

FMO Representative Direct Pay

This Compensation Schedule pertains to all Representatives of the FMO, for Enrollments effective for the period starting January 1, 2010 thru December 1, 2010, specifically for those individuals who become Medicare eligible during this period. Representatives understand that this document is for your information only and the actual terms and conditions for any Compensation or other duties is as more fully set forth in the FMO Agreement between UHC and the FMO.

UHC agrees to compensate Representatives for Enrollments accepted by CMS as follows:

- 1. Commission Payments for Tier 1 Counties (see details at Schedule A herein).** For each individual who is newly enrolled in one of the following UHC Medicare Advantage products: Medicare Masterpiece HMO, PPO, POS and SNP Plans, Universal HMO of Texas, and Any, Any, Any PFFS Plans, UHC will pay an Initial Rate of \$403.00 in all states excluding Pennsylvania, which is \$454.00, and a “Renewal Rate” of \$202.00 in all states excluding Pennsylvania, which is \$227.00 based upon applications accepted by CMS. Beginning in January, 2010, commission payments will be paid to the FMO as outlined in Section 3 herein.
- 2. Commission Payments for Tier 2 Counties (see details at Schedule A herein).** For each individual who is newly enrolled in one of the following UHC Medicare Advantage products: Medicare Masterpiece HMO, PPO, POS and SNP Plans, Universal HMO of Texas, and Any, Any, Any PFFS Plans, UHC will pay an Initial Rate of \$200.00 (all states) and a “Renewal Rate” of \$100.00 (all states) based upon applications accepted by CMS. Beginning in January, 2010, commission payments will be paid to the FMO as outlined in Section 3 herein.
- 3. Payment Terms.** Beginning January 8, 2010, commissions will be paid out twice a month. For those individuals who were newly entitled or enrolled from traditional Medicare, as determined by CMS, FMO will be paid at the Initial Rate. Compensation is earned in months four (4) through twelve (12) of the enrollment year as long as the member is active with the plan. If an enrollee leaves the plan prior to month four (4), no compensation is earned. If enrollee leaves the plan after month three (3), compensation is paid on a pro-rated basis for the months in which the enrollee actually was a member of the plan.
- 4. Renewal Payments for Tier 1 Counties.** Representative will receive renewal compensation in the amount of \$16.66 per member per month in all states excluding Pennsylvania, which is \$18.91, for the five (5) year renewal period (year’s two through six) as long as the member remains enrolled in the plan or enrolled by FMO in a like replacement plan with UHC. Compensation is earned in months four (4) through twelve (12) of the enrollment year as long as the member is active with the plan. If an enrollee leaves the plan prior to month four (4), no compensation is earned. If enrollee leaves the plan after month three (3), compensation is paid on a pro-rated basis for the months in which the enrollee actually was a member of the plan.

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- 5. Renewal Payments for Tier 2 Counties.** Representative will receive renewal compensation in the amount of \$8.33 per member per month in all states for the five (5) year renewal period (year's two through six) as long as the member remains enrolled in the plan or enrolled by FMO in a like replacement plan with UHC. Compensation is earned in months four (4) through twelve (12) of the enrollment year as long as the member is active with the plan. If an enrollee leaves the plan prior to month four (4), no compensation is earned. If enrollee leaves the plan after month three (3), compensation is paid on a pro-rated basis for the months in which the enrollee actually was a member of the plan.

