



Compensation Modification Addendum

The following modifies the Independent Agent Agreement (“IAA”) made between Sons of Norway, a Minnesota Fraternal Benefit Society (here after “Society”) and you, the Independent Agent.

Below is the updated commission schedule put forth by the modification addendum:

Life Products	Product	Year 1	Year 2	Year 3	Years 4-8	Years 9-10	Years 10+	
	Whole Life	85%	4%	4%	4%	4%	1.65%	
	Whole Life - Zero Refund	65%	4%	4%	4%	4%	1.65%	
	Universal Life Target	85%	4%	4%	4%	4%	1.65%	
	Universal Life Excess	4.25%	4%	4%	4%	4%	1.65%	
	Single Prem Whole Life	9.25%						
	Guaranteed Issue Whole Life							
	Ages 0-75	45%	3.75%	3.75%	3.75%	3.75%	1.5%	
	Ages 76-85	37.5%	1.25%	1.25%	1.25%	1.25%	1.25%	
	Viking Voyager							
\$10,000 Face	\$50							
\$15,000 Face	\$75							
\$25,000 Face	\$100							
Term Insurance	Year 1	Year 2	Year 3	Years 4-10	Years 11-20	Years 21-30		
10 Year Term	45%							
15 Year Term	50%							
20 Year Term	55%	2%	2%	2%	2%			
30 Year Term	65%	8.75%	7.25%	5.25%	1.25%	1.25%		

Fixed Annuities	Product	Year 1	Year 2	Year 3	Years 4-8	Years 9-10	Years 10+	
	SPIA	3.5%						
	Deferred Annuities - Ages 0-85							
	\$500 - \$99,999	3.5%	3.5%	3.5%	3.5%	1.5%	1.5%	
	\$100,000 - \$199,999	4%	3.5%	3.5%	3.5%	1.5%	1.5%	
	\$200,000+	4.5%	3.5%	3.5%	3.5%	1.5%	1.5%	
	Deferred Annuities - Ages 86-90							
	\$500 - \$250,000*	3%	3%	3%	3%	1.5%	1.5%	
		Age 0-65		Age 66-73		Age 74-90		
	Bonus Annuity		2%		1.5%		1%	
3 Year MYGA		N/A		N/A		N/A		
5 Year MYGA		N/A		N/A		N/A		
7 Year MYGA		N/A		N/A		N/A		

*100,000 Max for Single Premium

No further action is required, but please retain a copy of this addendum for your records.