

2010 Specialty Benefits Broker Bonus Program

For groups with two or more eligible lives



When you sell or renew group term life, dental, short-term disability, long-term disability, vision, and critical illness insurance for groups with two or more eligible employees during 2010, you may be eligible for a Specialty Benefits Broker Bonus offered by UnitedHealthcare.

The tables in this brochure provide an overview of the new and retention specialty broker bonuses. Both employer-paid and employee-paid cases sold with medical coverage or on a stand-alone basis are included in this bonus program.

Specialty Benefits New Business Bonus

You may earn a bonus for selling group term life, group dental, group short-term disability, group long-term disability, group vision, and group critical illness insurance for groups with two or more eligible employees during 2010. Both employer-paid and employee-paid cases sold with medical coverage or on a stand-alone basis are included in the bonus program. If all of the bonus requirements are met, the bonus is paid according to the following table:

| Specialty Benefits New Business Bonus Payment Table | |
|--|---------------------------------------|
| Specialty Benefits New Lines of Coverage and Premium Requirements* | Bonus on Annualized Premium and Fees* |
| 10 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees | 2% |
| 15 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees | 3% |
| 20 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$500,000 in annualized premium and fees | 4% |
| 25 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$750,000 in annualized premium and fees | 5% |
| 30 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$1,000,000 in annualized premium and fees | 6% |

* Annualized premium is the December 2010 premium or administrative fee for an eligible case multiplied by 12. The New Business Bonus is not cumulative. The bonus will be paid at the highest bonus percentage where both the lines of coverage and annualized premium or fees criteria are met.

You must sell at least 10 eligible lines of coverage with original effective dates from January 1, 2010 through December 31, 2010 having a combined minimum of \$75,000 in annualized premium and fees in order to qualify for the Specialty Benefits New Business Bonus. The maximum Specialty Benefits New Business Bonus paid on any line of coverage within any one case or affiliated cases is \$5,000. The Specialty Benefits New Business Bonus is paid only on premium and fees for lines of coverage that had original effective dates during 2010, are active on December 31, 2010, and meet all other eligibility requirements.

An eligible line of coverage for the Specialty Benefits New Business Bonus is group term life, group dental, group short-term disability, group long-term disability, group vision, and group critical illness insurance product in a group of two or more eligible employees that has an original effective date from January 1, 2010 through December 31, 2010. An eligible line of coverage can be sold with medical coverage or on a stand-alone basis. Both employer-paid and employee-paid lines of coverage are eligible. Life and voluntary life sold to the same customer are combined as one line of coverage. We will only pay a New Business Bonus once on any specific line of coverage.

Bonus Calculation: The New Business Bonus for Specialty Benefits is calculated by totaling eligible lines of coverage and the annualized premium and fees for those eligible lines of coverage to determine the bonus tier from the Specialty Benefits New Business Bonus Payment Table. The percentage in that tier is then multiplied by the annualized premium and fees in eligible lines of coverage to determine the bonus paid.

Specialty bonus program features:

- For groups with two or more eligible lives
- Bonus paid on annualized premium
- Large product portfolio – dental, life, disability and vision
- Program qualification period is 1/1/10 – 12/31/10

Specialty Benefits Retention Bonus

You may earn a bonus for renewing group term life, group dental, group short-term disability, group long-term disability, group vision, and group critical illness insurance for groups with two or more eligible employees having renewal dates from January 1, 2010 through December 31, 2010. You must have a minimum of 15 eligible lines of coverage having a combined minimum of \$75,000 in annualized premium on December 31, 2009, have premium persistency of at least 85%, and qualify for the 2010 Specialty Benefits New Business Bonus to qualify for this bonus. Alternatively, you may also qualify for this bonus if you have 15 eligible lines of coverage having a combined minimum of \$75,000 in annualized premium on December 31, 2009, premium persistency of 85%, and net change in Specialty Benefits premium of at least 100%.

