

IHI Group Fee Structure

We offer a menu of fee options as we recognise that each client is different and will have different preferences. Usually only one payment choice is made with respect to each benefit, however sometimes this can be a combination of two charges, e.g. commission offsetting fees.

FEES	HEALTH	PENSIONS		RISK BENEFITS
		PRSAs	GROUP DC	
Hourly Rate*	✓		✓	
Per Member Fee**	✓	✓	✓	
Project Related Fee***	✓		✓	
Commission****	✓	✓	✓	✓

* Hourly Rate is charged at €250 for Directors and Principals and €150 per hour for other staff. All our charges are based around the hourly rate but can either be offset by commissions or capped as part of a project related or per member charge fee.

** Per Member Fees are only used in respect of Health Insurance & related business (Dental & Vision), DC and PRSA Pensions.

*** Project Related Fees offer clients transparency from the outset as to the total fees likely to be charged for a particular project, allowing them to budget for the total cost of the work involved. This is essentially an assessment based on the hourly rate and capped at an agreed fixed fee.

**** **Commission Rates are as follows:**

Health Insurance: 6% of Gross Written Premium after subtraction of Government Levy

Death In Service: 6% of Premium

Income Protection: 12.5% of Premium

Group Pension business is not normally written on a commission basis, as doing so may result in lower Premium Allocation Rates and higher Annual Management Charges. Any commission payable on Health Insurance Business has no impact or premiums charged.

