



# MEDICAL MUTUAL®

## Ohio Standard Commission Schedule for Health and Life Accounts (Schedule A)

This Ohio Standard Commission Schedule for Health and Life Accounts is effective as of January 1, 2024, replaces all prior Schedules A and is part of the Ohio Insurance Producer Agreement.

### Health Business

#### Individual Under Age 65 Commission Rates

The following are commission rates for Individual Under Age 65 Health accounts. For current Grandfathered, Transitional and Short-Term accounts that move into an Affordable Care Act (ACA) product, Medical Mutual will pay commission at the first year ACA rate below. First year commission will not be paid on Individual accounts moving from one ACA product to another ACA product.

	<u>First Year Commission</u>	<u>Subsequent Year(s) Commission</u>
<b><u>ACA</u></b>	\$19 per member per month	\$14 per member per month
<b><u>Young Adult Essentials</u></b>	\$10 per member per month	\$10 per member per month
<b><u>Grandfathered and Transitional</u></b>	N/A	\$14 per member per month
<b><u>Short-Term</u></b>		
<u>Account Effective Dates</u>		
January 1, 2021 and beyond	\$19 per member per month	\$19 per member per month
January 1, 2020 through December 31, 2020	\$17 per member per month	\$14 per member per month
Prior to January 1, 2020	\$14 per member per month	\$14 per member per month

No commission shall be paid on any business transitioned to Medical Mutual from any entity that is the subject of a Delinquency proceeding (as defined in O.R.C § 3903.01(G)) commenced by the Ohio Department of Insurance until such business renews with Medical Mutual at which time the Subsequent Year(s) commission rate will apply.

Accounts transitioned to Medical Mutual from the Federal Marketplace, referred to as Alternate Enrollees, will not be considered new business but will be paid at the Subsequent Year(s) commission rate.

## Medicare Advantage Commission Rates

The commission rates for Medicare Advantage Plans are:

<u>Plan Effective Dates</u>	<u>New Sale Commission</u>	<u>Renewal Commission</u>
January 1, 2024 through December 31, 2024	\$611 per enrollee	\$306 per enrollee
January 1, 2023 through December 31, 2023	\$601 per enrollee	\$306 per enrollee
January 1, 2022 through December 31, 2022	N/A	\$306 per enrollee
January 1, 2021 through December 31, 2021	N/A	\$306 per enrollee
January 1, 2020 through December 31, 2020	N/A	\$255 per enrollee
January 1, 2019 through December 31, 2019	N/A	\$241 per enrollee
January 1, 2018 through December 31, 2018	N/A	\$228 per enrollee
January 1, 2017 through December 31, 2017	N/A	\$222 per enrollee
January 1, 2016 through December 31, 2016	N/A	\$215 per enrollee

The New Sale and Renewal commissions above are total, annual amounts. The New Sale commission rate will only be paid on sales to first time purchasers of a Medicare Advantage policy. Replacement Medicare Advantage policies, as described by the Centers for Medicare and Medicaid Services (CMS), will be paid at the renewal commission rate. Renewal commissions on policies in their second year or later with Medical Mutual are paid over a 12-month period in roughly equal monthly installments.

Medicare Advantage compensation shall be administered and paid according to all applicable CMS rules, regulations and guidelines.

## Medicare Supplement Commission Rates

For Producers with a Medicare Supplement book of business of less than 10,000 contracts measured as of January 1, 2018, the commission rates are:

For Medicare Supplement contracts with an original Plan effective date of January 1, 2023 and after:

	<u>Commission Rate</u>
First Year	21%
Years 2 through 6	13%
Years 7+	3%

The above Medicare Supplement first year commission rate will only be paid on sales to first time purchasers of a Medicare Supplement policy. Contracts for Plan members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past are considered Replacement Contracts and will be paid according to the table below.

The commission rates for Replacement Contracts with an original Plan effective date of January 1, 2023 or after are:

	<u>Commission Rate</u>
Years 1 through 6	13%
Years 7+	3%

The First Year Administrative Fee for Replacement Contracts with an original Plan effective date of January 1, 2023 or after is 8%. The Administrative Fee for Replacement Contracts is in recognition of the increased costs associated with securing replacement coverage for members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past.

For Medicare Supplement contracts with original Plan effective dates of January 1, 2018 through December 31, 2022:

<u>Number of First Year Sales</u>	<u>Commission Tier</u>	<u>First Year Commission Rate</u>	<u>Years 2 through 6 Commission Rate</u>
1-24 contracts	1	18%	12%
25-49 contracts	2	22%	15%
50 or more contracts	3	26%	18%

The renewal commission for years 2 through 6 is determined by the Tier that applied in the original Plan effective year. Transferred-in or acquired business due to a producer of record transfer, merger or acquisition will be paid at the Commission Tier 1 rate, regardless of the original Plan effective date.

The above Medicare Supplement first year commission rates will only be paid on sales to first time purchasers of a Medicare Supplement policy. Contracts for Plan members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past are considered Replacement Contracts and will be paid according to the table below.

