



2023 Kaiser Permanente Individual & Family New Sales Bonus

Kaiser Permanente is pleased to announce a New Sales Bonus for NEW KPIF MEMBERS sold January 1, 2023, through December 31, 2023. This bonus will pay on the new Colorado members enrolled in KPIF plans per the following schedule:

Eligible New Members Sold	Per Member Bonus	Minimum/Maximum payment per tier
0 - 9	\$0	\$0
10 - 49	\$40	\$400 - \$1,960
50 - 99	\$75	\$3,750 - \$7,425
100 - 1,000*	\$125	\$12,500 - \$125,000

*Capped at 1,000 members

The bonus will begin accumulating with the 10th enrolled member. Once a tier threshold is met and maintained through 12/31/2023, the bonus tier per member bonus is applied to all members sold.

Thank you,
The Colorado KPIF Sales Teams

Terms and conditions:

- Bonus is capped at 1,000 members. Bonus pays on Colorado enrolled KPIF members only.
- New members enrolled for KP Group plans are eligible. New Member is defined as a member who has not been enrolled in a KPIF plan in the 90 days prior to new enrollment.
- Bonus period is for members with effective dates from January 1, 2023, through December 31, 2023.
- Members never actively enrolled and/or those terminated for non-payment prior to April 1, 2023, will not be counted toward the initial bonus payment. Members enrolled between March 31, 2023, and September 1, 2023, must remain actively enrolled in a KPIF plan as of October 31, 2023, to be eligible for the second bonus payment. Members enrolled between October 1, 2023, and Dec. 31, 2023, must remain enrolled through January 1, 2024, to be eligible for the final bonus payment and true-up. Members must remain actively enrolled in a KPIF plan as of December 31, 2023 to be eligible.
- Existing Members gained through Broker of Record changes or mergers/acquisitions of any kind are ineligible. It is the Broker of Record's responsibility to ensure that members are properly attached on the member's effective date.
- Existing KPIF members who change KPIF plans are ineligible. This includes on- and off-exchange members.
- Bonuses will be reported and disclosed in accordance with Kaiser Permanente policy and applicable law. Kaiser Permanente will only pay compensation to agencies who are appropriately licensed and appointed in the jurisdiction in which the member is located. Kaiser Permanente will pay at the agency level and will not be able to provide agent-specific information. Brokers who fail to meet the provisions of the Kaiser Permanente broker/agent agreement are not eligible for payment. Bonuses cannot be combined across firms in any manner, including through merger and/or acquisition.
- 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 bonus plan and over resolution of any disputes from this compensation plan. Kaiser Permanente reserves the right to modify, amend or terminate this offer at any time, at its sole discretion. This bonus is subject to the terms of the Broker Agreement, which will remain in full force and effect.
- This bonus replaces all previous KPIF bonuses in force.