgments against you, totaling \$20,000 or more? ☐ Yes ☐ No
- Do you currently have an active or pending bankruptcy petition (voluntary or involuntary)? ☐ Yes ☐ No
- Have you (or, if a corporation, a principal of this company) ever been charged with, convicted, pled guilty, or pled no to contend (no contest) to a felony? ☐ Yes ☐ No
- Have you (or, if a corporation, a principal of this company) ever been charged with, convicted, pled guilty, or pled no to contend (no contest) to a misdemeanor other than a minor traffic violation or DUI? ☐ Yes ☐ No
- Do you have any outstanding debt(s) with any Distributor, Insurance Company, or Broker/Dealer? ☐ Yes ☐ No
- Has a life insurance company ever terminated your appointment or contract to sell its products for any reason other than lack of production? ☐ Yes ☐ No
- Are you now the subject of any complaint, investigation or proceeding that could result in a "yes" answer to questions 1-8? ☐ Yes ☐ No
- Do you maintain Errors and Omissions liability insurance in the minimum required coverage amount of one million dollars per occurrence? ☐ Yes ☐ No

Please explain any "Yes" answers to the background information questions in Section III. Give specific details including dates, circumstances, and outcome on a separate sheet of paper. Ensure that this sheet is signed, dated, and returned with the application. Also include copies of any relevant documentation, such as release of debt, satisfaction of judgment or approved payment plan.

### Section IV - Taxpayer Acknowledgements

Under penalties of perjury, I certify that: (1) The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and (2) I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding.

### Section V - Signature

The answers provided to the questions in Section III and the statements in Section IV above are true to the best of my knowledge. I will promptly notify the Company if any of the above information changes. Failure to answer truthfully can result in immediate termination.

Name - Please Print

Signature

Date Signed



**NASSAU RE**Nassau Life and Annuity Company  
Nassau Life Insurance Company  
PHL Variable Insurance Company**Licensing Questionnaire****Registered Representative - Please complete (print or type) and forward to your licensing coordinator.**

Registered Representative Name	Social Security Number	Date of Birth
Office Address (No., Street, City, State, ZIP Code)	Telephone Number	
Home Address (No., Street, City, State, ZIP Code)	Telephone Number	
Requesting Appointment in State(s) Of	E-mail Address	FAX Number

**To ensure proper compensation, the following MUST be completed -  
No appointment will be processed without this information.**

Broker/Dealer Assigned Representative Number	Representative's Branch Location Number
--	---

**Broker/Dealer or Insurance Agency Section**

Broker/Dealer Name	Insurance Agency (If different from Broker/Dealer)
Home Office Address (No., Street, City, State, ZIP Code)	

Licensing Contact Person	Telephone Number	Fax Number
Located At <input type="checkbox"/> B/D Home Office <input type="checkbox"/> B/D Branch <input type="checkbox"/> Insurance Agency	Registered Representative to be Appointed Under <input type="checkbox"/> Corporate <input type="checkbox"/> Individual	Corporate Tax I.D. Number
Corporate Licenses Held (List States)		

**Send These Forms for Each Representative You Want Appointed**

Check Copies Included:

- |   |  |
|---|--|
| <input type="checkbox"/> Licensing Questionnaire  | <input type="checkbox"/> Current FINRA Certification         |
| <input type="checkbox"/> Anti-Money Laundering Documentation  | <input type="checkbox"/> State License Application           |
| <input type="checkbox"/> Life/Annuity License (for each state requested)  | (2 Original Forms and Signatures Required in Certain States) |
| <input type="checkbox"/> Countersigned Commission Agreement (Individual Appointment only - No Corporate licenses held in State) |  |

**Home Office Use Only**

Date(s) Paperwork Received	Date(s) Additional Paperwork Requested by Rep or B/D	Date Appointment Assumed
Date Sent to State	Date State Appointment Received by Agency	Date Confirmation Notice Sent to B/D & Rep

Return Form(s) to Broker/Dealer  
for Submission to:Distribution Administration  
Nassau Re  
PO Box 22012  
Albany, NY 12201-2012Phone: 1-800-628-1936  
FAX: 1-321-400-6316



Nassau  
PO Box 22012  
Albany, NY 12201-2012

Fax: 1-321-400-6319

## Producer Authorization Agreement for Automatic Deposit

### Section 1 - PRODUCER INFORMATION – (This section must be completed in its entirety.)

Producer Name (Print)

SSN or Company Tax ID #

Phone Number

### Section 2 - NET PAY – (Please select *either* Checking or Savings)

**CHECKING** ☐ New ☐ Change Bank or Account ☐ Cancel

**SAVINGS** ☐ New ☐ Change Bank or Account ☐ Cancel

Bank Name

Bank Name

Bank City, State

Bank City, State

Transit/Routing

Account No.

Transit/Routing

Account No.

I authorize (1) my employer/payor to automatically deposit any funds owed to me to my account(s) listed above and (2) the Financial Institution to make any correcting entries to my account.

Signature

Date

STAPLE VOID CHECK  
HERE

Jane M. Phoenix  
101 Somewhere Street  
Somewhere, MA 11111

0001

20

Made Payable to: \_\_\_\_\_

**ATTACH VOID OR PHOTOCOPY OF CHECK HERE**

Memo: \_\_\_\_\_  
: 1 2 3 4 5 6 7 8 9 : 456889 329879 235 11 0001

(Transit/Routing Number)

(Account Number)

(Check Number)

### STOP! PLEASE READ THE FOLLOWING SECTION:

- **BY SIGNING THE AUTHORIZATION FORM YOU ACKNOWLEDGE AND ACCEPT THE TERMS OUTLINED BELOW.**
- Failure to complete Section 1 in its entirety may result in the form being returned to you for completion, thus delaying the activation of your EFT.
- **PLEASE NOTIFY PAYROLL AND GET CONFIRMATION THAT DEPOSITS HAVE BEEN STOPPED BEFORE YOU CLOSE ANY ACCOUNT.** If you close an account before notifying Payroll and your money has already been wired, you may be reimbursed in the next payroll check. Money will not be issued without first receiving confirmation that the funds have been returned to Nassau, which can take at least five (5) business days.
- Return form to: PAYROLL.

**DEFINITIONS:** **TAKE HOME PAY:** Gross earnings minus taxes and deductions. (The amount of your paycheck)

**NET PAY:** The amount of your "take home" pay after any other EFT deductions.

#### HOW DO I START EFT?

After completing Section 1, complete Section 2. Check off "New" in *either* the checking or savings box. Fill in the box with the bank name and address. If setting up a checking account, staple a voided check or a photocopy of a check to this form. If setting up a savings account, fill in the transit/routing number (9-digits) and the account number. (If you are unsure of any of these numbers, contact your bank.)

#### HOW DO I CHANGE MY BANK AND/OR ACCOUNT NUMBER?

Complete Section 1 first. Complete section 2. Select "Change of Bank/Acct." and follow the directions above in "How Do I Start EFT?".

#### HOW DO I CANCEL MY EFT?

Complete Section 1 first. If you are canceling your Net Pay, select "Cancel" under Section 2. You do not need to complete the banking information. **Return this form to DISTRIBUTION ADMINISTRATION** for processing. Should you have any questions after reading this form in its entirety, you may contact Payroll at 1-800-417-4769.





Nassau Life and Annuity Company (the Company)  
Nassau Life Insurance Company (the Company)

## Investigative Consumer Report Authorization

Specific authorization is hereby given to the Company to obtain an investigative consumer report on me, to contact any pertinent personal and business references and to verify my previous employment and registration history. I release each person from any and all liability, of whatever nature, by reason of the furnishing of any of the above information. **I specifically understand that this authorization, or a true photocopy thereof, shall continue and may be used as long as I have a relationship with the Company, unless otherwise required by law.** The undersigned applicant hereby certifies that the applicant has received a copy of this notice and has read and understood its contents.

I further authorize the Company to obtain a Vector One report in connection with this contract application. Vector One is a service that provides member insurance companies information about agent debit account balances. The Company may become a participant and subscriber to Vector One.

I further authorize the Company or it's duly authorized representatives to contact any organization or individual who has knowledge of my employment history, credit history, financial status, or record of any criminal history to (a) obtain a record of such history, status or activity and (b) hereby authorize the release of such information by such organization or individual in connection with this application and (c) authorize the Company to release information about any debit balance I may incur to Vector One, its successors, and/or any organization designated to replace Vector One. The authorization shall remain valid and effect during the term of any contract I may have with the Company.

**I further authorize the Company or it's duly authorized representatives to release or share any information obtained as a result of this authorization with my Distributor as represented to the Company.**

Federal and state laws require the Company to notify you that we will request an investigative report. The Company obtains these reports from Business Information Group, Inc. This is an independent firm with corporate headquarters in Southampton, PA. Their mailing address is: Attn: Consumer Disclosure, PO Box 130 Southampton, PA 18966. It's toll-free number is 1-800-260-1680. The report will contain applicable information as to your identity, residence, educational history, criminal history, work history, financial history and driving record.

Business Information Group, Inc. will obtain this information by verifying the accuracy of your application, and by accessing public sources of credit and court information. You may obtain a copy of this report by contacting Business Information Group, Inc. directly, however, a fee may be required.

