**AIA Hong Kong**
Unit 3601, 36/F, AIRSIDE,
2 Concorde Road,
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T: (852) 2881 3333
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| | | | |
|---|---|---|---|
| Attn: | EDDAs / EDDs / PSDDs / SDDs / DDs / MICs / Agency Leaders / UMs / AUMs / Financial Planners | From: | Premier Agency Development Department |
| Co/Dept: | Mr. Alger Fung / Ms. Amy Chan / Mr. Louie Ho / All Department Heads / Heads of Agency Division / ABDD – ABPs | | |
| Date: | 1 April 2026 | Total Page: | 5 pages |

**Subject: (A260420) 行業招募特別獎金**
**Industry Recruitment Special Bonus**

保險行業專才熟悉市場運作與客戶需求，而且具備穩定的行業人脈。能吸引更多行業專才加入，絕對能使團隊在靈活多變的環境中迅速強化自身競爭優勢，為團隊以至公司的持續成長注入突破的動力。

為鼓勵所有營業同事共同推動吸納行業專才，公司現推出**「行業招募特別獎金」**：

- 合資格行業招募*如在競賽期內透過招募計劃入職，其招募者將可獲**港元$5,000 / $20,000**
- 如該行業招募達到 MDRT 2027 或以上及續保率要求，其招募者另可獲**港元$20,000 – $80,000**
- 以每位合資格行業招募計，其招募者的合共獎賞可高達**港元$100,000**
- 每位招募者之招募獎金**不設上限**

*合資格行業招募是指新招募以合約生效日期計之前**過去 18 個月份曾經在香港保險業監管局或澳門金融管理局登記為保險公司、保險代理機構、保險經紀公司或銀行從事長期業務的持牌人士**；當中不包括以合約生效日期計之前過去 60 個月曾經與 AIA 終止合約並重新加入的人士。

強勢出擊，馬上招募！競賽詳情請參閱下文。如有任何疑問，請電郵至 aiahk.premieragency@aia.com 與卓越營業發展部同事查詢。

We are pleased to announce **"Industry Recruitment Special Bonus"**. Recruiter can be awarded HK$5,000 – 20,000 if his/ her eligible Industry Recruit joins with Recruitment Packages within the contest period, & another HK$20,000 – 80,000 if the Industry Recruit achieves MDRT 2027 or above & persistency requirement. Please refer to the captioned memo for contest details. For enquiries, please reach out to Premier Agency Development Department at aiahk.premieragency@aia.com.

Best Regards,

Joel Lee
Head of Premier Agency Development Department
JL/pz/cc/al

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# 行業招募特別獎金

**競賽日期：**2026 年 4 月至 9 月 (6 個月)

**競賽資格：**

| | |
|---|---|
| **合資格招募者** | 所有營業單位主管、AUM / UM 、財務策劃顧問 (以直接招募計算 [i]) |
| **合資格行業招募** | 合資格行業招募是指新招募以合約生效日期計之前**過去 18 個月份曾經在香港保險業監管局或澳門金融管理局登記為保險公司、保險代理機構、保險經紀公司或銀行從事長期業務的持牌人士**；當中不包括以合約生效日期計之前過去 60 個月曾經與 AIA 終止合約並重新加入的人士。 |

**競賽規則及獎賞：**

合資格行業招募**於競賽期內透過招募計劃入職**(以合約生效月份計算)，其合資格招募者將獲得第一賞。如該合資格行業新招募在 2026 年 12 月 31 日或之前達到以下相應 MDRT 等級及續保率要求，其合資格招募者將可獲得第二賞。詳情如下：

| **第一賞 – 入職獎賞** | |
|---|---|
| **招募計劃 (適用於行業招募)** | **獎賞 [iii, v] (適用於招募者)** |
| 任何版本的 STAR / Bank LOU | **HK$20,000** |
| 其他招募計劃 | **HK$5,000** |

| **第二賞 – 業績獎賞** | | |
|---|---|---|
| **MDRT 等級 [ii, iv] (適用於行業招募)** | **續保率 [ii]** | **獎賞 [iii, vi] (適用於招募者)** |
| 達到並登記 TOT 2027 會員 | 85% | **HK$80,000** |
| 達到並登記 COT 2027 會員 | | **HK$40,000** |
| 達到並登記 MDRT 2027 會員 | | **HK$20,000** |

i. 計算直接招募以「友招募 iRecruit」內填寫的紀錄為準。合資格招募者若為 AUM/ UM/ 財務策劃顧問，必須填寫以下資料；已計算入 AUM/ UM/ 財務策劃顧問的直接招募則不會重覆計算入營業單位主管的直接招募：
   - 於新招募之「友招募 iRecruit」準招募資料中的「得悉空缺之來源」部份填寫招募者資料，此關係於合約生效後不可更改 (只適用於香港)；或
   - 於新招募之「友招募 iRecruit 2.0」申請人資料中的「招聘顧問編號」填寫招募者資料 (只適用於澳門)。

