

REQUEST FOR PROPOSALS # 2026-020
Health & Welfare Benefits Consulting
RESPONSE ADDENDUM #2
April 21, 2026

CLARIFICATION:

QUESTIONS

1. Can you please provide Top 25x data?

ANSWER: Top 25x data” generally refers to de-identified information related to the highest-cost claims or claimants. This level of claims detail is not included in the RFP and is not required for submission or evaluation. RFP Section 1.1.3 does provide the benefit programs offered and the subscriber contract census of the eligible groups,

Consistent with University procurement, privacy, and data governance standards, detailed claims information may be made available to shortlisted respondents under appropriate confidentiality protections at a later stage of the evaluation process. Respondents should base their proposals on the scope of services, enrollment information, and benefit plan structure described in the RFP and appendices.

2. Is your current consultant being paid by commissions, fees, or both. Insight into the fee structure would be appreciated?

ANSWER: The consultant is compensated pursuant to a fee-based structure as detailed in Appendix C, Exhibit 1, Tables A & B. These tables outline the pricing applicable to Consultant Core Services (Table A) and any Ad Hoc Services, if applicable (Table B).

As reflected in the RFP submission materials, compensation for services is established through the fees set forth in Appendix C and is not commission-driven. The pricing tables provide full transparency into the costs associated with required core services over the contract term, as well as estimated compensation for any optional or ad hoc services that may be requested.

3. Can you please provide total premium spend by line of coverage?

ANSWER: Total premium spend by line of coverage is not included in this RFP. Consultant compensation under this solicitation is structured on a fee-based model, as reflected in Appendix C, and is not dependent on premium volume. RFP Section 1.1.3 does provide the benefit programs offered and the subscriber contract census of the eligible groups,

Consistent with University procurement and data governance standards, detailed financial and claims information may be made available to shortlisted respondents under appropriate confidentiality protections at a later stage of the evaluation process. Respondents should base their

proposed fees on the scope of services, enrollment information, and benefit structure described in the RFP.

4. Can you please provide total claim spend for Medical and Rx in the last 12 months, and 24 month period?

ANSWER: Aggregate medical and prescription drug claims spend for the prior 12- and 24-month periods is not included in this RFP. Consultant compensation under this solicitation is structured on a fee-based model and is not dependent on claims volume or historical spend. RFP Section 1.1.3 does provide the benefit programs offered and the subscriber contract census of the eligible groups,

Consistent with University procurement, privacy, and data governance standards, detailed claims and cost information may be made available to shortlisted respondents under appropriate confidentiality protections at a later stage of the evaluation process. Respondents should base their proposed fees on the scope of services, enrollment information, and benefit program structure described in the RFP and appendices.

5. Are the ancillary products (Delta - Dental, Eyemed - Vision, Standard - Life, AD&D, STD, LTD) net of commission? Or if commission is included on those products can the annual amounts by coverage and/or commission schedules be shared?

ANSWER: Ancillary benefit products (including dental, vision, and life/disability coverages) are fully insured arrangements provided by third-party carriers. Specific premium and commission structures for these products are not included in this RFP, and consultant compensation under this solicitation is fee-based and independent of any carrier commissions. RFP Section 1.1.3 does provide the benefit programs offered and the subscriber contract census of the eligible groups,

Consistent with University procurement and data governance standards, detailed carrier compensation information may be reviewed by the selected consultant as part of ongoing vendor management and cost-containment activities but is not required for purposes of proposal submission or evaluation.