

Mid/Large Group

Broker New Case Bonus (Groups 51+)*

2024-2025 GEORGIA BROKER COMMISSIONS AND REWARDS

OPTION 1: ONE TIME BONUS¹

Eligible Employees	Case Sold	Case Bonus	Tour Incentive ²	Incremental Bonus %	Incremental Bonus \$	TOTAL
51 - 100 @ 5% Standard Commission	1st	\$10,000	\$2,500	25%	\$2,500	\$15,000
	2nd	\$10,000	\$2,500	50%	\$5,000	\$17,500
	3rd	\$10,000	\$2,500	75%	\$7,500	\$20,000
	4th	\$10,000	\$2,500	100%	\$10,000	\$22,500
	5th +	\$10,000	\$2,500	—	—	\$12,500
101 - 250 @ 5% Standard Commission	1st	\$20,000	\$5,000	25%	\$5,000	\$30,000
	2nd	\$20,000	\$5,000	50%	\$10,000	\$35,000
	3rd	\$20,000	\$5,000	75%	\$15,000	\$40,000
	4th	\$20,000	\$5,000	100%	\$20,000	\$45,000
	5th +	\$20,000	\$5,000	—	—	\$25,000
251 + Negotiable Standard Commission	1st	\$20,000	\$5,000	25%	\$5,000	\$30,000
	2nd	\$20,000	\$5,000	50%	\$10,000	\$35,000
	3rd	\$20,000	\$5,000	75%	\$15,000	\$40,000
	4th	\$20,000	\$5,000	100%	\$20,000	\$45,000
	5th +	\$20,000	\$5,000	—	—	\$25,000

*Groups must have 51+ eligible employees. There is a cap of \$150,000 during this program period.

For the latest commissions, rewards,
and sales materials, go to account.kp.org



TWO OPTIONS TO EARN MORE!

One Time Bonus

- OR -

Increase in
Monthly
Commission
Rate

EARN AN ADDITIONAL INCENTIVE

Complete an
Experience KP tour
and receive an
additional bonus!

OPTION 2: MONTHLY COMMISSION RATE

Eligible Employees	Case Sold	Case Bonus	Tour Incentive ²	Incremental Bonus %	TOTAL
51 - 100 @ 5% Standard Commission	1st	1.25%	.25%	.25%	6.75%
	2nd	1.25%	.25%	.50%	7.00%
	3rd	1.25%	.25%	.75%	7.25%
	4th	1.25%	.25%	1.00%	7.50%
	5th +	1.25%	.25%	—	6.50%
101 - 250 @ 5% Standard Commission	1st	1.00%	.25%	.25%	6.50%
	2nd	1.00%	.25%	.50%	6.75%
	3rd	1.00%	.25%	.75%	7.00%
	4th	1.00%	.25%	1.00%	7.25%
	5th +	1.00%	.25%	—	6.25%
251 + Negotiable Standard Commission	1st	.75%	.25%	.25%	1.25% + Negotiable Rate
	2nd	.75%	.25%	.50%	1.50% + Negotiable Rate
	3rd	.75%	.25%	.75%	1.75% + Negotiable Rate
	4th	.75%	.25%	1.00%	2.00% + Negotiable Rate
	5th +	.75%	.25%	—	1.00% + Negotiable Rate

The option is payable for 24 months as long as the group remains active with Kaiser Permanente and with the original broker.

For more information on Kaiser Permanente's commission and bonus offerings, contact your Kaiser Permanente sales representative.

*Groups must have 51+ eligible employees. There is a cap of \$150,000 during this program period.

The option is payable for 24 months as long as the group remains active with Kaiser Permanente and with the original broker.

For more information on Kaiser Permanente's commission and bonus offerings, contact your Kaiser Permanente sales representative.

**Incremental bonus dollars based off monthly premium cleared. Incremental bonus dollars under option 1 are calculated by case bonus times incremental bonus factor. Under option 2, the incremental bonus is calculated by percent awarded times monthly premium cleared.

¹If the group contract terminates prior to 12 months, the bonus amount will be charged back.

²For incentive payment, the Experience KP Tour with the group must be scheduled through Sales Operations and completed prior to the group's effective date.

EXAMPLE

Eligible Employees	Case Sold	Case Bonus	Tour Incentive ²	Incremental Bonus %	Incremental Bonus \$	TOTAL
101 - 250 @ 5% Standard Commission	1st	1.00%	.25%	.25%	**	6.50%
	2nd	\$20,000	\$5,000	50%	\$10,000	\$35,000
	3rd	\$20,000	\$5,000	75%	\$15,000	\$40,000
51 - 100 @ 5% Standard Commission	4th	\$10,000	\$2,500	100%	\$10,000	\$22,500

Broker sells first case in the 101 - 250 market segment and selects option 2 during this special bonus period.

Second case is sold in the market segment 101 - 250 and broker elects Option 1 in market segment.

The third case that is placed with KPGA is the same market segment as case number 2.

Case number 4 sells in market segment between 51 - 100 and option 1 is selected by broker.

*Groups must have 51+ eligible employees. There is a cap of \$150,000 during this program period.

Provisions below apply to all bonuses described in this flyer: