

# MAS 2026 Individual and Family BROKER BONUS

## Grow your business with Kaiser Permanente's brand new Individual and Family broker bonus

When a broker enrolls at least 10 new Kaiser Permanente Individual and Family Plan (KPIF) members with effective dates between January 1, 2026, and December 31, 2026, they will earn a bonus in accordance with the following schedule:

Number of new KPIF members sold	Bonus per new KPIF member
1-49th new KPIF member	\$50 per new KPIF member
50-99th new KPIF member	\$100 per new KPIF member
100-1,000th new KPIF member	\$125 per new KPIF member

Bonus is capped at 1,000 new KPIF members during the program period.

Broker must enroll at least 10 new KPIF members during the program period to qualify for this bonus. Once 10 new KPIF members are enrolled, bonus pays on the cumulative number of new KPIF members enrolled during the bonus program period.

### EXAMPLE

- A broker enrolls 30 new KPIF members in January 2026, which qualifies them for a \$50 bonus per member.
  - 30 members x \$50 bonus = \$1,500
- This broker enrolls an additional 25 new KPIF members in March 2026, for a total of 55 members.
  - Members 31-49 (19 members) qualify the broker for a \$50 bonus per member.
    - » 19 members x \$50 bonus = \$950
  - Members 50-55 (6 members) qualify the broker for a \$100 bonus per member.
    - » 6 members x \$100 bonus = \$600
  - Total payout is \$950 + \$600 = \$1,550 in September 2026.

## Terms and Conditions

- All licensed and appointed Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. (KFHP-MAS), agencies and brokers who are authorized to solicit, negotiate, and sell new business on behalf of KFHP-MAS are eligible. Payment is contingent upon receipt of all required broker documentation including an executed broker/agent agreement; proof of E&O coverage; appropriate marketplace certification(s) in Maryland, Virginia, and/or the District of Columbia; and a W-9 form. Broker/Producer must be the broker of record at the time of sale and hold the appropriate license and appointment in the jurisdiction in which the member is located at the time of payout.
- General agencies, Individual Coverage Health Reimbursement Arrangement (ICHRA) administrators, and web-based entities are not eligible for this bonus program.
- The bonus program period is January 1, 2026, through December 31, 2026.
- All KFHP-MAS Individual and Family Plan products qualify.
- “New KPIF member” means a member enrolled in a KFHP-MAS Individual and Family Plan with an effective date between January 1, 2026, and December 31, 2026, who has not had KFHP-MAS Individual and Family plan coverage in the 90 days prior to their effective date.
- New KPIF members must remain active for at least 90 days following their effective date of coverage to be eligible for this bonus program.
- Existing KPIF members gained through broker of record changes, mergers, or acquisitions of any kind are excluded from this bonus program.
- This bonus program does not affect commission payments. Bonus program and rewards are paid in addition to scheduled commission payments.
- Bonus is capped at 1,000 new KPIF members during the bonus program period.
- The bonus is based on the cumulative number of new KPIF members enrolled during the bonus program period. The bonus will be paid bi-annually. New KPIF members enrolled in January through June will be paid in September 2026. New KPIF members enrolled in July through December will be paid in April 2027.
- All compensation—including commissions, bonuses, and rewards—will be reported and disclosed in accordance with KFHP-MAS 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 KFHP-MAS in the form of commissions, bonuses, and other rewards.
- KFHP-MAS reserves the right to modify, amend, or terminate bonus and reward programs at any time, at its sole discretion.
- KFHP-MAS 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.
- Brokers who fail to meet the provisions of the KFHP-MAS broker agreement are not eligible for payment.

