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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:	17 June 2026	Total Page:	5 pages

Subject: (A260652) 2026 年「全民皆招」招募獎金
2026 Recruiter Bonus

持續引進優秀人才是團隊長遠發展最重要的推動力。為支持各位擴展團隊規模，吸引高質素招募，公司特別推出**《2026 年「全民皆招」招募獎金》**。

合資格新人在：

- 入職首 2 個月內開板 1 次，招募者可獲獎金 **HK$1,000**
- 入職首 3 個月內完成首輪挑戰要求，招募者可獲獎金 **HK$4,000**
- 12 月 31 日或之前達到 MDRT，招募者可獲獎金 **HK$15,000**

以上 3 項全部達標，招募者可獲合共獎金 **HK$20,000**。如招募者有多於一位新招募符合以上其中一項要求，該招募者的**總獎金更可乘以 1.2 倍**計算。合資格招募人數愈多，獎賞愈多！

透過清晰的階段性的獎勵，鼓勵各位**推動新招募開板**並按照 **A 動力發展藍圖**逐步輔助他們建立穩定的工作節奏，達成 **MDRT**。有關競賽詳情請參閱下文。如有任何疑問，請聯絡營業拓展部或電郵至 aiahk.premieragency@aia.com 與卓越營業發展部同事查詢。

We are pleased to announce “2026 Recruiter Bonus”. Please refer to the captioned memo for contest details. For inquiries, please contact ABDD or email to PAD (aiahk.premieragency@aia.com).

Best Regards,

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

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健康長久好生活

2026 年「全民皆招」招募獎金

競賽日期：
2026 年 6 月至 9 月 (4 個月)

競賽資格:
所有營業單位主管、UM / AUM、及財務策劃顧問 (以直接招募 [i, ii] 計算)

競賽規則及獎項:
每名於競賽期內入職 (以合約生效月份計算) 的合資格新招募如達到相關競賽要求，其合資格招募者將獲得獎賞，詳情如下：

等級	符合資格計算期	要求		獎金 [vii]	獎金預計發放日期
	(適用於新招募)			(適用於招募者)	
I	首兩個合約月	一個活躍月份 [iii]	85% 續保率	HK$1,000	達標新招募之第五個合約月
II	首三個合約月	完成 A 動力首輪挑戰要求 [iv]		HK$4,000	
III	2026 年 12 月 31 日或之前	達到並登記 MDRT/ COT/ TOT 2027 會員 [v]		HK$15,000 [vi]	2027 年 6 月

如招募者有多於一位新招募符合以上其中一項等級，該招募者的**總獎金將乘以 1.2 倍**計算。

i. 新招募**不包括**財務策劃實習生、重新加入 AIA 的財務策劃顧問、新晉營業單位主管、符合「行業招募特別獎金」競賽資格的行業招募 (請參閱通告: A260420)。
ii. 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)。
iii. 活躍財務策劃顧問是指當月內獲成功繕發/生效最少 1 張人壽保單、或 1 張獨立個人意外保險保單、或 1 張團體保險業務保單、或 1 張退休金企業業務保單、或 3 張退休金個人業務保單，並與公司維持有效的合約。以每月底之 iPA Active 進度為準。
iv. A 動力首輪挑戰要求請參閱 2026 年會籍及獎賞手冊。
v. 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 的合資格招募。不包括 MDRT 終身會員。

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vi. 招募者若為 AUM/ UM/ 財務策劃顧問，其 2026 年度個人業績必須達到不少於港元 $128,000 首年佣金積分 (FYC Score) 方能符合獲得等級 III 獎金的資格；合約生效日期少於一年的招募者，上述 FYCS 要求將按比例但不少於 3 個月計算。

vii. 各等級的獎賞可同時兼得。以下假設同一位招募者有 3 位新招募為例：

新招募	等級 I	等級 II	等級 III	獎金 (港元$) (適用於招募者)
甲	✓	✓	✓	$1,000+4,000+15,000 = $20,000
乙	✓	✓	X	$1,000+4,000 = $5,000
丙	✓	X	✓	$1,000+15,000 = $16,000
因多於一位新招募符合以上其中一項等級，該招募者的總獎金將乘以 1.2 倍計算				(20,000+5,000+16,000) **x 1.2 = $49,200**

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. 所有獲獎者及其達標新招募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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2026 Recruiter Bonus

Contest Period:
Jun – Sep 2026 (4 Months)

Eligibility:
All Agency Leaders, UM / AUM, and Financial Planners (Counted by Direct Recruitment [i, ii])

Contest Rules & Awards:
For every Eligible New Recruit contracted within contest period (according to contract effective date) and fulfils relevant contest requirements, his/ her eligible recruiter will be awarded with respective reward. Details are as follows:

Level	Qualifying Period	Requirement		Bonus [vii]	Target Payment Date
	(Applicable to New Recruit)			(Applicable to Recruiter)	
I	First 2 contract months	1 Active Month [iii]	85% Persistency	HK$1,000	5th contract month of respective Qualifying New Recruit
II	First 3 contract months	Complete A Force First Challenge requirements [iv]		HK$4,000	
III	On or before 31 December 2026	Qualify and register MDRT/ COT/ TOT 2027 [v]		HK$15,000 [vi]	June 2027

If a Recruiter has more than one New Recruit who qualifies any of the above levels, the Recruiter's **total bonus will be calculated at 1.2 times the base amount**.

i. New Recruits **exclude** Internship contracts, re-joined agents, new Agency Leaders, eligible industry recruits for "Industry Recruitment Special Bonus" (Memo: A260420).
ii. 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).
iii. Active Financial Planner refers to financial planners who have achieved at least 1 Approved Life case, or 1 Approved iPA case, or 1 Approved Group Insurance case, or 1 Approved Pension Corporate case, or 3 Approved Pension Retail cases in the month, & maintain contract with the Company. According to Company's iPA Active Report as of each month end.
iv. A Force First Challenge requirements please refer to 2026 Clubs and Awards Manual.
v. Only counting eligible Recruits who qualified MDRT/ COT/ TOT 2027 by Commission/ Premium/ Annual Gross Income methods through production at AIA. MDRT Life Member only are excluded.
vi. If eligible recruiter is an AUM/ UM/ Financial Planner, his/ her personal production in 2026 must achieve minimum FYC Score of HK$ 128,000, to be eligible for Bonus Level III; For eligible recruiters contracted for

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less than one year, above FYCS requirement is subjected to pro-rata calculation with minimum of 3 months' pro-rata FYC Score.

vii. Each level of bonus are mutually inclusive. Example below assumes a recruiter with 3 New Recruits:

New Recruit(s)	Level I	Level II	Level III	Bonus (HK$) (Applicable to Recruiter)
A	✓	✓	✓	$1,000+4,000+15,000 = $20,000
B	✓	✓	X	$1,000+4,000 = $5,000
C	✓	X	✓	$1,000+15,000 = $16,000
More than 1 New Recruit qualifying any of the above levels, the Recruiter's total bonus will be calculated at 1.2 times the base amount				(20,000+5,000+16,000) **x 1.2 = $49,200**

General Rules & 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 and their respective Qualifying New Recruit(s) 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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