The commission rates and First Year Administrative Fee for Replacement Contracts with an original Plan effective date of January 1, 2019 through December 31, 2022 are:

<u>Number of Replacement Contracts</u>	<u>Commission Tier</u>	<u>Years 1 through 6 Commission Rate</u>	<u>First Year Administrative Fee</u>
1-24 contracts	1	12%	6%
25-49 contracts	2	15%	7%
50 or more contracts	3	18%	8%

The Administrative Fee for Replacement Contracts is in recognition of the increased costs associated with securing replacement coverage for members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past.

For Producers with a Medicare Supplement book of business of 10,000 or more contracts measured as of January 1, 2018, the commission rates for contracts with original Plan effective dates of January 1, 2018 and after are:

	<u>Commission Rate</u>
First Year	16%
Years 2 through 10	8%

The above Medicare Supplement first year commission rate will only be paid on sales to first time purchasers of a Medicare Supplement policy regardless of carrier. Contracts for Plan members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past are considered Replacement Contracts.

The commission rate for Replacement Contracts with an original Plan effective date of January 1, 2019 or after is:

	<u>Commission Rate</u>
Years 1 through 10	8%

The First Year Administrative Fee for Replacement Contracts with an original Plan effective date of January 1, 2019 or after is 8%. The Administrative Fee for Replacement Contracts is in recognition of the increased costs associated with securing replacement coverage for members who are new to Medical Mutual but who have had a Medicare Supplement policy with another carrier in the past.

For all Producers, the commission rates for Medicare Supplement contracts with original Plan effective dates prior to January 1, 2018 are:

	<u>Commission Rate</u>
<u>Plan effective date</u>	Years 2 through 10
January 1, 2010 through December 31, 2017:	8%

The commission rates for Medicare Supplement - Ohio Farm Bureau contracts are:

	<u>Commission Rate</u>
First Year	12%
Years 2 through 6	6%

Renewal commission rates on Medicare Supplement contracts will be based on first year premium for policies with an effective date of January 1, 2016 and thereafter. For policies with effective dates between January 1, 2010 and December 31, 2015, renewal commission rates will be based on the December 2015 premium.

### **Medicare Supplement Renewal Volume Override**

For Medicare Supplement contracts having an effective date prior to January 1, 2018, a Medicare Supplement Renewal Volume Override will be calculated monthly by totaling the month's Medicare Supplement contracts that are in years two through 10 and multiplying the monthly premium for those accounts by the appropriate percentage per the following schedule:

<u>Medicare Supplement Renewal Volume Override Schedule</u>	
<u>Monthly Contracts</u>	<u>Override %</u>
Less Than 50	0.00%
50 to 149	0.50%
150 to 249	1.00%
250 or Greater	1.50%

### **Accounts with 1-99 Eligible Employees - Standard Commission Rates**

The account size for groups with 1-99 eligible employees is determined by Medical Mutual at the time of sale or renewal development.

For groups with 1-50 total employees, the Account Size of 1-9 or 10-50 is based on the number of enrolled employees. For groups with 51-99 total employees, the Account Size is 51-99.

The following standard Health commission rates are for ACA and non-ACA business for all channels for groups with 1-50 total employees, except for Builders Exchange Benefit Plan groups.

<u>Account Size</u>	<u>New Sale Commission Rate</u>	<u>Renewal Commission Rate</u>
1 to 9	\$25.00 per employee per month	\$20.00 per employee per month
10 to 50	\$35.00 per employee per month	\$30.00 per employee per month

The standard New Sale and Renewal Health commission rates for Builders Exchange Benefit Plan groups with 1-50 total employees is \$61.50 per employee per month, or \$50.00 per employee per month for producers contracted to work through a general agency for their 1-50 business.

The above New Sale and Renewal Commission Rates will be reduced by \$6 per employee per month for Producers with fewer than 50 contracts in their combined 1 to 9 and 10 to 50 books of business as of the Measurement Dates below. Reduced commission rates will apply to 1 to 9 and 10 to 50 accounts in the Producer’s book of business during the Impacted Commission Periods below.

<u>Measurement Date</u>	<u>Impacted Commission Period</u>	<u>Payment Period</u>
January 31	March through May	April through June
April 30	June through August	July through September
July 31	September through November	October through December
October 31	December through February	January through March

The following standard Health commission rates are for all channels for groups with 51-99 total employees.

<u>New Sale Commission Rate</u>	<u>Renewal Commission Rate</u>
\$35.50 per employee per month	\$35.50 per employee per month

**Accounts with 51-99 Total Employees – Non-Standard Commission**

Non-Standard Health commission for a group with 51-99 total employees must be supported by a signed Single Case Addendum. Negotiated Non-Standard Commissions replace the Standard Commission rate.

**Accounts with 100+ Eligible Employees**

Health commissions for groups with 100 or more eligible employees is negotiated between the Producer and the group and will be paid on an individual group basis and must be documented by a signed Single Case Addendum.

