

2023 Direct and Indirect Compensation Disclosure



NEBRASKA HEARTLANDBLUE

Direct Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
External Agents	\$20	Member (monthly)	n/a				\$20	Member (monthly)
External Agency Administration	\$6	Member (monthly)	n/a				\$6	Member (monthly)
Direct Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
Agent Bonus	Level 1 - \$25 Level 2 - \$50 Level 3 - \$125	Member (yearly) Member (yearly) Member (yearly)	Level 1 - 50 - 149 Level 2 - 150 - 249 Level 3 - 250+				n/a	n/a
Internal Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
Agent	\$100 to \$170	Contract (annual)	n/a				\$100	Contract (annual)
Internal Indirect Compensation	New	Frequency	Qualifying Threshold					
Bonus	\$0 to \$5,000 ² \$0 to \$10,000 ²	Yearly	Quarter 1 Quarters 1,2,3, & 4	750 contracts ¹ 1,000 contracts ¹		n/a	n/a	
² Indirect compensation qualification determined by total accumulated contract sales through all distribution channels.			¹ Cumulative contract total(s) of all individual lines of business to reach target bonus levels.					
Internal Compensation	New	Frequency	Qualifying Threshold	Level 1	Level 2	Level 3	Renewal	Frequency
Distribution Sales	Level 1 - \$3 Level 2 - \$4 Level 3 - \$5	Per contract one-time payment	Annual target	700	100	200+	n/a	n/a
Internal Indirect Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
Achievement Bonus	\$0 to \$1,000	Quarterly	Quarter 1 Quarter 2 Quarter 3 Quarter 4	5100 ³ 270 ³ 270 ³ 270 ³			n/a	n/a
			³ Quarterly threshold(s).					

Blue Cross and Blue Shield of Nebraska is an independent licensee of the Blue Cross and Blue Shield Association. Amounts are subject to change.