

BROKER COMMISSIONS AND REWARDS | CALIFORNIA

Bring in new groups and get rewarded



It pays to grow your book of business with us. Earn extra incentives with this new limited-time bonus.

You'll get **\$50 per enrolled member** when you sell a new group with a minimum of 50 full-time employees (employees that work 30 hours or more), directly with Kaiser Permanente or through:

- CaliforniaChoice®
- Covered California for Small Business
- General Agencies

Take note that not all 50+ full-time employees have to enroll for you to receive this bonus since it is calculated at **\$50 per Kaiser Permanente member** enrolled between the effective coverage dates below.

For example:

- If you sell a new CaliforniaChoice or Covered California for Small Business Group on August 1 with 55 full-time employees and enroll 35 members with Kaiser Permanente, that's a bonus of \$1,750.
35 enrolled members x \$50 = \$1,750
- If you sell a new group on September 1 with 61 full-time employees and enroll 46 members with Kaiser Permanente, that's a bonus of \$2,300.
46 enrolled members x \$50 = \$2,300
- If you sell a new group on October 1 with 500 full-time employees and enroll 250 members with Kaiser Permanente, that's a bonus of \$12,500.
250 enrolled members x \$50 = \$12,500

Effective coverage dates must be between July 1, 2018, and January 1, 2019.

Combine bonuses to maximize your income

This bonus is on top of your regular commission and standard broker reward programs such as the Total Replacement and Group Production rewards.^{1,2}

Please see the next page for bonus rules and conditions.

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Bonus rules and conditions

- Groups that leave or break away from exchanges (such as CaliforniaChoice or Covered California for Small Business), associations, trust funds, unions, or professional employer organizations and select Kaiser Permanente as the carrier of choice are not eligible for the broker bonus.
- All licensed and appointed Kaiser Permanente brokers that sell policies to groups in California that have 50+ full-time employees are eligible. Groups must be in California, but brokers can be located anywhere, provided the broker is licensed and appointed by Kaiser Permanente in California.
- The bonus program is effective July 1, 2018, through January 1, 2019, and can be combined with additional broker bonus programs mentioned.³ This program does not affect commission payments.
- Bonuses and rewards are in addition to your regular sales commission and will be reported on Forms 1099 and 5500, and as otherwise required by law, including reporting required by California AB 2589.
- This bonus is only for new groups, which are groups Kaiser Permanente has not had a contract with in the previous 6 months.
- Participating brokers must be in good standing and appointed by Kaiser Permanente with a current signed Kaiser Permanente broker agreement and current license on file as of the group's or member's effective date.
- To receive bonus and reward payments, you must be the broker of record on the effective date the group qualifies for the reward.
- If a group terminates within 90 days of its effective date, the reward will be rescinded.
- For group rewards, new members are those who have the same effective date as the date the group qualifies for the reward.
- Brokers and consultants shall disclose to their clients all commissions and other payments made to them by Kaiser Permanente and Kaiser Permanente Insurance Company in compliance with all legal requirements.
- The maximum reward payment for any single group is \$50,000 for all rewards combined.
- Groups split among brokers for commission purposes will be considered split for group rewards at the same ratio as commissions.
- For eligible sales not made directly with Kaiser Permanente, reporting from the participating agency may delay reward payments.
- Bonus and reward programs are subject to change at any time.

¹The Total Replacement reward is only available for each qualifying total replacement group sale made directly with Kaiser Permanente in which Kaiser Permanente is the only employer-sponsored group health plan for all eligible subscribers. Sales not made directly with Kaiser Permanente aren't eligible for this reward. Please visit account.kp.org for the complete terms and conditions of the Total Replacement reward program.

²The Group Production reward is a one-time payment for new group member sales written directly with Kaiser Permanente, CaliforniaChoice, or Covered California for Small Business. You'll earn a \$1,000 reward when the first 25 new members are enrolled. For every member enrolled after the first 25, you'll earn \$25 per member. The enrolled subscriber and each dependent count as members. Please visit account.kp.org for the complete terms and conditions of the Group Production reward program.

³See notes 1 and 2.