Residents of California, Minnesota and Oklahoma, please indicate if you want to receive a copy of the report:

☐ I am a resident of CA, MN or OK. Please send me a copy of my report.

Applicant Name/Entity Name (Please print)	Social Security Number/TIN
Signature of Applicant/Officer of Entity	Date



NASSAU

Nassau Life and Annuity Company (the Company)  
Nassau Life Insurance Company (the Company)

## Investigative Consumer Report Authorization

Specific authorization is hereby given to the Company to obtain an investigative consumer report on me, to contact any pertinent personal and business references and to verify my previous employment and registration history. I release each person from any and all liability, of whatever nature, by reason of the furnishing of any of the above information. **I specifically understand that this authorization, or a true photocopy thereof, shall continue and may be used as long as I have a relationship with the Company, unless otherwise required by law.** The undersigned applicant hereby certifies that the applicant has received a copy of this notice and has read and understood its contents.

I further authorize the Company to obtain a Vector One report in connection with this contract application. Vector One is a service that provides member insurance companies information about agent debit account balances. The Company may become a participant and subscriber to Vector One.

I further authorize the Company or its duly authorized representatives to contact any organization or individual who has knowledge of my employment history, credit history, financial status, or record of any criminal history to (a) obtain a record of such history, status or activity and (b) hereby authorize the release of such information by such organization or individual in connection with this application and (c) authorize the Company to release information about any debit balance I may incur to Vector One, its successors, and/or any organization designated to replace Vector One. The authorization shall remain valid and effect during the term of any contract I may have with the Company.

**I further authorize the Company or its duly authorized representatives to release or share any information obtained as a result of this authorization with my Distributor as represented to the Company.**

Federal and state laws require the Company to notify you that we will request an investigative report. The Company obtains these reports from Business Information Group, Inc. This is an independent firm with corporate headquarters in Southampton, PA. Their mailing address is: Attn: Consumer Disclosure, PO Box 130 Southampton, PA 18966. It's toll-free number is 1-800-260-1680. The report will contain applicable information as to your identity, residence, educational history, criminal history, work history, financial history and driving record.

Business Information Group, Inc. will obtain this information by verifying the accuracy of your application, and by accessing public sources of credit and court information. You may obtain a copy of this report by contacting Business Information Group, Inc. directly, however, a fee may be required.

Residents of California, Minnesota and Oklahoma, please indicate if you want to receive a copy of the report:

☐ I am a resident of CA, MN or OK. Please send me a copy of my report.

Applicant Name/Entity Name (Please print)	Social Security Number/TIN
Signature of Applicant/Officer of Entity	Date



**Agent Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%



**Agent Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB) (NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%



**Agent Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**Agent+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent+**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%



**Agent+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%



**Agent+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.

## FMO Compensation Schedule: Nassau Growth Annuity- Nassau Bonus Annuity – Nassau Income Accelerator

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **FMO**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.75%	6.50%	4.25%
IMO	7	8.25%	6.00%	4.00%
MGA	6	7.75%	5.50%	3.50%
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.85%	6.60%	4.35%
IMO	7	8.35%	6.10%	4.10%
MGA	6	7.85%	5.60%	3.60%
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.75%	5.75%	2.75%
IMO	7	7.50%	5.50%	2.50%
MGA	6	7.25%	5.25%	2.25%
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	7.85%	5.85%	2.85%
IMO	7	7.60%	5.60%	2.60%
MGA	6	7.35%	5.35%	2.35%
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%



**FMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**FMO+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **FMO+**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FMO+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	7.75%	5.75%	3.75%
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	7.75%	5.75%	3.75%
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	7.85%	5.85%	3.85%
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	7.85%	5.85%	3.85%
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FMO+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.25%	7.00%	4.50%
FMO	9	8.75%	6.50%	4.25%
IMO	7	8.25%	6.00%	4.00%
MGA	6	7.75%	5.50%	3.50%
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.35%	7.10%	4.60%
FMO	9	8.85%	6.60%	4.35%
IMO	7	8.35%	6.10%	4.10%
MGA	6	7.85%	5.60%	3.60%
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.25%
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.35%
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%



**FMO+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	8.00%	6.00%	3.00%
FMO	9	7.75%	5.75%	2.75%
IMO	7	7.50%	5.50%	2.50%
MGA	6	7.25%	5.25%	2.25%
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.25%
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	8.10%	6.10%	3.10%
FMO	9	7.85%	5.85%	2.85%
IMO	7	7.60%	5.60%	2.60%
MGA	6	7.35%	5.35%	2.35%
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.35%
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FMO+ Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.

## GA Compensation Schedule: Nassau Growth Annuity- Nassau Bonus Annuity – Nassau Income Accelerator

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **GA**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%



**GA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

**GA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**GA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

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- Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**IMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **IMO**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%



**IMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.25%	6.00%	4.00%
MGA	6	7.75%	5.50%	3.50%
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.35%	6.10%	4.10%
MGA	6	7.85%	5.60%	3.60%
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%



**IMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.50%	5.50%	2.50%
MGA	6	7.25%	5.25%	2.25%
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	7.60%	5.60%	2.60%
MGA	6	7.35%	5.35%	2.35%
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**IMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FOOTNOTES:**

- Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfq.com](https://Salesnet.nfq.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**MGA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **MGA**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%



**MGA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.75%	5.50%	3.50%
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.85%	5.60%	3.60%
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%



**MGA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.25%	5.25%	2.25%
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.35%	5.35%	2.35%
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d)				
10 Year - A				
eApp (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**MGA Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



**NMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **NMO**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
Paper App (MODP02)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.75%	7.50%	5.00%
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - A				
eApp (MODE01)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.85%	7.60%	5.10%
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
Paper App (MODP04)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	5.00%
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 10 Year - B				
eApp (MODE03 and MO1E03)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	5.10%
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%



**NMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
Paper App (MODP06)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.25%	6.00%	4.00%
FMO+	10	7.75%	5.75%	3.75%
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 9 Year - C				
eApp (MODE05)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.35%	6.10%	4.10%
FMO+	10	7.85%	5.85%	3.85%
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
Paper App (MODP06)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.25%	6.00%	4.00%
FMO+	10	7.75%	5.75%	3.75%
FMO	9	7.50%	5.50%	3.625%
IMO	7	7.25%	5.25%	3.50%
MGA	6	6.75%	4.75%	3.25%
GA	4	6.50%	4.25%	3.00%
Agent+	3	6.25%	3.75%	2.50%
Agent	2	5.50%	3.00%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Growth Annuity (a) (b) (c) (d) 7 Year No Rider - C				
eApp (MODE05)				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.35%	6.10%	4.10%
FMO+	10	7.85%	5.85%	3.85%
FMO	9	7.60%	5.60%	3.725%
IMO	7	7.35%	5.35%	3.60%
MGA	6	6.85%	4.85%	3.35%
GA	4	6.60%	4.35%	3.10%
Agent+	3	6.35%	3.85%	2.60%
Agent	2	5.60%	3.10%	1.85%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
Paper App (NBA0PA) (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.75%	7.50%	5.00%
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - A (a) (b) (c) (d)				
eApp (NBA0EA) (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.85%	7.60%	5.10%
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%



**NMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity / Nassau Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
Paper App (NBA0PB) (NBAPPB) (NBAPPC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	5.00%
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity / National Bonus Annuity Plus 10 Year - B (a) (b) (c) (d)				
eApp (NBA0EB) (NBAPEB) (NBAPEC-CA)				
Issue State: AK, CA, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	5.10%
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
Paper App (NIA0PA) (NIA0PC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.75%	7.50%	4.75%
FMO+	10	9.25%	7.00%	4.50%
FMO	9	8.75%	6.50%	4.25%
IMO	7	8.25%	6.00%	4.00%
MGA	6	7.75%	5.50%	3.50%
GA	4	7.25%	5.00%	3.00%
Agent+	3	6.75%	4.50%	2.50%
Agent	2	5.00%	3.50%	2.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - A (a) (b) (c) (d)				
eApp (NIA0EA) (NIA0EC-IL)				
Issue State: AL, AR, AZ, CO, DC, GA, HI, IA, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.85%	7.60%	4.85%
FMO+	10	9.35%	7.10%	4.60%
FMO	9	8.85%	6.60%	4.35%
IMO	7	8.35%	6.10%	4.10%
MGA	6	7.85%	5.60%	3.60%
GA	4	7.35%	5.10%	3.10%
Agent+	3	6.85%	4.60%	2.60%
Agent	2	5.10%	3.60%	2.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
Paper App (NIA0PB)(NIA0PC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	4.50%
FMO+	10	9.00%	6.75%	4.25%
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - B (a) (b) (c) (d)				
eApp (NIA0EB) (NIA0EC-LA, NH, UT, VT, WY)				
Issue State: CT, DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	4.60%
FMO+	10	9.10%	6.85%	4.35%
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%



**NMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Income Accelerator - C (a) (b) (c) (d)				
Paper App (NIA0PC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.50%	6.25%	3.50%
FMO+	10	8.00%	6.00%	3.00%
FMO	9	7.75%	5.75%	2.75%
IMO	7	7.50%	5.50%	2.50%
MGA	6	7.25%	5.25%	2.25%
GA	4	7.00%	5.00%	2.00%
Agent+	3	6.75%	4.50%	1.67%
Agent	2	5.00%	3.50%	1.00%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
Paper App (NIA0PD)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	4.50%
FMO+	10	9.00%	6.75%	4.25%
FMO	9	8.50%	6.25%	4.00%
IMO	7	8.00%	5.75%	3.75%
MGA	6	7.50%	5.25%	3.25%
GA	4	7.00%	4.75%	2.75%
Agent+	3	6.75%	4.25%	2.25%
Agent	2	5.00%	3.25%	1.75%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - C (a) (b) (c) (d)				
eApp (NIA0EC)				
Issue State: AK, MA, MN, MO, NJ, OR, PA, VA, WA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	8.60%	6.35%	3.60%
FMO+	10	8.10%	6.10%	3.10%
FMO	9	7.85%	5.85%	2.85%
IMO	7	7.60%	5.60%	2.60%
MGA	6	7.35%	5.35%	2.35%
GA	4	7.10%	5.10%	2.10%
Agent+	3	6.85%	4.60%	1.77%
Agent	2	5.10%	3.60%	1.10%
LOA	1	0.00%	0.00%	0.00%

Nassau Income Accelerator - D (a) (b) (c) (d)				
eApp (NIA0ED)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	4.60%
FMO+	10	9.10%	6.85%	4.35%
FMO	9	8.60%	6.35%	4.10%
IMO	7	8.10%	5.85%	3.85%
MGA	6	7.60%	5.35%	3.35%
GA	4	7.10%	4.85%	2.85%
Agent+	3	6.85%	4.35%	2.35%
Agent	2	5.10%	3.35%	1.85%
LOA	1	0.00%	0.00%	0.00%

**NMO Compensation Schedule: Nassau Growth Annuity-  
Nassau Bonus Annuity – Nassau Income Accelerator**

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.75%	7.50%	5.00%
FMO+	10	9.25%	7.00%	4.75%
FMO	9	8.75%	6.50%	4.50%
IMO	7	8.25%	6.00%	4.25%
MGA	6	7.75%	5.50%	3.75%
GA	4	7.25%	5.00%	3.25%
Agent+	3	6.75%	4.50%	2.75%
Agent	2	6.25%	4.00%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEA)				
Issue State: AL, AR, AZ, CO, DC, IA, IL, KS, MD, MI, MS, NC, ND, NE, NH, NM, NV, OK, SD, TN, VT, WV, WY				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.85%	7.60%	5.10%
FMO+	10	9.35%	7.10%	4.85%
FMO	9	8.85%	6.60%	4.60%
IMO	7	8.35%	6.10%	4.35%
MGA	6	7.85%	5.60%	3.85%
GA	4	7.35%	5.10%	3.35%
Agent+	3	6.85%	4.60%	2.85%
Agent	2	6.35%	4.10%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	5.00%
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEB)				
Issue State: AK, CT, DE, FL, GA, HI, ID, IN, KY, LA, MA, MN, MO, MT, NJ, OH, OR, PA, RI, SC, TX, UT, VA, WA, WI				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	5.10%
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
Paper App (NBAPPC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.50%	7.25%	5.00%
FMO+	10	9.00%	6.75%	4.75%
FMO	9	8.50%	6.25%	4.50%
IMO	7	8.00%	5.75%	4.25%
MGA	6	7.50%	5.25%	3.75%
GA	4	7.00%	4.75%	3.25%
Agent+	3	6.75%	4.25%	2.75%
Agent	2	6.00%	3.75%	2.25%
LOA	1	0.00%	0.00%	0.00%

Nassau Bonus Annuity Plus (a) (b) (c) (d) 10 Year - A				
eApp (NBAPEC)				
Issue State: CA				
Level Name	Level	Age 0-75	Age 76-80	Age 81-85
NMO	11	9.60%	7.35%	5.10%
FMO+	10	9.10%	6.85%	4.85%
FMO	9	8.60%	6.35%	4.60%
IMO	7	8.10%	5.85%	4.35%
MGA	6	7.60%	5.35%	3.85%
GA	4	7.10%	4.85%	3.35%
Agent+	3	6.85%	4.35%	2.85%
Agent	2	6.10%	3.85%	2.35%
LOA	1	0.00%	0.00%	0.00%



**FOOTNOTES:**

- (a) **Products are subject to state approval and may not be available in all states.** Visit [Salesnet.nfg.com](https://Salesnet.nfg.com) > [Learn > State Availability](#) for current availability. Nassau Life and Annuity Company is authorized for business in all jurisdictions except ME and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement.



### Section I - Demographic Information - Individual

Producer Name	Producer's DOB	SSN or TIN Number	National Producer Number
Producer's Home Address, City, State, ZIP Code			Producer's Cell Phone Number
Business Address, City, State, ZIP Code		Business Phone Number	Fax Number
E-Mail Address		Producer's Firm Affiliation	

### Section II - Background Guidelines - Please Review

Once the Application for Sub Producers is received, a background investigation will be conducted on every producer applying for a producer relationship with the Company as required by state and federal law. You will not be eligible for a producer relationship with the Company if you do not meet our guidelines. You will need to resolve any outstanding items with the credit reporting agency or state regulatory body prior to consideration. The guidelines are as follows:

<b>Financial Debt</b> <ul style="list-style-type: none"> <li>No credit report available</li> <li>Outstanding collection accounts, foreclosures, liens, or judgments exceeding \$50,000, including commission chargebacks from an insurance company</li> <li>Pending or active bankruptcy</li> </ul>	<b>State Regulatory/FINRA</b> <ul style="list-style-type: none"> <li>State license revocation, suspension, fine, or sanction (reviewed case by case)</li> <li>Customer disputes, disciplinary and regulatory events resulting in fines, sanctions, or suspension (reviewed case by case)</li> </ul>
<b>Criminal</b> <ul style="list-style-type: none"> <li>Felony conviction (automatic decline)</li> <li>Misdemeanor convictions involving fraud, theft, or breach of trust (automatic decline)</li> <li>Other misdemeanor convictions within the last 10 years (reviewed case by case)</li> <li>Pending criminal charges</li> </ul>	<b>Other</b> <ul style="list-style-type: none"> <li>Background questions answers on the application do not match background report results</li> <li>"Yes" answers on the background questions and all explanations will be reviewed</li> </ul>

### Section III - Your Background Information - COMPLETE THIS SECTION

- Have you ever had a state insurance license, state securities registration, or your FINRA registration denied, suspended or revoked for any reason? ☐ Yes ☐ No
- Have you ever been fined or censured by a federal or state regulatory agency? ☐ Yes ☐ No
- Do you have any outstanding collection accounts, liens or judgments against you, totaling \$50,000 or more? ☐ Yes ☐ No
- Do you currently have an active or pending bankruptcy petition (voluntary or involuntary)? ☐ Yes ☐ No
- Have you ever been charged with, convicted, pled guilty, or pled nolo contendere (no contest) to a felony? ☐ Yes ☐ No
- Have you ever been charged with, convicted, pled guilty, or pled nolo contendere (no contest) to a misdemeanor other than a minor traffic violation or DUI? ☐ Yes ☐ No
- Do you have any outstanding debt(s) with any Distributor, Insurance Company, or Broker/Dealer? ☐ Yes ☐ No
- Has a life insurance company ever terminated your appointment or contract to sell its products for any reason other than lack of production? ☐ Yes ☐ No
- Are you now the subject of any complaint, investigation or proceeding that could result in a "yes" answer to questions 1-8? ☐ Yes ☐ No
- Do you maintain Errors and Omissions liability insurance in the minimum required coverage amount of one million dollars per occurrence? ☐ Yes ☐ No

Please explain any "Yes" answers to the background information questions in Section III. Give specific details including dates, circumstances, and outcome on a separate sheet of paper. Ensure that this sheet is signed, dated, and returned with the application. Also include copies of any relevant documentation, such as release of debt, satisfaction of judgment or approved payment plan.

### Section IV - Signature

The answers provided to the questions in Section III above are true to the best of my knowledge. I will promptly notify the Company if any of the above information changes. Failure to answer truthfully can result in immediate termination.

Name - Please Print _____	Signature _____	Date Signed _____
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For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
<b>Paper App</b>		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
<b>eApp</b>		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
<b>Paper App</b>		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
<b>eApp</b>		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

- (a) Nassau Life and Annuity Company is authorized for business in all jurisdictions except MA, ME, and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement

ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of Agent

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date



For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **Agent+**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
Paper App		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
eApp		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
Paper App		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
eApp		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

- (a) Nassau Life and Annuity Company is authorized for business in all jurisdictions except MA, ME, and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement

ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of Agent+

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date



For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **FMO**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Retirement Choice - A (a) (b) (c) (d)		
Paper App		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	8.50%	6.00%
IMO	8.00%	5.75%
MGA	7.50%	5.25%
GA	7.00%	5.00%
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - A (a) (b) (c) (d)		
eApp		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	8.60%	6.10%
IMO	8.10%	5.85%
MGA	7.60%	5.35%
GA	7.10%	5.10%
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - B (a) (b) (c) (d)		
Paper App		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	8.00%	6.00%
IMO	7.50%	5.50%
MGA	7.00%	5.25%
GA	6.50%	5.00%
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
eApp		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	8.10%	6.10%
IMO	7.60%	5.60%
MGA	7.10%	5.35%
GA	6.60%	5.10%
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - C (a) (b) (c) (d)</b>		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	7.25%	4.50%
IMO	7.00%	4.25%
MGA	6.50%	4.00%
GA	6.00%	3.50%
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - C (a) (b) (c) (d)</b>		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
FMO	7.35%	4.60%
IMO	7.10%	4.35%
MGA	6.60%	4.10%
GA	6.10%	3.60%
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

- (a) Nassau Life and Annuity Company is authorized for business in all jurisdictions except MA, ME, and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.



