

CONSULTANT SERVICES AGREEMENT

This Services Agreement (the “Agreement”) is between The Segal Group, Inc. (“Segal”), located at One Paces West 2727 Paces Ferry Rd., SE, Ste. 1400, Atlanta, Georgia 30339, and the Bureau of Legislative Research (“BLR”), located in the State Capitol Building, Room 315, 500 Woodlane Street, Little Rock, Arkansas 72201. Segal provides employee health benefits consulting services. The BLR desires to hire Segal to provide to the Arkansas General Assembly and its members and committees access to actuarial studies and cost estimates of proposed legislation concerning employee health benefits provided by entities of the State of Arkansas, and actuarial advice and recommendations regarding technical, policy, legal, or administrative questions, as set forth in RFP No. BLR-220001 and Segal’s response to the RFP (the “Services”), for the use and information of the Arkansas General Assembly.

Segal and the BLR hereby agree as follows:

1. **Services to be performed.** The BLR hereby retains Segal to perform the Services as set forth in RFP No. BLR-220001 (the “RFP”) and Segal’s Proposal in response to the RFP, as submitted on June 13, 2022, including Segal’s Official Proposal Price Sheet (collectively, the “Proposal”). Any and all assumptions stated by Segal in the Proposal shall not be considered part of this Agreement. The RFP and the Proposal are attached hereto and incorporated into this agreement by reference as Attachment A.
2. **Data Required by Segal.** In order to perform the Services, Segal may require information that is held by various entities other than the BLR, including without limitation the Department of Transformation and Shared Services, Employee Benefits Division, the Department of Education, and the State Board of Finance. The parties acknowledge that such data and information is in the possession of third parties; that Segal must rely on these third parties to cooperate in providing this data and information; and that the data and information may be subject to laws restraining or preventing their release or dissemination. BLR authorizes Segal to contact the various entities holding the information that Segal requires in order to perform the Services under this Agreement. BLR Staff will be available to help to facilitate the contact with these entities upon request from Segal. BLR acknowledges and agrees that while Segal is relying on this data and information from such third parties in connection with its provision of the services under this Agreement, Segal makes no representation with respect to and shall not be responsible for the accuracy or completeness of such data and information.
3. **Deliverables.** In connection with the services to be provided under the RFP, Segal will prepare various documents, including without limitation fiscal impact statements, actuarial and cost analysis reports, and completed research requests, and will attend legislative committee meetings to present the results of its work, as requested, (the “Deliverables”) to be provided to the BLR for use by the Arkansas General Assembly and its various committees. BLR will own all Deliverables provided under this Agreement.

Segal will maintain full ownership of: (a) working papers of Segal; (b) pre-existing Segal materials or studies used in the provision of the Services and the Deliverables; (c) Segal know-how and processes used in the provision of the Services and Deliverables as well as any and all intellectual property owned by Segal that may be employed in providing the Services and Deliverables. Segal is providing the Services and Deliverables for the use and

benefit of the Arkansas General Assembly, and its members and committees. The Services and Deliverables are not for a third party's use, benefit or reliance, other than members of the General Assembly and as authorized by members of the General Assembly of which authorization Segal will be notified by BLR. Except as described in Section 10 of this Agreement, Segal shall not discuss the Services or disclose the Deliverables until such time that the BLR provides Segal notice that the BLR has disclosed the Services and Deliverables to third parties.

4. **Term and Termination.** The term of this Agreement will commence on August 26, 2022, and terminate on June 30, 2024, with an option for additional renewal terms of two (2) years each, upon mutual agreement of the parties if the need of the Arkansas General Assembly merits an extension.

Either party may terminate the Agreement by giving ten (10) days prior written notice.

5. **Fees and Expenses.** The Fees and Expenses related to this Agreement are outlined in the Official Proposal Price Sheet that is part of the Proposal and incorporated in this Agreement by reference. The maximum amount BLR will pay to Segal for the provision of the Services is Two Hundred Twenty-Seven Thousand One Hundred and Fifty Dollars (\$227,150.00). On a monthly basis (*e.g.* September 26, 2022, October 26, 2022, November 26, 2022) Segal shall submit itemized invoices to the BLR, per the requirements set forth in the RFP, based upon the per unit and per hour pricing set forth in the Proposal. The monthly invoices will include reimbursements for travel related to the work being performed by Segal and attendance at legislative committee meetings. All mileage amounts will be calculated per Mapquest and copies of the Mapquest routes will be provided to the BLR with the monthly invoices, as well as copies of receipts for reimbursement of actual travel expenses.
6. **Governing Law.** This Agreement shall be governed by the laws of the State of Arkansas, without regard to Arkansas's conflict of law principles. Segal agrees that any claims against the BLR, whether arising in tort or in contract, shall be brought before the Arkansas State Claims Commission, as provided by Arkansas law, and shall be governed accordingly. Nothing in this Agreement shall be construed as a waiver of sovereign immunity of the BLR, the Legislative Council, or the Arkansas General Assembly.
7. **Assignment.** This Agreement may not be assigned without the prior written consent of both parties, which either party may withhold for any reason. Notwithstanding the foregoing, Segal may assign its rights and obligations hereunder to any of its affiliates or subsidiaries under common control and operating under the same trade name. This Agreement shall be binding upon and inure to the benefit of the Parties hereto and their respective successors and permitted assigns.
8. **Subcontractors.** Segal has not listed any proposed subcontractors in the Proposal. If at any point during the contract term Segal finds it necessary to utilize a subcontractor, Segal shall seek prior approval of the Legislative Council Executive Subcommittee (the "Subcommittee") before contracting any part of the work to be performed under this Agreement. The Subcommittee shall have the right to not approve or to require replacement of any subcontractor found to be unacceptable by the Subcommittee.

9. **Amendment.** This Agreement may be amended upon agreement of both parties to the Agreement and the approval of the Subcommittee and the Legislative Council. Any amendment to this Agreement must be in writing and signed by both parties.
10. **Confidentiality.** “Confidential Information” under this Agreement means non-public information that a party marks as “confidential” or “proprietary” or that otherwise should be understood by a reasonable person to be confidential in nature. Confidential information does not include any information which is (a) rightfully known to the recipient prior to its disclosure; (b) released to any other person or entity (including governmental agencies) without restriction; (c) independently developed by the recipient without use of or reliance on Confidential Information; or (d) or later becomes publicly available without violation of this Agreement or may be lawfully obtained by a party from a non-party.

Each party will protect the confidentiality of Confidential Information that it receives under the Agreement except as required by applicable law, rule, regulation, or professional standard, without the other party’s prior written consent. Due to the BLR being a public entity within the State of Arkansas, all terms of this Agreement, including but not limited to fee and expense structure, are subject to disclosure under the Freedom of Information Act of 1967, Ark. Code Ann. § 25-19-101, *et seq.*

If disclosure of Segal’s Confidential Information is required by law, rule, regulation, or professional standard, (including any subpoena or other similar form of process), the BLR shall provide Segal with prior prompt written notice thereof.

In consideration of Segal’s and BLR’s agreement to provide one another with access to their respective Confidential Information, Segal and BLR each agrees to maintain in confidence all Confidential Information of the other. Except as provided in this Agreement, neither Segal nor BLR shall in any manner disclose any Confidential Information of the other to any person, entity, firm or company whatsoever, without the express written consent of the other. Segal and BLR shall each take all steps necessary to ensure that their respective partners, subcontractors, affiliates, officers, employees, independent contractors, agents and other representatives (collectively “Representatives”) maintain the Confidential Information in confidence.

11. **Restriction of Boycott of Israel.** In accordance with Arkansas Code § 25-1-503, Segal hereby certifies and agrees that it is not currently engaged in, and agrees for the duration of the Agreement not to engage in, a boycott of Israel.

[SIGNATURES APPEAR ON THE FOLLOWING PAGE]

IN WITNESS WHEREOF, Segal and BLR have executed this Agreement this 26th day of August, 2022.

THE SEGAL GROUP, INC.:

Kenneth Vieira, Sr. Vice President

Date

**BUREAU OF LEGISLATIVE
RESEARCH:**

Marty Garrity, Director

Date

ATTACHMENT A

RFP No. BLR-220001

and

Segal's Proposal in Response,
including the Official Proposal Price Sheet

State of Arkansas, Bureau of Legislative Research

Employee Health Benefits Actuarial Consulting Services

BLR-220001

ORIGINAL

Price Proposal



One Paces West
2727 Paces Ferry Road, Suite 1400
Atlanta, Georgia 30339
segalco.com
T 678.306.3142 | M 470.279.0232
pklein@segalco.com

June 15, 2022

Ms. Jillian Thayer
Director of BLR Legal Counsel
State of Arkansas, Bureau of Legislative Research
500 Woodlane Street
State Capitol Building, Room 315
Little Rock, Arkansas 72201

RE: Employee Health Benefits Actuarial Consulting Services to State of Arkansas, Bureau of Legislative Research

Dear Ms. Thayer:

We appreciate the opportunity to present our **Official Proposal Price Sheet** to the State of Arkansas, Bureau of Legislative Research (BLR).

All charges are valid for one hundred eighty (180) days following proposal opening, and has been included in the cost evaluation. Our pricing also includes all associated costs for the service being bid.

Thank you for your consideration and we look forward to continuing our relationship with the BLR on this very important engagement.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Klein", written in a cursive style.

Patrick J. Klein, FSA, MAAA
Vice President and Consulting Actuary
Segal

One Paces West | 2727 Paces Ferry Road, SE | Suite 1400 | Atlanta, GA 30339
T 678.306.3142 | M 470.279.0232 | F 678-669-1887
pklein@segalco.com

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Section 4: Cost Proposal

Compensation (4.0)

Compensation for Employee Health Benefits Consulting Services shall be paid based upon the work performed as specified in this RFP. A Vendor seeking consideration shall submit a compensation proposal for Employee Health Benefits Consulting Services as provided throughout the RFP.

The fee schedule will cover the time spent in the completion of the requested task or project, as well as other administrative costs (including, but not limited to, secretarial, bookkeeping, budget preparation, monitoring and auditing services, travel expenses, etc.). The fee schedule will cover the time expended inclusive of all overhead or any other costs associated with the particular individuals who may be performing the services.

Segal acknowledges and agrees with the requirements set forth in this section.

Payment schedule (4.1)

The BLR shall pay the Vendor based on the hours expended for the approved projects on a monthly basis or as otherwise may be agreed to in writing by the parties. The BLR may request and the Vendor shall provide timesheets or other documentation as may be directed by the BLR prior to the payment for any services rendered. Failure to provide appropriate and satisfactory documentation will be sufficient grounds to withhold payment for the disputed amount, but other nondisputed amounts must be paid in a timely manner.

Segal acknowledges and agrees with the requirements set forth in this subsection.

Travel, Lodging, and Meals (4.2)

The Successful Vendor may submit invoices and receive reimbursement for actual travel expenses allowed by law related to attending meetings of the Subcommittee and other legislative committees of the Arkansas General Assembly, or other travel related to work under the Contract as approved by the co-chairs of the Subcommittee. Reimbursement of travel expenses will be included in the total maximum contract amount.

Estimates of expenses as allowed by law for travel related to field work required by the Contract and this RFP should be included by the Vendor in the fee schedule, as required by Section 4.0.

Segal acknowledges and agrees with the requirements set forth in this subsection.

Attachment A – Official Proposal Price Sheet

Note: The Official Proposal Price Sheet must be submitted in a separate envelope or e-mail. Any reference to pricing in the technical proposal shall be cause for disqualification from further considerations for award.

1. Bids should provide at least a 180-day acceptance period.
2. By submission of a proposal, the proposer certifies the following:
 - A. Prices in this proposal have been arrived at independently, without consultation, communication, or agreement for the purpose of restricting competition;
 - B. No attempt has been made nor will be by the proposer to induce any other person or firm to submit a proposal for the purpose of restricting competition;
 - C. The person signing this proposal is authorized to represent the company and is legally responsible for the decision as to the price and supporting documentation provided as a result of this RFP; and
 - D. Prices in this proposal have not been knowingly disclosed by the proposer and will not be prior to award to any other proposer.

The Official Price Proposal Sheet must be submitted in substantially the following form, allowing for the inclusion of specific information regarding positions, goods, services, etc., and signed by an official authorized to bind the Vendor to a resultant contract.

DESCRIPTION	PRICE PER HOUR	NUMBER OF POSITIONS*
Supervisor	SVP: \$500 VP: \$450	1 (60 hours) 1 (100 hours)
Other Professional Staff (List by Position)	VP: \$450 Consultant: \$350 Analyst: \$235	3 (80 hours) 1 (170 hours) 1 (190 hours)
Support Staff	Segal includes administrative work free of charge	N/A
DESCRIPTION	PRICE PER UNIT (IF APPLICABLE)	TOTAL PRICE
Subcontractors (if any)	N/A	N/A
Travel		\$12,000
Any Additional Goods & Services (List Individually)	N/A	N/A
TOTAL MAXIMUM AMOUNT OF BID:		\$227,150

* Please note the estimated hours are split as follows:

- Fiscal Notes: 400 hours
- Other: 200 hours



Signature, Title

June 15, 2022

Date



State of Arkansas, Bureau of Legislative Research

Employee Health Benefits Actuarial Consulting Services

BLR-220001

ORIGINAL

June 15, 2022



One Paces West
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pklein@segalco.com

June 15, 2022

Ms. Jillian Thayer
Director of BLR Legal Counsel
State of Arkansas, Bureau of Legislative Research
500 Woodlane Street
State Capitol Building, Room 315
Little Rock, Arkansas 72201

RE: Employee Health Benefits Actuarial Consulting Services to State of Arkansas, Bureau of Legislative Research

Dear Ms. Thayer:

We appreciate the opportunity to present our proposal for Employee Health Benefits Actuarial Consulting Services to the State of Arkansas, Bureau of Legislative Research (BLR). We trust this proposal will demonstrate that Segal is best qualified to provide the requested benefits consulting services.

As evidenced by our proven record of delivering value to the BLR for the past year, we are confident that we remain the right choice to continue providing proactive, timely and cost-efficient services that support the BLR's benefits and human resource objectives and vision for the future. Through our history and collaboration with your team, combined with our knowledge of your plans, and our cost-effective, client-focused approach, we will continue serving the BLR well in facing the benefits challenges ahead.

Most recently, Segal worked with the BLR to review the structure of the Arkansas State Health Plan and to provide recommendations on improving the program. During 2022, Segal assisted EBD in the execution of these recommendations, including Medicare Advantage and Prescription Drug program RFPs and implementation.

As the Account Manager assigned to the BLR, I affirm that I am legally authorized to bind Segal.

We have proposed services for the BLR's scope of work in response to the RFP. Each category is clearly marked by section headers and follows the BLR's proposal format and content. Our proposal is separated into a Technical and Cost response. All required items contained under the requirements list are included in our response.

Our submission is intended to be fully compliant with the specifications of the proposal and be responsive to all questions.

Ms. Jillian Thayer
June 15, 2022
Page 2

We look forward to discussing our response with you in greater detail. Please feel free to contact me directly at 470.279.0232 or pklein@segalco.com with any questions pertaining to our benefits consulting experience and expertise. Following is a description of the services we will provide.

