

2025 Large Group Bonus Programs

Large Group (51+ Eligible Employees)

New Business Bonus - Fully Insured

2025 Quarterly New Business Sales Bonus	
Enrolled Subscribers Per Case	Per Contract
25 – 250	\$50
251 – 500	\$60
501 – 1,000	\$70
1,000+	\$100

New Business Bonus - Fixed Funding Solutions

2025 Quarterly New Business Sales Bonus	
Enrolled Subscribers Per Case	Per Contract
51 – 99	\$50

Qualifications and Requirements

- All producers eligible.
- Applies to new business with Jan. 1, 2025, through Dec. 1, 2025, effective dates.
- Per case maximum payout of \$100,000.
- Paid quarterly.

Bonus Payout Schedule	
Effective	Paid By
Jan. – March 2025	May 15, 2025
April – June 2025	Aug. 15, 2025
July – September 2025	Nov. 15, 2025
October – December 2025	Feb. 15, 2026

continued



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Annual Net Growth Bonus

Qualifications and Guidelines

- Program applies to fully insured groups, 51-99 Fixed Funding Solutions groups, and 100+ level-funded businesses.
- Must have one group with 51+ eligible employees and 100+ total subscribers as of Dec. 31, 2025.
- Bonus earned based on your beginning medical subscriber count and growth percentage.
- Self-funded cases counted at 20% of premium equivalent, capped at \$500,000 per case.
- Per case premium maximum of \$4,000,000.
- Bonus: snapshot as of Dec. 31, 2025 paid in March 2026.

Large Group Annual Net Growth Bonus*			
Beginning Subscribers	Net Growth		
	100%	110%	120%
100 – 499	0.25%	0.50%	0.75%
500+	0.50%	0.75%	1.00%

*If you qualify for both large group Annual Net Growth Bonus and Key Producer Bonus, you will only be paid the higher of the two payouts.

Key Producer Bonus

This program applies to new and existing large groups (51+) for the period of Jan. 1, 2025 – Dec. 31, 2025.

Key Producer Bonus Schedule*		
Level	Annualized Billed Premium	Bonus Percentage
1	a) Add \$2,000,000 in new business premium. b) Maintain total \$5,000,000 in annualized premium.	0.50% of total paid premium.
2	a) Add \$4,000,000 in new business premium. b) Maintain total \$10,000,000 in annualized premium.	0.75% of total paid premium.
3	a) Add \$6,000,000 in new business premium. b) Maintain total of \$15,000,000 in annualized premium.	1.00% of total paid premium.

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Paid in March 2026.