The bonus percentage is determined according to the following table if all of the qualifying criteria in any row of the table are met:

| Specialty Benefits Retention Bonus Table | | | | |
|--|-------------------------|-----------------|------------------------------|---------------------------------------|
| New Business or Net Change Qualification | As of December 31, 2009 | | Premium Retention Percentage | Bonus on Annualized Premium and Fees* |
| | Minimum Coverages | Minimum Premium | | |
| Earned 2010 Specialty Benefits New Business Bonus | 15 | \$75,000 | 85% to 89.99% | 1% |
| | 15 | \$75,000 | 90% to 94.99% | 2% |
| | 15 | \$75,000 | 95% or greater | 3% |
| | 50 | \$75,000 | 85% to 89.99% | 2% |
| | 50 | \$75,000 | 90% to 94.99% | 4% |
| | 50 | \$75,000 | 95% or greater | 6% |
| Net Change in Premium of 100% or Greater | 15 | \$75,000 | 85% or higher | 1% |
| | 50 | \$75,000 | 85% or higher | 2% |
| Neither of the above | | | | No bonus |
| Fewer than 15 lines and combined minimum of \$75,000 in annualized premium | | | | No bonus |

* Annualized premium or fees for this bonus is equal to the December 2010 premium or fees of eligible cases multiplied by 12. The Retention Bonus is not cumulative. The bonus will be paid at the highest bonus percentage where both the lines of coverage and annualized premium or fees criteria are met.

You must have at least 15 eligible lines of coverage having a combined minimum of \$75,000 in annualized premium on December 31, 2009 and a minimum premium persistency percentage of 85% in order to qualify for the Specialty Benefits Retention Bonus. The Specialty Benefits Retention Bonus is paid only on premium and fees for lines of coverage that had renewal dates during 2010, are active on December 31, 2010, and meet all other eligibility requirements. If an agent meets the qualification requirements in more than one row in the table, only the bonus for the row paying the highest bonus amount will be paid. The maximum Specialty Benefits Retention Bonus paid on any line of coverage within any one case or affiliated case is \$5,000.

An eligible line of coverage for the Specialty Benefits Retention Bonus is group term life, group dental, group short-term disability, group long-term disability, group vision, and group critical illness insurance product in a group of two or more eligible employees that is active on December 31, 2009 and that has a renewal date from January 1, 2010 through December 31, 2010. An eligible line of coverage can be sold with medical coverage or on a stand-alone basis. Both employer-paid and employee-paid lines of coverage are eligible. Life and voluntary life sold to the same customer are combined as one line of coverage.

Bonus Calculation: If all the qualifying criteria for any row in the Specialty Benefits Retention Bonus Table are met, the bonus percentage in that row is then multiplied by the December 2010 annualized premium and fees in the eligible, active renewed lines of coverage to determine the bonus paid. If an agent qualifies in more than one of the qualifying combinations, only the combination paying the highest bonus amount will be paid. The bonus paid is subject to a cap of \$5,000 for any line of coverage within any one case or affiliated cases.

How the 2010 Specialty Benefits Broker Bonus works

Example 1 – New Business and Retention Bonus

New Business Bonus table

| Specialty Benefits New Business Bonus Payment Table | |
|--|---------------------------------------|
| Specialty Benefits New Lines of Coverage and Premium Requirements* | Bonus on Annualized Premium and Fees* |
| 10 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees | 2% |
| 15 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees | 3% |
| 20 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$500,000 in annualized premium and fees | 4% |
| 25 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$750,000 in annualized premium and fees | 5% |
| 30 lines of coverage with a combined minimum of \$75,000 in annualized premium and fees OR 10 lines of coverage with a combined minimum of \$1,000,000 in annualized premium and fees | 6% |

New Business Bonus example

| | |
|---|-----------|
| New coverages with 2010 effective dates | 16 |
| Annualized premium and fees (December premium x 12) | \$200,000 |
| Bonus % (from table above) | 3% |
| New business bonus earned (premium x bonus %) | \$6,000 |

Brokers who qualify for a new business bonus may be eligible for the following retention bonus.

Retention Bonus table

| Specialty Benefits Retention Bonus Table | | | | |
|--|-------------------------|-----------------|------------------------------|---------------------------------------|
| New Business or Net Change Qualification | As of December 31, 2009 | | Premium Retention Percentage | Bonus on Annualized Premium and Fees* |
| | Minimum Coverages | Minimum Premium | | |
| Earned 2010 Specialty Benefits New Business Bonus | 15 | \$75,000 | 85% to 89.99% | 1% |
| | 15 | \$75,000 | 90% to 94.99% | 2% |
| | 15 | \$75,000 | 95% or greater | 3% |
| | 50 | \$75,000 | 85% to 89.99% | 2% |
| | 50 | \$75,000 | 90% to 94.99% | 4% |
| | 50 | \$75,000 | 95% or greater | 6% |
| Net Change in Premium of 100% or Greater | 15 | \$75,000 | 85% or higher | 1% |
| | 50 | \$75,000 | 85% or higher | 2% |
| Neither of the above | | | | No bonus |
| Fewer than 15 lines and combined minimum of \$75,000 in annualized premium | | | | No bonus |

* Annualized premium or fees for this bonus is equal to the December 2010 premiums or fees of eligible cases multiplied by 12.