Sincerely,



Patrick J. Klein, FSA, MAAA
Vice President and Consulting Actuary
Segal

One Paces West | 2727 Paces Ferry Road, SE | Suite 1400 | Atlanta, GA 30339
T 678.306.3142 | M 470.279.0232 | F 678.669.1887
pklein@segalco.com

EXECUTIVE ORDER E0-98-04
EXECUTIVE ORDER DISCLOSURE FORM

NAME: The Segal Company (Southeast), Inc. d/b/a Segal

ADDRESS: One Paces West, 2727 Paces Ferry Road, SE
Street City State/Zip County

CONTRACT NO: BLR-220001 FEDERAL NO: 13-2619259

CONTRACT EFFECTIVE DATE: N/A (Pre-Award)

B. DISCLOSURE REQUIREMENTS

Agencies shall require, as a condition of obtaining or renewing a contract, lease, purchase agreement, employment, or grant with any state agency, that any individual desiring to contract with, be employed by, or receive grant benefits from, any state agency shall disclose whether that person is a current or former; member of the general assembly, constitutional officer, board or commission member, state employee, or the spouse or immediate family member of any of the persons described in this sentence. Agencies shall require that any non-individual entity desiring to contract with, or receive grant benefits from, any state agency shall disclose (1.) any position of control, or (2.) any ownership interests of 10% or greater, that is held by a current or former member of the general assembly, constitutional officer, board or commission member, state employee, or the spouse or immediate family member of any of the persons described in this sentence.

As a condition for obtaining funding through a contract, lease, purchase agreement, or a grant with the Department of Health and Human Services, the following information must be disclosed:

Individual contractor indicate below if you are: **None.**

	Current	Former	Term(s) of service
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)	
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)	
3. A state employee	Yes/No (circle one)	Yes/No (circle one)	
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)	

Individual contractor indicate below if you are a spouse or immediate family member of an individual that is; **None.**

	Current	Former	Term(s) of service	Relative's name and relationship
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)		
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)		
3. A state employee	Yes/No (circle one)	Yes/No (circle one)		
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)		

Non-individual entity list any individual who holds a position of control or ownership interest of 10% or greater in the entity if the individual is: **None.**

	Current	Former	Relative's name & Term(s) of Service	Relationship	Individual
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)			
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)			
3. A state employee	Yes/No (circle one)	Yes/No (circle one)			
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)			

Non-individual entity list any individual who holds a position of control or ownership interest of 10% or greater in the entity if the individual is a spouse or immediate family member of: **None.**

	Current	Former	Term(s) of service	Relative's name & Relationship	Individual
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)			
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)			
3. A state employee	Yes/No (circle one)	Yes/No (circle one)			
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)			

Failure of any person or entity to disclose under any term of Executive Order 98-04 shall be considered a material breach of the terms of the contract.



Signature

June 13, 2022

Date

Vice President & Consulting Actuary

Title

THIS FORM MUST BE COMPLETED AND RETURNED PRIOR TO EXECUTION OF THE CONTRACT

There are no subcontractors for this engagement.

NAME: _____

ADDRESS: _____
Street City State/Zip County

PHONE: _____ FAX: _____

CONTRACT: _____

CONTRACT EFFECTIVE DATE: _____

DISCLOSURE OF SUBCONTRACTORS

Agencies shall require, as a condition of obtaining or renewing a contract, lease, purchase agreement, or grant with any state agency, that any individual or entity desiring to contract with any state agency shall require that any subcontractor, sub-lessor, or other assignee (hereafter "Third Party"), shall disclose whether such Third Party is a current or former; member of the general assembly, constitutional officer, board or commission member, state employee, or the spouse or immediate family member of any of the persons described in this sentence, or if any of the persons described in this sentence hold any position of control or any ownership interest of 10% or greater in the Third Party, and shall report any such disclosure by the Third Party to the agency. The disclosure requirements of this paragraph shall apply during the entire term of the contract, lease, purchase agreement, or grant, without regard to whether the subcontract, sublease, or other assignment is entered into prior or subsequent to the contract date.

Third Party shall indicate below if he/she is:

	Current	Former	Term(s) of Service	Relative's name & relationship	Third Party
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)			
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)			
3. A state employee	Yes/No (circle one)	Yes/No (circle one)			
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)			

Third Party shall indicate below if he/she is a spouse or immediate family member of an individual that is

	Current	Former	Term(s) of service	Relative's name & relationship	Third Party
1. A member of the general assembly	Yes/No (circle one)	Yes/No (circle one)			
2. A constitutional officer	Yes/No (circle one)	Yes/No (circle one)			
3. A state employee	Yes/No (circle one)	Yes/No (circle one)			
4. Serving as a commission or board member	Yes/No (circle one)	Yes/No (circle one)			

Agencies shall require, as a further condition of obtaining or renewing any contract or agreement with any state agency, that the individual or entity desiring to contract shall incorporate into any agreement with a Third Party, previously defined, the below stated language, and any other necessary language as provided by rules and regulations promulgated to enforce Executive Order 98-04, which provides that failure of the Third Party to disclose the identity of any person or entity described previously shall be considered a material breach of the agreement.

The failure of any person or entity to disclose as required under any term of Executive Order 98-04, or the violation of any rule, regulation or policy promulgated by the Department of Finance and Administration pursuant to this Order, shall be considered a material breach of the terms of the contract, lease, purchase agreement, or grant and shall subject the party failing to disclose or in violation to all legal remedies available to the Agency under the provisions of existing law.

Signature of Third Party


THIS FORM MUST BE COMPLETED AND RETURNED PRIOR TO EXECUTION OF THE CONTRACT

ILLEGAL IMMIGRANT CERTIFICATION

Pursuant to Arkansas Code Annotated § 19-11-105, Contractor(s) **shall** certify with OSP that they do not employ or contract with illegal immigrants.

By signing below, the Contractor agrees and certifies that they do not employ illegal immigrants and will not employ illegal immigrants during the remaining aggregate term of the contract.

Contract Number	BLR-220001
AASIS Number	Not applicable
Description	State of Arkansas, Bureau of Legislative Research, Employee Health Benefits Actuarial Consulting Services
Contractor	The Segal Company (Southeast), Inc. d/b/a Segal

Contractor Signature: 

Date: June 13, 2022

TSS Illegal Immigrant Contractor Disclosure Certification

TSS Illegal Immigrant Contractor Disclosure Certification View Submission Details

Vendor: The Segal Company (Southeast), Inc. Segal
Tax ID: 9259
Disclosure Statement: I certify that I **DO NOT** employ or contract with an illegal immigrant.
Contact E-mail: pklein@segalco.com
Submitted on: 06-10-22

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Executive Summary (5.4)

A Vendor must provide a summary overview for provision of the services being proposed. The intent of this requirement is to provide the Subcommittee with a concise but functional summary of the discussion of the Vendor's plan for providing the services. While the Subcommittee expects a Vendor to provide full details in each of the sections in other areas of the RFP relating to its plan, the Executive Summary will provide a "map" for the Subcommittee to use while reviewing the Proposal.

A Vendor may use graphics, charts, pre-printed reports, or other enhancements as a part of this section to support the proposal or add to the presentation. Any such materials must be included in the original and each copy of the Proposal.

We are pleased to submit our response to the State of Arkansas, Bureau of Legislative Research's (BLR) Request for Proposal for additional Health Benefits Actuarial Consulting Services.

Segal has been assisting public plans and employers for more than 70 years. Serving the public sector is the primary focus of your proposed consulting team and is one of the pillars upon which our firm was founded. Working with Segal, you will continue to have a partner who understands your needs.

The value we deliver to the BLR

The BLR will benefit from a continued relationship with Segal because of our:

- **Historical perspective and efficiencies:** The Segal team has extensive knowledge of your special circumstances, gained through our first year of consulting service. We streamlined processes to maximize efficiencies and reduce your costs. Recent successes include:

Providing trusted advice that improves lives

Date	Solution	Value to the BLR
2022	Medicare Advantage	Estimated reduction in retiree medical claims, while introducing prescription drug coverage for retired teachers
2022	Prescription drug program update	Improve rebates and prescription costs
2022	Diabetic program implementation	Recommended updates to diabetes programs to improve population health
2021	Revision to budgeting process	Better insight and more control over future increases

- **Looking ahead:** Based on our work with the BLR, we understand your internal department structure, plan of benefits and the impact of healthcare benefits on the BLR's human resources objectives – and that institutional knowledge helps guide the future as we navigate an increasingly complicated environment.
- **Legislative and compliance expertise:** Our in-house Compliance team and consultants monitor state and federal legislative, regulatory and judicial changes that affect public sector plans. We proactively inform our clients about these changes by publishing articles and facilitating training on the latest compliance issues in addition to preparing comprehensive analyses of federal, state and local legislative and regulatory issues for our public sector clients.
- **National resources with local, boutique service:** The BLR will continue to have the advantage of being serviced by national experts yet still receive the customized, “hands-on” service of a smaller firm from our local account team in Atlanta. We'll also continue to provide complimentary access to firmwide research and expertise to help you in your role, from compliance updates about legislation that affects your plan, to publications and informative webinars to explain benefits developments, to sharing industry data and benchmarking, at no additional cost.
- **Unbiased consulting:** Unlike other firms, we are an independent, private, employee-owned company. We don't have any stake in selling pre-packaged solutions or conflicts of interests from external ownership or affiliations. Our only goal is to assist you in meeting your goals.
- **Public sector leadership:** In addition to active participation and leadership in industry associations and conferences, our publications for the public sector community include survey data in our *2018 State Employee Health Benefits Study*, which provides an overview of all 50 states' wellness programs and services. Our *2022 Health Plan Cost Trend Survey* found that:
 - Cost trends for open-access PPO/POS plans is projected to be 7.3 percent.
 - The projected annual cost trend for outpatient prescription drugs is 8.4 percent.
 - Double-digit specialty Rx cost trend, mostly driven by price increases and new specialty drugs, continues to be a major driver of Rx cost trends and a challenge for plan sponsors.
 - Projected medical plan cost increases for 2022 are similar to pre-pandemic increases.
 What this means for the BLR is that we are aware of the evolving environment in which your plan must adapt.
- **Competitive pricing:** We offer the customized, hands-on service of a small firm – while backed by national research and benchmarking capabilities. This structure allows us to be efficient and offer our high-value services for a competitive fee.
- **Continuity of service:** Because we are your current consultant, we would not require ramp-up time, eliminating any service interruption.
- **Public sector commitment.** Our East Region services nearly 100 public sector entities, ranging from local governments and municipalities to large state-level plans, as well as public schools and universities.

Helping you
manage changes

Working with public sector plans, we understand budgetary issues, public demands and political pressures to identify immediate and long-term changes that support a comprehensive health and welfare benefits strategy.

The Segal difference

Segal's mission sums it up: *Providing trusted advice that improves lives*. We care about your employees and their families as much as you do. We want you to be successful in carrying out your mission, so that the BLR will attract and retain the best employees and they can effectively serve State residents. We want your employees to feel valued and secure. While we have sophisticated technology and systems to make our work more efficient, it is the expertise, innovation, and creativity of our employees and their ability to help clients resolve issues and construct solutions— both common and unique - that differentiates Segal from other firms.

We look forward to continuing our relationship with the BLR well into the future.

| Request for Proposal Sheet



State of Arkansas Bureau of Legislative Research

Marty Garrity, Director
Kevin Anderson, Assistant Director
for Fiscal Services
Tim Carlock, Assistant Director
for Information Technology
Matthew Miller, Assistant Director
for Legal Services
Estella Smith, Assistant Director
for Research Services

REQUEST FOR PROPOSAL

RFP Number: BLR-220001	
Commodity: Employee Health Benefits Actuarial Consulting Services	Proposal Opening Date: June 15, 2022
Date: May 13, 2022	Proposal Opening Time: 4:00 P.M. CDT

PROPOSALS SHALL BE SUBMITTED IN HARD COPY AND ELECTRONIC FORMAT AND WILL BE ACCEPTED UNTIL THE TIME AND DATE SPECIFIED ABOVE. THE PROPOSAL ENVELOPE MUST BE SEALED AND SHOULD BE PROPERLY MARKED WITH THE PROPOSAL NUMBER, DATE AND HOUR OF PROPOSAL OPENING, AND VENDOR'S RETURN ADDRESS. THE ELECTRONIC SUBMISSIONS SHOULD BE CLEARLY MARKED AS A PROPOSAL IN RESPONSE TO RFP NO. BLR-220001. IT IS NOT NECESSARY TO RETURN "NO BIDS" TO THE BUREAU OF LEGISLATIVE RESEARCH.

Vendors are responsible for delivery of their proposal documents to the Bureau of Legislative Research prior to the scheduled time for opening of the particular proposal. When appropriate, Vendors should consult with delivery providers to determine whether the proposal documents will be delivered to the Bureau of Legislative Research office street address prior to the scheduled time for proposal opening. Delivery providers, USPS, UPS, FedEx, and DHL, deliver mail to our street address, 500 Woodlane Street, State Capitol Building, Room 315, Little Rock, Arkansas 72201, on a schedule determined by each individual provider. These providers will deliver to our offices based solely on our street address.

MAILING ADDRESS: 500 Woodlane Street State Capitol Building, Room 315 Little Rock, Arkansas 72201	PROPOSAL OPENING LOCATION: Bureau of Legislative Research Director's Office State Capitol Building, Room 315
E-MAIL: thayerj@blr.arkansas.gov	
TELEPHONE: (501) 682-1937	

Company Name: The Segal Company (Southeast), Inc. d/b/a Segal

Name (type or print): Patrick Klein

Title: Vice President and Consulting Actuary

Address: One Paces West, 2727 Paces Ferry Road, SE, Suite 1400, Atlanta, Georgia 30339

Telephone Number: 470.279.0232

Fax Number: 678.669.1887

E-Mail Address: pklein@segalco.com

Identification:

Federal Employer ID Number

13-2619259

Social Security Number

**FAILURE TO PROVIDE TAXPAYER IDENTIFICATION NUMBER MAY
RESULT IN PROPOSAL REJECTION**

Business Designation (check one):	Individual []	Sole Proprietorship []	Public Service Corp []
	Partnership []	Corporation [X]	Government/ Nonprofit []

GENERAL DESCRIPTION:	Employee Health Benefits Actuarial Consulting Services
TYPE OF CONTRACT:	Term

MINORITY BUSINESS POLICY

Participation by minority businesses is encouraged in procurements by state agencies, and although it is not required, the Bureau of Legislative Research ("BLR") supports that policy. "Minority" is defined at Arkansas Code Annotated § 15-4-303 as "a lawful permanent resident of this state who is: (A) African American; (B) Hispanic American; (C) American Indian; (D) Asian American; (E) Pacific Islander American; or (F) A service-disabled veteran as designated by the United States Department of Veteran Affairs". "Minority business enterprise" is defined at Arkansas Code Annotated § 15-4-303 as "a business that is at least fifty-one percent (51%) owned by one (1) or more minority persons". The Arkansas Economic Development Commission conducts a certification process for minority businesses. Vendors unable to include minority-owned businesses as subcontractors may explain the circumstances preventing minority inclusion.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Vendor shall submit a copy of the Vendor's Equal Opportunity Policy. EO Policies shall be submitted in hard copy and electronic format to the Bureau of Legislative Research accompanying the solicitation response. The Bureau of Legislative Research will maintain a file of all Vendor EO policies submitted in response to this solicitation. The submission is a one-time requirement, but Vendors are responsible for providing updates or changes to their respective policies.

EMPLOYMENT OF ILLEGAL IMMIGRANTS

The Vendor shall certify prior to award of the contract that it does not employ or contract with any illegal immigrants in its contract with the Bureau of Legislative Research. Vendors shall certify on the Proposal Signature Page and online at <https://www.ark.org/dfa/immigrant/index.php/disclosure/submit/new> . Any subcontractors used by the Vendor at the time of the Vendor's certification shall also certify that they do not employ or contract with any illegal immigrant. Certification by the subcontractors shall be submitted within thirty (30) days after contract execution.

RESTRICTION OF BOYCOTT OF ISRAEL

Pursuant to Arkansas Code § 25-1-503, a public entity shall not enter into a contract with a company unless the contract includes a written certification that the person or company is not currently engaged in, and agrees for the duration of the contract not to engage in, a boycott of Israel. This prohibition does not apply to a company which offers to provide the goods or services for at least twenty percent (20%) less than the lowest certifying business.

By checking the designated box on the Proposal Signature Page, the Vendor agrees and certifies that they do not, and will not for the duration of the contract boycott Israel.

| Proposal Signature Page

PROPOSAL SIGNATURE PAGE

Type or Print the following information:

Prospective Contractor Contact Information

Contact Person: Patrick Klein Title: Vice President & Consulting Actuary
Phone: 470.279.0232 Alternate Phone: 678.306.3142
Email: pklein@segalco.com

Confirmation of Redacted Copy

☐ YES, a redacted copy of proposal documents is enclosed.

X ☒ NO, a redacted copy of submission documents is not enclosed. I understand a full copy of non-redacted submission documents will be released if requested.

Note: If a redacted copy of the proposal documents is not provided with the Vendor's proposal, and neither box is checked a copy of the unredacted documents will be released in response to any request made under the Arkansas Freedom of Information Act (FOIA).

Illegal Immigrant Confirmation

By signing and submitting a response to this RFP and by certifying online at <https://www.ark.org/dfa/immigrant/index.php/disclosure/submit/new>, the Vendor agrees and certifies that they do not employ or contract with illegal immigrants. If selected, the Vendor certifies that they will not employ or contract with illegal immigrants during the aggregate term of the contract.


Israel Boycott Restriction Confirmation

By checking the box below, the Vendor agrees and certifies that they do not boycott Israel, and if selected, will not boycott Israel during the aggregate term of the contract.

X ☒ Vendor does not and will not boycott Israel.

An official authorized to bind the Vendor to a resultant contract shall sign below.

The Signature below signifies agreement that any exception that conflicts with the requirements of this RFP will cause the Vendor's proposal to be disqualified

Authorized Signature:  Title: Vice President & Consulting Actuary
Printed/Typed Name: Patrick Klein Date: June 13, 2022

Section 1: General Information

Introduction (1.0)

Segal acknowledges and agrees with the requirements set forth in this section.

Issuing Agency (1.1)

Segal acknowledges and agrees with the requirements set forth in this section.

Schedule of Events (1.2)

Segal acknowledges and agrees with the requirements set forth in this section.

Caution to Vendors (1.3)

Segal acknowledges and agrees with the requirements set forth in this section.

RFP Format (1.4)

Segal acknowledges and agrees with the requirements set forth in this section.

Alteration of Original RFP Documents (1.5)

Segal acknowledges and agrees with the requirements set forth in this section.

Requirement of Amendment (1.6)

Segal acknowledges and agrees with the requirements set forth in this section.

RFP Questions (1.7)

Segal acknowledges and agrees with the requirements set forth in this section.

Prices/Cost (1.8)

Segal acknowledges and agrees with the requirements set forth in this section.

Proprietary Information (1.9)

Segal acknowledges and agrees with the requirements set forth in this section.

Delivery of Response Documents (1.10)

Segal acknowledges and agrees with the requirements set forth in this section.

Bid Evaluation (1.11)

Segal acknowledges and agrees with the requirements set forth in this section.

Oral and/or Written Presentations/Demonstrations (1.12)

Segal acknowledges and agrees with the requirements set forth in this section.

Intent to Award (1.13)

Segal acknowledges and agrees with the requirements set forth in this section.

Appeals (1.14)

Segal acknowledges and agrees with the requirements set forth in this section.

Past Performance (1.15)

Segal acknowledges and agrees with the requirements set forth in this section.

Type of Contract (1.16)

Segal acknowledges and agrees with the requirements set forth in this section.

Payment and Invoice Provisions (1.17)

Segal acknowledges and agrees with the requirements set forth in this section.

Prime Contractor Responsibility (1.18)

Segal acknowledges and agrees with the requirements set forth in this section.

Delegation and/or Assignment (1.19)

Segal acknowledges and agrees with the requirements set forth in this section.

Conditions of Contract (1.20)

Segal acknowledges and agrees with the requirements set forth in this section.

Statement of Liability (1.21)

Segal acknowledges and agrees with the requirements set forth in this section.

Award Responsibility (1.22)

Segal acknowledges and agrees with the requirements set forth in this section.

Independent Price Determination (1.23)

Segal acknowledges and agrees with the requirements set forth in this section.

Publicity (1.24)

Segal acknowledges and agrees with the requirements set forth in this section.

Confidentiality (1.25)

Segal acknowledges and agrees with the requirements set forth in this section.

Proposal Tenure (1.26)

Segal acknowledges and agrees with the requirements set forth in this section.

Warranties (1.27)

Segal acknowledges and agrees with the requirements set forth in this section.

Contract Termination (1.28)

Segal acknowledges and agrees with the requirements set forth in this section.

Vendor Qualifications (1.29)

Segal acknowledges and agrees with the requirements set forth in this section.

Negotiations (1.30)

Segal acknowledges and agrees with the requirements set forth in this section.

Licenses and Permits (1.31)

Segal acknowledges and agrees with the requirements set forth in this section.

Ownership of Data & Materials (1.32)

Segal acknowledges and agrees with the requirements set forth in this section.

Section 2: Overview

Objectives (2.0)

Segal acknowledges and agrees with the requirements set forth in this section.

Scope of Work/Specifications (3.0)

It will be the responsibility of the Vendor to provide the members of the Arkansas General Assembly, with actuarial consulting services including the following:

- *Provide fiscal impact statements as requested for proposed legislation;*

The ability to assess legislative proposals and their potential impact on your plans is essential. Segal offers you timely, national-level information regarding new and emerging legislation, as well as analysis of how similar systems are responding to issues on the employee benefits landscape. Our compliance and actuarial experts provide the depth of legal, compliance and actuarial analysis needed to make informed decisions about your plan. They also have extensive experience testifying before legislative committees and/or preparing clients to do so.

Segal's services in this area are augmented by our long history serving state systems as well as our connections with national organizations such as the International Foundation of Employee Benefit Plans, State and Local Government Benefits Association, Government Finance Officers Association, Employee Benefit Research Institute, Society for Human Resource Management, National Academy of Social Insurance, and National Public Employer Labor Relations Association.

When evaluating legislative proposals, our consultants consider a variety of issues, including the potential impact on:

- Actuarial cost
- Benefits policy
- Adequacy and savings
- Benefit equity and group integrity
- Competitiveness
- Purchasing power retention
- Preservation of benefits
- Portability (benefits, assets and services)
- Ancillary benefits
- Funding policy issues
- Administrative concerns

This is a core service we successfully provide to several Segal clients each fiscal year. We attribute this success to our wide State client base and access to our own proprietary data warehouse (SHAPE). In many cases, one or more of our other clients have already implemented the proposed legislation being evaluated.

Recently, Segal worked with the BLR to revise the language related to legislation impacting the coverage of diabetic drugs, which ultimately helped to eliminate the unintended cost increase to the State, while retaining the desired impact on membership. Working with Segal will allow the

team to understand these impacts up front and avoid the need to revise legislation in the future to eliminate unintended consequences.

- *Provide actuarial and cost analysis regarding proposed funding amounts for the Public School Employee Health Benefits Plan, as set forth in the biennial Education Adequacy Study;*

Preparing detailed financial forecasts is a core actuarial skill in which our actuarial team is highly proficient. Your team has developed financial projections for many large public sector groups and several state plans.

Below is a table highlighting some of the BLR team's experience with other large states.

Actuarial Services	NC	KS	NE	IL	AR	TX
Financial Projections	X	X	X	X	X	X
IBNR	X	X	X	X		X
Funding Rates	X	X	X	X	X	X
Medicare Advantage	X	X		X	X	X
RFPs/Procurement	X	X	X	X	X	X
Legislative Support	X	X	X	X	X	X
Fiscal Notes	X	X	X			X
Plan Design Modeling	X	X	X	X	X	X
GASB/OPEB	X		X			

The funding mechanisms used for both the Arkansas State Employees and Public School Employees groups are both unique and complex. Segal has worked with the BLR to understand the various nuances and has provided guidance on what is deemed sufficient, including our recommendation of replacing one-time funding with a logical funding rate that is appropriately indexed. Therefore, we feel best suited to provide actuarial analysis to any proposed funding changes over the course of the contract.

- *Appear at legislative committee meetings, as requested, to present the findings and fiscal impact statements;*

Segal works effectively in both open and closed sessions with legislative bodies, administrative staff, benefit plan vendors and other stakeholders. Our consultants and actuaries have direct experience in providing testimony to public boards, commissions and other governing bodies. Your Segal team members routinely testify before a number of governing bodies, including State Health Plan of North Carolina Board of Trustees, Wisconsin Group Insurance Board,

Wisconsin Legislative Joint Committee on Finance, Alabama PEEHIP Board of Trustees, Kansas Health Care Cost Commission, North Carolina Legislative Oversight Committee.

Further, Patrick Klein, Ken Vieira and Matt Kersting have presented multiple times in front of the Arkansas legislature during 2021 and 2022. We will continue to appear at legislative committee meetings and present fiscal impact statements if awarded the contract. Our team is proficient at simplifying the fiscal impact statement findings when presenting at legislative committee meetings.

- *Attend committee meetings, as requested, to provide routine actuarial consultation on technical, policy, legal, or administrative questions;*

As part of this project, Segal is prepared to attend regular scheduled meetings, as well as ad hoc meetings, as needed. We have attended many meetings, participated in general discussions and presented a great deal of information over many years to a variety of States, Cities, and Municipalities.

Aside from your core team, Segal has a wide range of market specific experts available to attend committee meetings to answer any questions regarding the project, similar to how we worked with the BLR during the 2021/2022 program review. We are highly proficient at presenting complex concepts to legislative groups.

- *Communicate new developments/trends in public employee health benefits programs and provide improvement recommendations;*

We stay up to date with the trends, best practices and latest developments within the industry by participating in regular training on industry trends, new technologies and best practices.

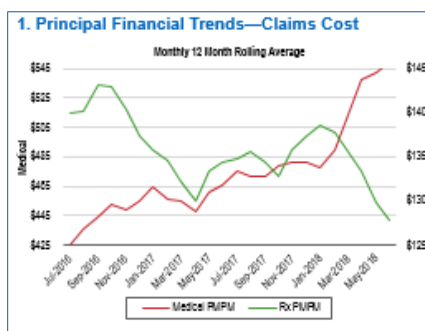
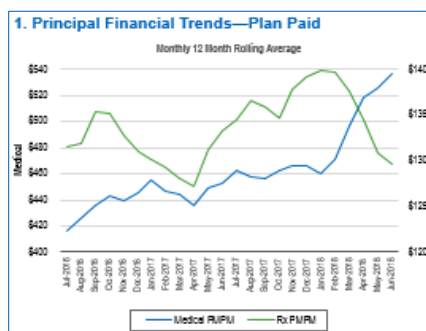
Many of our consultants are actively involved in our thought-leadership activities and, in the process, are well informed on the latest trends and best practices. As a full-service actuarial and benefits consulting company, Segal has national Research and Compliance departments that are at the forefront of late breaking news affecting public sector benefit plans. Segal has placed a long-standing emphasis on the importance of research and development that keeps our clients fully informed on all aspects of their plans. Accordingly, our compliance professionals continually keep abreast of new developments in the employee benefit field through access to a full range of technical journals and publications; online access to relevant federal, state agency websites; subscription access to professional benefits-related research websites; and in many cases, personal access to key decisionmakers at both the federal and state level. We apply the knowledge and information we obtain by proactively contacting our clients whenever we reasonably believe that new legislation or regulations, at the state or federal level, could materially impact their benefit plans.

Segal's national Health Compliance practice, headquartered in Washington, DC, routinely issues bulletins and analysis to all Segal consultants about proposed, pending and passed legislation, and its potential effect on our clients and our consulting work. For legislation that has specific communication applicability, our Compliance practice provides training for our communications consulting professionals.

Research capabilities and industry data

Segal has dedicated research and compliance teams that keep our clients informed about benefit and industry trends as well as relevant legislation and healthcare reform. We also conduct customized studies and reports on benefits-related topics involving health legislation and regulatory issues for many of our clients. Segal monitors and provides information through:

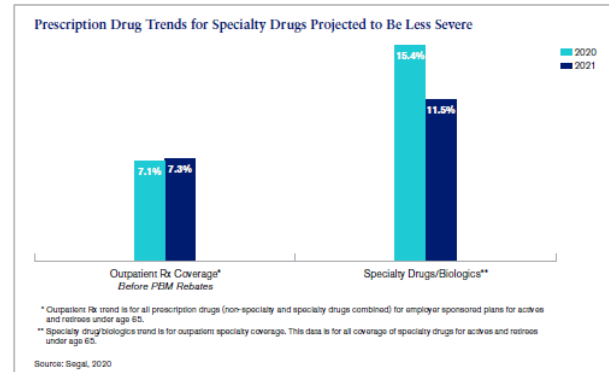
- **Daily review of specialized trade publications and research** including the Bloomberg *BNA Report*, *Healthcare Daily* and weekly *Pension and Benefits Reporter*, *Tax Notes Today* and *Inside CMS*. Segal's Center for Information Resources employs dedicated research staff with extensive experience tracking both legislation and litigation. We monitor the release of pertinent government materials, including FAQs, Notices and Press Releases. In addition, we have prompt access to all official documents such as proposed and final regulations, Revenue Rulings and bills introduced or acted on in Congress. The research staff has access to a robust collection of research tools including specialized legal databases such as LexisAdvance and Bloomberg Law. In all of these databases, we can research specific issues, as well as create automated tracks of proposed and enacted legislation and regulations in federal or any state jurisdiction. We maintain additional memberships to organizations that track legislation related to benefits. Segal licenses benefits-focused databases from BNA and CCH, which include current information on health and retirement plan legal issues. This enables us to go a step beyond providing just the official record, supplementing that with statistical analyses, bill summaries and editorial analysis that puts the legal information in context.
- **Our extensive public sector data:** As consultant to more public sector plans than any other firm, we have extensive industry benchmarking data – meaning that we have firsthand knowledge of trends affecting all aspects of public sector plans. Examples of our proprietary tools, surveys and studies that our firm has produced include:
 - **Segal Health Analysis of Plan Experience (SHAPE):** Segal's proprietary data acquisition and warehousing tool, SHAPE, is a user-friendly application that integrates executive and standard reporting, data mining and relational member and population health record reviews through a single interface. It is designed to aggregate financial and population health information from multiple health plans, carriers and other sources including clinical data such as lab values that may be captured during a biometric screening.



- **Segal Health Plan Cost Trend Survey:** Segal has compiled an annual health plan cost trend survey for the past 25 years. This year we surveyed nearly 80 health insurance providers, including health insurers, pharmacy benefit managers (PBMs) and third-party administrators (TPAs). As an example of the 2022 findings:

- Projected medical plan cost increases for 2022 are similar to pre-pandemic increases.

<https://www.segalco.com/media/2507/segal-trend-survey-2022.pdf>



- **Study of State Health Plans:** State employee health benefits costs and cost sharing are increasing. Average total premiums for employee-only and family coverage in preferred provider organizations/point-of-service plans and high-deductible health plans/consumer-driven health plans have risen substantially in recent years. On average, states are requiring employees to share more of the premium cost.
- **Medical Stop-Loss Coverage Database:** Interest in stop-loss coverage has grown since the Affordable Care Act eliminated annual and lifetime dollar limits on essential health benefits – and as the number and value of high-cost claims has risen. Segal accumulates data from more than 200 Segal health plan clients that have stop-loss coverage, for the purpose of identifying trends and determining competitiveness of renewal and proposal offers.
- **Informative Publications:** We routinely notify and provide information to clients via regular e-communications, including a wide array of public sector plan-specific [publications](#) available on our [website](#), ranging from data analysis to frequent compliance and regulation alerts, to ensure our clients are informed and prepared, including:
 - [Compliance News](#), newsletters which summarize important developments affecting plan compliance, published on our website and distributed via email via timely alerts
 - [Consulting insights, surveys and studies](#) of interest to sponsors of public sector plans
 - *Trends*, a quarterly publication that captures noteworthy developments of interest to sponsors of public sector health plans

In addition, Segal conducts frequent webinars (and seminars pre-COVID-19) for our clients to discuss current topics of concern and new legal and regulatory requirements. The presentations and supporting materials are then made available on our website as an educational resource.

