

2021 California Broker Bonus Program



Our 2021 bonus program rewards you for going big and pays you in December 2020!

Every new and renewing individual and family member you enroll for January 1 and February 1, 2021 effective dates will contribute to a potential one-time bonus on top of your commission.

| Number of Covered Members | Bonus Amount (per Covered Member) | Total Bonus Amount |
|---------------------------|-----------------------------------|----------------------|
| 75 - 149 | \$25 | \$1,875+ |
| 150 - 249 | \$35 | \$5,250+ |
| 250 - 499 | \$50 | \$12,500+ |
| 500+ | \$75 | \$37,500+ [uncapped] |

Terms and Conditions

ELIGIBILITY

1. The bonus program applies only to covered members written in California.
2. This program applies to Oscar individual and family medical plan members with an effective date of January 1, 2021 or February 1, 2021 (inclusive of Open Enrollment or Special Enrollment Period effectives for these dates).
3. Only producers who are licensed, appointed, and contracted with Oscar are eligible for the bonus. Producers must meet all eligibility requirements for the program at both the time of writing business and on the payment dates. This program applies only to the Agent of Record on the policy, not to general agencies that may assist with the enrollment.
4. The program applies to individual producers and cannot be aggregated at the agency level. Multiple individual producers may not aggregate business to earn bonus tiers under any circumstances. Oscar reserves the right to audit applications to ensure that business is not aggregated for the purposes of this program.
5. Accounts transferred for any reason, including agent of record changes, are not eligible for bonus payments.
6. Oscar retains sole discretion to determine a producer's eligibility for this program. Web Brokers and General Agencies are not eligible for this Bonus Program. If you have questions on your contracting status with Oscar, please reach out to your Sales Executive.

BONUS STRUCTURE

7. Bonus amounts apply retroactively to all policies. For example, once 250 members are enrolled, the \$50 bonus applies to all policies for a total bonus payment of \$12,500.
8. There is no cap on the bonus program.

BONUS PAYOUT DETAILS

9. This program will be issued in two payments: the 1st in December 2020 and the 2nd by June 2021.
 - a. The December payout will include all enrollments for January 1, 2021 and February 1, 2021 effective dates that have been enrolled by December 18, 2020.
 - b. The June payout will cover the producer for additional January 1, 2021 and February 1, 2021 effectuated members enrolled post-December 18, 2020 and will reconcile all applicable members for the bonus program to ensure:
 - i. Members have made a minimum of three premium payments and continue coverage for at least 90 consecutive days from the effective date with no lapse in coverage.
 - ii. The correct bonus amount per member will be applied based on number of effectuated members - the producer could achieve a higher or lower tier in in the June payout and will be trued-up or charged back on the full book based on the number of effectuated members measured for the final payout.
 - iii. Oscar retains the right to charge back earned bonuses from the December payout if members included in that payment have not made a minimum of three premium payments and have continued coverage for at least 90 consecutive days from the effective date with no lapse in coverage by the June payout.
10. If a producer assigns commissions to an agency, the bonus payment will be paid to the agency rather than the individual agent following our standard commission payout practices.

PROGRAM TERMS

11. Disagreements or disputes regarding this program or the interpretation of rules or payout amounts will be resolved at the sole discretion of Oscar. Oscar may amend or discontinue the terms of the program at any time without advance notice.
12. Oscar reserves the right to recoup payment if any of these terms and conditions are violated.