**SCHEDULE A – UNIVERSAL HEALTH CARE COUNTY TIERS
UNIVERSAL HEALTH CARE TIER 1 COUNTIES**

ARIZONA				
APACHE	COCONINO	GREENLEE	LA PAZ	MARICOPA
MOHAVE	NAVAJO	PIMA	PINAL	YAVAPAI
YUMA				
FLORIDA				
ALACHUA	BAY	BREVARD	BROWARD	CALHOUN
CHARLOTTE	CITRUS	CLAY	COLLIER	DUVAL
ESCAMBIA	FRANKLIN	GADSDEN	GILCHRIST	GULF
HERNANDO	HIGHLANDS	HILLSBOROUGH	INDIAN RIVER	JACKSON
JEFFERSON	LAFAYETTE	LAKE	LEE	LEON
LIBERTY	MADISON	MANATEE	MARION	MARTIN
MIAMI-DADE	OKALOOSA	OKEECHOBEE	ORANGE	OSCEOLA
PALM BEACH	PASCO	PINELLAS	POLK	PUTNAM
SANTA ROSA	SARASOTA	SEMINOLE	ST. LUCIE	SUMTER
TAYLOR	VOLUSIA	WAKULLA	WALTON	WASHINGTON
GEORGIA				
APPLING	ATKINSON	BACON	BAKER	BALDWIN
BERRIEN	BIBB	BLECKLEY	BRANTLEY	BROOKS
BRYAN	CANDLER	CATOOSA	CHATHAM	CHATTAHOOCHEE
CLAYTON	CLINCH	COBB	COFFEE	COLUMBIA
COOK	DADE	DECATUR	DEKALB	DODGE
DOOLY	DOUGHERTY	EARLY	ECHOLS	EFFINGHAM
EMANUEL	FLOYD	FULTON	GLYNN	GRADY
GWINNETT	HARRIS	HENRY	HOUSTON	IRWIN
JEFF DAVIS	JOHNSON	LAURENS	LEE	LIBERTY
LOWNDES	MARION	MC INTOSH	MONROE	MONTGOMERY
MUSCOGEE	NEWTON	OCONEE	OGLETHORPE	PIERCE
QUITMAN	RICHMOND	ROCKDALE	SCREVEN	SEMINOLE
TATTNALL	TERRELL	THOMAS	TOOMBS	TOWNS
TREUTLEN	TROUP	TWIGGS	UNION	WALKER
WARE	WASHINGTON	WAYNE	WHEELER	WILKINSON
WORTH				
LOUISIANA				
BOSSIER	CADDO	CALCASIEU	DE SOTO	EAST BATON ROUGE
GRANT	LAFAYETTE	OUACHITA	RAPIDES	ST. MARTIN
ST. MARY	TERREBONNE	UNION		
MARYLAND				
ANNE ARUNDEL	BALTIMORE	BALTIMORE CITY	FREDERICK	HARFORD
HOWARD	MONTGOMERY	PRINCE GEORGE'S		
MISSISSIPPI				
FORREST	GEORGE	HANCOCK	HARRISON	HINDS
JACKSON	LAMAR	MADISON	PERRY	RANKIN
SIMPSON	STONE			
NEVADA				
CARSON CITY	CLARK	STOREY	WASHOE	
PENNSYLVANIA				
ALLEGHENY	BEAVER	BERKS	BLAIR	BUCKS
BUTLER	CAMBRIA	CARBON	CHESTER	CUMBERLAND
DAUPHIN	DELAWARE	ERIE	FAYETTE	LACKAWANNA
LANCASTER	LEHIGH	LUZERNE	MERCER	MONTGOMERY
NORTHAMPTON	PHILADELPHIA	SCHUYLKILL	WASHINGTON	WESTMORELAND
YORK				
SOUTH CAROLINA				
AIKEN	ANDERSON	BEAUFORT	BERKELEY	CHARLESTON
COLLETON	DARLINGTON	DORCHESTER	GEORGETOWN	GREENVILLE
GREENWOOD	HORRY	KERSHAW	LEXINGTON	ORANGEBURG
PICKENS	RICHLAND	SPARTANBURG	SUMTER	YORK

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TEXAS				
ARCHER	BAILEY	BANDERA	BAYLOR	BEXAR
BOWIE	BRAZOS	BREWSTER	BRISCOE	BROWN
BURLESON	CALDWELL	CALHOUN	CALLAHAN	CAMERON
CHILDRESS	CLAY	COLLIN	COLLINGSWORTH	COTTLE
CRANE	CROSBY	CULBERSON	DALLAM	DALLAS
DELTA	DENTON	DICKENS	DIMITT	DONLEY
DUVAL	ECTOR	EL PASO	FISHER	FOARD
FORT BEND	FRIO	GALVESTON	GILLESPIE	GLASSCOCK
GOLIAD	GRAYSON	GREGG	HALL	HANSFORD
HARDEMAN	HARRIS	HARTLEY	HASKELL	HEMPHILL
HIDALGO	HOWARD	HUDSPETH	HUNT	JACK
JACKSON	JEFF DAVIS	JIM HOGG	JONES	KENT
KERR	KING	KNOX	LA SALLE	LAMAR
LIPSCOMB	LIVE OAK	LOVING	LUBBOCK	MARTIN
MAVERICK	MC MULLEN	MCLENNAN	MIDLAND	MITCHELL
MONTAGUE	MONTGOMERY	MOTLEY	OCHILTREE	PARMER
PECOS	POTTER	PRESIDIO	RANDALL	REAL
REEVES	ROBERTS	ROBERTSON	RUSK	SCURRY
SMITH	STONEWALL	TARRANT	TAYLOR	TERRELL
THROCKMORTON	TOM GREEN	TRAVIS	TRINITY	UPSHUR
UPTON	UVALDE	VICTORIA	WARD	WEBB
WHEELER	WICHITA	WILBARGER	WILLIAMSON	WINKLER
WISE	YOAKUM	YOUNG	ZAPATA	ZAVALA
UTAH				
DAVIS	SALT LAKE	UTAH	WASHINGTON	WEBER

