

2024 Individual and Family BROKER BONUS

Earn more with Kaiser Permanente's Individual and Family Broker Bonus

In 2024, when a broker enrolls at least 50 new Kaiser Permanente Individual and Family plan members in a single quarter, they earn a bonus per each additional member past 50 in accordance with the rate table below.

Number of new members sold	Bonus per member
The 51st - 75th new members	\$25
The 76th - 100th new members	\$50
The 101st - 300th new members	\$75

The bonus will be calculated and paid quarterly. A one-time payout will be made within 60 days after the close of the quarter.

EXAMPLE

Between January 1 and March 31, 2024, you enroll **200 new members.**

Your one-time bonus rate for the **first 51-75 members (25 total) is \$25 per member.** Your rate for the **next 76-100 members (25 total) is \$50.** Your rate for the final **101-200 members (100 total) is \$75.**

$(25 \times \$25) + (25 \times \$50) + (100 \times \$75) =$
\$9,375 bonus payout

If you have any questions, please contact Mayra Panagopoulos, your KP Individual and Family territory manager, at Mayra.A.Panagopoulos@kp.org or 202-597-4555.

Terms and Conditions

- All licensed and appointed Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (Kaiser Permanente), agencies and brokers who are authorized to solicit, negotiate, and sell new business on behalf of Kaiser Permanente are eligible. General agents, and any agencies or brokers who are not authorized to solicit, negotiate, and sell new business on behalf of Kaiser Permanente, are not eligible for compensation under these bonus programs.
- The new program is effective January 1, 2024 – December 31, 2024.
- Agencies and agents not qualified as of January 1, 2024 can attain qualification during the year.
- All Kaiser Foundation Health Plan of the Mid-Atlantic States Individual and Family plan products qualify.
- All new Maryland, Virginia, and DC members enrolled in any of Kaiser Permanente's Individual and Family plans during the specified timeframe are eligible.
- This program does not affect commission payments; bonus program rewards are paid in addition to scheduled commission payments.
- This program is calculated and paid based on the number of members sold. Individual and Family commissions for Kaiser Permanente Mid-Atlantic States will continue to be calculated and paid on subscribers.
- Kaiser Permanente will only pay compensation to brokers who are appropriately licensed and appointed at the time of the qualifying activities, sale, and payment, and who are located in the same jurisdiction as the member.
- There is a 300-member cap that can be earned every quarter. Thresholds and caps are reset every quarter.
- A Kaiser Permanente Individual and Family plan member is considered "new" if the member did not have Kaiser Permanente Individual and Family plan coverage in the prior 90 days.
- Bonus payment will be distributed to the agency within 60 days after the close of each quarter. Each quarter is defined as January – March, April – June, July – September, October – December.
- Brokers are responsible for complying with all legal requirements regarding disclosure of compensation by Kaiser Permanente in the form of commissions, bonuses, and other rewards.
- Kaiser Permanente reserves the right to cancel or change the terms and conditions of this bonus program at any time.
- 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 compensation plan, and over resolution of any disputes from this compensation plan.
- Bonuses will be reported and disclosed in accordance with Kaiser Permanente policy and applicable law. Brokers who fail to meet the provisions of the Kaiser Permanente broker/agent agreement are not eligible for payment.

