

2025 Broker Compensation

Small Group and Mid-Market

# Enrolled	New Sales PEPM	Renewal PEPM	Average PEPM
1-3	\$31	\$21	\$26
4-14	\$41	\$31	\$36
15-50	\$34	\$28	\$31
*51-150	*\$27	*\$21	\$24

***51-150 Groups may select a Flat % vs PEPM at time of RFP**

NoVA - New Business Broker Bonus

NOVA New Business Broker Bonus for ALL Small and Mid-Market:

EXTENDED into 2025

- **\$250 per Enrolled new Applicant:** Based on initial enrollment at plan effective date.
- Applies to all fully-insured Small Group, Mid-Market and BusinessEDGE® new business

Qualifying Group must be situated in below NOVA jurisdictions:

- | | |
|-----------------------|----------------------|
| ✓ Alexandria City | ✓ Loudoun |
| ✓ Arlington | ✓ Manassas City |
| ✓ Clarke | ✓ Manassas Park City |
| ✓ Fairfax | ✓ Prince William |
| ✓ Fairfax City | ✓ Spotsylvania |
| ✓ Falls Church City | ✓ Stafford |
| ✓ Fauquier | ✓ Warren |
| ✓ Frederick | ✓ Winchester City |
| ✓ Fredericksburg City | |