

RFP #22-12

Employee Benefits and Retirement Enrollment Administrative Services

Questions and Answers #2

1. It appears Region 4 ESC is looking for a single Third Party Administrator for their Section 125 Benefits and their 403(b)/457 retirement plans, as opposed to a single provider for all of those services, and that the selected TPA will work with the providers/vendors of those various services. Please confirm.
 - a. Region 4 is looking for a single Employee Benefits and Retirement Enrollment administrator for all services listed within the RFP.
2. Which company is the current TPA?
 - a. TCG Holdings group
3. Which companies are currently providing section 125 Benefit services to Region 4 employees?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
4. What benefit products are currently being offered via Section 125 to Region 4 employees?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
5. Which companies are currently providing 403b plan services for Region 4 employees?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
6. Which companies are currently providing 457 plan services for Region 4 employees?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
7. What are the current plan assets?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
8. What are the current plan flows (i.e., annual contributions and annual distributions)?
 - a. This information can be found on the OMNIA Partners website at the provided link: <https://www.omniapartners.com/publicsector/suppliers/tcg-consulting/contract-documentation#c36094>
9. How many participants are in the plan(s)?
 - a. This information will be provided after award.
10. Pain points with current plan/provider?
 - a. This information will be provided after award.

11. Is there any option for the ESC to consider selecting separate firms to handle each area? For instance, if a firm is able to offer a robust solution to one area but doesn't have a solution for one or more of the others, how will that be considered? Each area of the RFP is very unique, and there are firms which stand out in one or two areas, but either may not have a solution or not have a strong offering that accomplishes your goals. We want to understand this because it affects our interest in proposing to be a partner.
 - a. **No. Region 4 is looking for a single Employee Benefits and Retirement Enrollment administrator for all services listed within the RFP.**
12. How many organizations currently participate in the Region 4 ESC?
 - a. **This information will be provided after award.**
13. Will the selected firm be permitted to market its services to each member agency?
 - b. **Yes.**
14. How many total employees does the ESC represent?
 - c. **This RFP is directed to all governmental and school entities. There is not a total number of employees known to participate, it will depend on which entities choose to participate.**
15. Under Category 2: Operate the Region 4 ESC program for the Section 125 Plan Services and Supplemental Insurance Products, is the objective to have the proposer provide quotes for the supplemental insurance products listed (i.e., disability insurance, dental, vision, group term life, etc.)? If not, could you clarify what your objective is with this service.
 - a. **No. Region 4 is looking for a single Employee Benefits and Retirement Enrollment administrator for all services listed within the RFP and not the individual services themselves. The individual services will be bid out by Region 4 at a later date with assistance of the awarded administrator.**
16. In regards to the professional services described in Area 2F, some additional information will help us to better understand the project scope and the staffing.
 - a. **This RFP is for a single administrator of Employee benefits and retirement services and not for the services themselves.**
17. Besides medical insurance, will the consultant also advise member agencies on other coverages such as dental, vision, life insurance, disability, and other group insurance programs?
 - a. **Please refer to Appendix D for all products and services.**
18. Do you have a listing of the agencies, the number of employees, their plan renewal dates, the funding types for their medical/Rx insurance (self-funding, level funding, insured) and the insurance coverages in force?
 - a. **This RFP is for a single administrator of Employee benefits and retirement services and not for the services themselves.**
19. Which member agencies currently utilize the services in Area 2F, and how many employees does each member agency have?
 - a. **This information will be provided after contract award.**
20. If selected, will our firm also need to participate in separate RFPs issued by each member agency for a consultant?
 - a. **No. Participating Agencies will be able to utilize the awarded contract and not have to go through a RFP process.**

21. In regard to pricing for services, will the consultant have the option to price services based on the actual scope of work and involvement for each member agency? For example, a large member agency with a self-insured plan and multiple vendors will involve more consulting resources than a smaller agency which is fully insured.
 - a. Yes, please provide a description of how a project of larger scope would be priced.
22. What is the timing on implementation and transition?
 - a. This answer was provided in Question and Answers #1.
23. Please provide the following regarding the 457(b), 403(b), 3121, 529, and 401(a) plans
 - o Number of plans
 - o Assets in each plan type
 - o Number of participants
 - o Revenues for these plans currently
 - o This RFP is for a single administrator of Employee benefits and retirement services and not for the services themselves. This information will be provided after contract award.
24. Can you provide more detail on the \$50 million in projected revenue cited in RFP. How specifically was that number derived and can you breakdown by product/service?
 - a. This projected revenue was based on preview information.
25. Can you provide current fund menus for the retirement plans?
 - a. This information will be provided after contract award.
26. Is there any suggested practices for bidding with multiple companies?
 - o This question was answered in the Questions and Answers document #1.
27. Can companies submit proposals separately and reference in each proposal that the companies are working together?
 - o This question was answered in the Questions and Answers document #1.
28. Can existing plans/services that are part of Region 4 program stay with the incumbent Region 4 provider after agreement termination including outside of Region 4 and outside of Texas?
 - o Yes
29. The RFP states that the master agreement will be promoted to all public agencies, including existing customers, and suppliers will transition existing customers, upon their request, to the master agreement. Can you explain how that will done in practice? Can we decide not to market to existing customers in certain states, regions, public agency types?
 - a. The intent of this contract is to create a contract for Region 4 and for a national cooperative. If a public agency decides to utilize a cooperative contract, they are able to switch over and use it. However, a marking plan will be created after award with the awarded suppliers marketing team and the OMNIA Partners Marketing Team.
30. Can a master agreement for OMNIA be separate for companies that may be providing services jointly for Region 4, they be providing services and administering plans separately outside of Region 4 since companies proposing may be offering services and products in which each other are not involved?
 - a. No.
31. How much autonomy do we have over how and where (what states) we sell our products within the OMNIA master agreement?
 - a. The intent of this contract is to create a contract for Region 4 and for a national cooperative. If a public agency decides to utilize a cooperative contract, they are able to switch over and use it. However, a marking plan will be created after award with the awarded suppliers marketing team and the OMNIA Partners Marketing Team.

32. Can exceptions be made to not-to-exceed pricing since fees are asset based and therefore as grows fees will as well typically in retirement plans?
 - a. The intent of this RFP is for a contract administrator for Employee benefits and not for the benefits themselves.
33. Will our proposal be deemed non-responsive if certain completed forms are not such as those that are not germane to the plans and services proposed or the states that our companies work in?
 - a. If critical forms are not provided that could potentially deem a response non-response.
34. RFP states that OMNIA is not obligated to make the Region 4 Agreement available to other public agencies. Can you clarify in what types of situations this may occur?
 - a. If a contract is awarded by Region 4 and OMNIA Partners, for whatever reason, determines that a national program will not be feasible, OMNIA Partners, at their sole discretion can determine not to market the contract as a Master Agreement to participating agencies. A situation where this might occur would be if the supplier and OMNIA Partners cannot negotiate an Administration Agreement (Exhibit B) and Region 4 still awards the contract, OMNIA Partners will not be obligated to make the Master Agreement available on their website.
35. RFP states that the OMNIA agreement prevails over the Region 4 agreement if any conflict between the agreements arise. Can you clarify what this means in practice?
 - a. This is in reference to the Administration Agreement section 16. In practice, the terms outlined in the Administration Agreement, pursuant to the terms within, will prevail in the event that the master agreement is terminated.