



Introducing the Blue Cross and Blue Shield of Texas Blue Advantage HMOSM Producer Bonus Program

New Small Group Sales Effective Aug. 1, 2018 – Oct. 15, 2018

Expanded access. Impactful savings. This is what customers can expect from our newly expanded Blue Advantage HMO network. And now you can earn up to a \$7,500 bonus when you sell new Small Groups (1-50 eligible employees) in our Blue Advantage HMO with effective dates between Aug. 1, and Oct. 15, 2018.

To qualify for the bonus, sell and enroll a minimum of 25 employees in the Blue Advantage HMO network during the bonus period. Your bonus potential increases with the cumulative number of employees who enroll in Blue Advantage HMO.

Total Enrolled Employees in Blue Advantage HMO Network	Total Bonus Paid
25 to 49 enrolled employees	\$1,000
50 to 99 enrolled employees	\$2,000
100 to 149 enrolled employees	\$3,000
150 to 199 enrolled employees	\$5,000
200+ enrolled employees	\$7,500

Bonus Example: An appointed and contracted producer sells new Small Groups (1-50 eligible employees) with effective dates between Aug. 1, and Oct. 15, 2018. A total of 125 employees are enrolled in the Blue Advantage HMO network. The producer earns a total of \$3,000.

Program Details

Blue Cross and Blue Shield of Texas (BCBSTX) will initiate lump-sum payments to producers within 60 days after the bonus program period ends. This bonus program is separate from all other BCBSTX producer bonus programs.

This bonus program applies to new Small Groups with employees enrolled in the Blue Advantage HMO network. Groups must be in-force when the bonus program period ends.

- Payment will be made to the Producer of Record on the effective date of new sale.
- Business submitted through a General Agent is eligible for the bonus program.
- Producers must be appointed and contracted with BCBSTX to participate. BCBSTX internal records will determine final qualification and payment of bonus awards.
- The bonus will be paid based on the highest tier in the table above. The payable amount will be determined by the cumulative total of employees enrolled in the Blue Advantage HMO Network during the program effective dates. The bonus amounts in the table are not cumulative.
- If commissions are split on any groups, the split ratio will be applied consistently to each producer’s Blue Advantage HMO contracts.
- All bonus and recognition program payments are subject to federal and state income tax reporting as well as to withholding by BCBSTX (if applicable). BCBSTX will provide reporting, upon request, to non-ERISA plans or plans with fewer than 100 employees.
- BCBSTX reserves the right to modify or terminate this bonus program at any time without notice.

Please call your BCBSTX sales representative with questions.