SCHEDULE A (CONTINUED)
UNIVERSAL HEALTH CARE TIER 2 COUNTIES

ARIZONA				
COCHISE	GILA	GRAHAM	SANTA CRUZ	
FLORIDA				
BAKER	BRADFORD	COLUMBIA	DE SOTO	DIXIE
FLAGLER	GLADES	HAMILTON	HARDEE	HENDRY
HOLMES	LEVY	MONROE	NASSAU	ST. JOHNS
SUWANNEE	UNION			
GEORGIA				
BANKS	BARROW	BARTOW	BEN HILL	BULLOCH
BURKE	BUTTS	CALHOUN	CAMDEN	CARROLL
CHARLTON	CHATTOOGA	CHEROKEE	CLARKE	CLAY
COLQUITT	COWETA	CRAWFORD	CRISP	DAWSON
DOUGLAS	ELBERT	EVANS	FANNIN	FAYETTE
FORSYTH	FRANKLIN	GILMER	GLASCOCK	GORDON
GREENE	HABERSHAM	HALL	HANCOCK	HARALSON
HART	HEARD	JACKSON	JASPER	JEFFERSON
JENKINS	JONES	LAMAR	LANIER	LINCOLN
LONG	LUMPKIN	MACON	MADISON	MC DUFFIE
MERIWETHER	MILLER	MITCHELL	MORGAN	MURRAY
PAULDING	PEACH	PICKENS	PIKE	POLK
PULASKI	PUTNAM	RABUN	RANDOLPH	SCHLEY
SPALDING	STEPHENS	STEWART	SUMTER	TALBOT
TALIAFERRO	TAYLOR	TELFAIR	TIFT	TURNER
UPSON	WALTON	WARREN	WEBSTER	WHITE
WHITFIELD	WILCOX	WILKES		
LOUISIANA				
ACADIA	ALLEN	ASCENSION	ASSUMPTION	AVOUELLES
BEAUREGARD	BIENVILLE	CALDWELL	CAMERON	CATAHOULA
CLAIBORNE	CONCORDIA	EAST CARROLL	EAST FELICIANA	EVANGELINE
FRANKLIN	IBERIA	IBERVILLE	JACKSON	JEFFERSON
JEFFERSON DAVIS	LA SALLE	LAFOURCHE	LINCOLN	LIVINGSTON
MADISON	MOREHOUSE	NATCHITOCHE	ORLEANS	PLAQUEMINES
POINTE COUPEE	RED RIVER	RICHLAND	SABINE	ST. BERNARD
ST. CHARLES	ST. HELENA	ST. JAMES	ST. JOHN BAPTIST	ST. LANDRY
ST. TAMMANY	TANGIPAHOA	TENSAS	VERMILION	VERNON
WASHINGTON	WEBSTER	WEST BATON ROUGE	WEST CARROLL	WEST FELICIANA
WINN				
MARYLAND				
ALLEGANY	CALVERT	CAROLINE	CARROLL	CECIL
CHARLES	DORCHESTER	GARRETT	KENT	QUEEN ANNE'S
SOMERSET	ST. MARY'S	TALBOT	WASHINGTON	WICOMICO
WORCESTER				
MISSISSIPPI				
ADAMS	ALCORN	AMITE	ATTALA	BENTON
BOLIVAR	CALHOUN	CARROLL	CHICKASAW	CHOCTAW
CLAIBORNE	CLARKE	CLAY	COAHOMA	COPIAH
COVINGTON	DESOTO	FRANKLIN	GREENE	GRENADA
HOLMES	HUMPHREYS	ISSAQUENA	ITAWAMBA	JASPER
JEFFERSON	JEFFERSON DAVIS	JONES	KEMPER	LAFAYETTE
LAUDERDALE	LAWRENCE	LEAKE	LEE	LEFLORE
LINCOLN	LOWNDES	MARION	MARSHALL	MONROE
MONTGOMERY	NESHOBA	NEWTON	NOXUBEE	OKTIBBEHA
PANOLA	PEARL RIVER	PIKE	PONTOTOC	PRENTISS
QUITMAN	SCOTT	SHARKEY	SMITH	SUNFLOWER
TALLAHATCHIE	TATE	TIPPAH	TISHOMINGO	TUNICA
UNION	WALTHALL	WARREN	WASHINGTON	WAYNE
WEBSTER	WILKINSON	WINSTON	YALOBUSHA	YAZOO
NEVADA				
CHURCHILL	DOUGLAS	ELKO	ESMERALDA	EUREKA
HUMBOLDT	LANDER	LINCOLN	LYON	MINERAL
NYE	PERSHING	WHITE PINE		

