

2024 Direct and Indirect Compensation Disclosure



NEBRASKA HEARTLANDBLUE								
Direct Compensation	New/Renewal	Frequency	Qualifying Threshold					
External Agents	\$20	Member (monthly)	n/a				n/a	n/a
External Agency Administration	\$6	Member (monthly)	n/a				n/a	n/a
Direct Compensation	New/Renewal	Frequency	Qualifying Threshold					
Agent Bonus	Level 1 - \$25	Member (yearly)	Level 1 - 50 - 149				n/a	n/a
	Level 2 - \$50	Member (yearly)	Level 2 - 150 - 249					
	Level 3 - \$125	Member (yearly)	Level 3 - 250+					
External Agency Admin	Level 1 - \$10	Member (yearly)	Level 1 - 1,000 - 1,999				n/a	n/a
	Level 2 - \$20	Member (yearly)	Level 2 - 2,000 - 2,999					
	Level 3 - \$30	Member (yearly)	Level 3 - 3,000+					
Internal Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
Agent	\$125 to \$175	Contract (annual)	n/a				\$100	Contract
Internal Indirect Compensation	New	Frequency	Qualifying Threshold	Level 1	Level 2	Level 3		
Bonus	Target - \$500	Quarterly	Quarter 1 ¹	134	135-182	183+	n/a	n/a
	Level 1 - \$875		Quarter 2 ¹	51	52-77	78+		
	Level 2 - \$1,250		Quarter 3 ¹	51	52-77	78+		
			Quarter 4 ¹	51	52-77	78+		
			¹ Cumulative contract total(s) ACA & MAPD business to reach target bonus levels.					
Internal Compensation	New	Frequency	Qualifying Threshold	Level 1	Level 2	Level 3	Renewal	Frequency
Distribution Sales	Level 1 - \$4 Level 2 - \$5 Level 3 - \$6	Per contract one-time payment	Annual target	0 - 3,225	3,226 - 3,631	3,632+		
Internal Indirect Compensation	New	Frequency	Qualifying Threshold				Renewal	Frequency
Achievement Bonus	\$0 to \$1,000	Quarterly	Quarter 1	2,200 ³		Level 1 - 77% \$2,000	One time bonus per total ACA retention	
			Quarter 2	610 ³		Level 2 - 82% \$3,000		
			Quarter 3	610 ³		Level 3 - 87% \$5,000		
			³ Quarterly threshold(s).					

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