Direct Compensation

The Company reasonably expects to receive direct compensation for the placement of the below lines of coverage in the form of either a per employee per month ("PEPM") fee, a commission fee, or flat fee, directly from the Client in the amount indicated below:

Coverage or Service	Carrier/Vendor PEPM	PEPM, Standard Commission, Commission Schedule, or Compensation Calculation
Health insurance	Moda	$15
Health insurance	Regence	$20
Health insurance	Kaiser	$16
Health insurance	Molina	$20
Health insurance	PacificSource	$15 Oregon; $13 Washington
Health insurance	Providence	$18

Indirect Compensation

In addition to the above, the Broker reasonably expects to receive the following indirect compensation from the following entities:

Coverage Line	Description of Indirect Compensation	Carrier/Vendor	PEPM, Standard Commission, Commission Schedule, or Compensation Calculation