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ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of FMO

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **FMO+**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
Paper App		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	9.00%	6.25%
FMO	8.50%	6.00%
IMO	8.00%	5.75%
MGA	7.50%	5.25%
GA	7.00%	5.00%
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
eApp		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	9.10%	6.35%
FMO	8.60%	6.10%
IMO	8.10%	5.85%
MGA	7.60%	5.35%
GA	7.10%	5.10%
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
Paper App		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	8.50%	6.25%
FMO	8.00%	6.00%
IMO	7.50%	5.50%
MGA	7.00%	5.25%
GA	6.50%	5.00%
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%



Nassau Personal Retirement Choice - B (a) (b) (c) (d) eApp Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	8.60%	6.35%
FMO	8.10%	6.10%
IMO	7.60%	5.60%
MGA	7.10%	5.35%
GA	6.60%	5.10%
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d) Paper App Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	7.50%	4.75%
FMO	7.25%	4.50%
IMO	7.00%	4.25%
MGA	6.50%	4.00%
GA	6.00%	3.50%
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d) eApp Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
FMO+	7.60%	4.85%
FMO	7.35%	4.60%
IMO	7.10%	4.35%
MGA	6.60%	4.10%
GA	6.10%	3.60%
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

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- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

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This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement

ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of FMO+

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date



For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **GA**.
- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

**Nassau Personal Retirement Choice - A (a) (b) (c) (d)**

Paper App

Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV

Issue Age	Age 0 - 75	Age 76 - 80
GA	7.00%	5.00%
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

**Nassau Personal Retirement Choice - A (a) (b) (c) (d)**

eApp

Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV

Issue Age	Age 0 - 75	Age 76 - 80
GA	7.10%	5.10%
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

**Nassau Personal Retirement Choice - B (a) (b) (c) (d)**

Paper App

Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY

Issue Age	Age 0 - 75	Age 76 - 80
GA	6.50%	5.00%
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

**Nassau Personal Retirement Choice - B (a) (b) (c) (d)**

eApp

Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY

Issue Age	Age 0 - 75	Age 76 - 80
GA	6.60%	5.10%
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
GA	6.00%	3.50%
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
GA	6.10%	3.60%
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

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- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.

This Schedule and Footnotes form a part of the Nassau Agreement ("Agreement") and is subject to all terms and conditions thereof. This Compensation Schedule may be unilaterally modified by Nassau in whole or in part from time to time through standard Nassau communication procedures and such modification shall have the same force and effect as if this schedule had been physically amended. Acknowledgement by initial or signature is not required for such modification. Notice and acceptance are confirmed upon submission of an application for a product subject to an applicable Compensation Schedule which forms part of the Agreement

ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of GA

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date



For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

- a. The Individual or Entity receiving compensation under this schedule shall be set in the hierarchy as the **IMO**.
- b. Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- c. In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
Paper App		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	8.00%	5.75%
MGA	7.50%	5.25%
GA	7.00%	5.00%
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - A (a) (b) (c) (d)</b>		
eApp		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	8.10%	5.85%
MGA	7.60%	5.35%
GA	7.10%	5.10%
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
Paper App		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	7.50%	5.50%
MGA	7.00%	5.25%
GA	6.50%	5.00%
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - B (a) (b) (c) (d)</b>		
eApp		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	7.60%	5.60%
MGA	7.10%	5.35%
GA	6.60%	5.10%
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - C (a) (b) (c) (d)</b>		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	7.00%	4.25%
MGA	6.50%	4.00%
GA	6.00%	3.50%
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

<b>Nassau Personal Retirement Choice - C (a) (b) (c) (d)</b>		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
IMO	7.10%	4.35%
MGA	6.60%	4.10%
GA	6.10%	3.60%
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

- (a) Nassau Life and Annuity Company is authorized for business in all jurisdictions except MA, ME, and NY. In California, Nassau Life and Annuity Company conducts business as "Nassau Life and Annuity Insurance Company". Business in New York, Maine, and Puerto Rico is conducted by Nassau Life Insurance Company. Maximum compensation shall be paid in accordance with Applicable Law and New York Insurance Law.
- (b) A 100% charge back will occur upon a full or partial surrender of the contract within 6 months of issue. A 50% charge back will occur upon a full or partial surrender of the contract in months 7-12.
- (c) A 100% charge back will occur when the death benefit is paid upon the death of any Owner within 6 months of issue. A 50% chargeback will occur when the death benefit is paid upon the death of any Owner in months 7-12.
- (d) Commission rates are based on the age of the oldest Owner. If the contract is owned by an entity, then commission rates are based on the age of the oldest Annuitant.



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ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of IMO

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date

For the Nassau Product(s) below submitted through Nassau Life and Annuity and Nassau Life Insurance Company, total compensation paid on deposits will be split between Distributor, Producer and Representatives as follows:

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- Total compensation paid to a specific level will be calculated as the difference between the rate shown in the grids below for that level and the rates shown for the next level beneath it, provided that there is a Producer assigned to that level.
- In the event that a Producer level does not exist within a specific hierarchy, that level's compensation shall be paid to the next highest level. The compensation paid to that next highest level will be calculated as the difference between the rate in the grids below for that level, and the rate for the next level beneath it to which a Producer is assigned. Distributor will be responsible for assigning compensation levels and hierarchies and communicating those compensation levels and hierarchies to Nassau.

Nassau Personal Retirement Choice - A (a) (b) (c) (d)		
Paper App		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	7.50%	5.25%
GA	7.00%	5.00%
Agent+	6.75%	4.50%
Agent	5.00%	3.50%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - A (a) (b) (c) (d)		
eApp		
Issue State: AL, AR, AZ, CO, DC, GA, HI, IL, IN, KS, MD, MI, NC, ND, NE, NM, NV, OK, RI, SD, TN, WV		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	7.60%	5.35%
GA	7.10%	5.10%
Agent+	6.85%	4.60%
Agent	5.10%	3.60%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - B (a) (b) (c) (d)		
Paper App		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	7.00%	5.25%
GA	6.50%	5.00%
Agent+	6.25%	4.00%
Agent	4.50%	3.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - B (a) (b) (c) (d)		
eApp		
Issue State: DE, FL, ID, KY, LA, MS, MT, NH, OH, SC, TX, UT, VT, WI, WY		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	7.10%	5.35%
GA	6.60%	5.10%
Agent+	6.35%	4.10%
Agent	4.60%	3.10%
Sub-Producer	0.00%	0.00%



Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
Paper App		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	6.50%	4.00%
GA	6.00%	3.50%
Agent+	5.25%	3.00%
Agent	3.50%	2.00%
Sub-Producer	0.00%	0.00%

Nassau Personal Retirement Choice - C (a) (b) (c) (d)		
eApp		
Issue State: AK, MN, MO, OR, PA, VA, WA		
Issue Age	Age 0 - 75	Age 76 - 80
MGA	6.60%	4.10%
GA	6.10%	3.60%
Agent+	5.35%	3.10%
Agent	3.60%	2.10%
Sub-Producer	0.00%	0.00%

**FOOTNOTES:**

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ACCEPTED AND AGREED TO BY DISTRIBUTOR:

\_\_\_\_\_  
Print Name of MGA

\_\_\_\_\_  
Print Name of Distributor

\_\_\_\_\_  
Date

This PRODUCER AGREEMENT ("Agreement") is made and entered into as of the execution date set for below by and between NASSAU LIFE INSURANCE COMPANY, an insurance company organized and governed under the laws of the State of New York, and NASSAU LIFE AND ANNUITY COMPANY, an insurance company organized and governed under the laws of the State of Connecticut, and the person or entity below designated as the Producer ("Producer").

NASSAU LIFE INSURANCE COMPANY and NASSAU LIFE AND ANNUITY COMPANY, (collectively, "Nassau") are insurance companies that market, sell and administer insurance products ("Nassau Products"). Under this Agreement, Producer wishes to sell Nassau Products in person and/or through other Producers and/or Sub-Producers (other Producers and Sub-Producers are hereinafter "Representatives"), and Nassau wishes to authorize Producer to sell Nassau Products and perform functions as set forth in this Agreement.

For purposes of this Agreement, "Applicable Law" means any and all common law and any and all federal, state or local statutes, laws, ordinances, declaration, decree, codes, rules, regulations, restrictions, orders, procedures, standards, directives, guidelines, bulletin pronouncement, policies or requirements enacted, adopted, promulgated, applied, followed or imposed by any federal, state or local authority.

A "Policy holder" is person or entity that has purchased a Nassau Product and entered into an insurance contract or policy with Nassau.

