

# Our Remuneration/Fees and Charges

We, Paul Earley Financial Planning Ltd trading as Earley Consulting act as intermediary between you, the consumer, and the product provider with whom we place your business.

## The background

Pursuant to provision 32 of the revised Consumer Protection Code 2025 (formerly CP116 requirement), all intermediaries must make available in their public offices, or on their website if they have one, a summary of the details of all arrangements for any fee, commission, other reward or remuneration provided to the intermediary which it has agreed with its product producers.

## What is Remuneration?

For the purpose of this document, remuneration is the payment earned by the intermediary for work undertaken on behalf of both the provider and the consumer. The amount of remuneration is generally directly related to the value of the products sold.

## Commission & Sustainability Factors – Investments/Insurance Based Investments/Pensions

We are remunerated by commission from product providers. When assessing products, we will consider the different approach taken by product providers in terms of them integrating sustainability risks into their product offering. This will form part of our analysis for choosing a product provider.

There are different types of remuneration/commission models:

**Single commission model:** where payment is made to the intermediary shortly after the sale is completed and is based on a percentage of the premium paid/amount invested.

**Trail/Renewal commission model:** Further payments at intervals are paid throughout the life span of the product.

## Indemnity commission

Indemnity commission is the term used to describe a commission payment made before the commission is deemed to be 'earned'. Indemnity commission may be subject to a clawback (see below) if the consumer lapses or cancels the product before the commission is deemed to be earned.

Other forms of indemnity commission are advances of commission for future sales granted to intermediaries in order to assist with set up costs or business development.

## General insurance products

General insurance products, such as motor, home, travel, health, retail or liability insurance, are typically subject to a single or standard commission model, based on the amount of premium charged for the insurance product. Earley Consulting does not offer General Insurance products.

## Profit Share arrangements

In some cases, the intermediary may be a party to a profit-share arrangement with a product provider and will earn additional commission. Any business arranged with these product providers on a client's behalf will be placed with the product provider because that product provider is at the time of placement, the most suitable to meet the client's requirements, taking all the client's relevant information, demands and needs into account.

### **Life Assurance/Investments/Pension products**

For Life Assurance products commission is divided into initial commission and renewal commission (related to premium), fund based or trail (relating to accumulated fund).

Trail commission, bullet commission, fund based, flat commission or renewal commission are all terms used for ongoing payments. Where an investment fund is being built up through an insurance-based investment product or a pension product, the increments may be based on a percentage of the value of the fund or the annual premium. For a single premium/lump sum product, the increment is generally based on the value of the fund.

Life Assurance products fall into either individual or group protection policies and Investment/Pension products would be either single or regular contribution policies. Examples of products include Life Protection, Regular Premium Life Assurance Investments, Single Premium (lump sum) Insurance-based Investments, and Single Premium Pensions.

### **Investments**

Investment firms, which fall within the scope of the European Communities (Markets in Financial Instruments) Regulations 2007 (the MiFID Regulations), offer both standard commission and commission models involving initial and trail commission. Increments may be based on a percentage of the investment management fees, or on the value of the fund.

### **Credit Products/Mortgages**

Commission may be earned by intermediaries for arranging credit for consumers, such as mortgages. The single, or standard, commission model is the most common commission model applied to the sale of mortgage products by mortgage credit intermediaries (Mortgage Broker). Earley Consulting does not advise on or offer Mortgage products.

### **Clawback**

Clawback is an obligation on the intermediary to repay unearned commission. Commission can be paid directly after a contract is concluded but is not deemed to be 'earned' until after a specified period of time. If the consumer cancels or withdraws from the financial product within the specified time, the intermediary must return commission to the product producer.

### **Fees & Charges**

The firm may also be remunerated by advisory fees.

### **Schedule of Fees and Charges – Advisory and Financial Planning Services**

Our advisory and financial planning services are designed to assist clients in understanding their financial position, understanding their short, medium and long term goals, and providing advice and solutions that may suit their needs. These are not regulated financial services as defined by the Central Bank of Ireland. Where regulated products or services are recommended, these will be clearly identified and provided in accordance with the relevant regulatory requirements.

Our Private Client financial planning service is our most in-depth financial planning review service. This approach takes the view that our clients finances should support them to live the type of lifestyle they want. Our aim is to create a cohesive plan to provide them with the lifestyle choices they want for themselves and their family. We will run "what if" scenarios to demonstrate what impact these choices will have on their finances. We will look at the current financial situation, the outlook if things remain as they are and then the impact our advice and recommendations will have on their future financial path. The minimum fee to complete the full financial review is €3,000 plus Vat. The annual review fee is €1,250 plus Vat or 0.5% of the assets we manage for them, whichever is higher. Additional fees may be payable for complex cases or to reflect value, specialist skills or urgency. We will give an estimate of this rate in advance of providing them with services. In certain cases, an hourly rate is more appropriate.