SCHEDULE A (CONTINUED)
UNIVERSAL HEALTH CARE TIER 2 COUNTIES

PENNSYLVANIA				
ADAMS	ARMSTRONG	BEDFORD	BRADFORD	CAMERON
CENTRE	CLARION	CLEARFIELD	CLINTON	COLUMBIA
CRAWFORD	ELK	FOREST	FRANKLIN	FULTON
GREENE	HUNTINGDON	INDIANA	JEFFERSON	JUNIATA
LAWRENCE	LEBANON	LYCOMING	MCKEAN	MIFFLIN
MONROE	MONTOUR	NORTHUMBERLAND	PERRY	PIKE
POTTER	SNYDER	SOMERSET	SULLIVAN	SUSQUEHANNA
TIOGA	UNION	VENANGO	WARREN	WAYNE
WYOMING				
SOUTH CAROLINA				
ABBEVILLE	ALLENDALE	BAMBERG	BARNWELL	CALHOUN
CHEROKEE	CHESTER	CHESTERFIELD	CLARENDON	DILLON
EDGEFIELD	FAIRFIELD	FLORENCE	HAMPTON	JASPER
LANCASTER	LAURENS	LEE	MARION	MARLBORO
MCCORMICK	NEWBERRY	OCONEE	SALUDA	UNION
WILLIAMSBURG				
TEXAS				
ANDERSON	ANDREWS	ANGELINA	ARANSAS	ARMSTRONG
ATASCOSA	AUSTIN	BASTROP	BEE	BELL
BLANCO	BORDEN	BOSQUE	BRAZORIA	BROOKS
BURNET	CAMP	CARSON	CASS	CASTRO
CHAMBERS	CHEROKEE	COCHRAN	COKE	COLEMAN
COLORADO	COMAL	COMANCHE	CONCHO	COOKE
CORYELL	CROCKETT	DAWSON	DEAF SMITH	DEWITT
EASTLAND	EDWARDS	ELLIS	ERATH	FALLS
FANNIN	FAYETTE	FLOYD	FRANKLIN	FREESTONE
GAINES	GARZA	GONZALES	GRAY	GRIMES
GUADALOUPE	HALE	HAMILTON	HARDIN	HARRISON
HAYS	HENDERSON	HILL	HOCKLEY	HOOD
HOPKINS	HOUSTON	HUTCHINSON	IRION	JASPER
JEFFERSON	JIM WELLS	JOHNSON	KARNES	KAUFMAN
KENDALL	KENEDY	KIMBLE	KINNEY	KLEBERG
LAMB	LAMPASAS	LAVACA	LEE	LEON
LIBERTY	LIMESTONE	LLANO	LYNN	MADISON
MARION	MASON	MATAGORDA	MCCULLOCH	MEDINA
MENARD	MILAM	MILLS	MOORE	MORRIS
NACOGDOCHES	NAVARRO	NEWTON	NOLAN	NUECES
OLDHAM	ORANGE	PALO PINTO	PANOLA	PARKER
POLK	RAINS	REAGAN	RED RIVER	REFUGIO
ROCKWALL	RUNNELS	SABINE	SAN AUGUSTINE	SAN JACINTO
SAN PATRICIO	SAN SABA	SCHLEICHER	SHACKELFORD	SHELBY
SHERMAN	SOMERVELL	STARR	STEPHENS	STERLING
SUTTON	SWISHER	TERRY	TITUS	TYLER
VAL VERDE	VAN ZANDT	WALKER	WALLER	WASHINGTON
WHARTON	WILLACY	WILSON	WOOD	
UTAH				
BEAVER	BOX ELDER	CACHE	CARBON	DAGGETT
DUCHESNE	EMERY	GARFIELD	GRAND	IRON
JUAB	KANE	MILLARD	MORGAN	PIUTE
RICH	SAN JUAN	SANPETE	SEVIER	SUMMIT
TOOELE	UINTAH	WASATCH	WAYNE	