

# New Business Sales Bonus

## For Cases with up to 99 Eligible Employees

UnitedHealthcare is offering a bonus to agents in Texas who sell new medical plans with up to 99 eligible employees with effective dates from January 1, 2012 through April 30, 2012. Agents must sell at least four new eligible cases with a total of at least 40 enrolled employees during the bonus period in order to be eligible for the bonus. Agents who qualify will receive a bonus of up to \$15,000 according to the following table:

| Total of Eligible Groups and Employees Sold During the Bonus Period* | Bonus Paid |
|--|------------|
| 4 cases and a total of 40 enrolled employees                         | \$2,000    |
| 8 cases and a total of 100 enrolled employees                        | \$4,000    |
| 12 cases and a total of 150 enrolled employees                       | \$8,000    |
| 16 cases and a total of 200 enrolled employees                       | \$12,000   |
| 20 cases and a total of 250 enrolled employees                       | \$15,000   |

\*The bonus paid is the highest bonus amount indicated on the row where both the case count and enrolled employee count criteria are met.

Eligible cases are new fully insured medical groups in Texas having up to 99 eligible employees with effective dates from January 1, 2012 through April 30, 2012. Only agents permanently located in Texas are eligible for the bonus.

**Bonus Example:** An eligible agent sells 18 eligible medical cases having a total of 260 enrolled employees with effective dates during the bonus period. That makes the agent eligible for a bonus of \$12,000.

Please refer to the next page for important details on this program.



### Program Details:

1. Only Agents of Record permanently located in Texas are eligible for this program.
  2. This special bonus program applies only to commissionable new UnitedHealthcare fully insured medical groups with up to 99 eligible employees with effective dates from January 1, 2012 through April 30, 2012.
  3. Agents must sell at least four eligible cases with a total of at least 40 enrolled medical employees during the bonus period to qualify for the bonus. The amount of the bonus paid is the highest bonus amount indicated on the row where both the case count and enrolled employee count criteria are met. The rows in the table are not cumulative, and the bonus amounts in different rows are not added to determine the bonus payable. The maximum bonus paid to any eligible agent is \$15,000. All sold business must be active and the selling agent must remain the Agent of Record on May 1, 2012 to be included in the bonus calculations.
  4. Classification as a group "with up to 99 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.
  5. 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.
  6. 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.
  7. For dual or multiple broker arrangements, case credit and covered 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.
  8. General Agents are not eligible for the bonus.
  9. Cases transferring into the up to 99 eligible 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.
  10. Special rules apply to payment of bonuses for customers referred to as "Governmental Entities" in the UnitedHealthcare Agent/Agency Agreement and the Producer Performance Guide:
    - a. Any limits on compensation in the RFP, RFI, bid specifications or other written instructions for Governmental Entities cannot be exceeded.
    - b. In order to assure that Governmental Entities have an opportunity to understand the compensation being paid on their case, we require written customer acknowledgment and approval before paying bonuses on Governmental Entity cases with 51 or more eligible employees. This approval must follow the template available for this purpose, and must be signed by an official authorized to sign legal documents for the Governmental Entity.
- 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.