

## SCHEDULE B GROUP PLAN COMMISSIONS

### SOLICITED POLICIES

Subject to the terms of this Group Plan Commissions Schedule and of the Commercial Agency/ Independent Producer Agreement to which it is attached, the Agency is hereby authorized to solicit applications for Group healthcare coverage.

### COMMISSION SCHEDULE

For each such policy for which application is solicited by the Agency and accepted by PacificSource, PacificSource will pay a commission to the Agency based on group size in accordance with the following Commission Schedule. Group size is determined at initial enrollment and reviewed at renewal each year. Medical and dental premium and commission are calculated separately. In no case shall PacificSource vary the commission level on a small employer group.

### COMMISSION SCALE / SCHEDULE

The following commission scale applies upon the effective or renewal date of the group policy:

Oregon	Medical	Family Dental	Pediatric Dental
Small Group Market	\$17.00 PMPM*	\$3.00 PMPM*	\$0
Large Group Market – 100 or Fewer Enrolled Employees	\$17.00 PMPM*	\$3.00 PMPM*	\$0
Large Group Market – 101 or More Enrolled Employees	Negotiated	Negotiated	\$0

Idaho	Medical	Family Dental	Pediatric Dental
Small Group Market (0-5)	\$26.00 PEPM	\$3.00 PMPM*	\$0
Small Group Market (6+)	\$32.00 PEPM	\$3.00 PMPM*	\$0
Large Group Market	Negotiated	Negotiated	\$0

Montana	Medical	Family Dental	Pediatric Dental
Small Group Market	\$17.00 PMPM*	\$3.00 PMPM*	\$0
Large Group Market	Negotiated	Negotiated	\$0

*\* PMPM commissions for children are capped consistently with premium.*

### PAYMENT OF COMMISSIONS

**Premium Tolerance** – Commission will only be paid once the premium received meets the premium tolerance of 60% for group policies. Once an employer group has paid at least 60% of their billed premium, PacificSource will pay commission on that group.

**Premium Paid** – Commissions will apply only to premiums or payments paid to, received, and accepted by PacificSource during the term of such policies. Commission paid is based on same percentage of premium received (i.e., If group pays only pays 80% of their premium, only 80% of the commission is paid). If any premium earned and paid to PacificSource is adjusted because of retroactive or pro rata payments, the commission paid will be adjusted accordingly on the next commission payment.