Our recent webinar [“The ARP COBRA Subsidy: Answers to \(Some of\) Your Questions”](#) discusses the highlights of guidance and practical implementation tips for the COBRA subsidy passed as part of the American Rescue Plan Act. Our Segal panel, including Tami Simon, Global Corporate Consulting Leader; Kathy Bakich, SVP, National Health Compliance Practice Leader; and Joanne Hustead, SVP, Deputy Practice Leader, National Health Compliance Practice, use the government-released 86 questions and answers to help plan sponsors who still need additional guidance. You can watch this webinar [here](#).

Another recent webinar [“Digital Revolution: Healthcare On-demand”](#) discusses how digital technology is transforming the way that healthcare is practiced and delivered. The coupling of virtual technologies with remote medicine disrupts the idea that having a regular relationship

with a local primary care provider is necessary to manage chronic illness and overall health and well-being. You can watch the archived webinar [here](#). In this webinar, you'll:

- Learn which clinical categories are most appropriate for a digital solution
- Gain insight into some of the prominent companies that are emerging in this field
- Learn to identify the best digital therapeutics to match the needs of the population
- Learn how these programs can potentially reduce medical claims and create a healthier workforce

Links to the replays of other recent webinars include the following:

- [“State of Insurance Market: The Impact of 2020 and Looking Ahead in 2021”](#)
- [“The ARP COBRA Subsidy: Answers to Your Questions”](#)
- [“Strengthening Parity in Mental Health and Substance Use Disorder Benefits”](#)
- [“Discussing the New Transparency Rule and No Surprises Act”](#)

During 2020, Segal held many webinars regarding the dramatic impact of COVID-19 on benefits and compliance. In addition to the COVID-19-related webinars noted, other recent webinars include:

- “HIPAA in the Context of COVID-19: Impact on Health Plans”
<https://www.segalco.com/consulting-insights/hipaa-covid-19/>
- “Using Video to Improve Your Benefits Communications”
<https://www.segalco.com/consulting-insights/using-video-to-improve-your-benefits-communications>
- “How Confident Are You with Your HIPAA Data Security?”
<https://www.segalco.com/consulting-insights/hipaa-data-security>

Segal staff are also available to provide a range of training for clients, developed and customized to your specific needs from a one- or two-hour session to a week-long session; from specific groups, such as benefits staff or managers, to large groups of employees; from orientation for a new employee benefit plan or program to training human resources personnel on use of an employee survey tool.

On a regular and consistent basis, your consultants and actuaries will provide plan recommendations for your employee health benefits program that support the needs of the BLR. We demonstrate throughout our proposal the processes we use in providing each plan recommendation, depending on the plan benefit and issue.

- *Assist in preparation of proposed changes to related laws;*

In conjunction with your staff and legal team, we will support the BLR in drafting legislation to support the final recommendations of the committee. We understand the legislative process, as our Lead Actuary and Account Manager have worked in many states and produced hundreds of fiscal impact statements.

Segal's experience in this area allows us to assist with draft legislation as requested.

- *Provide consultation and advisory services in the policy and administrative problems of new legislation implementation;*

We have extensive experience in preparing comprehensive analyses of federal, state and local legislative and regulatory issues, that we see as problems, for our public sector clients. These analyses include a wide variety of research projects and reports that we have prepared for boards of trustees of state and local government plans, state legislatures, state commissions and the federal executive and judiciary branches.

We encourage our clients to contact Segal whenever a question arises about a problem that could possibly affect their policy and/or administration of the plan. However, because Segal does not practice law, if a legal issue arises, you should supplement the information and observations that we offer by consulting with your attorneys for authoritative legal advice.

- *Develop and provide various tables and factors as needed for legislative committees;*

Segal is committed to providing comprehensive reporting to the legislative committees. This includes details on the assumptions and factors used in our analysis that determine the magnitude of fiscal impact. The format of this reporting is flexible and will be tailored to meet the needs of the legislative committees.

- *Be readily accessible to committee members and staff; and*

When we assign the actuarial and consulting team to work with the BLR, we will also provide office and cell numbers for the primary team members. Our objective is to provide you the ability to get in touch at almost any time. We will establish a key staffing hierarchy for receiving, processing and responding to possible issues, questions and needs of the client. By assigning more than one senior level actuary to be fully familiar with the benefits and our work, and by providing ready access to your actuaries when they are out of the office, we are able to reduce any impact from key staff being away from the office and unavailable.

We will generally return telephone calls within one business day, and we generally can arrange meetings within a few working days of the request.

- *Be available for periodic educational discussions with committees and staff.*

We strongly believe in providing our clients with training and education. We offer a variety of training opportunities and educational discussions to clients, including robust monthly newsletters, a vast array of publications on employee benefits, and webinars. In addition, our team will highlight potential issues as part of our regularly scheduled calls and will have subject matter experts available directly to clients as needed.

Providing responsive and timely guidance

During 2020 and 2021, Segal held many of these educational sessions on the dramatic impact of COVID-19 and the Consolidated Appropriations Act (CAA) on benefits and compliance.

CAA

Our compliance consultants have been actively working to help our clients understand the regulatory changes associated with CAA and have created a roadmap to assist clients with compliance. As a nimble organization, we were able to quickly provide information regarding the Transparency Rule and No Surprises Act by 2022. And as CAA-related issues evolve, we will continue to provide greater guidance.

For example we conducted a webinar about the [Transparency Rules and No Surprises Act](#) and developed a robust compliance plan, which can be found [here](#):

We also hosted two webinars regarding the [implementation of the COBRA Subsidy](#) and the [amendment to the Mental Health Parity and Addiction Equity Act](#). You can watch the replay of these webinars via these links.

COVID-19

The Coronavirus (COVID-19) pandemic is rapidly evolving and will likely impact the US economy and health plan claims projections for most health plan sponsors. This virus is having an unprecedented impact on our country and the world, changing the way we live our lives and do business. The BLR is faced with considering the impact to your members' lives, how this virus will affect plan expenses and compliance with new federal legislation.

As the virus began to impact our lives Segal was at the forefront of communicating new regulations from both a federal and state standpoint. Our actuaries were also developing a cost model, providing projections based on new information as it became available. Due to our quick response to this outbreak, we were able to assist our clients in understanding their required compliance based changes, as well as providing them a realistic look at how the virus could impact their memberships.

We are continuing to engage with our clients on coronavirus-related project work and answering general high-level questions. We have the expertise to assist with a variety of issues impacted by coronavirus including compliance questions, business continuity concerns, benefit administration and coverage, clinical issues, Medicare coverage, paid time-off rules and employee communications, among other areas.

We are continually updating the educational resources, including communication strategies and guidance on issues affecting group health plans, on the [COVID-19](#) page of our [segalco](#) website. The newest content is highlighted on our main landing page with a dedicated Insights page for [COVID-19](#) resources.

In addition, we have extensive experience in preparing comprehensive studies and reports on benefits-related topics involving legislative and regulatory issues for many of our clients. We are also available to provide a range of training for clients, developed and customized to your specific needs.

Three recent examples of our educational guidance include updates on:

- COBRA Subsidy

<https://www.segalco.com/consulting-insights/reminder-notice-of-cobra-subsidy-termination-is-due-soon>

- Transparency Rule and No Surprises Act

<https://www.segalco.com/consulting-insights/no-surprises-act-and-transparency-rule-new-guidance>

- Extension of the National Health Emergency

<https://www.segalco.com/consulting-insights/national-public-health-emergency-extended-into-october>

Our [website](#) also serves as a central resource of valuable information and tools for our clients. We publish an array of newsletters, surveys and other informative publications on a variety of topics. These publications, including archives and articles by Segal experts, are available to our clients through the website and direct dissemination. Our website also provides updates on the latest legislative developments and guidance on how healthcare reform will affect your plan.

Segal staff are also available to provide trainings, developed and customized to your specific needs: from a one or two-hour session to a week-long session; from specific groups, such as benefits staff or managers to large groups of employees; from orientation of a new employee benefit plan or program to training human resources personnel on use of an employee survey tool.

In order to determine which bills will require a fiscal impact statement to be performed by the Vendor, it will be the responsibility of the Successful Vendor to monitor through the Arkansas General Assembly website, www.arkleg.state.ar.us, all bills referred to the House and Senate Insurance and Commerce Committees and the House and Senate Public Health, Welfare and Labor Committees during each legislative session, including any extraordinary sessions that may be declared by the Governor. The Successful Vendor will provide a list to the BLR of bills referred to the listed committees that it believes may impact employee health benefit plans in the State of Arkansas. BLR will notify the Successful Vendor which of the listed bills require a fiscal impact statement to be produced. BLR may also notify the Successful Vendor of bills referred to other committees for which fiscal impact statements have been authorized, and upon receipt of such notification, Successful Vendor will produce a fiscal impact statement for the listed bills.

Segal agrees to provide a list to the BLR of bills referred to the listed committees that it believes may impact employee health benefit plans in the State of Arkansas. We are prepared to produce a fiscal impact statement for each bill required.

In the event that services in addition to those described in Section 3.0 are required during the term of the Contract, the Subcommittee shall vote to authorize additional work, subject to the approval of the Subcommittee co-chairs, who shall have the power to approve the additional services and an additional fee for those services in an amount not to exceed ten percent (10%) of the total contract amount.

Segal acknowledges and agrees.

Actuarial Consulting (3.1)

The actuarial consulting services provided by the Successful Vendor pursuant to this Request for Proposals must address the stated specifications and requirements. These services will be provided to the members and committees of the Arkansas General Assembly.

We have addressed the BLR specifications and requirements under **Scope of Work/Specifications 3.0**. We understand these services will be provided to the members and committees of the Arkansas General Assembly.

As requested, the Vendor must attend various meetings of the committees of the Arkansas General Assembly, as notified by BLR. Hourly compensation will be paid for meeting times. The Vendor shall explain any anticipated limitations in its ability to attend committee meetings.

Segal agrees to attend various meetings of the committees of the Arkansas General Assembly. We understand our attendance will be paid hourly based on the meeting times. Additionally, we do not anticipate any limitations in our ability to attend committee meetings.

Vendor's response to this Request for Proposal should be comprehensive and address each individual item of section 3.0 to the Vendor's fullest extent to communicate their understanding of the requirement and how best the Vendor will meet this requirement. All pertinent information regarding the Vendor's proposed solution, team, actuarial resources, technical infrastructure, or other details must be provided to the items in 3.0.

Under **Section 3.0 and 3.1**, we have provided all pertinent information relating to Segal's consulting capabilities regarding the BLR's Scope of Work.

All projects shall be paid pursuant to the fee schedule set forth in the Official Proposal Price Sheet up to the maximum contract amount. The Vendor shall submit itemized invoices to the BLR, which will pay the invoices on a monthly basis.

Segal will submit itemized invoices to the BLR on a monthly basis. Our invoices will be set up as required in the Official Proposal Price Sheet, up to the maximum contract amount.

The BLR does not grant the Vendor exclusive rights to all actuarial consulting services contemplated under this RFP. In the event the Subcommittee decides that the acquisition of these services by another Vendor is in the General Assembly's best interest, the BLR reserves the right to contract and purchase actuarial consulting services from a different source outside the contract resulting from this RFP, and the BLR's action to procure services outside of the Contract does not infringe upon, nor terminate, the contract resulting from this RFP.

Segal acknowledges and agrees that Segal will not have exclusive rights to all actuarial consulting services contemplated under this RFP.

Procurement of Goods and Services (3.2)

If the Vendor anticipates the need to procure additional goods or services in order to provide the actuarial consulting services requested in the RFP, the Vendor must identify the goods and/or services that may be procured, the reason the procurement is necessary, the name of the vendor for whom the goods or services are to be procured, and the anticipated cost of the goods and/or services to be procured.

We do not anticipate the need to procure additional goods or services in order to provide the actuarial consulting services requested in the RFP. However, Segal will need access to the plan's claims, enrollment, and financial data in order to provide meaningful actuarial services.

Section 4, Section 5 & Section 6

Segal's cost proposal is under separate cover, as required.

Compensation (4.0)

Compensation for Employee Health Benefits Actuarial Consulting Services shall be paid based upon the work performed as specified in this RFP. A Vendor seeking consideration shall submit a compensation proposal for Employee Health Benefits Actuarial Consulting Services as provided throughout the RFP.

The fee schedule will cover the time spent in the completion of the requested task or project, as well as other administrative costs (including, but not limited to, secretarial, bookkeeping, budget preparation, monitoring and auditing services, travel expenses, etc.). The fee schedule will cover the time expended inclusive of all overhead or any other costs associated with the particular individuals who may be performing the services.

Segal acknowledges and agrees with the requirements set forth in this section.

Payment schedule (4.1)

The BLR shall pay the Vendor based on the hours expended for the approved projects on a monthly basis or as otherwise may be agreed to in writing by the parties. The BLR may request and the Vendor shall provide timesheets or other documentation as may be directed by the BLR prior to the payment for any services rendered. Failure to provide appropriate and satisfactory documentation will be sufficient grounds to withhold payment for the disputed amount, but other nondisputed amounts must be paid in a timely manner.

Segal acknowledges and agrees with the requirements set forth in this subsection.

Travel, Lodging, and Meals (4.2)

The Successful Vendor may submit invoices and receive reimbursement for actual travel expenses allowed by law related to attending meetings of committees of the Arkansas General Assembly, or other travel related to work under the Contract, as requested by BLR at the direction of committee chairs. Reimbursement of travel expenses will be included in the total maximum contract amount.

Estimates of expenses as allowed by law for travel related to field work required by the Contract and this RFP should be included by the Vendor in the fee schedule, as required by Section 4.0.

Segal acknowledges and agrees with the requirements set forth in this subsection.

Comprehensive Vendor Information (5.0)

All proposals should be complete and carefully worded and should convey all of the information requested by the Subcommittee and the BLR. If significant errors are found in the Vendor's proposal, or if the proposal fails to conform to the essential requirements of the RFP, the Subcommittee will be the sole judge as to whether that variance is significant enough to reject the proposal. Proposals should be prepared simply and economically, providing a straightforward, concise description of the Vendor's capabilities to satisfy the requirements of the RFP. Emphasis should be on completeness and clarity of the content. Proposals that include either modifications to any of the contractual requirements of the RFP or a Vendor's standard terms and conditions may be deemed non-responsive and therefore not considered for award.

Segal acknowledges and agrees with the requirements set forth in this section.

Generally (6.0)

The Vendor should address each item listed in this RFP to be guaranteed a complete evaluation. After initial qualification of proposals, selection of the Successful Vendor will be determined in a meeting of the Subcommittee by evaluation of several factors.

The Subcommittee has developed evaluation criteria that will be used by the Subcommittee and that is incorporated in Section 6.1 of this RFP. Other agents of the Subcommittee may also examine documents.

Submission of a proposal implies Vendor acceptance of the evaluation technique and Vendor recognition that subjective judgments must be made by the Subcommittee during the evaluation of the proposals.

The Subcommittee reserves, and a Vendor by submitting a Proposal grants to the Subcommittee, the right to obtain any information from any lawful source regarding the past business history, practices, and abilities of Vendor, its officers, directors, employees, owners, team members, partners, and/or subcontractors.

Segal acknowledges and agrees with the requirements set forth in this section.

Evaluation Criteria (6.1)

Segal acknowledges and agrees with the requirements set forth in this subsection.

Vendor Profile (5.1)

In addition to information requested in other sections of the RFP, the Vendor shall submit the following:

- *Business Name;*

The Segal Company (Southeast), Inc. d/b/a Segal

- *Business Address;*

One Paces West
2727 Paces Ferry Road, SE
Suite 1400
Atlanta, Georgia 30339

- *Alternate Business Address;*

Headquarters:

333 West 34th Street
3rd Floor
New York, NY 10001-2402

- *Primary Contact Name, Title, Telephone, Fax, and E-mail Address;*

Patrick J. Klein, FSA, MAAA
Vice President and Consulting Actuary
Segal
One Paces West | 2727 Paces Ferry Road, SE | Suite 1400 | Atlanta, GA 30339
T 678.306.3142 | M 470.279.0232 | F 678.669.1887
pklein@segalco.com

- *How many years this company has been in this type of business;*

Segal has been in business for over 80 years.

