



California

New sales bonus

For new fully insured Harmony medical cases with up to 100 eligible employees

UnitedHealthcare is offering a bonus to agents in California who sell new fully insured Harmony medical groups with up to 100 eligible employees with effective dates of April 1, 2022, through March 31, 2023. Only agents permanently located in California are eligible for the bonus.

Eligible groups are new fully insured medical groups with up to 100 eligible employees with at least 1 enrolled employee in a Harmony medical plan in California that have effective dates of April 1, 2022, through March 31, 2023, enrolled in UnitedHealthcare medical coverage.

California agents who meet the qualification requirements of this bonus will receive a bonus of \$100 for each enrolled employee in a Harmony medical plan during the bonus period. The maximum bonus for an eligible group (or collection of affiliated groups) is ten thousand dollars (\$10,000.00).

Enrolled employees in an eligible group	Bonus for each enrolled employee for Harmony coverage*
Up to 100 enrolled employees	\$100

*Up to the \$10,000 maximum bonus for any eligible case or group of affiliated cases.

Bonus example: An eligible agent sells 2 eligible medical cases and earns a bonus of \$5,000.00, calculated as follows:

Total enrolled employees in the 2 groups	Enrolled employees in medical coverage (exclude Harmony coverage)	Enrolled employees in Harmony medical coverage	Bonus calculation
160 enrolled employees	110	50	50 enrolled employees at \$100
			\$5,000.00

Program details

- Only Agents of Record permanently located in California are eligible for this program.
- To be eligible for this bonus program, a group must be a new UnitedHealthcare fully insured medical group that:
 - Has up to 100 eligible employees;
 - Has at least 1 employee enrolled in a Harmony medical plan;
 - Has original effective dates with UnitedHealthcare from April 1, 2022, through March 31, 2023, and
 - Is located in California
- The maximum bonus for any eligible case or group of affiliated cases is ten thousand dollars (\$10,000.00).
- All sold business must be active and the selling agent must remain the Agent of Record on March 31, 2023, to be included in the bonus calculations.
- Classification as a group “with up to 100 eligible employees” is determined by us considering several 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.
- 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 enrolled employee and member count is final.
- 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.
- For dual or multiple broker arrangements, enrolled employee and member 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.
- General Agents are not eligible for the bonus.
- Cases and members transferring into Small Group and Key Account medical groups from another UnitedHealth Group subsidiary, business segment, medical coverage, product 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.
- 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.

**United
Healthcare**