

# Aetna Medicare Products

## Individual Aetna Medicare Advantage Plans (MA Plans) Individual Aetna Medicare Prescription Drug Plans (PDP)

### 2012 PRODUCER COMMISSIONS AND REQUIREMENTS

Individual Sales Only

Applies to policies with effective dates of 1/1/12 - 12/31/12

Commissions are earned on Aetna's receipt of premiums due for new and renewed enrollments of Aetna Medicare products, according to the commission schedules listed. Payment and the receipt by Producer of the commissions due on the sale of an Aetna Medicare product constitutes acceptance of the terms and conditions by Producer as set forth in this document. Aetna Medicare products are defined herein and throughout this document as Aetna Medicare Advantage Plans, including MA-PD, and Aetna Medicare Prescription Drug Plans.

The New Business compensation rate shown below applies to policies with effective dates of 1/1/12 – 12/31/12. The Renewal compensation rate will be paid for these policies in subsequent years, as eligible.

### Requirements

Aetna shall pay Producer compensation in accordance with applicable regulations and CMS guidance regarding "like plan types," and shall rely on reports furnished by CMS to determine whether a 2012 enrollment generated by Producer qualifies for New Business or Renewal Commission, and in the case of the latter, where in the 5-year renewal cycle the enrollment falls.

All commission payable to Producer under this Commission Schedule shall be based on completed enrollments as confirmed by CMS that are given active status in Aetna's enrollment system.

No compensation shall be payable to Producer hereunder for the sale of an Aetna Medicare product to an individual who is currently enrolled in the same type of Aetna Medicare product at the time of the sale. In addition, if a Producer sells an Aetna MA Plan to an individual whose coverage takes effect during the same calendar year the individual was enrolled in an Aetna PDP, the compensation payable to Producer shall be limited to the difference between the applicable commission rates in effect at that time for the Aetna MA Plan and the Aetna PDP.

### 2012 DIRECT PRODUCER COMPENSATION

Region	HMO/PPO		PDP	
	New Business	Renewal*	New Business	Renewal*
All regions/states (except for states listed below)	\$399	\$200	\$52	\$26
California	\$499	\$250	\$52	\$26
Connecticut	\$449	\$225	\$52	\$26
District of Columbia	\$449	\$225	\$52	\$26
New Jersey	\$449	\$225	\$52	\$26
Pennsylvania	\$449	\$225	\$52	\$26

\*For business that renews during any subsequent open enrollment period.

**For product availability information, please review**

**[Aetna's 2012 Individual Medicare product booklet on Producer World.](#)**

**OUT  
FRONT  
WITH  
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Producer Support  
Program

In addition, Aetna shall have the right to chargeback or set-off against future commissions due all compensation paid to Producer on account of any individual who disenrolls from an Aetna Medicare product within three (3) months of the date the individual's coverage under which such product took effect and whose coverage is no longer effective on the first day of the fourth month. For any individual who disenrolls after the third month of the plan year, Aetna shall be entitled to a refund (by chargeback or set-off) of a monthly pro-rata portion of compensation paid to Producer so the amount retained by Producer reflects the individual's actual enrollment.

Where there is a General Agent with financial responsibility for compensating Producer for the sale of an Aetna Medicare product, Producer shall look solely to such General Agent for such compensation.

Renewal compensation rates are based on member's original Aetna effective date. Existing Aetna business that renews in 2012 will continue to be compensated based on the renewal schedule that was in place at the time of the initial enrollment.

Notwithstanding anything to the contrary contained in the Producer Agreement: (i) no compensation shall be payable to Producer if Aetna terminates the Producer Agreement for cause, and (ii) no Renewal Commission for enrollments with effective dates of 1/1/2009 or later shall be payable to Producer in the event the Producer Agreement is no longer in effect due to termination without cause and/or if Producer is not currently certified under the Producer Certification Program (defined at right) at the normal time the Renewal Commission is to be paid.

The terms and provisions of Producer's current Producer Agreement shall remain in full force and effect unless otherwise modified, revised or replaced by Aetna's most current Producer Agreement. In the event of any inconsistency between the terms of this document and a Producer's current Producer Agreement with Aetna, the terms of this document shall govern and control.

## When to expect payment

Aetna will initially pay 50 percent of the new business commission amount for new business HMO/PPO and PDP plans. After CMS confirms new business enrollments, Aetna will pay the remaining 50 percent. The renewal commission amount for HMO/PPO plans will be paid in 12 monthly installments. Renewal commission for standalone PDP plans will be paid once a year.

**Aetna is the brand name used for products and services provided by one or more of the Aetna group of subsidiary companies. The Aetna companies that offer, underwrite or administer benefits coverage include Aetna Health Inc., Aetna Health of California Inc. and/or Aetna Life Insurance Company (Aetna).**

## Training

It is the responsibility of Producer to complete an annual online training program made available by Aetna that discusses Aetna Medicare products, CMS Marketing Guidelines, and other topics relevant to the marketing of such products to Medicare-eligible individuals ("Producer Certification Program"). Producer must successfully complete all requirements of the Producer Certification Program, and receive a passing score as required by Aetna, before Producer can begin to market any Aetna Medicare products. Producer will be allowed three attempts to pass the required annual training. Producers who do not pass after three attempts will not be permitted to sell Aetna Medicare products, which will prevent compensation payment.

Thereafter, Producer shall successfully complete, on an annual basis, the Producer Certification Program in accordance with Aetna's requirements and CMS rules.

## License, appointment and certification

Producer is required to be licensed, appointed and certified by Aetna in order to sell Aetna Medicare products. It is the responsibility of the Producer to renew their licenses and to provide Aetna with copies of the renewed licenses, successfully complete required training under the Producer Certification Program, review the Aetna Medicare Marketing Standards of

Conduct, review the current Aetna Producer Agreement, and obtain and complete the Agent/Agency Application for Appointment as required. Aetna will renew appointments when an agent is active and a current license is on file. The payment of compensation depends upon the appointment and certification status and the satisfaction of any applicable requirements. Failure to comply may result in nonpayment or forfeiture of compensation. A new Producer must complete and submit the following information: W-9, license copy/copies, proof of Errors and Omissions insurance with minimum coverage amounts of \$1,000,000 and the Agent/Agency Application for Appointment.

## Disclosure of Compensation

Aetna and Producer will disclose to potential enrollees that the Producer is acting on behalf of Aetna Medicare products, and that the Producer is paid a commission. Commission rates reflect applicable regulatory requirements and may be subject to regulatory approval. This Commissions Schedule is subject to review and revision or denial by CMS.

This commissions schedule will only apply to new and renewed individual enrollments related to Aetna Medicare products and placed with Aetna. This supersedes the commissions in prior Aetna Producer Agreements, and compensation scales presented within those agreements or in any other form.

### Commission questions?

#### Send questions to [BrokerComm@aetna.com](mailto:BrokerComm@aetna.com)

Brokers can e-mail the Aetna Producer Compensation Unit with questions or issues concerning commissions.

#### Make sure your e-mail includes

- A customer, group or control number
- Your question
- Your name and Social Security number (if appointed with Aetna Inc. as an individual)
- Your name, agency name and tax ID (if appointed with Aetna Inc. as a firm)

For more information about our products, plans, licensing, appointment and/or registration, visit the [Aetna Producer website](#), available through Aetna's home page at [www.aetna.com](http://www.aetna.com).