#### **PRODUCER OBLIGATIONS**

**Licensing.** Producer shall offer Nassau Products only in those states where it has valid licenses (to the extent licensing is required) at the time of solicitation and sale, has completed legally required educational requirements, if any, and is otherwise in good standing with each state agency that regulates the sale of the Nassau Products.

**Independent Contractor Status.** It is understood and agreed that Producer and each Representative are independent contractors and not employees of Nassau or any of its subsidiaries. None of the terms of this Agreement shall be construed as creating an employer-employee, partnership or joint venture relationship between Producer or any Representative, on the one hand, and Nassau, on the other hand.

**Distributor.** Producer may affiliate with a third party which performs various functions including, but not limited to, the promotion, sale and marketing of Nassau Products ("Distributor"). For the Nassau Product(s) which Producer conducts business through Distributor, Distributor will be designated on the Producer Compensation Schedule(s).

**Nassau Materials.** To the extent that Producer or any Representative uses brochures, other promotional materials and literature, and training material in connection with marketing or servicing Nassau Products, or that mention Nassau, its products or services in any way ("Nassau Materials"), such materials shall only be used with the prior written approval of Nassau. Similarly, Producer or any Representatives shall not use any information related to Nassau or Nassau Products on any Website without the prior written consent of Nassau. Any requests for written approval of materials for use by either Producer or a Representative shall be submitted in writing by Producer to Nassau and said approval will not be unreasonably withheld.

**Disclosure of Relationship with Nassau and Disclosure of Compensation.** If and as required by Applicable Law, Producer shall disclose in writing to each applicant for a Nassau Product, Producer's relationship with Nassau and the compensation, and anything of value, Producer receives from Nassau for the services performed under this or any other agreement. As required by Applicable Law, governmental authority, or with the consent of Producer, Nassau may disclose to its purchasers of Nassau Products, and potential purchasers of Nassau products, details regarding compensation, and anything of value, it, and any Nassau affiliate, may pay to Producer and any Representative, under this Agreement and any other agreement.

**Suitability.** Producer shall insure that each sale of Nassau Products covered by this Agreement which is proposed or made directly by the Producer is: (1) appropriate for and suitable to the needs of the insured and the person or entity to whom Producer made the sale, at the time the sale is made, (2) is suitable in accordance with Applicable Law governing suitability of insurance products, and (3) is in compliance with Nassau's suitability policies and procedures made available to Producer. Prior to presentation of an application for a Nassau Product to an individual, Producer shall deliver to the applicant any and all notices or other written documents required, either by Applicable Law or by Nassau, for delivery at or prior to the time of application, including, without limitation, any legally and Nassau required suitability forms and any legally-required disclosure statements and shoppers' or buyers' guide. The knowledge of or consent to the sale by the insured or the person or entity to whom the sale was made is not evidence of suitability.

**Standard of Care.** Producer acknowledges and agrees that Nassau is not a fiduciary under Applicable Law or otherwise for any purpose as a result of this Agreement or with respect to the actions of Producer or Representatives authorized hereunder. If the Producer and/or its

Representatives recommend a Nassau Product to an applicant, the Producer and/or its Representatives making the recommendation must exercise the standard of care mandated under Applicable Law, including, a fiduciary duty standard, if required, and the Producer and/or its Representatives making the recommendation must represent to Nassau that the required standard of care was exercised. The Producer and its Representatives are solely responsible for compliance with any such standard of care under Applicable Law, including, without limitation, any regulations and prohibited transaction exemptions and regulatory interpretations thereof promulgated by the U.S. Department of Labor.

If the standard of care that a Producer and its Representatives are required to observe under Applicable Law is a fiduciary standard, the obligations of the Producer and its Representatives include but are not limited to the following, to the extent required by Applicable Law:

- i. Observing all requirements of that fiduciary standard, including the requirement to act with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims and otherwise making recommendations in the applicant's best interest;
- ii. Entering into an agreement with the applicant where required that describes the fiduciary standard and any other standards that may apply and making specific disclosures regarding compensation, conflicts of interest and any other required disclosure;
- iii. Maintaining policies, procedures and records with respect to compliance with the standard of care;
- iv. Providing training and supervision of Representatives consistent with and as required by the standard of care;
- v. Accepting only reasonable compensation in connection with the recommendation of a Nassau product; and
- vi. Satisfying all other conditions that may be applicable in order to satisfy any other conditions of the standard of care, including without limitation, net worth, sales, licensing, website, reporting and disclosure requirement.

**Supervision Related to Standard of Care.** Producer acknowledges and agrees that Nassau does not have any supervisory authority over, or any supervisory responsibility, for Producer or its Representatives relating to their exercise of a standard of care under Applicable Law, including any required fiduciary duty standard notwithstanding Nassau's maintenance of a suitability supervision system for compliance with rules and regulations adopted by states and their state insurance regulatory authorities.

**Replacement.** Producer shall not engage in an intentional systematic pattern of replacement of any insurance products, including the replacement of Nassau Products. Consistent with Applicable Law, Producer shall make necessary inquiries to each applicant for a Nassau Product as to any insurance already in effect for the applicant and, upon determination that a prospective sale involves the replacement of existing coverage, Producer shall furnish the applicant with and effect proper execution and retention of any replacement notices and information as required by Applicable Law. This Provision shall survive the termination of this Agreement.

**Transmission of Applications and Purchase Payments.** Producer shall transmit promptly to Nassau (and in no event later than five business days of receipt by the Producer), all applications and any applicable initial purchase payments or premiums for Nassau Products. Producer shall not collect any payments other than initial purchase payments or premiums. Producer shall only collect payments in a form as directed by Nassau.

**Premium Discounts and Rebating.** Producer shall not discount premiums, except with the prior written approval from Nassau, or engage in rebating in connection with the sale of a Nassau Product.

**Contract Delivery.** Producer shall deliver newly issued Nassau Products to the Policy holder in accordance with Nassau's published guidelines.

**Ethical/Professional Behavior; Compliance.** In the conduct of its business and in the performance of its obligations under this Agreement, Producer shall comply with Applicable Law and policies and procedures established by Nassau, as may be amended from time to time and communicated to Distributor, or to Producer if there is no applicable Distributor.

**Customer Complaint Handling.** Upon receipt of any written or oral complaint from a Nassau Policy holder or prospective Policy holder, Producer will immediately advise Nassau of the complaint. Producer agrees to fully cooperate with Nassau in its investigation of the matter. This cooperation shall include, but not be limited to, responding to any requests for information, providing any needed statements and supplying copies of files on the matter that is the subject of the complaint. Producer has no authority to settle or resolve the complaint involving a Nassau Product.

**Notification of and Cooperation with any Examination, Investigation or Litigation.** Producer will immediately notify any Distributor(s) and the General Counsel of Nassau of



any investigations or examinations commenced by any regulatory authorities to any aspect of Producer's marketing and sales practices, or that of Producer's Representatives. Producer further agrees to immediately notify any Distributor(s) and the Nassau General Counsel of any pending or threatened litigation that relates to Producer sales practices of any products or services, or that of Producer's Representatives involving the sales of any Nassau products. Producer shall cooperate fully in any regulatory investigation or proceeding or judicial proceeding arising in connection with the offer, sale and/or servicing of Nassau Products. Subject to the provision of this Agreement regarding Confidential Information and upon reasonable notice given, Producer shall make available to Nassau for examination, review and/or audit its files books and records pertaining to its obligations, marketing and sales activities under this Agreement and respecting Nassau Products and contract holders. Unless otherwise agreed, such examination, review and or audit shall take place on Producer's premises during its normal business hours. Nassau shall also be entitled to obtain copies of any and all such files, books and records. Producer shall cooperate to the fullest extent with such examinations, reviews and audits. This Provision shall survive the termination of this Agreement.

**Insurable Interest.** Producer shall not directly or indirectly participate in a practice or plan to initiate Nassau Products for the ultimate benefit of a third party who, at the time the insurance product is originated, has no insurable interest in the insured, the insured's consent to or knowledge of the insurance coverage notwithstanding.

**Expenses.** The Producer is responsible for all expenses incurred by the Producer, except as may be agreed to in writing by Nassau prior to the Producer incurring such expenses. Additionally, Nassau shall, at its expense, provide its standard advertising and promotional material to the Producer when deemed appropriate by Nassau.

**Errors and Omissions Coverage.** Producer shall maintain errors and omissions liability insurance during the term of this Agreement in the minimum coverage amount of one million dollars (\$1,000,000) per occurrence. Evidence of coverage shall be provided to Nassau when requested, and Nassau reserves the right to decide that errors and omissions liability insurance does not satisfy the requirements of this Section on the basis that the carrier or the terms of the coverage is unacceptable to Nassau.

**Anti-Money Laundering Program.** Producer agrees that Producer will remain in compliance with all applicable anti-money laundering laws and regulations. Producer further agrees to fully cooperate and assist Nassau in implementing and carrying out its anti-money laundering program as applicable to activities under this Agreement including providing requested customer information, following customer identification procedures, and cooperating with the required training of Representatives and Producer's employees including providing any requested certification and information regarding such training.

