

COMPUTATION OF AGENT OR AGENCY COMMISSIONS

For eligible, commercial fully insured, level funded, and self-funded individual and group business written for MotivHealth Insurance Company, commissions are payable to Agent/ Agency by MotivHealth for Agent's/Agency's production. Such commissions are computed and paid to Agent/Agency based upon monthly premiums actually paid to MotivHealth. Payment of the following commissions will begin approximately forty-five (45) days after the enrollment, and payments will be made on a monthly basis thereafter. Subsequent checks will be cut by the fifteenth (15th) of the following month for those individuals/groups that have paid premium. Otherwise, such commissions will be paid the month following receipt of premium.

Commercial Individual Plans

Individual commission rates for plans written on or after January 1, 2016, will be based on a Per Subscriber Per Month (PSPM) calculation and paid at \$40 per month.

Small Employer Plans (1-100)

For all Small Employer plans, the following commission schedule applies to each new or renewing group. First year and renewal year commissions are determined on an individual group basis as monthly premiums are received, and are paid on each small employer plan during the twelve (12) month plan year as follows:

Group Size	Per Employee Per Month
Group size 1-25	\$40
Group Size 26-50	\$35
Group Size 50-100	\$30

Commercial Fully-Insured Level Funded, and Self-Funded Large Employer Plans

For all commercial fully-insured, level funded, and self-funded Large Employer plans (groups over 100 eligible employees), commissions are to be set in agreement with the group to be covered and documented in writing with signatures of appropriate representatives of both the group and the agent. Such agreement must be furnished to MotivHealth prior to the commencement of coverage. Such groups may be in the commission pool, or may be quoted net of commissions, so long as it is understood that what one broker quotes all authorized brokers can quote, so that no broker has a commission advantage over another.

Additional Bonuses

MotivHealth may offer other bonus payments at times to encourage producers to consider specific products. Also, MotivHealth may develop bonus payments for specific volumes of production of MotivHealth's products.