ii. 以 2026 年 12 月 31 日之報告為準。

iii. 各等級的獎賞不能同時兼得，以較高者為準。

iv. 只計算透過由 AIA 產生的佣金、保費、全年總收入達到 MDRT/ COT/ TOT 2027 的合資格行業招募。不包括 MDRT 終身會員 。

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v. 所有「第一賞 – 入職獎賞」的獲獎招募者須履行任職期限至 2027 年 3 月 31 日，否則須退還 100% 所得之「第一賞 – 入職獎賞」。
vi. 所有「第二賞 – 業績獎賞」的獲獎招募者須履行任職期限至 2028 年 3 月 31 日，否則須退還 100% 所得之「第二賞 – 業績獎賞」。

**一般規則：**

1. 競賽結果以保單冷靜期後作調整為準。 AIA 保留追討已發放獎賞之權利。
2. 所有獲獎者必須於獎賞發放時仍與 AIA 持有效合約。
3. AIA 保留隨時修改競賽規則或獎賞之權利，恕不另行通知。
4. 如有任何異議，以 AIA 最後決定為準。

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# Industry Recruitment Special Bonus

**Contest Period:** Apr – Sep 2026 (6 Months)

**Contest Eligibility:**

| | |
|---|---|
| **Eligible Recruiter** | All Agency Leaders, AUM / UM, Financial Planners (Counted by Direct Recruitment[i]) |
| **Eligible Industry Recruit** | Eligible Industry Recruit refers to new recruit who has been **registered with IA of Hong Kong or AMCM of Macao for insurance company, insurance agency, insurance broker company or bank as licensed person engaged long-term business in the past 18 months prior to contract effective with AIA**; excluding persons who have terminated contract with AIA in the past 60 months prior to rejoining contract effective with AIA. |

**Contest Rules & Awards:**

For an eligible Industry Recruit **joining with Recruitment Package within the contest period** (according to contract effective date), the eligible recruiter can be awarded with Part I Bonus. If that Eligible Industry Recruit achieves the MDRT level and persistency requirement on or before 31 December 2026, the recruiter can be awarded with Part II Bonus. Details as follows:

| **Part I – Contracting Bonus** | | **Part II – Production Bonus** | | |
|---|---|---|---|---|
| **Recruitment Package (Applicable to Industry Recruit)** | **Award (Applicable to Recruiter) [iii, v]** | **MDRT Requirement [ii, iv] (Applicable to Industry Recruit)** | **Persistency [ii] (Applicable to Industry Recruit)** | **Award (Applicable to Recruiter) [iii, vi]** |
| All types of STAR/ BANK LOU | **HK$20,000** | Qualify and register TOT 2027 | 85% | **HK$80,000** |
| | | Qualify and register COT 2027 | | **HK$40,000** |
| Other recruitment packages | **HK$5,000** | Qualify and register MDRT 2027 | | **HK$20,000** |

i. Direct recruitment is counted according to the record filled at "iRecruit". If eligible recruiter is an AUM/ UM/ Financial Planner, the following information must be filled; direct recruitment counted to an AUM/ UM/ Financial Planner will not be counted duplicated to an agency leader:
   - Fill in the Recruiter's information under the "Source of Recruitment" of prospect details at "iRecruit" of the new recruit. This relationship cannot be amended after contract is effective (for Hong Kong Only); OR
   - Fill in the agent code of the Recruiter under the "Recruiter Agent Code" of prospect details at "iRecruit 2.0" of the new recruit (for Macau Only).

ii. According to Company's report as of 31st December 2026.

iii. All levels of Award are mutually exclusive, whichever is higher.

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iv. Only counting eligible Industry Recruits who qualified MDRT/ COT/ TOT 2027 by Commission/ Premium/ Annual Gross Income methods through production at AIA. MDRT Life Member only are excluded.
v. All awarded Recruiters in "Part I – Contracting Bonus" must execute a Period of Stay till 31 March 2027, otherwise, 100% clawback of "Part I – Contracting Bonus" will be taken.
vi. All awarded Recruiters in "Part II – Production Bonus" must execute a Period of Stay till 31 March 2028, otherwise, 100% clawback of "Part II – Production Bonus" will be taken.

**General Rules and Regulations:**

1. Policies cancelled within cooling-off period are excluded. AIA reserves the right to claw back the award after cooling-off period.
2. Award qualifiers must hold valid contracts with AIA at the time the bonus are paid out / redeemed.
3. AIA reserves the right to amend any of the rules of this scheme or offer alternative gifts at any time without prior notice.
4. In the event of dispute, AIA's decision is final and conclusive.

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