**Conduct of Representatives.** Producer will cause and require all employees and Representatives associated with Producer to become familiar with, and will supervise the conduct of Representatives related to the sale of Nassau Products to ensure compliance with, the terms of this Agreement, Applicable Law and all compliance and/or market conduct directives, manuals, guidelines that may be issued from time to time by Nassau.

**Contracting of Representatives.** (1) Nassau retains the authority to terminate or cancel any relationship between Representatives and Nassau. Any such Representative whose relationship has been terminated or canceled by Nassau shall not perform any duties for Producer involving Nassau Products or contract holders. (2) Producer shall be responsible to Nassau for all business done by or entrusted to Representatives or others appointed or employed by Producer, and no such appointee, employee or Representative shall have any claim against Nassau for commissions or otherwise. (3) Producer shall indemnify and save Nassau harmless from all losses and expenses, including without limitation, reasonable attorney fees, costs, damages and liability resulting from negligent or unlawful acts by Producer or its Representatives, and from acts or transactions by any of them not authorized by Nassau.

**Assignment.** Producer may assign all its rights and obligations under this Agreement only if Producer first obtains Nassau's written consent, which consent shall not be unreasonably withheld. Nassau may assign its rights and obligations under this Agreement at any time and without Producer's consent.

## COMPENSATION

**Producer Compensation.** Nassau shall pay compensation as provided in the Compensation Schedule(s) attached hereto and incorporated herein. Nassau shall pay the compensation on payments received by Nassau for Nassau Products which are produced in accordance with this Agreement and which are delivered to the proposed Policy holder. Nassau shall not pay compensation under this Agreement to the Producer unless the Producer is legally authorized to receive it. Nassau reserves the right in its sole discretion to alter or amend the compensation payable to Producer under this Agreement and any such change will be effective for compensation payable on or after the effective date of such change. Nassau shall notify Distributor or Producer if there is no applicable Distributor of such change by any means deemed appropriate and reasonable by Nassau. Producer acknowledges that such notification by Nassau to Distributor constitutes sufficient notice to

Producer. If any Nassau Product sold by Producer is lapsed, terminated, or not taken, no commission thereafter shall be payable to Producer. If a Producer or a Representative replaces an existing Nassau Product in whole or in part, the Compensation Schedule(s) is inapplicable and Nassau, in its sole discretion, shall determine what, if any, commissions shall be payable in accordance with Nassau's procedures in effect at the time of such replacement.

**Repayment of Compensation.** Except in event of a Policy holder's surrender pursuant to the Nassau Product's contractual surrender provision where the return of compensation for such surrender is specifically addressed in the Compensation Schedule(s), Producer agrees to repay to Nassau any unearned compensation or compensation received for, or with respect to, premiums or payments returned to the Policy holders by Nassau for any reason, including without limitation a rescission, termination, or agreed resolution of any dispute with the Policy holder. Producer will be responsible for the indebtedness to Nassau of any Representative. Any compensation not repaid by the Representatives will be first deducted against the account of the Representative, but if some or all of the balance is deemed unrecoverable by Nassau in its sole discretion, then the balance of the compensation shall be deducted against the account of the Producer. Producer shall reasonably cooperate with and assist Nassau in the recovery of any such compensation. The Producer will be jointly and severally liable with the Representative to Nassau for the repayment of compensation. If Nassau seeks to recover an indebtedness under this Provision and prevails in whole or in part, Nassau is entitled to recover its reasonable attorney fees and costs. In the event of any inconsistency between this Provision and the Compensation Schedule(s), the terms of this Provision shall prevail. This Provision shall survive the termination of this Agreement.

**Nassau's Right to Offset.** In calculating the amount of compensation payable, Nassau or any of its affiliates may at any time offset against any compensation payable to Producer or its successors or assigns, any indebtedness owed to Nassau by Producer. Nothing contained herein shall be construed as giving Producer the right to incur any indebtedness on behalf of Nassau. Nassau shall have, and is hereby granted, a first lien on any and all compensation payable under this Agreement as security for the payment of any and all remaining indebtedness of Producer to Nassau arising under this Agreement and not offset as provided herein. The right of Producer or Representative, to receive any compensation provided by this Agreement shall be subordinate to the right of Nassau or any of its affiliates to offset such compensation against any such indebtedness of the Producer to Nassau or any of its affiliates. This Provision shall survive the termination of this Agreement.

## LIMITATIONS ON AUTHORITY

The authority of the Producer is limited to the authority expressly given in this Agreement. In addition to any specific limitations on Producer's authority found elsewhere in this Agreement, Producer acknowledges that it does not have the authority to perform any of the following acts or to commit Nassau to perform any of the following acts: (1) To waive, modify, or change any terms, rates, conditions, or limitations of any application or contract; (2) To approve evidence of insurability or bind or commit Nassau on any risk in any manner, with the exception of providing the customer with a conditional receipt when the appropriate premium is paid with the application; (3) To collect or receive any payments after the initial purchase payment; (4) To extend the time for any payment or reinstate any coverage terminated; (5) To accept liability for or to adjust or settle any claims; or (6) To enter into or appear in any legal proceedings as a representative of Nassau. (7) To represent that Nassau is providing legal, tax or other advice or services other than the issuance and administration of a Nassau product; or (8) To distribute product illustrations for Nassau Products other than those illustrations provided by Nassau.

## RESERVATION OF RIGHTS BY NASSAU

Nassau reserves, without limitation, the right to: (1) In its sole discretion, determine whether or not to appoint Producer and any Representative; (2) Conduct a background check on Producer and any Representative at any time in compliance with Applicable Law; (3) Review, at any time, insurance department licenses issued to Producer and any Representative; (4) Terminate the appointment of Producer and any Representative; (5) Decline any application for insurance submitted by Producer or any Representative; (6) Discontinue any form of contract in any or all jurisdictions in which Nassau does business; (7) Resume the use of form of any contract at any time; and (8) Refuse to accept any applications received for any discontinued contract form(s) after the effective date of discontinuance, which will require Producer to return promptly any payment collected on that application(s) to the applicant(s).

## CONFIDENTIALITY, CUSTOMER INFORMATION AND TRADEMARKS

Producer shall treat customer information as confidential as required by Applicable Law and by Nassau, as described in Nassau's privacy notices and in accordance with Nassau policies and procedures. Producer shall also take reasonable and appropriate steps to establish and implement administrative, physical and technical procedures to ensure the confidentiality, security and integrity of customer information in accordance with Applicable Law. Producer agrees to comply with Nassau's terms of use, policies and procedures with respect to use of Company electronic systems and databases providing access to customer information by Producer and its Representatives and shall promptly report to Nassau any breach of security related to such systems and databases of which Producer becomes aware. Producer may

use customer information only for the purpose of fulfilling obligations under this Agreement. Producer will limit access to customer information to Producer employees, agents and other parties who need to know such customer information to permit Producer to fulfill Producer obligations under this Agreement and who have agreed to treat such customer information in accordance with the terms of this Agreement. Producer shall not disclose or otherwise make accessible customer information to anyone other than to the individual to whom the information relates (or to his or her legally authorized representative) or to other persons pursuant to a valid authorization signed by the individual to whom the information relates (or by his or her legally authorized representative), except as required for Producer to fulfill obligations under this Agreement, as otherwise directed by Nassau, or as expressly required by Applicable Law. For purposes of this Agreement, "customer information" means information in electronic, paper or any other form that Producer or its Representatives obtained, had access to or created in connection with obligations under this Agreement regarding individuals who applied for or purchased Nassau Products. Customer information includes nonpublic personal information, as defined in Applicable Law. Customer information may also include, but is not limited to, information such as the individual's name, address, telephone number, social security number, as well as the fact that the individual has applied for, is insured under, or has purchased an annuity issued by Nassau. Customer information does not, however, include information that is (1) generally available in the public domain and is derived or received from such public sources by Producer; (2) received, obtained, developed or created by Producer independently from the performance of obligations under this Agreement; (3) disclosed to Producer by a third party, provided such disclosure was made to Producer without any violation of any independent obligation of confidentiality or Applicable Law of which Producer is actually aware or reasonably should be aware. Neither Party may use the other Party's trademarks, service marks, trade names, logos, or other commercial or product designations for any purpose whatsoever without the prior written consent of the other Party. This Provision shall survive the termination of this Agreement.

#### **INDEMNIFICATION AND DAMAGES**

**Indemnification.** Each Party shall hold harmless, defend, exonerate and indemnify each other Party to this Agreement for any and all losses, claims, judgments, fines, penalties, damages, or liabilities (or any actions or threatened actions in respect of any of the foregoing) the other Party suffers that results from the actions of the indemnifying Party or its Representative with respect to its/their obligations under this Agreement, breach of any representation, warranty, covenant, condition or duty contained in this Agreement, or violation of Applicable Law in connection with the marketing or sale of Nassau products under this Agreement. This Provision shall survive the termination of this Agreement.

**Notice of Claim.** After receipt of notice of the commencement of, or threat of, any claim, action, or proceeding by a third-party (a "Third-Party Action") by a Party that believes it is entitled to indemnification under this Section (the "Indemnified Party"), the Indemnified Party shall notify the Party obligated to provide indemnification under this Section (the "Indemnifying Party") in writing of the commencement thereof as soon as practicable thereafter, provided that the omission to so notify the Indemnifying Party shall not relieve it from any liability under this Section, except to the extent that the Indemnifying Party demonstrates that the defense of such Third-Party Action is materially prejudiced by the failure to give timely notice. Such notice shall describe the claim in reasonable detail. This Provision shall survive the termination of this Agreement.

