

# Broker Compensation Schedule

## For Small Group

### Agent Compensation

The following Compensation Schedule for Agents Receiving Commission Compensation is an exhibit in your individual agent agreement. The compensation for sales of these Sutter Health Plus health care coverage products is current as of June 1, 2020, and commission to agents is paid as follows:

Agent Commission		
Health Care Coverage Product	New Business	Renewal
Small Group (1-50)	<b>6.5%</b> of paid monthly premium	<b>6.5%</b> of paid monthly premium
Small Group (51 –100)	<b>5%</b> of paid monthly premium	<b>5%</b> of paid monthly premium

### Calculation of Commission Payments

1. No compensation shall be payable to Agent with respect to: (i) for group business, any subscriber that does not live, work or reside in the Sutter Health Plus service area (as described in Section 6.2). In no event shall compensation be paid hereunder with respect to any business that does not conform to Sutter Health Plus' underwriting guidelines.
2. "Paid Monthly Premium" means: Premium paid on billed amount based on group coverage. Commission calculation based on the amount remitted by the group on behalf of its subscribers.

### Timing of Commission Payments

1. Commissions will be paid to Agent on a monthly basis, postmarked within 10 business days following the end of the month for which the group coverage is effective and for which premium has been received.
2. Commission rates will be paid to Agent as long as the group coverage remains in force.

### Incentive Payments

Sutter Health Plus, in its sole discretion, may offer incentive payments from time to time. Such incentive payments, when offered, will be subject to all terms and conditions of this Agreement. Notwithstanding the foregoing, incentive payments will be subject to the specific payment terms and conditions set forth in the applicable incentive payment announcement issued by Sutter Health Plus.

# Solicitor Firm Compensation

The following Compensation Schedule for Solicitor Firms Receiving Commission Compensation is an exhibit in your solicitor firm agreement. The compensation for sales of these Sutter Health Plus health care coverage products is current as of June 1, 2020, and commission to solicitor firms is paid as follows:

Solicitor Firm Commission		
Health Care Coverage Product	New Business	Renewal
Small Group (1-50)	<b>6.5%</b> of paid monthly premium	<b>6.5%</b> of paid monthly premium
Small Group (51 –100)	<b>5%</b> of paid monthly premium	<b>5%</b> of paid monthly premium

## Calculation of Commission Payments

1. No compensation shall be payable to Agent with respect to: (i) for group business, any subscriber that does not live, work or reside in the Sutter Health Plus service area (as described in Section 6.2). In no event shall compensation be paid hereunder with respect to any business that does not conform to Sutter Health Plus’s underwriting guidelines.
2. “Paid Monthly Premium” means: Premium paid on billed amount based on group coverage. Commission calculation based on the amount remitted by the group on behalf of its subscribers.

## Timing of Commission Payments

1. Commissions will be paid to Agent on a monthly basis, postmarked within 10 business days following the end of the month for which the group coverage is effective and for which premium has been received.
2. Commission rates will be paid to Agent as long as the group coverage remains in force.

## Incentive Payments

Sutter Health Plus, in its sole discretion, may offer incentive payments from time to time. Such incentive payments, when offered, will be subject to all terms and conditions of this Agreement. Notwithstanding the foregoing, incentive payments will be subject to the specific payment terms and conditions set forth in the applicable incentive payment announcement issued by Sutter Health Plus.