- *Proof that the Vendor is qualified to do business in the State of Arkansas;*

Please see a copy of our business license located under **Tab: Arkansas Business License**.

- *A disclosure of the Vendor's name and address and, as applicable, the names and addresses of the following: If the Vendor is a corporation, the officers, directors, and each stockholder of more than a ten percent (10%) interest in the corporation. However, in the case of owners of equity securities of a publicly traded corporation, only the names and addresses of those known to the corporation to own beneficially five percent (5%) or more of the securities need be disclosed; if the Vendor is a trust, the trustee and all persons entitled to receive income or benefits from the trust; if the Vendor is an association, the members, officers, and directors; and if the Vendor is a partnership or joint venture, all of the general partners, limited partners, or joint venturers;*

Segal is a private corporation.

Segal is a private, employee-owned benefits and investment consulting firm. Members of the Segal family include benefits specialists Segal; benefits communication specialists Segal Benz; and investment solutions specialists Segal Marco Advisors.

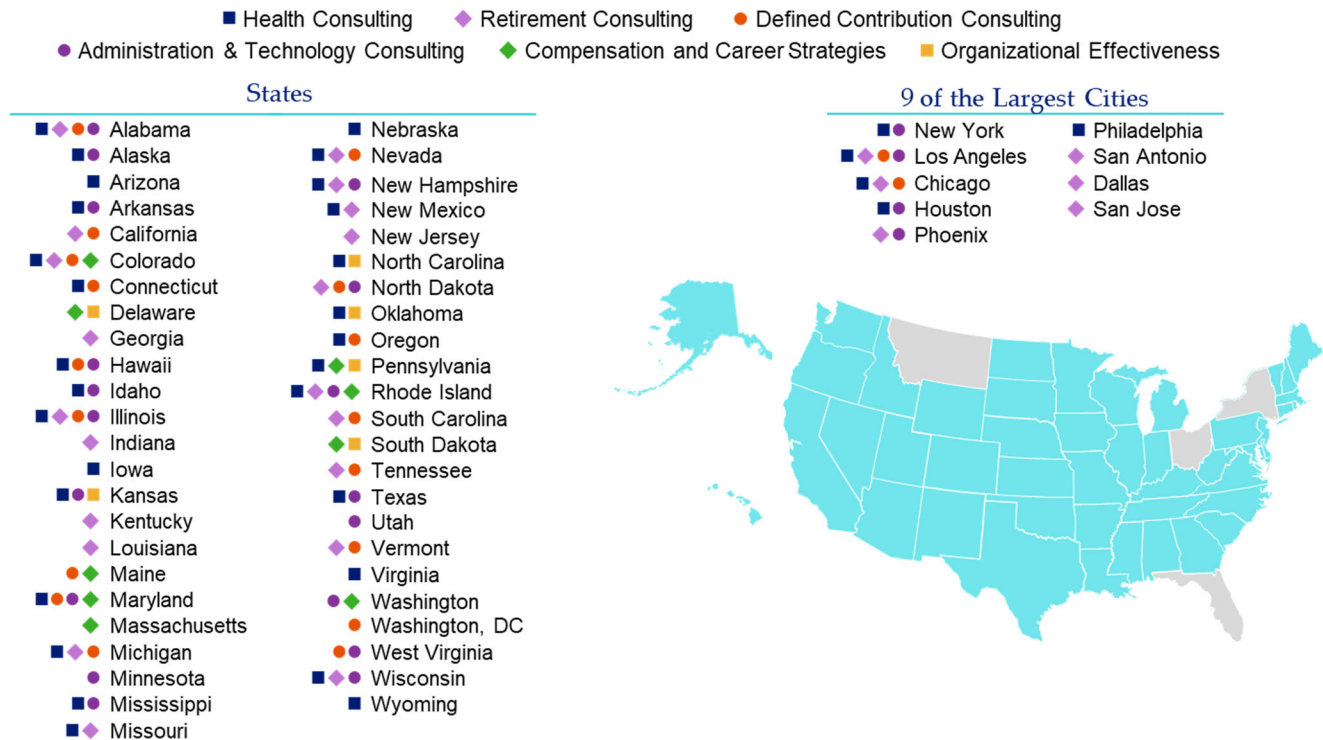
Directors	Corporate Officers
Joseph LoCicero	<i>Joseph A. LoCicero, Chair</i>
John R. DeMairo	<i>David Blumenstein, President and Chief Executive Officer</i>
David Blumenstein	<i>John R. DeMairo, Vice Chair</i>
Jennifer Benz	<i>John Flynn, Chief Operating Officer</i>
Susan Crotty	<i>Joseph M. Fristachi, Senior Vice President, Treasurer and Chief Financial Officer</i>
Aldwin P. Frias	<i>Steven C. Greenspan, Senior Vice President, Secretary and General Counsel</i>
Eugene Keilin	
Mary P. Kirby	
Stuart H. Lerner	
J. Robinson Lynch	
Andrew Sherman	

No person owns more than 5% interest in the corporation.

- *A disclosure of all the states and jurisdictions in which the Vendor does business and the nature of the business for each state or jurisdiction;*

We perform health, retirement, defined contribution, administration & technology consulting and/or other services for 46 states, 9 of the largest U.S. cities, District of Columbia, U.S. Virgin Islands and Puerto Rico.

Health, Retirement, Technology, Compensation & Organizational Consulting



Segal Public Sector Client List

Below, please see our firm-wide list of our key current and recent public sector clients. We provide a wide range of consulting services for these clients.

State Government and Statewide Retirement Systems

Arkansas Bureau of Legislation
 Alabama Public Education Employees' Health Insurance Plan
 Alaska Retirement Management Board
 AlaskaCare Health Plan
 State of Delaware
 The District of Columbia
 North Carolina State Health Plan
 State of Colorado
 State of Connecticut
 State of Hawaii

Florida Division of State Group Insurance
 State of New Hampshire
 State of Tennessee
 State of West Virginia
 State of Wyoming
 State of Minnesota
 State of South Dakota
 Texas Group Benefit Plan for State Employees
 State of Nebraska
 Illinois Central Management Services
 Arizona State Retirement Systems

Georgia Municipal Employees' Retirement System
 Illinois Municipal Retirement Fund
 Illinois State Universities Retirement Systems
 Illinois Teachers' Retirement System
 Missouri Local Employees Retirement System
 Ohio School Employees Retirement System
 Pennsylvania Public School Employees' Retirement System
 New Mexico Public Schools Insurance Authority
 New Mexico Educational Retirement Board
 New Mexico Retirees Association
 State of Kansas
 Texas Teachers Retirement System
 State of Maine

California State Teachers' Retirement System
 District of Columbia Retirement Board
 Minnesota State Retirement Systems
 Nevada Public Employees' Retirement System
 North Dakota Public Employees Retirement System
 North Dakota Teachers Fund for Retirement
 Michigan Office of Retirement Systems
 Rhode Island Employees' Retirement System
 Texas Municipal Retirement System
 University of California Retirement System
 Wisconsin Retirement System
 Wisconsin Employee Benefit Trust
 State of Massachusetts

Local Governments and Public School Systems

Fairfax Water, VA
 City of Austin, TX
 Dallas Independent School District, TX
 City of Houston, TX
 City of San Jose, TX
 City of Atlanta & Board of Education, GA
 City of Atlanta General Employees, GA
 City of Alexandria, VA
 Fulton County, GA
 Savannah-Chatham County Public Schools, GA
 Arlington, VA Public Schools
 Metro Atlanta Rapid Transit Authority GA
 City of Baltimore, MD
 Gwinnett County, GA
 Los Angeles County Employees Retirement Association, CA
 Loudoun County Schools, VA
 San Antonio Fire and Police, TX
 City of Chicago, IL
 City of Chicago Retirees
 Chicago Public Schools
 City of Savannah, GA
 City of Springfield, MO

Washington Metropolitan Area Transit Authority
 City of Boston, MA
 City of Tucson, AZ
 Chicago Transit Authority, Retiree Healthcare Trust
 Cook County, IL
 Cook County & Forest Preserve Pension Funds
 McHenry County, Illinois
 DeKalb County, GA
 Denver Public Schools, CO
 Fairfax County Public Schools, VA
 Fort Worth Retirement System, TX
 Los Angeles County Employees Retirement Association, CA
 Los Angeles Unified School District
 Shelby County, TN
 Jacksonville, FL
 Hollywood, FL
 Ocala, FL
 New York, New York
 New York Transit Authority
 City of Philadelphia, PA
 Village of Skokie, IL

Federal Government Clients

U.S. Office of Personnel Management
 Federal Reserve Bank
 Administrative Office of the U.S. Courts
 Argonne Labs
 Fermi Lab
 Freddie Mac

Postal Regulatory Commission
 Blue Cross Federal Employee Plan
 Railroad Retirement Board
 U.S. Customs and Border Protection
 Sandia National Labs

Public and Private Higher Education

Amherst College	Ithaca College	Saint Mary's College of CA
Art Center College of Design	J. David Gladstone Institutes	Saint Peter's University
Baylor University	Lewis University	Salem College
Bob Jones University	Loyola Marymount University	Samford University
Bowdoin College	Loyola University of Maryland	Sarah Lawrence College
Brandman University	Manhattanville College	Seattle University
Brown University	Marietta College	Seton Hall University
Bucknell University	Marist College	Shenandoah University
Caldwell College	Marymount Manhattan College	Siena College
Calvin College	Massachusetts College of Art	Skidmore College
Carroll College	Massachusetts Institute of	Springfield College
Chapman University	Technology	St. Edwards University
Colgate University	Mercy College	St. Thomas University
Colorado School of Mines	Methodist University	Stetson University
Columbia College	Molloy College	Stevens Institute of Technology
Corban University	Monmouth University	Stonehill College
Cornell University	Morehouse School of Medicine	Temple University
Dalhousie University	Mount Holyoke College	Texas Christian University
DePaul University	Mount St. Mary's University	Union College
Des Moines University	Mount Ida College	University of Denver
Dominican University	Nazareth College	University of Mount Union
Dickinson College	New England College	University of Richmond
Drake University	Niagara University	University of St. Thomas
Drew University	North Central College	University of Scranton
Duke University	Nova Southeastern University	University of Tampa
Duquesne University	Ohio Northern University	University of the Pacific
Embry-Riddle Aeronautical	Ohio Wesleyan University	University of Tulsa
University	Pace University	Vanderbilt University
Emerson College	Pacific Northwest University	Vanguard University
Excelsior College	of HS	Villanova University
Fairleigh Dickinson University	Polytechnic Institute	Washington College (MD)
Flagler College	Princeton University	Westmont College
Florida Institute of Technology	Providence College	Wheaton College (MA)
Gettysburg College	Quinnipiac University	Widener University
Georgetown University	Rensselaer Polytechnic Institute	Wilkes University
Gonzaga University	Regis University	Worcester Polytechnic Institute
Hamilton College	Rice University	Xavier University
High Point University	Rider University	Yale University
Hobart & William Smith College	Rocky Vista University	Yeshiva University
Illinois Institute of Technology	Saint Joseph's University	University of Florida
East Carolina University	Northern Virginia Community	University of Idaho
Eastern Kentucky University	College	University of Kentucky
Florida Gulf Coast University	Northern Wyoming Community	University of Louisville
Florida Polytechnic University	College	University of Maine
Florida State University	Northwood University	University of Mary Washington

George Mason University	Oakland University	University of Maryland
Georgia Institute of Technology	Oregon State University	University of Massachusetts – Lowell
Georgia Gwinnett College	Pennsylvania State University	University of Michigan
Indiana University	Pima County Community College	University of Minnesota
Iowa State University	Portland State University	University of Missouri
Kean University	Prairie View A&M University	University of New Mexico
Keene State University	Purdue University	University of North Carolina – Charlotte
Longwood University	Radford University	University of North Florida
Maricopa County Community Colleges	Stephen F. Austin State University	University of Oklahoma
Coastal Carolina University	Texas Southern University	University of Pittsburgh
College of The Mainland (TX)	Texas State—San Marcos	University System of New Hampshire
College of William & Mary	The Citadel	University of Tennessee System
Collin County Community College	The City College of New York	University of Texas Health Sciences Center San Antonio
Columbus State Community College	University of Baltimore	University of Utah
Community Colleges of Philadelphia	University at Brockport (SUNY)	University of Virginia
Cuyahoga Community College	University at Shady Grove	Utah State University
Delaware County Community College	University of Alaska	Virginia Commonwealth University
	University of Arkansas	
	Medical University of South Carolina	

- *A disclosure of all the states and jurisdictions in which the Vendor has contracts to supply the type of services requested under this RFP and the nature of the goods or services involved for each state or jurisdiction;*

Governmental entities require an array of specialized expertise, which Segal is committed to providing to meet the evolving needs of public sector clients. Our consulting experience extends not merely to the routine plan design, premium rate renewals, actuarial valuations and rate setting, but also to the special projects where jurisdictions are exploring new options to meet new challenges. This makes Segal uniquely qualified to provide the services outlined in the BLR's RFP.

The following table illustrates our experience in providing complex, similar services to other large state clients, in particular the deliverables and tasks contained in the RFP.

	AK	AL	AR	AZ	CO	CT	HI	IA	IL	KS	MD	MI	MS	NC	NE	NH	NM	NV	OR	PA	RI	TX	WI	WY
Financial Projections	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
IBNR	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
Funding Rates/Plan Cost Modeling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Actuarial Rate Development	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Data Analysis/Trends	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

	AK	AL	AR	AZ	CO	CT	HI	IA	IL	KS	MD	MI	MS	NC	NE	NH	NM	NV	OR	PA	RI	TX	WI	WY
Annual Comprehensive Financial Report	✓	✓		✓	✓	✓	✓	✓		✓	✓			✓	✓	✓		✓	✓		✓	✓		
Plan Design Review	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
CDHP (HSA/HRA)	✓			✓	✓				✓	✓			✓	✓	✓			✓			✓	✓	✓	✓
Kaiser					✓		✓				✓								✓					
Narrow Networks	✓			✓	✓	✓					✓			✓	✓		✓					✓	✓	
Benchmarking	✓						✓											✓	✓	✓	✓			
Medicare Advantage	✓	✓	✓	✓	✓	✓	✓		✓	✓				✓		✓	✓		✓	✓		✓	✓	
Medicare Supplement/Wrap	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓		✓	✓		✓	✓			✓	✓
Medicare Part D Consulting	✓	✓		✓	✓	✓	✓		✓	✓	✓			✓		✓	✓		✓	✓		✓		
OPEB Valuation				✓	✓	✓	✓	✓			✓	✓		✓	✓	✓	✓	✓					✓	✓
Legislative Support	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
ACA Consulting/ Healthcare Reform	✓	✓			✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
HIPAA Compliance	✓	✓				✓	✓	✓		✓	✓		✓	✓	✓	✓	✓			✓		✓	✓	
Other Compliance Support	✓				✓	✓	✓			✓						✓					✓			
Total Health Management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	
Wellness Plan Designs & Program Analysis	✓	✓	✓		✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓				✓		✓	
Clinics/Wellness Centers	✓									✓														
Contract Negotiations	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Direct Provider Contracting	✓			✓	✓	✓							✓							✓				
Strategic Planning/Migration Strategies	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
Participation in Meetings and Workgroups	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pharmacy	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Collective Bargaining Support	✓					✓			✓							✓					✓			
Procurement/Marketing	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Reporting	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Data Warehousing Services					✓	✓	✓											✓		✓	✓			
Local Governments/Schools	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓			✓	✓	✓	✓		✓	✓	✓
Communications/Virtual Benefits Fair Website Hosting	✓			✓		✓	✓		✓		✓					✓			✓	✓	✓	✓		
Claims Auditing	✓					✓										✓	✓	✓		✓	✓		✓	

	AK	AL	AR	AZ	CO	CT	HI	IA	IL	KS	MD	MI	MS	NC	NE	NH	NM	NV	OR	PA	RI	TX	WI	WY
Technology Consulting/Implementation	✓	✓				✓	✓	✓			✓					✓	✓			✓	✓	✓	✓	
SOC Reports Review																					✓			
Cafeteria Plan Support																					✓			

- *A disclosure of the details of any finding or plea, conviction, or adjudication of guilt in a state or federal court of the Vendor for any felony or any other criminal offense other than a traffic violation committed by the persons identified as management, supervisory, or key personnel;*

None to report.

