



New Jersey

New sales bonus

For new fully insured medical cases and Oxford level-funded medical cases with 51 to 100 eligible employees

UnitedHealthcare and Oxford are offering a bonus to agents who sell new fully insured medical plans and Oxford level-funded medical plans with effective dates from October 1, 2021, through January 1, 2022, that have at least 25 enrolled employees per case and are located in New Jersey. Eligible agents will receive a bonus of \$75 for each enrolled employee in eligible fully insured medical groups, and \$125 for each enrolled employee in Oxford level-funded medical groups sold during the bonus period. A maximum of 100 enrolled employees will be included in the bonus calculation for any case, or group of affiliated cases.

Eligible cases are UnitedHealthcare and Oxford fully insured medical groups and Oxford level-funded medical groups in New Jersey that have:

1. 51 to 100 eligible employees;
2. At least 25 employees enrolled in UnitedHealthcare or Oxford medical coverage; and,
3. Effective dates from October 1, 2021, through January 1, 2022

Bonus example: An eligible agent sells 2 eligible fully insured medical cases having a total of 175 enrolled employees, and 1 Oxford level-funded medical group with 75 enrolled employees with effective dates during the bonus period. That makes the agent eligible for a bonus of \$75 for each of the 175 fully insured enrolled employees, plus \$125 for each of the 75 enrolled employees in the Oxford level-funded medical group. That results in a total bonus of or \$13,125 for the fully insured groups and \$9,375 for the Oxford level-funded medical group, for a total bonus of \$22,500.

Program details

1. This bonus program applies only to new UnitedHealthcare and Oxford fully insured medical groups and Oxford level-funded medical groups that:
 - a. Have 51 to 100 eligible employees;
 - b. Have at least 25 employees per case enrolled for UnitedHealthcare or Oxford medical coverage;
 - c. Are permanently located in New Jersey;
 - d. Are not in UnitedHealthcare's Public Sector segment; and,
 - e. Have effective dates with UnitedHealthcare from October 1, 2021, through January 1, 2022
2. A maximum of 100 enrolled employees will be included in the bonus calculation for any case, or group of affiliated cases.
3. All sold business must be active and the selling agent must remain the Agent of Record on January 1, 2022, to be included in the bonus calculations.
4. 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. UnitedHealthcare's determination of group and enrolled employee count is final.
5. 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.
6. For dual or multiple broker arrangements, enrolled employee credit for payment calculations will be allocated in the same proportion as the commissions are split on the case. Full enrolled employee credit will be given for meeting the requirement of at least 25 enrolled employees.
7. General Agents are not eligible for the bonus.
8. Cases transferring into the eligible employee size segment from another UnitedHealth Group subsidiary, business segment, product 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.
9. Special rules apply to payment of bonuses for non-commissionable customers and customers referred to as "Governmental Entities" in the UnitedHealthcare Agent/Agency Agreement. We require written customer acknowledgment and approval before paying bonuses on all 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. Groups assigned to UnitedHealthcare's "Public Sector Segment" are excluded from this bonus. The Public Sector groups are generally comprised of 1) Governmental Entities with 500 or more eligible employees; and 2) Labor and Trust Enrolling Units that are stand-alone unions purchasing benefits on behalf of its members, Multi-Employer Taft-Hartley Trust Funds, or VEBA Trusts with 100 or more total eligible employees. However, some Public Segment Enrolling Units have eligible employee counts outside this size range. UnitedHealthcare has full discretion in determining whether an Enrolling Unit is included in UnitedHealthcare's Public Sector Segment.

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.