

**Other incentive programs for education (industry related):**

**LOMA** - \$200 bonus per exam passed. \$1,000 pay raise upon successful attainment of full LOMA designation.

**CEBS** - \$500 bonus per exam passed. \$1,000 pay raise upon successful attainment of full CEBS designation.

**Insurance License** (life/health/variable annuity) - \$200 bonus for exam passed. \$1,000 pay raise upon attainment of life/health/variable annuity insurance license.

**Securities Licenses** (series 6 & 63) - \$200 bonus per exam passed. \$1,000 pay raise upon attainment of Series 6 & 63 licenses (must acquire both to get \$1,000 raise).

We reimburse all fees (including books) upon successful completion of a course.

**College tuition reimbursement program:**

Employees are eligible to participate after one year of full-time service. All courses must be pre-approved by management. Tuition and book fees are reimbursed up to \$2,400 per calendar year, for all pre-approved courses where the employee has earned a grade of C or better (grade report & receipts required for reimbursement).