**Damages.** The Parties each agree that (1) money damages may not be a sufficient remedy for breach of this Section, (2) the Party aggrieved by any such breach may be entitled to specific performance and injunctive and other equitable relief with respect to such breach, (3) such remedies shall not be deemed to be the exclusive remedies for any such breach but will be in addition to all other remedies available at law or in equity, and (4) in the event of litigation relating to this Section, if a court of competent jurisdiction determines in a final non-appealable order that either Nassau or Producer or any of their respective Representatives has breached this Section, then the Party that is found (or whose Representative is found) to have committed such breach shall be liable for reasonable costs (including without limitation deposition and expert costs) and legal fees incurred by the aggrieved Party or its affiliates in connection with such litigation including, without limitation, any appeals.

**Defense, Settlement and Subrogation.** (1) The Indemnifying Party shall have the right to assume control of the defense of such Third-Party Action and shall retain counsel reasonably satisfactory to the Indemnified Party to represent the Indemnified Party and shall pay the reasonable fees and disbursements of such counsel related to such Third-Party Action. The Indemnified Party shall cooperate and provide such assistance as the Indemnifying Party reasonably may request in connection with the Indemnifying Party's defense and shall be entitled to recover from the Indemnifying Party the reasonable out-of-pocket costs of providing such assistance (including reasonable fees of any counsel retained by the Indemnified Party with the consent of the Indemnifying Party). The Indemnifying Party shall inform the Indemnified Party on a regular basis of the status of any Third-Party Action and the Indemnifying Party's defense thereof. (2) In any such Third-Party Action, the Indemnified Party may, but shall not be obligated to, participate in the defense of any Third-Party Action,

at its own expense and using counsel of its own choosing, but the Indemnifying Party shall be entitled to control the defense thereof unless the Indemnified Party has relieved the Indemnifying Party from liability with respect to the particular Third-Party Action. (3) If notice is given to the Indemnifying Party of the commencement of any Third-Party Action hereunder and the Indemnifying Party does not, either within ten Business days after the receipt of such notice, give notice to the Indemnified Party of its election to assume the defense of such Third-Party Action, or give notice to the Indemnified Party that it rejects the claim for indemnification pursuant to the Notice of Rejection of Claim Section, herein, the Indemnified Party shall have the right, at its option and at the Indemnifying Party's expense, to defend such Third-Party Action in a manner that the Indemnified Party deems appropriate. In such a case the Indemnified Party shall not consent to the settlement, compromise or entry of judgment with respect to the Third-Party Action without prior written notice to, consultation with, and written consent of the Indemnifying Party, which consent shall not be unreasonably withheld. (4) In any Third Party Action, the defense of which is controlled by the Indemnifying Party: (a) the Indemnifying Party shall not, without the Indemnified Party's prior written consent, compromise or settle such Third Party Action, if such compromise or settlement would impose an injunction or other equitable relief upon the Indemnified Party or such compromise or settlement does not include the Third-Party's release of the Indemnified Party from all liability relating to such Third Party Action; and (b) the Indemnified Party shall not compromise or settle such Third Party Action without the prior written consent of the Indemnifying Party, which consent shall not be unreasonably withheld, provided that, if the Indemnified Party desires to compromise or settle such claim, suit or proceeding and the Indemnifying Party reasonably refuses to consent to such compromise or settlement, the Indemnified Party may enter into a compromise or settlement but shall be solely responsible for the cost of any compromise or settlement amount. This Provision shall survive the termination of this Agreement.

**Claim Not Involving Third-Party Action.** A claim for indemnification by a Party hereunder for any matter not involving a Third-Party Action may be asserted by notice to another Party. This Provision shall survive the termination of this Agreement.

**Notice of Rejection of Claim.** Notwithstanding anything within this Indemnification and Damages Section to the contrary, a Party who has received a notice of claim for indemnification may notify the Party asserting such claim for indemnification that it rejects this claim. Such notice rejecting a claim for indemnification must be given by the rejecting Party within ten business days of its receipt of the notice of claim and shall describe the basis for the rejection of the claim in reasonable detail. This Provision shall survive the termination of this Agreement.

#### **TERMINATION**

This Agreement shall terminate, with or without cause, whenever either Producer or Nassau gives prior written notice to the other specifying the date of termination. The Agreement shall terminate automatically without notice if (1) either Nassau or Producer ceases to exist or becomes bankrupt or insolvent; (2) it is voluntarily or involuntarily assigned by Producer without Nassau's prior written consent; or (3) as to any jurisdiction, if Producer or Nassau no longer have the licenses required to perform all of Producer's or Nassau's respective duties under this Agreement in the applicable jurisdiction. With respect to these terms, the Producer is obligated to immediately inform Nassau of such termination. After termination, the Producer shall promptly return all property (such as rate information, including rating disks, supplies forms, books, advertising, etc.) that Nassau has given Producer. Nassau shall pay commissions to Producer to the extent provided by the Compensation Schedule(s). If this Agreement is terminated for cause by Nassau, no further commissions or compensation of any kind will be payable to Producer.

#### **GENERAL PROVISIONS**

**Entire Agreement; Modification.** Any Obligation to Nassau incurred by Producer under a prior agreement shall continue to exist subject to the terms of such prior agreement. In the case of multiple agreements between Producer and Nassau, Producer shall, and shall take reasonable steps to ensure that each Representative shall, identify which agreement is to be used in the sale and service of a Nassau Product in accordance with Nassau's applicable New Business forms and procedures. This Agreement, including the Compensation Schedule(s), may be modified unilaterally by Nassau through Company communication procedures and any such modification will only apply prospectively. Company communication procedures shall include any means of communication deemed appropriate and reasonable by Nassau. Notice of any modifications to this Agreement shall be provided directly to the Producer except that Producer agrees any notification to Producer's Distributor of any amendment or modification to the Compensation Schedule(s) is notification to the Producer. Producer shall notify its Representatives of any such amendment or modification affecting the Representatives, including any amendments to the Compensation Schedule(s). Such amendments or modifications to the Agreement, except for the Compensation Schedule(s), shall become effective on the applicable date set forth in Nassau's communication, which will not be less than 30 days from the date of the notice. Amendments or modification to the Compensation Schedule(s) shall take effect on the date of the communication to the Distributor.



**Notices.** All notices, demands and other communications required or permitted to be given to Nassau by Producer under this Agreement shall be in writing. Any such notice, demand or other communication shall be deemed to have been duly given when delivered by hand, courier or overnight delivery service or, if mailed, two Business days after deposit in the mail and sent certified or registered mail, return receipt requested and with first-class postage prepaid to the addresses for Nassau as indicated on the Nassau website, www.nfg.com. This Provision shall survive the termination of this Agreement.

**Rights, Duties and Obligations of Nassau.** NASSAU LIFE INSURANCE COMPANY and NASSAU LIFE AND ANNUITY COMPANY, shall have two separate and distinct agreements with Producer. The rights, duties, obligations and responsibilities of NASSAU LIFE INSURANCE COMPANY and NASSAU LIFE AND ANNUITY COMPANY are separate and distinct from rights, duties, obligations and responsibilities of each other. All such rights, duties, obligations and responsibilities shall exist only between Producer and each of NASSAU LIFE INSURANCE COMPANY and NASSAU LIFE AND ANNUITY COMPANY. Neither NASSAU LIFE INSURANCE COMPANY or NASSAU LIFE AND ANNUITY COMPANY shall have any responsibility or liability for the actions or omissions of the other under this Agreement. This Provision shall survive the termination of this Agreement.

**Absence of Waiver.** Failure to enforce any provision of this Agreement is not a waiver of that provision, or of any other provision. This Provision shall survive the termination of this Agreement.

**Severability.** If any provision of this Agreement is invalid or prohibited under Applicable Law, such invalidity or prohibition shall not affect any other provision which can be given effect without the invalid or prohibited provision, provided that the result would not materially frustrate the intent of the Parties in entering into this Agreement.

**Jurisdiction.** With respect to any action, suit or other proceeding between NASSAU LIFE INSURANCE COMPANY and Producer, each of the Parties irrevocably and unconditionally submits to the jurisdiction of and agrees that any lawsuit must be filed in the United States District court for the Southern District of New York or, if such court will not accept jurisdiction, the Supreme Court of the State of New York or any court of competent civil jurisdiction sitting in New York County, New York. With respect to any action, suit or other proceeding between NASSAU LIFE AND ANNUITY COMPANY and Producer, each of the Parties irrevocably and unconditionally submits to the jurisdiction of and agrees that any lawsuit must be filed in the United States District Court for Connecticut sitting in Hartford, Connecticut or, if such

court will not accept jurisdiction, the Superior Court of Connecticut sitting in Hartford, Connecticut or any court of competent civil jurisdiction sitting in Connecticut. With respect to any action, suit or other proceeding between NASSAU LIFE INSURANCE COMPANY and NASSAU LIFE AND ANNUITY COMPANY and Producer, each of the Parties irrevocably and unconditionally submits to the jurisdiction of and agrees that any lawsuit must be filed in one of the designated jurisdictions listed above just as if the suit involved only the Producer and NASSAU LIFE INSURANCE COMPANY, or only the Producer and NASSAU LIFE AND ANNUITY COMPANY. In any action, suit or other proceeding, each of the Parties irrevocably and unconditionally waives and agrees not to assert by way of motion, as a defense or otherwise, any claims that it is not subject to the jurisdiction of the above courts, that such action or suit is brought in an inconvenient forum or that the venue of such action, suit or other proceeding is improper. Each of the Parties hereby agrees that any final and unappealable judgment against a Party in connection with any action, suit or other proceeding shall be final and binding on such Party and that such award or judgment may be enforced in any court of competent jurisdiction, either within or outside of the United States. A certified or exemplified copy of such award or judgment shall be conclusive evidence of the fact and amount of such award or judgment. This Provision shall survive the termination of this Agreement.

