

# New tiered Small Group Production reward for 2026

## BROKER REWARDS | CALIFORNIA

With our competitive reward program, you can increase your earning potential and offer a quality health care solution that values the health and well-being of your clients' employees in 2026.

New small group sales made directly with Kaiser Permanente, through CaliforniaChoice®, Covered California for Small Business, or General Agencies are eligible for this reward. Enrolled subscribers and each dependent count as members. The group effective date must fall within the bonus period dates of February 1, 2026 through January 1, 2027.

### BONUS PROGRAM

| Total New Small Group Members | Payout at threshold |
|-------------------------------|---------------------|
| 25                            | \$1,000             |
| 50                            | \$2,000             |
| 75                            | \$2,000             |
| 100                           | \$2,500             |
| 150                           | \$2,500             |
| 200                           | \$3,000             |
| 250                           | \$4,000             |

### EXAMPLE

| If you enroll 100 new small group members, you'll earn: |
|---------------------------------------------------------|
| \$1,000 when you reach 25 members                       |
| \$2,000 when you reach 50 members                       |
| \$2,000 when you reach 75 members                       |
| \$2,500 when you reach 100 members                      |
| <b>\$7,500 total bonus</b>                              |

### PAYMENT

For new small groups with effective dates during the bonus period, the reward is based on the cumulative number of new small group members with the same effective dates as the new small group. A one-time payment for each threshold will be made within 90 days after each threshold is achieved. The maximum eligible payout during the bonus period is \$17,000 per firm.

## TERMS AND CONDITIONS

- “New Small Group Members” means members enrolled during the New Small Group’s first effective month, as determined by Kaiser Permanente.
- “New Small Group” means a commercial group that has a contract effective date between 2/1/26, through 1/1/27, that has not had a contract with Kaiser Permanente during the previous 6 months and is classified as a small group in accordance with Kaiser Permanente policies.
- Brokers must be licensed and appointed in all Kaiser Permanente markets in which a payment is earned and, if applicable, Kaiser Permanente Insurance Company (KPIC). Payment is contingent upon receipt of all required broker documentation, including an executed broker agreement, proof of errors and omissions coverage (if applicable), appropriate marketplace certification(s), and a W-9 form.
- The broker must be the broker of record for all eligible groups and hold the appropriate license and appointment in the jurisdiction in which the group is located at the time of payout.
- All compensation, including commissions, bonuses, and rewards, will be reported and disclosed in accordance with Kaiser Permanente and KPIC policy and applicable law, including Forms 1099 and 5500, and as required by California Assembly Bill 2589.
- Kaiser Permanente and/or its designated representatives retain sole discretion over the interpretation of the terms and conditions of, and any or all provisions in, this reward program, and over resolution of any disputes arising from this reward program.
- Brokers and consultants are responsible for complying with all legal requirements regarding disclosure of compensation from Kaiser Permanente and KPIC in the form of commissions, bonuses, and other rewards.
- Brokers who fail to meet the provisions of their Kaiser Permanente broker agreement(s) are not eligible for payment.
- Kaiser Permanente reserves the right to modify, amend, or terminate this reward program at any time, at its sole discretion.
- Groups that leave or break away from exchanges (for example, CaliforniaChoice® and Covered California), associations, trust funds, unions, or professional employer organizations and select Kaiser Permanente as the sole carrier aren’t eligible for the Group Production reward.
- Any groups for which a broker becomes the broker of record during the new group bonus period as a result of a merger or acquisition shall not be included for purposes of calculating the Group Production reward.
- The group production reward is in addition to bonus programs offered for which a broker qualifies.

For the latest rules on conditions on broker commissions and rewards, go to [business.kp.org](https://business.kp.org).

Information may have changed since publication.