**Ancillary Business**

**Individual Accounts**

Ancillary Business is defined as dental and vision products for Individual accounts. The commission rates for Ancillary business for Individual accounts are:

	<u>Commission Rate</u>
First Year	11%
Renewal Years	4%

## Medicare Supplement Accounts – Supplement Plus

Ancillary Business is defined as dental, vision and hearing products for Medicare Supplement accounts having Supplement Plus. The commission rates for Supplement Plus are:

	<u>Commission Rate</u>
First Year	11%
Renewal Years	4%

## Accounts with 1-99 Eligible Employees

Ancillary Business is defined as dental, vision and hearing products for groups with 1-99 eligible employees. The commission rates for Ancillary business of accounts with 1-99 eligible employees paid Standard Commission rates are:

<u>Account Size</u>	<u>Commission Rate</u>
1 to 9	6%
10 to 50	5%
51 to 99	4%

Monthly commissions are calculated on monthly earned premium.

## Life Business - MedMutual Life Insurance Company

### Individual Term Life

The commission rates for Individual Life business with effective dates of January 1, 2014 and thereafter are:

	<u>Commission Rate</u>
First Year	85%
Renewal Years	2%

### SuperMed One Life Accounts

The Life commission rate for non-Ohio Farm Bureau SuperMed One accounts with effective dates prior to January 1, 2014 is 20% of premium.

The Life commission rate for Ohio Farm Bureau SuperMed One accounts, with effective dates prior to January 1, 2014 is 4% of premium.

## HealthPool, Association and Large Group Life Accounts

The following commissions are for HealthPool and Association groups with 1-99 eligible employees and for groups with 100+ eligible employees unless a negotiated rate is requested, approved and documented in a signed Single Case Addendum.

Group Term Life, Group Accidental Death and Dismemberment, Dependent Life and Supplemental Life (considered a single line of business for commission purposes)

<u>Premium</u>	<u>Rate</u>
First \$25,000	12%
Next \$15,000	8%
Next \$10,000	5%
Over \$50,000	1%

### Short-Term Disability

<u>Premium</u>	<u>Rate</u>
First \$25,000	12%
Next \$15,000	8%
Next \$10,000	5%
Over \$50,000	1%

### Long-Term Disability

<u>Premium</u>	<u>Rate</u>
First \$15,000	15%
Next \$10,000	10%
Next \$15,000	5%
Over \$40,000	1%

## Toledo Regional Chamber of Commerce (TRCC), Richland Area Chamber of Commerce (RACC) and Council of Smaller Enterprises (COSE) Life Accounts

The following commissions are for TRCC, RACC and COSE Accounts:

Group Term Life, Group Accidental Death and Dismemberment, Dependent Life, Supplemental Life, Long-Term Disability, Short-Term Disability, Voluntary Life and Accidental Death and Dismemberment and Voluntary Short-Term Disability (considered a single line of business for commission purposes)

<u>Premium</u>	<u>Rate</u>
First \$15,000	15%
Next \$10,000	10%
Next \$25,000	5%
Over \$50,000	1%

## **Participation Free Voluntary Group Life Products**

The commission rate for Participation Free Voluntary Group Life, Accidental Death and Dismemberment and Short-Term Disability for groups with two or more eligible employees, excluding COSE, TRCC and RACC, is 20% of premium.

## **Indemnity Business**

### **MedMutual Extend**

#### **Individual Under Age 65 Accounts**

The commission rates for Voluntary Critical Illness or Accident Expense for Individual Under Age 65 accounts are:

<u>First Year</u>	<u>Subsequent Year(s)</u>
30% of premium	10% of premium

#### **Accounts with 1 or More Eligible Employees**

The commission rate for MedMutual Extend products for groups with 1-99 eligible employees and for groups with 100+ eligible employees unless a negotiated rate is requested, approved and documented in a signed Single Case Addendum is 15% of premium.

### **Critical Illness**

#### **Accounts with 51 or More Eligible Employees**

The commission rate for Large Group Critical Illness products for groups with 51-99 eligible employees and for groups with 100+ eligible employees is 20% of premium.

### **Accident**

#### **Accounts with 51 or More Eligible Employees**

The commission rate for Large Group Accident products for groups with 51-99 eligible employees and for groups with 100+ eligible employees is 20% of premium.



## Network Access Services

The commission for Network Access Services (NAS) are determined on a per employee per month (PEPM) basis for employees covered under NAS arrangements for which the SuperMed Network is the primary network. Commission is not payable for groups with NAS Wrap, single-case or travel network arrangements. Commission will be paid monthly upon receipt of access fees from the sub-client.

<u>Effective Dates</u>	<u>Commission*</u>	<u>Applies to</u>
March 1, 2017 and beyond	\$1.00 PEPM	Each employee per group
Prior to February 28, 2017	\$.50 PEPM	First 500 employees (per group)
Prior to February 28, 2017	\$.25 PEPM	Each employee beyond first 500 (per group)

\*Maximum \$50,000 commission payout per group.

Commissions and override compensation described herein as a percentage of premium shall be calculated and paid net of both the applicable Ohio premium tax and any taxes or fees imposed by law or regulation, including the Affordable Care Act.