



## 2023 Individual & Family Markets Producer Bonus Program

You are an important part of what we do . . . and why we do it.

For more than 90 years, Blue Cross and Blue Shield of Texas (BCBSTX) has kept one goal at the forefront of everything we do — expanding access to quality, affordable health care. We’ve delivered on this goal through the years by staying customer focused and providing reliable, innovative, and affordable health care options. We recognize that our success is due, in part, to your hard work and dedication. To recognize your efforts, we’re excited to launch a new bonus program for producers selling qualified health plans in the individual market.



### How It Works

Blue Cross and Blue Shield of Texas is launching a new bonus program with a tiered schedule based on your production level in each of our four participating plan states. To be eligible, sell a minimum of 25 new major medical qualified health plans in one of our four participating plan states with effective dates of January 1, 2023, through October 31, 2023. The more you sell, the more you earn, up to \$100 per contract\* and a maximum of \$500,000\*\* in each of our four participating plan states.



### Bonus Rates Per Level

Blue Cross and Blue Shield of Texas Medical QHP Contracts* Sold	Bonus Rate
25 to 100 contracts	\$50 per contract
101 to 250 contracts	\$75 per contract
251+ contracts	\$100 per contract



### Bonus Calculation Examples

Agency 1	25 contracts*	X	\$50 per contract	=	\$1,250**
Agency 2	200 contracts*	X	\$75 per contract	=	\$15,000**
Agency 3	5,000 contracts*	X	\$100 per contract	=	\$500,000**

\* A contract is defined as a single health insurance policy in a specific participating plan state. For example, one contract may have five total members. For the purposes of this bonus, we are counting contracts, not members/lives. Contracts are not cumulative across participating plan states for bonus payout.

\*\* The maximum payout per contracted producer or agency is \$500,000 per participating plan state.



### Questions?

This program is subject to the terms and conditions contained on the next page. For more information, please contact your General Agent (if applicable) or your Blue Cross and Blue Shield of Texas Individual & Family Markets Producer Sales Consultant.

## Terms and Conditions

### Payout

- The maximum payout per contracted producer or agency is \$500,000 per participating plan state.
- The bonus will be included in a normal monthly commission statement issued during or after the second quarter of 2023.
- On the payout commission statement, the payout will be displayed as a separate line item in the bonus section of the statement.
- Producers and agencies must be contracted with a Blue Cross and Blue Shield of Texas entity to participate. Bonuses are paid to contracted producers and agencies only.
- Multiple Tax Identification Numbers (TINs) may not be combined, and agencies with multiple locations in a state will be eligible for only one bonus payout per state. Bonuses remain subject to all other terms and conditions of the producer's or agency's contract with Blue Cross and Blue Shield of Texas.
- All bonus payments are subject to federal and state income tax reporting as well as withholding by the state of Texas (if applicable).

### Eligibility

- The minimum threshold for bonus eligibility is 25 contracts. A contract is defined as a single health insurance policy. For example, if one contract/policy has five total members, Blue Cross and Blue Shield of Texas counts contracts/policies (one), not members/lives (five).
- Only new sales of major medical individual QHPs (both on- and off-exchange) with effective dates of January 1, 2023, through October 31, 2023, are eligible for this program.
- Contracts/policies must remain active and in force for a minimum of 90 days from the effective date to be eligible. If a policy is sold and then terminates within 90 days of the effective date, the policy does not qualify.
- The premiums for contracts/policies must be paid current to be eligible.
- The following are not eligible for this bonus program: renewals, ACA dental, supplemental dental and vision policies, or sales or renewals from other lines of business.
- The producer of record for each eligible contract/policy must be registered with the Marketplace for plan year 2023 prior to the application submission date for an on-exchange policy to be bonus eligible. Eligibility of on-exchange policies is subject to CMS's annual registration process.

### Miscellaneous

- This bonus program is in addition to (and separate from) all other Blue Cross and Blue Shield of Texas bonus programs.
- Blue Cross and Blue Shield of Texas determines the issue dates of all policies and has sole discretion to determine production counts for this promotion.
- Blue Cross and Blue Shield of Texas will be the final arbiter of any issues related to this bonus program and reserves the right to make final judgments on eligibility, calculations, and payout under this program.
- Blue Cross and Blue Shield of Texas reserves the right to terminate or modify this program at any time without notice.
- Producer may decline to participate in this program by providing written notice to Blue Cross and Blue Shield of Texas in accordance with the producer agreement, in addition to written notice to producer's designated Blue Cross and Blue Shield of Texas representative.