- *A disclosure of the details of any bankruptcy, insolvency, reorganization, or corporate or individual purchase or takeover of another corporation, including without limitation bonded indebtedness, and any pending litigation of the Vendor;*

None to report.

- *A disclosure of any conflicts of interest on the part of the Vendor or its personnel that will be working on this project.*

We are not aware of any conflict of interest relating to Segal, as a company, or any team member assigned to the project.

- *Additional disclosures and information that the Subcommittee may determine to be appropriate for the procurement involved.*

None to report.

General Information (5.2)

Vendor shall submit any additional information for consideration such as specialized services, staffs available, or other pertinent information the Vendor may wish to include.

Segal's major strengths are:

- **We have extensive public sector experience:** We have extensive experience in providing consulting and actuarial services to public employee benefit programs. Segal is employee owned and independent of any financial, insurance or investment entity. We provide benefits and actuarial consulting services to over 2,700 clients, of which 500 are public sector clients. For more than 70 years, we have developed cutting-edge total reward approaches that provide quality healthcare, secure retirement and competitive compensation programs for public employees. Offering comprehensive benefits requires public sector entities to continually search for cost efficiencies and innovations. Segal is a leading architect in the design and implementation of retirement plans and healthcare alternatives that provide employees with expanded choice and employers with more financial and quality control. Strategic benefits planning is the key tool we use to assess the current environment, develop future directions, identify long term goals and implement change for our clients.
- **Our people are experts and leaders in the industry:** Our professionals have extensive experience working with public sector organizations like yours and are considered experts in the industry. Many are frequent speakers, authors and advisors to organizations such as the State and Local Government Benefits Association, Association of Private Pension and Welfare Plans, National Association of State Retirement Administrators, Employee Benefit Research Institute, Government Finance Officers Association, International Foundation of Employee Benefit Plans, College and University Professionals Association – Human Resources, International Personnel Management Association – Human Resources, and WorldatWork. What this means for the BLR is that we are aware of the ever-changing environment that your plan must adapt to and can provide solutions specific to your needs.

Segal experts also have extensive knowledge of public sector benefits, compensation and human resources issues and legislation. Segal is active in the review and development of public sector employee benefit programs and serves as a source of information and resources to the public sector. Our publications for the public sector community include *The Evolution of Public Sector Pension Plans*, published by the National Conference on Public Employee Retirement Systems (NCPERS), *An Elected Official's Guide to Public Retirement Plans*, published by the Government Finance Officers Association, and *Employers' Guide to HIPAA Privacy Requirements* published by Thompson Publishing Group.

The work we do as professionals servicing benefits programs is dependent on how well we apply the knowledge and experience of our employees to the issues we are asked to help resolve. While we have sophisticated electronic and processing systems to make our work more efficient, it is our employees and their ability to help clients work through difficult issues that differentiates Segal from other firms.

- **We employ rigorous quality control and peer review procedures:** Segal has quality control principles in place that mandate two levels of review for all actuarial work.

In addition to our standard review process for all work, members of Segal's National Health Practice and other senior Health staff from other Segal offices visit each Segal office annually

to complete a technical peer review of the department's work. This internal review will randomly select many of the work files to further ensure that the internal quality procedures have been followed. Segal's Health staff's individual compensation is tied to the results of these internal reviews.

Non-actuarial services

Our firm's business includes the following other non-actuarial services:

- **Administration and Technology Consulting** examines the best practices available for administration of benefit funds. Our consulting team offers practical alternatives to improve a fund's current procedures utilizing either outsourcing vendors or available technology.
- **Employee communications services** include the development of materials for a wide range of benefit programs, such as pension plans, welfare plans, flexible benefits, IRC Section 125 plans, 401(k) and other savings plan arrangements and healthcare cost management. The experienced staff produces brochures, posters, payroll stuffers, video and slide presentations, individualized benefit statements, comprehensive employee handbooks and individual Summary Plan Descriptions as well as computer interactive communications. The staff also conducts seminars, focus groups and training for meeting presenters.
- **Investment performance services**, provided by Segal Marco Advisors, the investment-management affiliate of The Segal Group, include evaluation of investment performance, assistance in setting investment policy guidelines and objectives, manager selection, GIC placement, and a wide variety of related services to assist Fund sponsors in the efficient organization and implementation of their investment programs.
- **Fiduciary liability insurance**: We broker fiduciary liability insurance for a number of clients. These services include the submission of completed applications to insurers, receiving and negotiating coverage terms and conditions and reporting to the BLR the results of our marketing efforts inclusive of our recommendations, as appropriate.

Cross-regional staffing

Unlike many other consulting firms where there is significant geographic focus and financial structures encourage local staffing, often leading to competition among offices, Segal has worked hard to remove artificial geographic barriers to staff projects on a national basis. Our goal is to ensure that the best resources are assigned to each client assignment, regardless of location. This national approach results in greater collaboration, innovation and dissemination of tools and resources. We will draw on resources across the country to achieve the BLR's objectives and ensure a successful outcome.

At Segal, we differ from our competitors in that we select team members based on needs and industry experience wherever they may be located, not just because they reside in the closest office locations. We fit the best people for the work that will most benefit the client, not our P&L.

We have invested in enabling technology to facilitate seamless and effective work regardless of office location. We are equipped with video and web meeting capabilities, which enables us to host virtual meetings as if we were in the same office. We will leverage this technology as appropriate to service the BLR seamlessly.

You'll Be Serviced by a Team with Deep and Varied Resources



Disclosure of Litigation (5.3)

A Vendor shall include in its Proposal a complete disclosure of any civil or criminal litigation or indictment involving such Vendor. A Vendor shall also disclose any civil or criminal litigation or indictment involving any of its joint ventures, strategic partners, prime contractor team members, and subcontractors. This disclosure requirement is a continuing obligation, and any litigation commenced after a Vendor has submitted a Proposal under this RFP must be disclosed to the BLR in writing within five (5) days after the litigation is commenced.

There is no litigation currently pending against Segal, however, with more than 2,500 clients, Segal is occasionally named as a party in litigation involving the performance of its services. Past litigation has not affected Segal's ability to provide services to its clients, and no litigation has ever had a material effect on Segal's financial position. Segal has never been involved in litigation related to a security breach.

We agree to disclose any subsequent litigation filings within five (5) days after the litigation is commenced, should this happen.

Vendor Qualifications (5.5)

A Vendor shall provide resumes or short biographies and qualifications of all management, supervisory, and key personnel to be involved in performing the services contemplated under this RFP. The resumes shall present the personnel in sufficient detail to provide the Subcommittee with evidence that the personnel involved can perform the work specified in the RFP. A Vendor shall provide a brief history of its company, to include the name and location of the company and any parent/subsidiary affiliation with other entities. If a Vendor is utilizing the services of a subcontractor(s) for any of the service components listed, the Vendor shall include in its proposal response a brief history of the subcontractor's company to include the information requested herein.

A Vendor shall provide:

- A brief professional history, including the number of years of experience in providing the services required under this RFP or related experience and any professional affiliations and trade affiliations.*

Segal was founded as the Martin E. Segal Company in 1939, early in the development of employee benefit plans in American industry. From the beginning, Segal has been involved in developing health and retirement programs that meet the needs of employees and employers as well as plan sponsors and participants.

The firm's first services focused on consulting for group health insurance and, soon after World War II, Segal began offering retirement plan consulting, including actuarial services. By the early 1950s, our leadership in retirement consulting services for collectively bargained plans brought us national recognition when our firm was asked to help set up some of the first multiemployer pension plans under the Taft-Hartley Act. Within a few years, Segal assisted in the establishment of numerous national industry-wide pension plans. These activities aided employees of industries such as entertainment, apparel, transportation and construction in which employees do not typically have prolonged employment with a single employer. Many widely accepted benefit practices were and are today innovations first conceived, designed and introduced by Segal.

Acquisitions over the years included Sibson Consulting (acquired in 2002), Segal Marco Advisors (acquired in 2017), Segal Benz (acquired in 2019), LRWL Inc. (acquired in 2020), Union Services Agency, a Michigan-based insurance brokerage firm that has clients in 34 states (acquired this month, June 2022), which are now all members of Segal

Today, we remain a private, employee-owned firm known for providing unbiased consulting based on the integrity, expertise, personal investment and trusted advice of our people. We assist public entities, multiemployer funds and public and private corporations on the full range of health and welfare, retirement and human resource-related issues.

Through our 80+-year history, we've built a firm that plan sponsors came to count on for truly personal actuarial, benefits and investment expertise aimed at one mission: delivering trusted

advice that improves lives. Today, we formally operate under one name – Segal – and members of the Segal family include Segal, Segal Benz and Segal Marco.

- *A listing of current accounts and the longevity of those accounts.*

In addition to Arkansas, below we have provided a list of our clients that are primarily serviced by our Atlanta Health Practice personnel.

Customer Name: Alabama PEEHIP

Customer Address: 201 S Union, St., Montgomery, AL 36104			
Year: 2013-Present	Contract Price: \$375,000 - \$500,000/year	Kind of Contract: Health and Retiree Health	Location of Work: Atlanta

Customer Name: Alabama SEIB

Customer Address: 201 S Union, St., Montgomery, AL 36104			
Year: 2017-Present	Contract Price: \$62,000 - \$225,000/year	Kind of Contract: Ad hoc Health Projects	Location of Work: Atlanta

Customer Name: State of Mississippi

Customer Address: 501 North West St., Suite 901B Woolfolk Building, Jackson, MS 39201			
Year: 2017-Present	Contract Price: \$175,000 - \$300,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: Texas TRS

Customer Address: 1000 Red River St., Austin, TX 78701			
Year: 2019-Present	Contract Price: \$1.9M/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: North Carolina State Health Plan for Teachers and State Employees

Customer Address: 3200 Atlantic Ave, Raleigh, NC 27604			
Year: 2010-Present	Contract Price: \$1.1M/year	Kind of Contract: Health & Retiree Health	Location of Work: Atlanta

Customer Name: State of Kansas Employee Health Plan

Customer Address: 900 SW Jackson St., Room 451, Topeka, KS 66612			
Year: 2014-Present	Contract Price: \$320,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: State of Nebraska

Customer Address: 1526 K St., Suite 130, Lincoln, NE 68508			
Year: 2013-Present	Contract Price: \$250,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: State of Iowa

Customer Address: Hoover Building, Floor 3, 1305 E. Walnut St., Des Moines, IA 50319			
Year: 2014-Present	Contract Price: \$260,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: State of Wisconsin Employee Trust Funds Board

Customer Address: 801 West Badger Rd., Madison, WI 53713			
Year: 2014-Present	Contract Price: \$1.0M/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: State of Illinois

Customer Address: 2200 Churchill Rd., Springfield, IL 62702			
Year: 2013-Present	Contract Price: \$500,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: Fulton County, GA

Customer Address: 130 Peachtree St. SW, Suite 1168, Atlanta, GA 30303			
Year: 2020-Present	Contract Price: \$350,000/year	Kind of Contract: Health	Location of Work: Atlanta

Customer Name: City of Austin, TX

Customer Address: 100 Red River St., Austin TX 78701			
Year: 2017-Present	Contract Price: \$1.0M/year	Kind of Contract: Health & Retiree Health	Location of Work: Atlanta

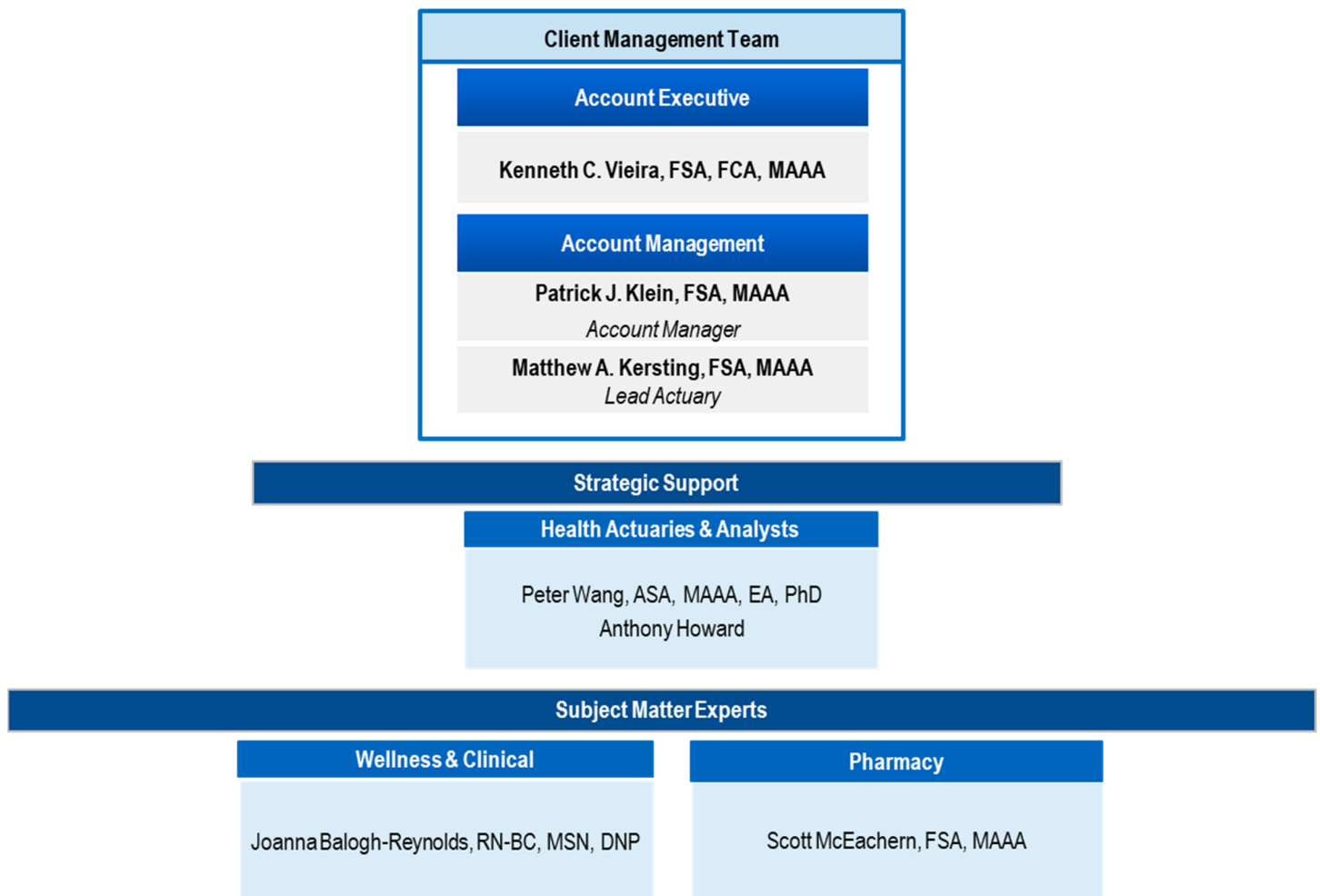
Customer Name: City of Houston, TX

Customer Address: 611 Walker, 4 th Floor, Houston, TX 77002			
Year: 1998-Present	Contract Price: \$110,200 – \$350,000/year	Kind of Contract: Health, Retiree Health, and Compensation	Location of Work: Atlanta & DC

- *An organizational chart highlighting the names/positions that will be involved in the contract, including the individual who will be primarily responsible for managing the account on a day-to-day basis.*

Segal has assigned an account team that will bring to this engagement extensive experience with state and local government programs and other public sector entities, as well as familiarity with the BLR's programs. We understand the importance of having our top technical and consulting specialists knowledgeable with the BLR's benefit structure and programs and on call to allow rapid response to developing needs.

