

2026 Kaiser Permanente Small Group Implementation Bonus

Kaiser Permanente is pleased to announce the following Implementation Bonus for our fully insured Small Group New Sales for all NEW Small Groups with effective dates between 1/1/2026 and 8/31/2026.

Small Group Bonus Guidelines	Per Enrolled Subscriber
1st & 2nd New Small Group	\$100
3rd New Small Group	\$150
4th New Small Group	\$200
5th and above New Small Groups	\$250

Terms and conditions:

- "New Small Group" means a fully insured commercial group with 1-50 eligible employees that has a contract effective date between January 1, 2026, and August 31, 2026, and has not had a contract with Kaiser Foundation Health Plan of Colorado (KFHP-CO) in the 364 days prior to its effective date.
- Only KFHP-CO fully insured small group enrolled subscribers count towards this bonus. Medicare enrolled subscribers are not eligible.
- Enrolled subscribers must have the same effective date as the New Small Group contract effective date.
- If a New Small Group's contract terminates prior to 12 months after its effective date, Kaiser Permanente reserves the right to recoup the applicable portion of the bonus payment from broker. In such event, Kaiser Permanente may offset any amount due from broker from any amounts due to broker by Kaiser Permanente.
- Earned bonuses will be paid bi-annually. New Small Groups with effective dates in January through April will be paid in July 2026. New Small Groups with effective dates in May through August will be paid in November 2026.
- Bonus is capped at \$25,000 per agency.
- Brokers must be licensed and appointed by KFHP-CO. Kaiser Permanente will only pay compensation to agencies who are appropriately licensed and appointed in the jurisdiction in which the group is located. Brokers who fail to meet the provisions of the Kaiser Permanente broker/agent agreement are not eligible for payment. Bonuses cannot be combined, split, or assigned across agencies in any manner, including through merger, acquisition, or assignment.
- 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.
- 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.
- Kaiser Permanente reserves the right to modify, amend, or terminate bonus and reward programs at any time, at its sole discretion.
- 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 bonus program, and over resolution of any disputes arising from this bonus program.

Call your Kaiser Permanente Representative or 844-268-2943