

Regence 2008 Group Rewards Program



Under Regence Rewards, Regence BlueCross BlueShield of Oregon celebrates agent success by paying qualifying agents for each group sold in the categories below. By promoting Regence products, our agents provide products and services that foster lifetime relationships and value to their clients.

Payment Schedule

Enrolled Employees	Activate SM Medical (per new or sellover group) ¹	Innova SM or Engage SM Medical (per new or sellover group) ²	Encore SM , Radiance SM and Expressions SM Dental (per new or sellover group)	BlueChoices SM Medical (per new group) ³	Fee-For-Service Dental (per new group) ³	HSA Bonus (per new group) ⁴
2 to 10	\$150.00	\$150.00	\$50.00	\$75.00	\$50.00	N/A
11 to 25	\$350.00	\$350.00	\$50.00	\$120.00	\$50.00	N/A
26 to 38	\$650.00	\$650.00	\$100.00	\$220.00	\$100.00	N/A
39 to 50	\$900.00	\$900.00	\$100.00	\$360.00	\$100.00	N/A
51 to 99	\$1,500.00	\$1,500.00	\$200.00	\$550.00	\$200.00	\$375.00
100 to 199	\$3,000.00	\$3,000.00	\$300.00	\$1,500.00	\$300.00	\$750.00
200+	\$4,000.00	\$4,000.00	\$400.00	\$1,750.00	\$400.00	\$1,000.00

To qualify, agents sell a minimum of 50 new employees with a minimum group size of two or more enrolled. An enrolled employee is determined based on enrollment data recorded in our system on the last business day of the group's first effective month. Once an agent meets the threshold of 50 new employees, we will issue payment on a one-time-only basis per qualifying group, retroactive to the first group sold during the program period.

Qualifying groups include fully-insured accounts only. Excluded groups include Retrospective, ASO arrangements and Association business.

- If an agent or their agency is not interested in participating in this program, please let us know and we will remove the agent or the agency from our list.
- Payment will be reported on Schedule A (Form 5500) to applicable groups.
- The term "broker" or "agent" refers to a company employing one or more producers who are appointed to sell Regence products.
- We may, at any time, amend this program.

¹Activate groups may be new to Regence or sell-over from a BlueChoices medical plan. Effective dates of August 1, 2008 through December 31, 2008.

²Innova or Engage groups may be new to Regence or sell-over from a BlueChoices medical plan. Effective dates of January 1, 2008 through December 31, 2008.

³All Legacy plans and products; excludes Activate, Innova or Engage plans.

⁴This includes new BlueChoices medical sold with the HSA dual option or a stand alone HSA plan.

Disclosure

Regence BlueCross BlueShield of Oregon provides this disclosure statement on our Web site as well as in various client materials and forms:

If you have a broker or agent, they may receive bonuses, commissions, administrative service fees, or other compensation, including non-cash compensation, from Regence BlueCross BlueShield of Oregon. Incentives may be based on any of several factors, including the size of group business, the products you buy, your broker or agent's volume of business with Regence and the other services your agent or broker provides to you. These incentives may have an indirect impact on your rates. For more information, please contact your broker or agent.