**Counterparts, Facsimile Signatures and Reproductions.** This Agreement may be executed in counterparts, each of which shall be deemed an original, and the counterparts shall together constitute one and the same agreement, notwithstanding that each party is not signatory to the original or the same counterpart. Facsimile signatures shall be deemed as effective as original signatures and shall be admissible in evidence as the original itself in any judicial or administrative proceeding. This Section shall not prohibit a party from contesting any such facsimile copy or reproduction.

Accepted and agreed to by individual, or in the case of an entity, a duly authorized officer of the entity receiving producer agreement:

Print Name of Producer: \_\_\_\_\_

Signature: \_\_\_\_\_ Address: \_\_\_\_\_

Title: \_\_\_\_\_

Last 4 digits of Social Security No. or Taxpayer ID No.: XXX-XX-\_\_\_\_\_ Date: \_\_\_\_\_

**Note:** This contract is not valid until endorsed by an executive officer of Nassau.

**To be completed by Nassau Home Office Only:**

THIS CONTRACT IS EXECUTED THE \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

NASSAU LIFE INSURANCE COMPANY

By: \_\_\_\_\_

Title: \_\_\_\_\_

NASSAU LIFE AND ANNUITY COMPANY

By: \_\_\_\_\_

Title: \_\_\_\_\_

**To:** Nassau

**Phone Number:** 800-417-4769

**Fax Number:** 321-400-6319

**Email:** Contracts@nfg.com

**Attention:** Contracting Team

**Agent/Agency Information:**

Please complete the hierarchy information for each agent/agency contracting with Nassau. This sheet must accompany all new contracting agreements. List all hierarchy levels including the agent/agency.

Name of Agent/Agency (as it appears on license)

☐ New Agent   ☐ New Agency   ☐ \*Hierarchy Change. Please explain: \_\_\_\_\_

**\*Changes to upline and commission levels are processed with current effective date.  
Pending new business already in house, if applicable, will be paid to the new upline/commission level.**

Agent/Agency Name	SSN or Tax ID Number	Nassau Producer Code
NMO+ (Distributor)		
NMO		
FMO+		
FMO		
IMO		
MGA		
GA (Street Level)		
Agent+		
Agent		
Licensed Only/Sub-Producer		

**New Business Submitted:**
☐ No   ☐ Yes, Owner's Name \_\_\_\_\_ Date Submitted \_\_\_\_\_

What type of business does the producer write? (check all that apply)

☐ Fixed Annuities   ☐ Fixed Index Annuities   ☐ Immediate Annuities   ☐ Variable Annuities   ☐ Med Supp

☐ Other (please explain) \_\_\_\_\_

How much (in dollar amount) Fixed/Fixed Index Annuities does the producer write per year with all carriers?

☐ \$0 to \$2 million   ☐ \$2 to \$5 million   ☐ \$5 to \$10 million   ☐ More than \$10 million

**Signature and Acknowledgements:**

ACCEPTED AND AGREED TO:

Authorized Signature – NMO+ Distributor \_\_\_\_\_ Date \_\_\_\_\_





## Debit-Check Agent/Agency Authorization Form

Vector One Operations, LLC dba Vector One (collectively with its affiliates, "Vector One") manages the secured web portal interactive computer service provided by Debit-Check.com, LLC a ("Debit-Check"). This Debit-Check Agent/Agency Authorization Form is by and among the undersigned ("you", "me", "I" or "my"), Vector One, and the Company (as defined below) and is used by Debit-Check subscribers who desire to be granted authorization from you for the submission and/or receipt of your personal information to the Debit-Check service as necessary to conduct a commission related debit balance screening. The undersigned company and its affiliates and authorized third parties (collectively, the "Company") is a Debit-Check subscriber. Accordingly, as part of the contracting and appointment process or determination of eligibility for advancement of commissions, the Company may conduct a commission related debit balance screening via Debit-Check in order to determine your eligibility and may continue to conduct periodic commission related debit balance screenings as determined in the Company's sole discretion following the engagement of any employment, appointment, contract, tenure, or other relationship with the Company.

**Access to Debit-Check Information:** You can obtain your commission related debit balance information by contacting the Vector One Agent Hotline at (800) 860-6546.

### AGENT/AGENCY'S STATEMENT – READ CAREFULLY

The Company is hereby authorized to obtain and conduct a commission related debit balance screening through Vector One's Debit-Check secured web portal to determine if another Debit-Check subscriber has posted that I have an outstanding commission related debit balance. I understand that the Company may consider the results of the commission related debit balance screening in order to determine my eligibility to be contracted and appointed or determine my eligibility for advancement of commissions as an insurance producer and may continue to conduct periodic commission related debit balance screenings as determined in the Company's sole discretion following the engagement of any employment, appointment, contract, tenure, or other relationship with the Company. I understand and acknowledge that the Company may obtain commission related debit balance information through Debit-Check as state law allows. I understand that my information, including my name and social security number ("My Information") may be used for the purpose of obtaining and conducting a commission related debit balance screening. I further understand that in the event of termination or expiration of my employment, appointment, contract, tenure, or other relationship with the Company, whether voluntary or involuntary, if a commission related debit balance is owed to the Company, the Company may post My Information to the Debit-Check service which may be accessed by Debit-Check subscribers until such time the debit balance is satisfied or otherwise removed.

#### BY SIGNING BELOW, I HEREBY (PLEASE INITIAL ALL STATEMENTS):

(A) \_\_\_\_\_ Authorize the Company to use My Information for purposes of conducting a commission related debit balance screening, and periodic commission related debit balance screenings as determined in the Company's sole discretion following the engagement of any employment, appointment, contract, tenure, or other relationship with the Company, utilizing Debit-Check.

(B) \_\_\_\_\_ Authorize the Company to consider the results of the commission related debit balance screening in order to determine my eligibility to be contracted and appointed or determine my eligibility for advancement of commissions as an insurance producer.

(C) \_\_\_\_\_ Authorize and direct Vector One to receive and process My Information as necessary to intentionally disclose and furnish the results of my commission related debt verification screening, whether directly or indirectly, to the Company.

(D) \_\_\_\_\_ Authorize the Company to submit My Information to the Debit-Check service in the event of termination or expiration of my engagement with the Company, whether voluntary or involuntary, to the extent a commission related debit balance is owed to the Company.

(E) \_\_\_\_\_ Authorize and direct Vector One to receive and process My Information and intentionally disclose to any Debit-Check subscriber who submits an inquiry utilizing My Information the results of my commission related debit balance screening, which will contain My Information, to the extent a debit balance is owed.

**Agent/Agency Printed Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

#### FOR COMPANY USE ONLY

##### AGREED AND ACKNOWLEDGED BY COMPANY:

Name of Company: \_\_\_\_\_

Signature: \_\_\_\_\_

Name and Title: \_\_\_\_\_





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#### BY SIGNING BELOW, I HEREBY (PLEASE INITIAL ALL STATEMENTS):

(A) \_\_\_\_\_ Authorize the Company to use My Information for purposes of conducting a commission related debit balance screening, and periodic commission related debit balance screenings as determined in the Company's sole discretion following the engagement of any employment, appointment, contract, tenure, or other relationship with the Company, utilizing Debit-Check.

(B) \_\_\_\_\_ Authorize the Company to consider the results of the commission related debit balance screening in order to determine my eligibility to be contracted and appointed or determine my eligibility for advancement of commissions as an insurance producer.

(C) \_\_\_\_\_ Authorize and direct Vector One to receive and process My Information as necessary to intentionally disclose and furnish the results of my commission related debt verification screening, whether directly or indirectly, to the Company.

(D) \_\_\_\_\_ Authorize the Company to submit My Information to the Debit-Check service in the event of termination or expiration of my engagement with the Company, whether voluntary or involuntary, to the extent a commission related debit balance is owed to the Company.

(E) \_\_\_\_\_ Authorize and direct Vector One to receive and process My Information and intentionally disclose to any Debit-Check subscriber who submits an inquiry utilizing My Information the results of my commission related debit balance screening, which will contain My Information, to the extent a debit balance is owed.

**Agent/Agency Printed Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

#### FOR COMPANY USE ONLY

##### AGREED AND ACKNOWLEDGED BY COMPANY:

Name of Company: \_\_\_\_\_

Signature: \_\_\_\_\_

Name and Title: \_\_\_\_\_