**PRF# 112101 Questions and Answers**

1. Is it your expectation that the awarded consultant will receive compensation via commission?
	* commission
2. Is your current broker providing the same services as listed in the Scope of Services of this RFP?
	* yes
3. What areas of focus are needed in the Compliance Audit to be conducted within the first 30 days of being selected?
	* ACA
4. Is the request for claims data analytics via Dashboard to client upon request specific to health insurance?
	* no
5. Are there key drivers to this RFP other than what you have outlined, such as significant benefit changes or major benefit initiatives?
	* no
6. Is the plan currently fully funded or self-funded?
	* self
7. What is the effective date for the insurance plans?
	* April 1
8. Please confirm the plan year for all types of insurance.
	* April 1 –March 31
	* Migrating to September 1 –August 31
9. Is it the expectation of Jim Ned CISD that the awarded Vendor manage and enroll benefits for both the plan year April 1 and migrated plan year of September 1?
	* Yes
10. Are any retirees included in these services? If so, please provide the number and explain how the premiums are collected. Are you a current TRS client?
	* No
11. Are you currently using any type of web-based or online enrollment system? If so, what system is currently in place and how is the cost covered?
	* No
12. Please describe your current enrollment process and timeframe?
	* Account Manager enrolls via 1 on 1 meeting with employees during February (August for new hires)
13. What date do you anticipate the RFP being awarded?
	* December 12, 2019
14. Please provide a participation census as follows:

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| **Type of Coverage** | **Carrier** | **Commission %** | **# Enrolled** | **Annual Premium** |
| Medical |  |  |  |  |
| Vision | Eyetopia & Superior |  |  |  |
| Dental | Ameritas |  |  |  |
| Life & AD&D (Basic and Voluntary) | American Fidelity |  |  |  |
| Long Term Disability | American Fidelity |  |  |  |
| Accident  | American Fidelity |  |  |  |
| Cancer | American Fidelity & Guardian |  |  |  |
| Critical Illness | American Fidelity |  |  |  |
| Legal  | Legalshield |  |  |  |
| Identity Theft Protection | Legalshield |  |  |  |
| Permanent Life | Texas Life |  |  |  |
| Telemedicine | My Health Pass |  |  |  |

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| **Type of Coverage** | **Carrier** | **# Enrolled** | **Annual Contribution** |
| HSA | First Financial & Aetna |  |  |
| Medical FSA | FF Flex |  |  |
| Dependent Care FSA | FF Flex |  |  |