



# New sales bonus

## For new fully insured and level-funded medical plans with up to 100 eligible employees

UnitedHealthcare and Oxford are offering a bonus to agents who sell new fully insured and level-funded medical plans with up to 100 eligible employees with effective dates in January 2021. Agents must sell a combined total of at least 10 enrolled employees in eligible groups during the bonus period in order to be eligible for the bonus. Eligible agents will receive a bonus of \$100 for each enrolled employee in eligible medical groups sold during the bonus period.

Eligible cases are new fully insured and level-funded medical groups in New Jersey having up to 100 eligible employees with effective dates from January 1, 2021 through January 31, 2021.

**Bonus example:** An eligible agent sells 5 eligible medical cases having a total of 120 enrolled employees with effective dates during the bonus period. That makes the agent eligible for a bonus of \$100 for each enrolled employee, so they earn a bonus of \$100 times 120, or \$12,000.

## Program details

1. This bonus program applies only to new UnitedHealthcare and Oxford fully insured and level-funded medical groups with up to 100 eligible employees permanently located in New Jersey that have effective dates with UnitedHealthcare from January 1, 2021 through January 31, 2021.
2. Agents must sell a combined total of at least 10 enrolled employees plans in eligible groups during the bonus period to qualify for the bonus. All sold business must be active and the selling agent must remain the Agent of Record on January 31, 2021 to be included in the bonus calculations.
3. Classification as a group “with up to 100 eligible employees” is determined by us considering a number of factors, including the enrollment at some point in time. We reserve the right to classify groups according to our rules, regardless of a group’s actual enrollment at any time.
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. Fractional credits will be used in the calculation, and credits will not be rounded to the nearest integer.
7. General Agents are not eligible for the bonus.
8. Cases transferring into the up to 100 eligible employee size 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.
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.

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.