In short, Segal possesses the skills and expertise, in house, to meet the needs – expected and unexpected – of the BLR's programs.



Our core team member's resumes are included in **Appendix 1: Segal Team Resumes**.

- *A detailed description of the plan for assisting the Subcommittee in meeting its goals and objectives, including how the requirements will be met and what assurances of efficiency and success the proposed approach will provide.*

Segal will regularly check the website to review any new bills that have been brought forward. Upon reviewing a newly posted bill, Segal will reach out to the Subcommittee to determine whether an actuarial note will be required and discuss a proposed timeline and any data needs. In order to ensure expedient access to appropriate data, it may make sense to set up direct lines with EBD, BCBS, MedImpact, and any other vendors for data sharing with Segal.

For other proposed changes unrelated to fiscal notes, Segal will work with the Subcommittee to establish a timeline and project plan. For all work performed for the BLR, Segal will follow our quality procedures detailed below.

Project methodology

Segal's project methodology aligns with the Project Management Institute (PMI) practices and encompasses these fundamental characteristics of good project management:

- Resource management
- Issue management
- Communications management
- Change management
- Risk management
- Quality management
- Project tools and coordination

Office 365 including the use of Teams and SharePoint, complemented by the project and task execution platform, SmartSheet. One or more of these toolsets will be used in our assignment with you. These collaboration and knowledge management platforms allow all project team members to share critical project information easily and securely. Functionality with these tools includes:

- Document management
- Knowledge management
- Key resource and contact management
- Key project schedules and meetings management
- Project plans management
- Milestone reporting

With a small agile team and significant experience in preparing requests for proposal, we will utilize our standard project methodology and tools for preparing these services to the BLR.

Segal will use a traditional Gantt chart to monitor project time and resources, task dependencies and overall progress for your project. Gantt charting provides the ability to monitor resource allocation and eliminate duplication of efforts by the project team. Should reaching a milestone

require more time than anticipated on the project plan, the impact of a potential delay in the project as well as the possible impact on costs would be reviewed and communicated to the BLR immediately.

We recognize that the key to any successful project is to define the scope, timeline, budget, reporting and communication structure properly and realistically. At a minimum, strong project management throughout the entire project cycle will be critical and will allow the BLR and Segal to:

- Meet shared goals and objectives
- Maintain project timelines
- Provide accurate, timely and quality deliverables
- Maintain project budget
- Identify and manage project scope as well as managing any future scope changes

Throughout the entire project, we will utilize the aforementioned processes and project management tools to keep the BLR informed about the status of the project. This will allow Segal and the BLR to communicate efficiently and effectively, share data and information timely and accurately, as well as allow both parties to clearly understand the status of the project and future next steps.

Quality control

Segal's quality control is handled in house and our process includes:

- **National peer review program:** Segal's Office of the Chief Actuary (OCA) monitors adherence to our actuarial policies and processes by conducting annual internal peer reviews of each actuarial practice or department in the company. Improvements to actuarial processes or practices are developed, implemented and monitored, in consultation with the firm's Actuarial Managers and National Office executives.
- **Early warning system:** Each office and region have an early warning system to identify, evaluate and deal with potential difficulties and anomalies as they emerge and before they become problematic.
- **Software:** To maintain accuracy and quality, the firm's actuarial software is internally developed and tested by credentialed actuaries in our specialized Actuarial Technology and Systems department. OCA and our various national actuarial policy committees oversee the contents of our actuarial valuation report templates.



- **Continuous learning and professional actuarial involvement:** Over 160 members of our staff are Fellows and Associates of the Society of Actuaries, Members of the American Academy of Actuaries, Fellows and Members of the Conference of Consulting Actuaries, Enrolled Actuaries or Fellows of the Canadian Institute of Actuaries and are subject to the continuing education requirements of those organizations.

Several of our firm's senior actuaries serve or have served on Boards and committees of the American Academy of Actuaries, the Society of Actuaries, the Conference of Consulting Actuaries, the Actuarial Standards Board and the Advisory Committee of the Joint Board for the Enrollment of Actuaries.

In addition, to help credentialed actuarial staff meet continuing education requirements and to foster use of evolving best practices, Segal holds a mandatory, annual Technical Actuarial Meeting of over 11 credit hours (arranged by a standing committee of actuaries under the supervision of the OCA) and supports other professional development opportunities.

- **Company-wide standards and training:** By setting and enforcing the uniform national professional standards described above, and through company-wide training programs that equip our staff to achieve those standards, we ensure consistency and quality in the delivery of services. Highlights include:
 - Online and in-person training and lectures for employees new to benefits consulting. Senior staff experts introduce, explain and demonstrate all aspects of benefits consulting using various techniques, including simulated business situations.
 - Participation in industry conferences, seminars and associations. Not only does Segal encourage consultants to actively engage in external events, we also organize conferences and seminars each year and serve as a corporate sponsor to a number of benefits-related associations.
 - Training initiatives for time management, presentation techniques, written communications and negotiations
 - Leadership and management training for senior managers. These sessions also serve as an opportunity for our senior consultants to interface and share their knowledge of industry trends and innovations.
 - Active training committees within each practice area that identify specific training needs and conduct training sessions and workshops on a broad range of professional and technical topics. These comprehensive, ongoing internal educational efforts are led by our internal experts.
- *An indication of the timeframe the Vendor would require to assist the Subcommittee in meeting its goals and objectives.*

Segal is available to assist the subcommittee immediately upon the execution of the contract. For this type of work, the timeframe will depend on the change that is being reviewed. For each periodic review, we will provide the subcommittee an estimated timeline required to provide the actuarial note.

- *A detailed, narrative statement listing the three (3) most recent, comparable contracts (including contact information) that the Vendor has performed and the general history and experience of its organization.*

Although we treat our full client list as confidential, we provide the following clients as a reference. **We request you contact us prior to contacting these individuals so we may notify them in advance of your call as a courtesy and so they will be expecting to hear from you.**

Reference 1

North Carolina State Health Plan

Contact Information:

Mr. Matthew Rish
3200 Atlantic Avenue
Raleigh, NC 27604
Phone: 919.814.4413

Number of Participants: 699,000

Services Provided: Segal has served as actuary and health consultant to the NCSHP since 2010 (health consulting) and 2012 (actuary).

Your Executive Sponsor, Ken Vieira, is the Lead Actuary and managed this account for over 20 years (spanning his prior firm). We provide a broad range of services for NCSHP, including the following projects over the last 12months:

- Ongoing actuarial analyses and financial projections over five years
- Calculation of participant and employer rates
- Data mining, warehousing and in-depth utilization claims analysis, including EBD dashboards
- Population Health Management Analysis
- GASB OPEB actuarial valuations
- Medicare Part D actuarial attestations
- IBNR analysis and reserve recommendations
- Analysis of return on investment of contracted disease management vendor
- Strategic consulting and planning with the Board of Trustees
Alternative plan design, including incentives, penalties, and value-based features
- Compliance consulting including consulting on recent federal legislation including No Surprise Act, Transparency Rules and Mental Health Non-Quantitative Treatment Limitations
- Medicare Advantage, and Prescription Drug consulting
- Requests for proposals for Medical TPA and Pharmacy Benefit Manager Services

Reference 2

State of Nebraska

Contact Information:

Ms. Christy Osentowski
1526 K Street, Suite 110
Lincoln, NE 68508
402-471-2832 (t)
christy.osentowski@nebraska.gov

Number of Participants: 27,000

Services Provided:

- Annual Report presented to the Legislature's Appropriations Committee
- Ongoing actuarial analyses and financial projections over four years
- Fiscal notes
- Calculation of participant and employer rates
- GASB OPEB actuarial valuations
- IBNR analysis and reserve recommendations
Strategic consulting – plan design, including incentives, penalties, and value-based features
- Compliance consulting including consulting on recent federal legislation including No Surprise Act, Transparency Rules and Mental Health Non-Quantitative Treatment Limitations
- Requests for proposals for Medical TPA and Pharmacy Benefit Manager Services

Reference 3

State of Kansas

Contact Information:

Mr. Mike Michael
900 SW Jackson St. Room 451
Topeka, KS 66612-1286
785-296-0221 (t)
Mike.Michael@ks.gov

Number of Participants: 96,000

Services Provided:

Segal was hired in 2015 and is currently the SEHP's consultant and actuary. We provide a broad range of services for the SEHP, as follows:

- Ongoing actuarial analyses and financial projections
- Annual Comprehensive Financial Report assistance
- Calculation of participant and employer rates

- Prescription drug program support and Part D plan for Medicare eligibles
- Data mining, warehousing and in depth utilization claims analysis, including EBD dashboards
- Procurements
- Healthcare reform, compliance and legislative session assistance
- Analysis of legislative initiatives
- GASB OPEB actuarial valuations
- IBNR analysis and reserve recommendations
- Analysis of return on investment of contracted disease management vendor
- Strategic consulting and planning with the State Agencies and Non State entities, including the HealthCare Committee
- Alternative plan design, including incentives, penalties and value based features
- Wellness program review and consulting (HealthQuest)
- HIPAA compliance review and consulting
- Employee and retiree communications consulting, including development and production of open enrollment materials and videos
- Financial audits

Recent projects

- Segal assisted the Kansas SEHP with transitioning its voluntary benefits offerings from a non-sponsored, non-managed worksite platform to an employer sponsored and managed group platform. This provided the SEHP with greater control over the vendor contracts and consistency of benefits offered across the member population. Members benefited from the improved benefits offerings and more favorable rates – primarily due to the elimination of the enrollers associated with the prior worksite vendor, who had been receiving 26% commission.
- Segal assisted with the implementation of an on-site clinic for the State of Kansas. We first performed a high-level feasibility analysis. We then ran a detailed procurement; assisted with site selection, evaluated proposals, recommended a vendor, presented to the Board and implemented the successful clinic management firm.
- Segal's compliance experts have been coaching and assisting Kansas, as it responds to a Mental Health Parity and Addiction Equity Act (MHPAEA) inquiry by the Department of Health and Human Services.
- Kansas recently implemented Naturally Slim to address obesity among its population. Segal is monitoring the effectiveness of the program. Results have been positive, with cost trends running under market.
- Segal has marketed its PBM, Voluntary Products, Wellness Program and Medical plans, **saving the State millions of dollars.**

Reference 4

Maryland Department Budget and Management

Contact Information:

Ms. Cindy Kollner
301 W. Preston Street
Baltimore, MD 21201
410-767-4721
cindy.kollner@maryland.gov

Number of Participants: 218,000

Services Provided:

Segal was retained by the State for ongoing benefits consulting and actuarial services. The state employee and retiree health benefit program, administered and managed by the EBD, covers over 125,000 active employees and retirees, plus dependents. The scope of services in this engagement is similar to the scope of services in this RFP. Segal has been consulting on behalf of the State since 1995.

We provide a full range of actuarial services, including rate development and budget projections, IBNR reserves, GASB 43/45 OPEB valuations, modeling of alternative benefit designs, and fiscal impact analyses of proposed legislation. We provide detailed monthly and quarterly reporting, tracking financials (including revenue and fund balance) and presenting utilization reports, trend analyses, and recommendations to address gaps and explore opportunities based on what we see in the data.

We have assisted them with the design of a value-based benefit strategy and assisted with the RFP and procurement for the supporting vendors (medical, disease management and wellness). It is anticipated that the new contracts and strategy will provide \$4B in savings (out of \$20B) over the contract to be shared by the State and the membership.

We assisted in the development of a policy for tracking and reporting their full-time employees in light of the ACA and IRS regulation 4980H. The State is interested in how to structure their program in order to meet the qualifications for simplified reporting and also to minimize the exposure for incurring any employer penalties under the ACA.

Additionally, we developed additional reporting processes and formats to support tracking and monitoring the progress of the new value-based benefit design.

We encourage you to contact these individuals to gain a better understanding of our services and our level of support from a client's perspective.

- *At least three (3) references from entities that have recent (within the last three (3) years) contract experience with the Vendor and are able to attest to the Vendor's work experience and qualifications relevant to this RFP.*

See above.

- *A list of every business for which Vendor has performed, at any time during the past three (3) years, services substantially similar to those sought with this solicitation. Err on the side of inclusion; by submitting an offer, Vendor represents that the list is complete.*

We have provided this client detail in the section above as well as **the Scope of Work/Specifications (3.0), and Vendor Profile (5.1).**

- *List of failed projects, suspensions, debarments, and significant litigation.*

Segal is known in the benefits, compensation and human capital industry for the longevity of our client relationships. With more than 2,700 clients, we gain and lose some clients each year. Some of our client relationships span a period of as much as 50 years. In a number of cases, former clients that retained the services of other consultants have returned to us.

Although any company anticipates some amount of client turnover, tracking numbers of lost clients is difficult because these numbers often misrepresent the situations.

For example, some of our work involves project-based assignments, which come to natural conclusions. (It should be noted that the quality of our work often affords us the opportunity to bid on additional assignments, thereby continuing the relationship.) An example of this is in the corporate realm, for human capital projects. Another example is when we are asked to provide actuarial "second opinions." Additionally, some clients are on two-year cycles for their actuarial valuations rather than one.

Mergers and acquisitions and changes in leadership at the client are other reasons for client turnover. A number of our clients have merged into larger entities for cost efficiencies or other reasons. While we may already be the consultant for the larger entity, from a technical standpoint it could be considered that we lost a client although we continue to consult on benefits for the now-larger plan.

There is no litigation currently pending against Segal. However, Segal is occasionally named as a party in litigation involving the performance of its services. Past litigation has not affected Segal's ability to provide services to its clients, and no litigation has ever had a material effect on Segal's financial position. Segal has never been involved in litigation related to a security breach.

- *An outline or other information relating to why the Vendor's experience qualifies in meeting the specifications stated in Section 3 of this RFP.*

The BLR should retain Segal for the following reasons:

- **Experience:** Experience helping public sector plans implement practical successful solutions with measurable results for over 20 state plans, any many public sector clients, including states in the Southeast: Texas, Mississippi, Alabama, and North Carolina. For many of these clients, we also review fiscal notes, as requested by the BLR.
Segal understands the issues facing the BLR. Over the past year, we have worked with the BLR to understand the program and provide recommendations for improvement and savings to both the State and employees.
- **Holistic approach and unbiased consulting:** A trusted advisor not only on benefits questions and health data analytics, but also on the broader management concerns resulting from those questions and related issues including ACA compliance and employee communications. *Segal offers the local, customized service of a boutique firm, backed by national resources, including a research and compliance team headquartered in Washington, DC. We are an independent, privately owned firm and thus we provide objective advice with no conflicts of interests from ties to insurance companies.*
- **Responsive:** 24/7 availability of a dedicated, experienced team.
Segal is proud of our reputation for client satisfaction, and our team has a back-up consultant (and a dedicated team consisting of members you have worked with) supporting the lead CRM to ensure your needs will always be met immediately. Over the past year, we have been available in person on short notice to assist the BLR and EBD in their goals.
- **Proactive and innovative:** A forward-thinking consultant that brings ideas and solutions to the client that add value, reduce costs and achieve efficiencies.
As evidenced by our report provided to BLR in 2021, Segal has extensive experience finding ways to reduce plan costs that do not affect the participant's cost share, including healthcare provider renewal negotiations, healthcare procurements, utilization of high-performance tiered networks, Medicare retiree plan options, formulary changes, value-based plan design and case management interventions. We are comfortable advocating for these recommendations under scrutiny.

