

New Sales Bonus

For Fully Insured and All Savers® Alternate Funding cases with 51 to 99 eligible employees

UnitedHealthcare is offering a bonus to agents in Central and Southeastern Pennsylvania and Delaware who sell new medical groups with 51 to 99 eligible employees having effective dates from June 1, 2015 through December 31, 2015. Agents must sell a total of at least 100 enrolled employees in eligible groups during the bonus period and qualify for the UnitedHealthcare Retention Bonus for groups with 51 to 99 eligible employees in order to be eligible for the bonus (please see the program details for more information on qualification requirements). Eligible cases are new fully insured and All Savers Alternate Funding medical groups with 51 to 99 eligible employees having effective dates from June 1, 2015 through December 31, 2015.

Agents who meet all of the qualifying criteria will receive a bonus based on the total of the enrolled employees in eligible groups sold during the bonus period, according to the following table:

Total Enrolled Employees in Eligible Groups	Total Bonus Paid
100 to 149 enrolled employees	\$2,000
150 to 199 enrolled employees	\$5,000
200 to 249 enrolled employees	\$10,000
250 to 299 enrolled employees	\$20,000
300 to 349 enrolled employees	\$30,000
350 to 399 enrolled employees	\$40,000
400 or more enrolled employees	\$50,000

Additional Dental Bonus: Agents will receive \$500 for each employer-sponsored or contributory dental coverage associated with an eligible medical case. An agent must qualify for a medical bonus payment in order to be eligible for the dental payment. Voluntary dental coverage is not eligible for this additional bonus.

Bonus Example: An eligible agent qualifies for the UnitedHealthcare Retention Bonus and sells 10 eligible cases with a total of 550 enrolled employees. Five of the medical cases also have employer-sponsored dental coverage. The agent earns a bonus of \$50,000 for the medical groups, plus an additional \$500 each for the five dental coverages for a total bonus of \$52,500.

UnitedHealthcare Retention Bonus: UnitedHealthcare is also offering a Retention Bonus that rewards agents for retaining their existing groups with 51 to 99 eligible employees during the period of July 1, 2015 through January 31, 2016. Eligible agents need to qualify for and earn a Retention Bonus in order to qualify for this new sales bonus (agents who have fewer than 100 enrolled employees in groups with 51 to 99 eligible employees on June 30, 2015 are not eligible for a Retention Bonus, but are eligible for this New Sales bonus). Please refer to the Retention Bonus marketing material for full details.



Program Details:

1. Only Agents of Record permanently located in the following areas are eligible for this program: all counties in Pennsylvania except Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Clarion, Clearfield, Crawford, Elk, Erie, Fayette, Forest, Greene, Huntington, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset and Venango; and the State of Delaware. Agents in this area with 100 more enrolled employees in groups with 51 to 99 eligible employees on June 30, 2015 must qualify for a bonus payment in the UnitedHealthcare Retention Bonus for Groups with 51 to 99 eligible employees in order to be eligible for this new business bonus. Agents in this area who have fewer than 100 enrolled employees in groups with 51 to 99 eligible employees on June 30, 2015 are not eligible for a Retention Bonus, but are eligible for this New Sales bonus.
2. This special bonus program applies only to new fully insured and All Savers Alternate Funding medical groups with 51 to 99 eligible employees having effective dates from June 1, 2015 through December 31, 2015.
3. Eligible agents must sell a total of at least 100 enrolled medical employees in eligible medical cases 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 December 31, 2015 to be included in the bonus calculations.
4. Eligible dental coverage is an employer-sponsored or contributory dental coverage sold with an eligible medical case, and having the same effective date as the medical case. An agent must qualify for the medical new business bonus payment in order to be eligible for the additional dental bonus payment. Voluntary dental coverage is not eligible for this additional bonus.
5. The enrolled employee counts will be derived from the medical plan only, and for new groups 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.
6. The amounts in the tables are not cumulative, and the bonus paid will be the amount in the highest row where the qualifying criterion is met.
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 for determining eligibility for the bonus will be allocated in the same proportion as the commissions are split on the case. Fractional employee credits will be used in the calculation, and credits will not be rounded to the nearest integer. The rounded enrolled employee count must equal or exceed the minimum requirement for a row in order to earn the bonus in that row.
9. General Agents are not eligible for the bonus.
10. Designation as a case with 51 to 99 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 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. Movement of cases due to segment, Agent of Record and other changes will impact the enrolled employee counts for all applicable dates in the bonus program, and may result in a retroactive change to the agent's eligibility for, or qualification for, this bonus and other related bonuses.
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.