

You've got what it takes to be a leader. That's why you're ready for a career in management.

Now that you have experience being an Agent, you might be thinking about a career in management. If that is something you'd like to pursue, you'll find that all the tools and processes are in place to support your ambition and, when the time comes, help to make the transition as smooth as possible.

What it takes.

Before you go any further, it's important to realize that management isn't for everyone. While some Agents flourish in management, others discover that they prefer selling insurance and informing the public about the benefits of our products. In most cases it has nothing to do with talent—it's simply a reflection of personality and what people learn they enjoy the most.

Is a management career right for you? If you're not sure, the following questions may provide some insight:

- Do you find fulfillment in helping others succeed?
- Are you good at balancing multiple tasks and priorities?
- Do you perform best in a team environment?
- Are you able to motivate and inspire your fellow Agents?

If you answered "Yes" to these questions, then you may have the potential to succeed as a Manager and are likely to enjoy a leadership position.

If you're concerned about making the transition from Agent to Manager, you can take comfort in the fact that our Company offers three distinct pathways to success. You can jump right in and assume all the duties and responsibilities of a full-time Partner,* or you can continue to serve as an Agent and become a Management Associate* or Agency Associate*. No matter which path you choose, we'll support you every step of the way.

Partner

As a Partner, you will dedicate yourself full-time to recruiting and developing your own team of Agents. In this capacity, you will serve as a teacher, guide, and coach. This position offers a salary as part of the compensation package. Beginning the fifth quarter this salary will be reduced by 10% each quarter. This income will be replaced by several different sources known as Compensation Factors. After 39 months, your compensation will be based solely on your performance and the performance of your team. The Compensation Factors are used to determine your compensation going forward and will be calculated each calendar year based on the prior year's performance.

*Once you have met all eligibility requirements.



The Company You Keep®

“I loved being an Agent, but I love the challenge of recruiting Agents even more. There’s nothing more satisfying than seeing one of your hires achieve the type of success you always knew they could attain.”

— Grace M. Lim, Senior Partner, Santa Clara

Management Associate

If your goal is to become a Manager within a year, the Management Associate path is a great way to give yourself a head start. While you continue serving as an Agent and maintaining your production, the Management Associate role allows you to recruit Agents in advance so you can have a team in place as soon as you make the transition to Partner*. Better still, recruiting credits on any Agents you recruit during this time will count on a dollar-for-dollar basis toward Council qualification, and will therefore help you qualify for a higher starting salary when you officially become a Partner*.

Agency Associate

As an Agency Associate, you can test the waters to see if you would like to pursue a career in management. This path lets you remain an Agent as long as you like, while giving you the opportunity to help your office recruit new full-time Agents. As long as you continue to meet your recruiting and production goals, there’s no limit to the amount of time you can remain an Agency Associate. Best of all, you will receive recruiting credits based on the production of any new Agents you recruit—a valuable source of extra income. You can make the transition to Partner or Management Associate whenever the time is right,* or simply give up your recruiting responsibilities and focus solely on being an Agent. It’s completely up to you.

We’re ready when you are.

If you’re ready, the first step is to talk to your own Manager. Together, you can review all the eligibility requirements and see which of our three management paths make the most sense for you. In the process, you’ll be sure to get a more thorough understanding of the job, and find out what it takes to be a successful part of the management team. More importantly, you’ll have the opportunity to discuss your goals for the future, and define what it will take to get you there.

Your future is waiting—talk to your Manager today.

*Once you have met all eligibility requirements.

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