

2026 Kaiser Permanente Colorado Broker Compensation Program

Effective January 1, 2026

Small Group Base Commission*

On- or Off-Exchange

Kaiser Permanente is pleased to announce the 2026 Small Group Commission schedule. You'll be paid from subscriber one, with no minimum threshold, continuing the increased per-subscriber commission rate in the 10-49 tier.

- Small group commission payments will be paid on all in-force, small group subscribers.
- Commission payments will begin concurrently with the original effective date of a new group or renewal of an existing group and will continue through the group's tenure with Kaiser Permanente.
- Your Book of Business will be adjusted monthly as new groups are written.
- Medicare Advantage subscribers are excluded from Book of Business calculations and are not eligible for commissions.

2026 Small Group Base Commission

Tier Level	Tier Subscribers	Rate <i>Per Subscriber per Month</i>
1	700 +	\$35.00
2	300 – 699	\$30.00
3	50 – 299	\$25.00
4	10 – 49	\$25.00
5	1 – 9	\$25.00

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Large Group

Base Commission*

The rate of commission for large groups is determined by the brokerage/broker and the designated commission percentage will be factored into the required group premium. The commission [paid] is the pre-designated commission percentage, multiplied by the monthly premium payment received from each account by Kaiser Permanente.

*Terms and Conditions

The terms and conditions of payment set forth in this compensation plan are subject to change at the sole discretion of Kaiser Permanente and/or its designated representatives upon notice to the broker. Kaiser Permanente and/or its designated representatives retain sole discretion over the interpretation of the terms and conditions of, and any or all provisions in, this compensation plan, and over resolution of any disputes arising from this compensation plan.

Brokers who fail to meet the provisions of the Kaiser Permanente broker agreement are not eligible for payment. Brokers and consultants are responsible for complying with all legal requirements regarding disclosure of compensation from Kaiser Permanente in the form of commissions, bonuses, and other rewards. All compensation, including commissions, bonuses, and rewards will be reported and disclosed in accordance with Kaiser Permanente policy and applicable law, including Forms 1099 and 5500.

Confidential and Privileged

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For more information on the **2026 Colorado Broker Compensation Program** call **844-268-2943**.