Present hourly rates are set out below (January 2026). These may vary from time to time subject to notice. Presently there are no VAT implications for the placement of orders with financial institutions however, where we provide only advice, VAT will be chargeable. This may change in the future.

<u>Category</u>	<u>Euro rate per hour</u>
*Advisory -Principal Director/Senior Adviser	€275
Support Staff	€150

These fees apply to advice on life and pensions including PRSAs, investments, protection planning and financial planning advice.

\*Additional fees may be payable for complex cases or to reflect value, specialist skills or urgency. These fees will be agreed in advance.

#### **Other Fees, Administrative Costs/ Non-Monetary Benefits**

The firm may also be in receipt of other fees, administrative costs, or non-monetary benefits such as:

- Attendance at product provider educational seminars
- Assistance with Advertising/Branding

A breakdown of the maximum commission structures offered by each product provider is detailed below. However, Paul Earley Financial Planning Ltd trading as Earley Consulting operates on a preference for flat commission rate models with lower initial commissions and regular sustainable commission on an ongoing basis. This assists us in avoiding any provider bias and in most circumstances, we do not take the highest initial commission rate available. Specifics of the actual commission payable for an individual policy are provided in the disclosure documentation at policy issue.

In respect of financial advice provided where there are no product sales, we offer a comprehensive advisory fee based service with fees agreed at the outset- these are based on our hourly rates which are detailed in our Terms of Business document.

## Maximum Commission Rates

Single Contribution Products	Initial commission	Clawback Period	Renewal/Flat Commission	Trail commission
<b>Single Contribution Pension</b>				
Aviva Life & Pensions	5%			1% p.a.
BCP	3%			0.5% p.a.
Conexim	0%			1% p.a.
Davy Select	0.5%			1% p.a.
Irish Life	5%			0.75% p.a.
ITC	0%			1% p.a.
New Ireland	5%	5 Years		1% p.a.
Newcourt	1%			0.75% p.a.
Quilter	0%			1% p.a.
Standard Life	5%	4 Years		1% p.a.
Wealth Options	3%			0.75% p.a.
Zurich Life	5%			0.75% p.a.
<b>Single Contribution PRSA</b>				
Aviva Life & Pensions	5%			0.5% p.a.
BCP	3%			0.5% p.a.
Davy Select	0.5%			1% p.a.
Irish Life	5%			0.75% p.a.
ITC	2%			1% p.a.
New Ireland	7%	5 Years		0.5% p.a.
Newcourt	1%			0.75% p.a.
Standard Life	5%			0.5% p.a.
Wealth Options	3%			0.5% p.a.
Zurich Life	5%			0.5% p.a.
<b>ARF / AMRF</b>				
Aviva Life & Pensions	5%			1% p.a.
BCP	3%			0.5% p.a.
Conexim	0%			1% p.a.
Davy Select	0.5%			1% p.a.
Irish Life	5%			0.75% p.a.
ITC	0%			1% p.a.
New Ireland	5%			1% p.a.
Newcourt	1%			0.75% p.a.
Standard Life	4%			1% p.a.
Zurich Life	5%			0.75% p.a.

<b>Annuity</b>				
Aviva Life & Pensions	3%			n/a
Irish Life	3%			n/a
New Ireland	3%			n/a
Standard Life	3%			n/a
Zurich Life	3%			n/a
<b>Investment Bond</b>				
Aviva Life & Pensions	5%			1% p.a.
BCP	2.50%			
BlackBee Investments	3%			0.5% p.a.
Broker Solutions	3%			
Cantor	3%			
Conexim	0%			1% p.a.
Davy Select	0.5%			1% p.a.
Greenman	1.75%			0.75% p.a.
Irish Life	3%			0.5% p.a.
New Ireland	4%	3 Years		1% p.a.
Quilter	0%			1% p.a.
Standard Life	4%			1% p.a.
Wealth Options	3%			0.75% p.a.
Zurich Life	5%			0.75% p.a.

Regular Contributory Products	Initial Commission	Clawback Period	Renewal/Flat Commission	Trail Commission
<b>Regular Contribution Pension</b>				
Aviva Life & Pensions	20%			1% p.a.
Irish Life	17.50%		5%	0.5% p.a.
New Ireland	25%	5 years	8%	1% p.a.
Standard Life	25%	5 years	5%	1% p.a.
Zurich Life	20%	4 years	3%	0.75% p.a.
<b>Regular Contribution PRSA</b>				
Aviva Life & Pensions	20%	4 years		0.5% p.a.
Davy Select	0%			0.5% p.a.
Irish Life	17.50%	4 years	5%	0.5% p.a.
New Ireland	25%	5 years	6%	0.5% p.a.
Standard Life	20%	4 years	5%	0.5% p.a.
Zurich Life	20%	4 years	5%	0.5% p.a.

