

# 2024 commissions

The following Commission Schedule applies to Cigna + Oscar Small Group Market policies in effect beginning January 1, 2024. It will remain in effect until terminated or replaced by Oscar in writing and within the Company’s sole discretion. The Commission Schedule for each respective market in effect at the time the commission is paid shall govern for the respective market.

For purposes of this Commission Schedule, “Initial Term” shall include the months of the first contract year that the applicable coverage is in effect, up to and including the last day of the first contract year. “Renewal Term” shall refer to any months after the “Initial Term” for which the applicable coverage is in effect.

Oscar reserves the right to seek charge-backs, clawbacks, or recoupment of unearned commissions in accordance with applicable laws and regulations.

To the extent that a Producer earns a commission as set forth in the applicable Appointed Producer Agreement, the commission amount shall be as follows

## Broker Commissions

State	Initial Term Rate	Renewal Term Rate
CA	5% of premium	5% of premium
GA	1-3 EEs: \$5 PEPM 4-50 EEs: \$35 PEPM	1-3 EEs: \$5 PEPM 4-50 EEs: \$35 PEPM
TN	1-3 EEs: \$8 PEPM 4-50 EEs: \$35 PEPM	1-3 EEs: \$8 PEPM 4-50 EEs: \$35 PEPM
CT	1-2 EEs: \$10 PEPM 3-50 EEs: \$40 PEPM	1-2 EEs: \$10 PEPM 3-50 EEs: \$40 PEPM
KS	1-3 EEs: \$10 PEPM 4-50 EEs: \$32 PEPM	1-3 EEs: \$10 PEPM 4-50 EEs: \$32 PEPM
MO	1-3 EEs: \$10 PEPM 4-50 EEs: \$32 PEPM	1-3 EEs: \$10 PEPM 4-50 EEs: \$32 PEPM
PA	1-4 EEs: \$3 PEPM 5-50 EEs: \$41 PEPM	1-4 EEs: \$3 PEPM 5-50 EEs: \$41 PEPM