



Agent Compensation

AMENDMENT TO ATTACHMENT A (COMPENSATION SCHEDULE)

January 1, 2015

The amounts payable in the compensation schedule referenced in paragraph six of your Agent or Agency Agreement are changed by adding the following:

Compensation Schedule

for new, current and/or renewing business premiums received January 1, 2015 or later

Group Medical, Prescription Drug and Life Products

Metal Plans:	4.00%
Large Group Insured Plans (New Business):	5.00%
SafeGuard Plans*:	
10 - 50 employees enrolled	6.00%
51+ employees enrolled	5.00%
Transitional Business:	4.00%
In-Force Large Group Insured Plans:	No Change
Dental:	10%

Compensation Program for Top Producers

Qualifying Premiums:

Current and transitional groups with fewer than 51 employees enrolled
Large insured groups (51+ employees enrolled) with effective dates January 1, 2015 or later
SafeGuard Groups

Metal Plan premiums excluded

Level 1:

USHL monthly medical, prescription drug and/or life insurance premium
of at least **\$25,000****:
Standard commission plus an additional 1%

Level 2:

USHL monthly medical, prescription drug and/or life insurance premium
of at least **\$75,000****:
Standard commission plus and additional 2%

Level 3:

USHL monthly medical, prescription drug and/or life insurance premium
of at least **\$150,000****:
Standard commission plus and additional 3%

Top Producer commissions are paid on a quarterly basis for the three months immediately preceding.

* *SafeGuard compensation percentage applied to total monthly billing.*

** *Premiums are applied to one level only— Level 1, Level 2, or Level 3.*