

# Partner Compensation Program

## Payout Schedule

### Effective July 1, 2020

The PeopleKeep Partner Compensation Program allows partners to choose the compensation structure that works best for every referred organization that signs up.

### Option 1: Recurring annuity

Partners who choose to receive their referral fee in the form of an ongoing annuity will receive 10% of PeopleKeep's monthly recurring revenue on that sign-up. See example below.

Size of organization (# of employees*)	Annuity
1-4	not available
5-9	10%
10-24	10%
25-49	10%
50+	10%
<b>Example:</b> 15 employees	PeopleKeep monthly revenue = \$254 \$29 monthly base fee \$15 per employee per month fee** (x15) 10% on \$254 = \$25.40 per month

\***Employee count:** PeopleKeep products have different regulatory requirements that determine the number of participating employees. Although the employer might have a defined number of employees, the number of eligible employees may change depending on the employee status (W2, 1099, owner, etc.). Please follow the guidelines listed below.

\*\*annuity could vary based on PEPM fees charged annually (\$12) or monthly (\$15), by choice of the referred organization.

### Option 2: One-time fee

If the partner selects a one-time fee, they will receive a one-time ACH payment following the given compensation schedule.

Size of organization (# of employees*)	One-time referral fee
1-4	\$450
5-9	\$750
10-24	\$1,000
25-49	\$1500
50+	\$2,500

### Bonus compensation

Partners who refer multiple organizations that result in 3 or more sign-ups per calendar year qualify for bonus compensation. The number of new sign-ups in one calendar year will determine bonus compensation.

# of new sign-ups (in one calendar year)	Bonus
3	\$750
10	\$2,000
20	\$5,000

PeopleKeep reserves the right to amend or terminate the Partner Compensation Program at any time.

Learn more about the referral program at: [peoplekeep.com/referral-program](https://peoplekeep.com/referral-program)

## Payments

PeopleKeep will issue all referral fees, both recurring annuities and one-time fees, via ACH payments after the 15th in the month following the organization's benefit start date. After each sign-up, partners will have the opportunity to select which compensation option they would like and input their ACH payment information. Partners who do not wish to receive compensation may waive their right to the fees.

PeopleKeep will issue bonus compensation to the partner the month following their 3rd, 10th, or 20th referral sign-up.

### QSEHRA

Eligible employees are not provided the opportunity to opt out. Employee count is based on the number of eligible employees, as determined by the employer.

### ICHRA

Eligible employees are provided the opportunity to opt in or opt out. Employee count is based on the number of opted-in employees.

PeopleKeep will determine the employee count based on end-of-month numbers after the organization's benefit start date. Keep in mind that the benefit's start date may vary from the month of sign-up. For the annuity option, employee count will be recalculated at the end of each month to determine accurate compensation.

Bonus compensation is not affected by employee count.

## Have questions? We're here to help.



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