The 2010 Specialty Benefits Bonus programs include all eligible business with 2 or more employees.

Retention Bonus example (for brokers who qualify for a New Business Bonus)

| | |
|---|----------------------------|
| 15 eligible lines of coverage on 12/31/09 | \$206,000 in-force premium |
| 14 eligible lines of coverage on 12/31/10 | \$200,000 in-force premium |
| Premium retention (\$200,000/\$206,000) | 97.1% |
| Bonus % | 3% |
| Retention bonus earned (\$200,000 x 3%) | \$6,000 |

Total New Business & Retention Bonus \$12,000

Example 2 – Net Change in Premium Bonus option

If a broker does not qualify for a New Business Bonus, but has 15 eligible lines of coverage with a combined minimum of \$75,000 in annualized premium on December 31, 2009, achieves at least an 85% in-force premium persistency and has a net change in premium of greater than 100%, they are eligible for a Net Change in Premium Bonus based on the table below.

Net Change in Premium Bonus table

| Specialty Benefits Retention Bonus Table | | | | |
|--|--|--------------------------|----------------------|---------------------------------------|
| Net Change Qualification | Eligible Lines of Coverage as of December 31, 2009 | Combined Minimum Premium | Retention Percentage | Bonus on Annualized Premium and Fees* |
| Net Change in Premium of 100% or Greater | 15 – 49 lines of coverage | \$75,000 | 85% or higher | 1% |
| | 50 or more lines of coverage | \$75,000 | 85% or higher | 2% |

Net Change in Premium Bonus example

| | |
|---|------------------------------|
| 55 eligible lines of coverage on 12/31/09 | \$543,000 (in-force premium) |
| 49 eligible lines of coverage on 12/31/10 (Coverages renewing in 2010 only) | \$510,000 (in-force premium) |
| Premium retention (\$510,000/\$543,000) | 93.9% |
| 7 new coverages with 2010 effective dates | \$75,000 |
| Net change in premium (((\$510,000 + \$75,000)/\$543,000) | 107.7% |
| Bonus percentage (based on eligible lines on 12/31/09) | 2% |
| Bonus earned – paid on retained premium (\$510,000 x 2%) | \$10,200 |

If this broker placed three additional new coverages with UnitedHealthcare, they would qualify for a New Business and Retention Bonus. The impact of just three additional coverages is demonstrated below:

New Business Bonus example

| | |
|---|-----------|
| New coverages with 2010 effective dates | 10 |
| Annualized premium and fees | \$100,000 |
| Bonus percentage | 2% |
| New business bonus earned | \$2,000 |

Retention Bonus example (for brokers who qualify for a New Business Bonus)

| | |
|---|-----------|
| 55 eligible lines of coverage on 12/31/09 | \$543,000 |
| 49 eligible lines of coverage on 12/31/10 | \$510,000 |
| Premium retention (\$510,000/\$543,000) | 93.9% |
| Bonus percentage | 4% |
| Retention bonus earned (\$510,000 x 4%) | \$20,400 |

Total New Business & Retention Bonus \$22,400

**Refer to your 2010
Producer Performance
Guide for complete
bonus program details.**

UnitedHealthcare product portfolio

Dental

- Dental plans may include: Prenatal Dental Care program, oral cancer screening, Consumer MaxMultiplierSM and dental implants
- More than 113,000 dental access points in a national network
- National 30% average preferred provider organization (PPO) network discount

Vision

- Diversified national network with more than 30,000 vision access points, including private practice and retail chains
- Flexible plan designs and copayment options
- Ease of administration through integrated capabilities

Life

- Travel Assistance, Will and Trust Preparation and Beneficiary Services are included in life insurance products at no additional cost to you
- Products include flexible plan designs for Basic Life and Accidental Death & Dismemberment (AD&D), Supplemental Life and AD&D and Dependent Life and AD&D

Disability

- Products include flexible plan designs for Short-term Disability, Long-term Disability and Voluntary Disability
- Integrated Medical and Disability Management is provided for all employees covered by UnitedHealthcare fully insured Medical and Disability
- Claim management focus on return to work and productive lifestyle

Refer to your 2010 Producer Performance Guide for complete bonus program details.