We believe that our proposal and our work with the BLR over the past year demonstrates Segal's expertise and proves we are the best candidate to perform the work.

A Vendor shall provide information on any conflict of interest with the objectives and goals of the Subcommittee that could result from other projects in which the Vendor is involved. Failure to disclose any such conflict may be cause for Contract termination or disqualification of the response.

There are no conflicts of interest.

A Vendor or its subcontractor(s) must list all clients that were lost between March 2019 and the present and the reason for the loss. The Subcommittee reserves the right to contact any accounts listed in this section. A Vendor must describe any contract disputes involving an amount of thirty-five thousand dollars (\$35,000) or more that the Vendor, or its subcontractor(s), has been involved in within the past two (2) years. Please indicate if the dispute(s) have been successfully resolved.

None.

Background Investigation (5.5.1)

Vendors must allow the BLR to perform an investigation of the financial responsibility, security, and integrity of a Vendor submitting a bid, if required by the Subcommittee.

Segal acknowledges and agrees with the requirements set forth in this section.

| Appendix 1: Segal Team Resumes

Patrick J. Klein, FSA, MAAA
Vice President, Atlanta
Project Role: Account Manager



Expertise

Mr. Klein is a Vice President in Segal's Atlanta office with 15 years of actuarial and consulting experience working with public and private sector plans and employers. Working with both self-insured and fully insured plans, he has specialized expertise in developing employer healthcare strategies for active and retiree benefit programs, new product development, risk profiling, data analytics, vendor selection, employee contributions, wellness and eligibility provisions to meet client goals and objectives.

Mr. Klein thoughtfully negotiates fully insured renewals for Medicare Advantage, HMO and other insurance products on his clients' behalf, consistently resulting in significant savings. He provides certification of estimated incurred but not reported reserves (IBNR), as well as the claims/premium assumptions used in retiree health valuations. Mr. Klein is adept at building and presenting custom actuarial models used to calculate refined estimates and the sensitivities surrounding those estimates.

In addition to project management and client work, Mr. Klein assists clients with messaging and gaining organizational buy-in to support the recommended strategy. He regularly presents to various committees and governing boards, articulating complex actuarial concepts in easy-to-understand layman's terms.

Professional background

Prior to Segal, Mr. Klein was a Senior Consultant at Aon Hewitt. There, he served as the lead actuary and performed actuarial analyses for midsized private sector and public sector clients as well as large state health plans.

Education/professional designations

Mr. Klein holds a BS in Actuarial Science from Illinois State University. He is a Fellow of the Society of Actuaries and Member of the American Academy of Actuaries.

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pklein@segalco.com
678.306.3142
segalco.com

Matthew A. Kersting, FSA, MAAA
Vice President, New York, NY
Project Role: Lead Actuary



Expertise

Mr. Kersting is a Vice President in Segal's Washington, DC office with nearly 20 years of experience in actuarial consulting related to employee benefit plans. He specializes in active and retiree health and welfare plan design and strategy, data analytics and predictive modeling, active and post-employment health accounting and helping employers understand the impact of a changing healthcare landscape.

Mr. Kersting works with a variety of clients, including:

- Texas Teachers Retirement System
- State of Maryland
- State of North Carolina
- American National Red Cross

Education/professional designations

Mr. Kersting received a BA *cum laude* in Mathematics and Actuarial Science from the University of Connecticut. He is a Fellow of the Society of Actuaries and a Member of the American Academy of Actuaries. He has earned the designation Managed Healthcare Professional (MHP) from America's Health Insurance Plans (AHIP) and holds a Life, Accident, and Health Insurance Agent's license in the States of New York, Connecticut and Massachusetts. Mr. Kersting has also received the firm's prestigious Quality Star Award.

Publications/speeches

- "How Public Sector Employers Can Manage Retiree Health Liabilities" by Matthew Kersting and Stephen Kuhn, *Benefits Quarterly* Vol. 34, First Quarter 2018.
- "Private Health Insurance Exchanges: The Latest Evolution in the Health Care Marketplace" by Matthew Kersting and Michael Eck, *Bloomberg BNA*, October 2015.
- "Choosing a Private Exchange Is Not a Decision to be Taken Lightly" by Chris Calvert and Matthew Kersting, *The Private Exchange Blog*, May 2014.
- "Private Health Exchanges," Northern New Jersey ISCEBS Chapter Meeting, May 2014
- "Shared Responsibility Penalties Under ACA: What Higher Education Institutions Need to Know," Sibson webinar, June 2013.
- "Now that the U.S. Supreme Court Has Spoken on the Affordable Care Act, It's Your Organization's Turn to Make a Decision about Future Health Benefits," *Perspectives*, July 2012.

Matthew A. Kersting, FSA, MAAA
mkersting@segalco.com
212.251.5987
segalco.com

Kenneth C. Vieira, FSA, FCA, MAAA
*Senior Vice President, East Region Public
Sector Market Leader, Atlanta*

Project Role: Account Executive



Expertise

Mr. Vieira is a Senior Vice President and Consulting Actuary in Segal's Atlanta office with nearly 25 years of experience as an account manager/account executive, actuary and consultant. He serves as East Region Public Sector Market Leader and is a member of the firm's Public Sector Leadership Group and East Management Team.

Mr. Vieira brings a full complement of actuarial and consulting expertise to his clients. He has extensive experience in strategic consulting, benefit plan design and evaluation, financial forecasting, trend analysis, risk profiling, new product design, plan rating, premium rate development, data analytics, retiree medical, statistical modeling and other medical management programs.

Mr. Vieira's current public sector clients include:

- North Carolina State Health Plan
- Alabama Public Education Employees Health Insurance Plan
- Metropolitan Atlanta Rapid Transit Authority
- Fulton County, GA
- State of Illinois – Department of Central Management Services
- State of Nebraska
- State of Wisconsin – Department of Employee Trust Fund
- State of Kansas

In addition, Mr. Vieira has managed or provided actuarial support to the following additional state clients over the last five years:

- State of Tennessee
- Commonwealth of Kentucky
- Georgia State Health Benefit Plan
- Pennsylvania Public School Employees' Retirement System

In addition to his specialty in the governmental sector, Mr. Vieira has worked with large employers, healthcare providers and health plans. His varied projects have included packaging and pricing medical services, developing claims data reporting, utilizing risk management software, developing HMO rates and renewal support, and developing prospective payment systems.

Professional background

Prior to joining Segal, Mr. Vieira was the head of the Government Programs Health Practice at a large consulting firm in Atlanta. He has worked extensively with states and other large governmental employers on state health plans, Medicaid programs and a broad range of actuarial issues. With many of these states, Mr. Vieira served as both the account manager/account executive and actuary and provided a wide array of strategic consulting.

Education/professional designations

Mr. Vieira received a BS in Software Engineering from Syracuse University. He is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, a Fellow of the Conference of Consulting Actuaries, and a retired Enrolled Actuary. He is also a licensed Life and Health Insurance Consultant in Georgia, Tennessee, North Carolina and other states.

Kenneth C. Vieira, FSA, FCA, MAAA
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678.306.3154
segalco.com

Peter Wang, ASA, MAAA, EA
Associate Actuary, Atlanta
Project Role: Health Actuary



Expertise

Mr. Wang is an Associate Actuary in Segal's Atlanta office with over 22 years of actuarial consulting experience. He provides retiree health and related consulting services (including SOP 92-6 valuations and GASB OPEB valuations) to clients.

A sample of recent client work includes:

- Mississippi State and School Employees Health Insurance
- Wisconsin Department of Employee Trust Funds
- Kansas State Employees Health Care
- Fulton County
- Illinois Central Management Services
- North Carolina State Health Plan

Professional background

Prior to joining Segal, Mr. Wang served as a Consulting Actuary for Cuni, Rust and Strenk, where he was responsible for reviewing and co-signing valuation reports for single employer and multiemployer pension and health and welfare funds (including both funding and accounting reports). In addition, he was responsible for signing government forms. Mr. Wang also served as a Consulting Actuary for United Actuarial Services, Inc. where he was responsible for the firm's post-retirement medical valuation practice and worked with several multiemployer pension funds.

Education/professional designations

Mr. Wang received a BS in Mathematics from Fudan University (Shanghai, China). He received a PhD in Statistics from Purdue University. Mr. Wang is an Associate of the Society of Actuaries (ASA), a Member of the American Academy of Actuaries (MAAA) and an Enrolled Actuary (EA).

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Anthony J. Howard

Health Benefits Analyst, Atlanta

Project Role: Health Actuary



Expertise

Mr. Howard is a Health Benefits Analyst based in Segal's Atlanta office. He provides financial analysis for public sector and multiemployer health benefit plans, including analyzing claims experience, projecting the financial impact of benefit modifications, preparing budget projections and financial reports, and developing models for unique benefit design changes, as well as reviewing insurance contracts and amendments. He also analyzes the results of requests for proposals, insurance carrier renewals and rate negotiations.

Education/professional designations

Mr. Howard graduated from the University of Minnesota with a BS in Economics and a Minor in Mathematics. He has passed six actuarial exams in pursuit of becoming an Associate in the Society of Actuaries.

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Joanna M. Balogh-Reynolds, RN-BC, MSN, DNP

Vice President, Clinical Consulting, Pittsburgh

Project Role: Wellness



Expertise

Ms. Balogh-Reynolds is a Vice President, Clinical Consulting in Segal's National Health Practice. Based in Pittsburgh, she serves as a national resource on clinical and operational issues regarding population health management and well-being consulting.

Ms. Balogh-Reynolds is a doctoral trained Registered Nurse (RN) and Certified Case Manager with 15 years in the healthcare field and over 11 years in the industry. She has an extensive background in clinical program development, high risk cost containment strategies, evaluation of value-based provider contracting and measuring of clinical quality metrics.

Ms. Balogh-Reynolds is our national corporate well-being solutions leader and is versed in overall wellness design and behavior modification. Her expertise includes helping plan sponsors with specific healthcare issues pertinent to medical coverage, plan design, quality of care, mental well-being and substance use, and digital therapeutics. She possesses deep expertise in program and product development and excels at vendor management. She will provide clinical review, input and commentary on such tasks as pay-for-performance evaluation, utilization review and reporting, impact of wellness / preventive services and audits of vendor clinical management programs. She provides internal and external trainings on relevant clinical topics.

Professional background

Ms. Balogh-Reynolds has a strong background in managed care. Most recently, she was the Operational Director of Oncology Case Management for Cigna Healthcare. In this role, her responsibilities included oversight of 160 clinical case managers and serving as an expert on product and program development to meet the evolving needs of oncology care. She first joined Cigna in 2010 and served in various roles as a Case Manager and Case Management supervisor and four years as a Clinical Consultant and Nurse Executive. In this role, she was working with large national and regional clients in three market verticals including national corporate, Taft-Hartley and the Midwest regional office. Within the Midwest region, she supported the onboarding of the first ACOs in the marketplace including Advocate Health, Northwestern and AMITA.

Education/professional designations

Ms. Balogh-Reynolds received her Doctor of Nursing Practice and Master's degree in Nursing Education and Leadership from Carlow University and her BS in Nursing from Duquesne University in Pittsburgh, PA. She is a Registered Nurse and Board Certified Case Manager with clinical experience in transplant and critical care.

Ms. Balogh-Reynolds sits locally on the Advisory Board for the Albert Schweitzer Fellowship program, assisting advance degree healthcare students in the development and implementation of population health programming for predominantly underserved communities in Pittsburgh. She also remains as Adjunct faculty in Carlow University's Nursing and Healthcare Administration programs.

Publications/speeches

Ms. Balogh-Reynolds' past speaking engagements include the National Coordinating Committee for Multiemployer Plans (NCCMP) on the Social Determinants of Health (SDOH) and the Healthcare Human Resources Conference (AHHRA) related to well-being in the time of a pandemic. She also co-authored "[Future of Healthcare: What Plan Sponsors Should Know.](#)"

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Scott McEachern, FSA, MAAA
Vice President and Actuary,
National Pharmacy Practice, Glendale
Project Role: Pharmacy



Expertise

Mr. McEachern is a Vice President and Actuary in Segal's National Pharmacy Consulting Practice, affiliated with the Glendale office. He has more than 12 years of experience and consults directly with clients to help manage their pharmacy benefit spending and find efficiencies for their health and welfare programs. Mr. McEachern has helped create multiple pricing models and is an expert in reviewing and processing pharmacy data. He has extensive experience in reviewing and negotiating PBM contracts and understanding how contractual elements can impact the financials of the plan sponsor.

Professional background

Prior to joining Segal, Mr. McEachern served as a Consulting Actuary with Milliman where he gained expertise consulting to a variety of plan sponsor clients. He has worked primarily with Taft-Hartley multiemployer trusts, corporate employers, public sector employers and national pharmacy benefit purchasing coalitions. In addition to traditional health actuarial work, Mr. McEachern specialized in pharmacy benefit consulting. His work consisted of evaluating PBM contracts, vendor procurement, market benchmarking, PBM auditing, pharmacy data analytics, formulary review and clinical program management. Mr. McEachern has successfully leveraged his analytical actuarial background with his PBM operational knowledge to help plan sponsors manage their pharmacy benefit holistically.

Education/professional designations

Mr. McEachern holds a BS in Statistics from the University of California at Santa Barbara. He is a Fellow of the Society of Actuaries and a member of the American Academy of Actuaries.

Publications/speeches

Mr. McEachern has written several articles on PBM contracting.

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Appendix 2: Arkansas Business License



Appendix 3: Equal Employment Opportunity Policy

At Segal, we are committed to a culture of diversity and inclusiveness, as demonstrated through our recruitment, retention and employee development programs. We maintain an environment that respects and builds on the assets and talents of each person, valuing their differences. We also engage in good faith efforts to maintain an environment free from discrimination and harassment in strict compliance with applicable laws, and consider all qualified candidates for employment without regard to their race/ethnicity, national origin, color, religion, gender, sexual orientation, gender identity or expression, age, disability or medical condition, protected veteran or military status, criminal record history, marital status or status in any group or class protected by applicable federal, state or local law. We also engage in affirmative action to employ and advance in employment qualified women, minorities, disabled individuals and protected veterans. Maintaining a diverse and inclusive workforce is a win/win and provides Segal with the opportunity to leverage our top talent to provide innovative solutions to our clients.

Segal also complies with the Americans with Disabilities Act and makes reasonable accommodations for the disabled. Any individuals requiring an accommodation during the application process should contact Segal's VP of Talent Acquisition at pknuff@segalco.com. Segal also complies with the Patriot Act to the extent required by applicable law.

The Company is an equal opportunity employer and has reinforced its commitment to equal employment by maintaining an Affirmative Action Plan. The President & CEO has ultimate responsibility to ensure that equal employment opportunity is a reality throughout the Company. The Chief Human Resources Officer is responsible for directing equal employment activities and ensuring that policies and procedures are followed and equal employment opportunity objectives are met under Executive Order 11246, as amended, the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Act of 1974.

All employees are expected to share in the Company's commitment and must not discriminate against qualified applicants or employees with respect to any terms or conditions of employment based on race, color, national origin, ancestry, gender, sexual orientation, age, religion, creed, physical or mental disability, medical condition, marital status, citizenship status, military service status, or any other characteristic protected by state or federal law or local ordinance. When necessary, the Company will reasonably accommodate employees and applicants with disabilities if the person is otherwise qualified to safely perform all of the essential functions of the position.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: 1) filed a complaint; 2) assisted or participated in an investigation or compliance review hearing; 3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or 4) exercised any other right protected by federal, state or local law requiring equal opportunity. All employees are encouraged to voice complaints, problems or suggestions regarding equal employment opportunities. Such complaints, problems or suggestions should always be directed to Human Resources. Failure of a manager or supervisor to cooperate in the area of affirmative action is not acceptable and will be considered detrimental to the Company.