

# 2017 BROKER COMPENSATION SCHEDULE

## Fully Insured Broker Commission Schedule and Bonus Program for Massachusetts

### SMALL AND LARGE GROUP COMMISSION SCHEDULE

Small Group (1-50 FTE's)		
Group Size	New Business	Renewal
1-4 covered subscribers	\$20 per subscriber per month	\$10 per subscriber per month
5-25 covered subscribers	\$35 per subscriber per month	\$25 per subscriber per month
26-50 covered subscribers	\$45 per subscriber per month	\$35 per subscriber per month

Large Group (51 or More FTE's)		
	New Business	Renewal
All covered subscribers	5% of received premium	4% of received premium

### ANNUAL BONUS PROGRAM - SMALL AND LARGE GROUP

Retention Bonus		
Eligibility Requirement	Threshold	Bonus Payment
Brokers must have a minimum of 50 group subscribers by December 2016	Subscriber retention of 90-95%	\$75 for every subscriber in existing accounts
	Subscriber retention greater than 95%	\$100 for every subscriber in existing accounts

New Business Bonus	
Threshold	Bonus Payment
Brokers must sell a minimum of 30 group subscribers in new accounts during the bonus year	\$100 for every new subscriber sold in New Accounts

All measurements will occur at year end using 12/31/2017 final membership. Bonuses will be calculated in March of 2018 and to be paid in April 2018.

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### INDIVIDUAL COMMISSION SCHEDULE

	New	Renewal
Individual Non-Group	\$10 per subscriber per month	\$10 per subscriber per month

### INDIVIDUAL BONUS PROGRAM

Threshold	Bonus Payment
Brokers must sell a minimum of 50 non-group subscribers during the bonus year. Subscribers must be active on 12/31/2017	\$100 for every new non-group subscriber sold during the bonus year

### ADDITIONAL TERMS FOR MONTHLY COMMISSION AND BONUS

- Non-Group business does not count toward either the group retention bonus or the group new business bonus plans. Non-Group business has its own bonus plan.
- The MHI Non-Group bonus plan applies to any new Non-Group business the broker has sold throughout 2017.
- The Compensation plan applies to only Fully Insured Business.
- Catastrophic membership is not eligible for monthly broker commission or bonus.
- All group and non-group commissions are paid up to the 1st renewal. Renewal commission is paid beginning the first renewal.