



Two bonus programs for 2024:

- **New Business: Production Bonus**
 - Minimum 25 members to qualify for payout
 - All new-to blue membership
 - All Brokers qualify
- **Net Retention: 1 time payment**
 - Payout commensurate with book size as of 12/1
 - Measured by policy count 12/1 vs 4/1
 - Minimum policy count to qualify for payout

New Business		
Member count	25-49	50+
Payout	\$25	\$50

Rewarded for New to Blue Production

- New to blue is defined as not with an IBX plan in the 60 days preceding effective date
- Members include any lives covered by an active policy
- All payouts apply back to first member

Size Tier	Low Ret	High Ret	Low Payment	High Payment
400	100%	105%	\$10k	\$20k

Rewarded for Retention

- One time Payment
- Payment commensurate with net retention attained
- Net Retention measured from 12/1/23 until 4/1/24
- 400 or more Policies:
 - Net retention 100% to 104.99%: pays out \$10,000
 - Net retention 105% or greater: pays out \$20,000

Additional Information

- Bonus payment will be made to the General Agent in May 2024
- Independence at its sole discretion may disqualify any broker from the program
- Independence at its sole discretion may change or discontinue the bonus program at any time