



NORTHWEST

# producer/broker compensation

## 2023 compensation plan

### Individual products

Kaiser Foundation Health Plan of the Northwest (KFHPNW) pays agency commissions for Kaiser Permanente for Individuals and Families (KPIF) products on a per-member-per-month (PMPM) basis. For each member who renews or enrolls, the commission for medical and dental plans will be paid monthly if the member's premium is current.

**Medical: \$18**  
**Dental: \$2.50**

Commissions will be paid for the following members: subscriber, spouse/partner, and up to 3 dependents. Compensation will be the same whether you enroll your clients through the individual marketplace or directly with Kaiser Permanente.

<sup>1</sup>A new member is defined as a member who has not had a contract with KFHPNW in the previous 6 months. New member rate will be paid for 12 months from the first effective date of the group.

<sup>2</sup>As of 2/1/2023, we have increased our small group new sales commission from \$18 to \$20 PMPM. This new commission runs through 12/31/2023.

[account.kp.org](https://account.kp.org)

### Small group products

Commissions will be paid based on the following PMPM schedule.

**New medical member: \$20<sup>1,2</sup>**  
**Renewing medical member: \$16**  
**Dental member: \$3**

### Large group products

Commissions will be paid based on an agreed-upon percentage of premium added to the group's rates.

Commissions payable to a producer/broker will be paid on a monthly basis to the producer/broker no later than 60 days after the end of the month in which the premiums from a group or individual are received by KFHPNW.

### Medicare products

KFHPNW offers brokers the opportunity to sell Individual Medicare Advantage Plans when appointed through select FMO partners. Contact [nw-medicarebrokersupport@kp.org](mailto:nw-medicarebrokersupport@kp.org) for more information.



All plans offered and underwritten by Kaiser Foundation Health Plan of the Northwest.  
500 NE Multnomah St., Suite 100, Portland, OR 97232.

# 2023 bonus program

## Group products

### New sales bonus

Each month, we will pay a one-time bonus to agencies that enroll at least 5 new members from any number of new groups.\* The award is based on this schedule and is paid monthly:

New members	Medical bonus	Dental bonus
5-9	\$100	\$5 per new member enrolled, up to a monthly maximum of \$5,000
10-25	\$300	
26-50	\$1,000	
51-100	\$2,000	
101-200	\$3,000	
201-500	\$5,000	
501-1,000	\$7,500	
1,001+	\$15,000	

\*New groups are those with which KFHPNW has not had a contract in the previous 6 months.

### In-group growth bonus

Earn an award for expanding participation within an existing KFHPNW group by increasing the subscribers in the group.

This award will be paid quarterly based on net subscriber growth within a group.

Subscriber growth	Bonus amount	
	Medical	Dental
50-99	\$2,000	\$1,000
100-199	\$3,500	\$1,750
200-249	\$5,000	\$2,500
250+	\$7,000	\$3,500

### Quarterly retention bonus

To be eligible for this bonus, your agency must meet the following requirements:

- Maintain a minimum book of business of 250 **medical** members.
- Retain at least 95% of KFHPNW **medical** groups at renewal.

The retention bonus will be calculated at the end of each quarter for all qualifying **medical** groups that renewed in that quarter, based on this schedule:

Renewing members	Quarterly bonus
50-124	\$250
125-249	\$550
250-399	\$1,000
400-499	\$1,750
500-599	\$2,250
600-899	\$3,000
900+	\$6,000

Transferred groups acquired via an agent of record count toward the retention bonus, provided that the receiving agency had the group prior to renewal.



Payment is contingent upon receipt of all required documentation including an executed producer/broker agreement, appropriate marketplace certification(s) in Oregon and/or Washington, and a W-9 form. Producers/brokers are responsible for complying with all legal requirements regarding disclosure of compensation by KFHPNW in the form of commissions, bonuses, and other rewards. KFHPNW 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. We reserve the right to change this program at any time, for any reason.