Terms and conditions:

The Specialty Benefits New Business Bonus is paid only on premium and fees for lines of coverage that had original effective dates during 2010, are active on December 31, 2010, and meet all other eligibility requirements. The Specialty Benefits Retention Bonus is paid only on premium and fees for lines of coverage that had renewal dates during 2010, are active on December 31, 2010, and meet all other eligibility requirements.

An agent or agency can only qualify for one Specialty Benefits New Business Bonus and one Specialty Benefits Retention Bonus. The lines of coverage sold and minimum annualized premium or fees within any row must both be met to qualify for a row in the bonus table. The bonus will be paid at the highest bonus percentage where both the lines of coverage and annualized premium or fees criteria are met. The rows in the table are not combined to determine the bonus payable. If an agent meets the qualifications in more than one row in the table, only the bonus for the row paying the highest bonus amount will be paid.

For the Specialty Benefits Retention Bonus, "retention" is the December 2010 premium and fees of lines of coverage eligible for the Specialty Benefits Retention Bonus divided by the December 2009 premium and fees of lines of coverage eligible for the Specialty Benefits Retention Bonus. "Retention" includes only lines of coverage renewing or terminating during 2010, and does not include any new lines of coverage sold during 2010.

An eligible line of coverage for the specialty benefits new business and retention bonuses is group term life, group dental, group short-term disability, group long-term disability, group vision, and group critical illness insurance products in a group of two or more eligible employees. An eligible line of coverage can be sold with medical coverage or on a stand-alone basis. Life and voluntary life sold to the same customer are combined as one line of coverage.

An eligible line of coverage must be sold to an eligible group. Consulting fee-based (that is, non-commissionable cases), OptumHealth Private Label Vision, and some Governmental Entity cases are not eligible for any bonus programs. UnitedHealthcare has sole discretion in determining whether a line of coverage is eligible for any bonus program. The lines of coverage and premiums of ineligible cases are not included toward the minimum line of coverage requirements, the premium requirements, or any other requirements or calculations related to any Specialty Benefits Bonus.

Special rules apply to payment of bonuses for customers referred to as "Governmental Entities" in the UnitedHealthcare Agent/ Agency Agreement and the Producer Performance Guide. Any limits on compensation in the RFP, RFI, bid specifications or other written instructions for Governmental Entities cannot be exceeded. In order to assure that Governmental Entities have an opportunity to understand the compensation being paid on their case, we require written customer acknowledgement and approval before paying bonuses on Governmental Entity cases with 51 or more eligible employees. This approval must follow the template available for this purpose, and must be signed by an official authorized to sign legal documents for the Governmental Entity. Refer to Producer Compensation Policies and Procedures for Governmental Entities in the Producer Performance Guide for additional policies and more information.

For dual or multiple broker arrangements, line of coverage credit and premium or fee credit will be allocated in the same proportion as the commissions are split on the case. Fractional credits will be used in the calculation, and credits will not be rounded to the nearest integer.

An agent or agency can only qualify for one Specialty Benefits New Business and one Retention Bonus. We will only pay a New Business Bonus once on any specific line of coverage.

"Annualized premium or fees" for this bonus is defined as the December 2010 premium or fees of the eligible cases multiplied by 12.

The maximum Specialty Benefits New Business and/or Retention Bonus paid on any line of coverage within any one case or affiliated cases is \$5,000.

Affiliated cases: some larger employer groups with multiple sizes or multiple segments may be divided into different policies or group numbers. All of these subgroups are combined and considered to be one case for commission and bonus purposes.

Specialty Benefits business installed on the Sierra Health Services, Inc. platform is not eligible.

All bonus programs are presented pending regulatory approval in the State of New York.



Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by UnitedHealthcare Insurance Company, United HealthCare Services, Inc. or their affiliates.

UnitedHealthcare Dental[®] coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by Dental Benefit Providers, Inc., Dental Benefit Administrative Services (CA only), United HealthCare Services, Inc. or their affiliates.

UnitedHealthcare VisionSM coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by Spectera, Inc., United HealthCare Services, Inc. or their affiliates.

UnitedHealthcare Life and Disability products are provided by UnitedHealthcare Insurance Company, Unimerica Insurance Company or Unimerica Life Insurance Company of New York.