

New Sales Bonus

For Fully Insured cases with up to 100 eligible employees

UnitedHealthcare is offering a bonus to agents in California who sell new medical groups and grow their book of business with up to 100 eligible employees from October 1, 2016 through December 31, 2016. In order to be eligible for the bonus, agents must:

- Sell a combined total of at least 25 enrolled employees in new groups,
- Have a net change percentage of at least 100% during the bonus period, and
- Have a total of 100 enrolled employees in groups with up to 100 eligible employees on December 31, 2016.

Only agents permanently located in California are eligible for the bonus. The maximum bonus payable to any agent or agency is \$10,000.

Eligible new cases are new fully insured medical groups with up to 100 eligible employees in California with effective dates from October 1, 2016 through December 31, 2016. The bonus is paid only on enrolled employees in new cases with effective dates during the bonus period.

Agents who meet the qualifying criteria will receive a bonus for each enrolled employee in eligible new cases. The bonus amount per employee is determined by the total number of enrolled employees in eligible new cases, according to the following table:

Total of Enrolled Employees in Eligible Cases During the Bonus Period	Bonus for Each New Enrolled Employee in New Cases*
25 to 49 enrolled employees	\$25
50 to 99 enrolled employees	\$50
100 or more enrolled employees*	\$100*

*Up to the maximum bonus of \$10,000. Agents who achieve the "100 or more enrolled employee" tier will hit the maximum bonus payment.

Net Change Percentage and Book of Business Requirements: Agents must have a net change percentage of at least 100% in their entire block of groups with up to 100 eligible employees during the bonus period in order to be eligible for the bonus. The net change percentage is calculated by dividing the count of enrolled employees in groups with up to 100 eligible employees on December 31, 2016 by the count of enrolled employees in groups with up to 100 eligible employees on September 30, 2016. The net change percentage is rounded to the nearest one-tenth of one percent.

Agents must also have a combined total of at least 100 enrolled employees in their entire block of groups with up to 100 eligible employees on December 31, 2016 to be eligible for this bonus, including new sales during the quarter.

Bonus Example: An eligible agent sells five new eligible fully insured medical cases with a total of 90 enrolled employees during the bonus period. The agent had a total of 1,000 enrolled employees in groups with up to 100 eligible employees on September 30, 2016, and 1,200 enrolled employees on December 31, 2016. The agent's net change percentage is 120.0% (1,200 divided by 1,000). The agent has met the new sales, net change and book of business qualifying criteria, and therefore earns a bonus of \$50 for each enrolled employees in the new eligible groups. The bonus is paid is \$50 times 90 new enrolled employees, or \$4,500.



Program Details:

1. Only Agents of Record permanently located in California are eligible for this program.
2. This special bonus program is paid only on new fully insured medical groups with up to 100 eligible employees located in California with effective dates from October 1, 2016 through December 31, 2016.
3. Agents must sell a total of at least 25 enrolled medical employees during the bonus period to qualify for the bonus. In addition, agents must also have a net change percentage of at least 100.0% in their entire block of groups with up to 100 eligible employees during the period from October 1, 2016 through December 31, 2016 in order to be eligible for the bonus. The net change percentage is calculated by dividing the count of enrolled employees in cases with up to 100 eligible employees on December 31, 2016 by the count of enrolled employees in cases with up to 100 eligible employees on September 30, 2016. The net change percentage is rounded to the nearest one-tenth of one percent. All sold business must be active and the selling agent must remain the Agent of Record on December 31, 2016 to be included in the bonus calculations.
4. Agents must also have a combined total of at least 100 enrolled employees in their entire block of groups with up to 100 eligible employees on December 31, 2016 to be eligible for this bonus.
5. The maximum bonus payable to any agent or agency is \$10,000. Agents who achieve the "100 or more enrolled employee" tier will be impacted by the \$10,000 maximum bonus payment.
6. The enrolled employee counts will be derived from the medical plan only, and will be based on the number of enrolled medical employees as of the group's effective date for eligible case. UnitedHealthcare's determination of group and enrolled employee count is final.
7. All bonus payments will be made to the agent or agency to which the commissions are paid. The bonus will be paid after the bonus period is over and when all information required for verification of enrollment data and calculation of the bonus is available.
8. For dual or multiple broker arrangements, enrolled employee credit will be allocated in the same proportion as the commissions are split on the case. Fractional credits will be used in the calculation, and credits will not be rounded to the nearest integer.
9. General Agents are not eligible for the bonus.
10. Designation as a case with up to 100 eligible employees will be made in accordance with our rules and state and federal regulations, regardless of the group's actual enrollment or eligible employee count. Cases transferring into the up to 100 eligible employees segment from another UnitedHealth Group subsidiary, business segment or case size segment will not be considered new business for this bonus program. Agent of Record changes on existing UnitedHealthcare cases will not be credited as new business for this bonus program.
11. Special rules apply to payment of bonuses for non-commissionable customers and customers referred to as "Governmental Entities" in the UnitedHealthcare Agent/Agency Agreement. Non-commissionable governmental entity cases are not eligible for any bonus program. We require written customer acknowledgment and approval before paying bonuses on other non-commissionable customers, and on commissionable governmental entity customers. Any limits on compensation in the RFP, RFI, bid specifications or other written instructions for governmental entities cannot be exceeded. Please refer to the Producer Compensation Policies and Practices in the Producer Performance Guide for more information.

All terms and conditions of the UnitedHealthcare Agent/Agency Agreement and the Producer Performance Guide apply to all compensation programs. This Bonus Program is offered at the sole discretion of UnitedHealthcare and can be terminated or modified by UnitedHealthcare at any time and without notice.