

BOARD MEMBERS PRESENT:

Gary Wall, Supervisor
Kim Markee, Clerk
Steve Thomas, Treasurer
Anthony Bartolotta, Trustee
Marie Hauswirth, Trustee
Janet Matsura, Trustee
Mark Monohon, Trustee

BOARD MEMBERS ABSENT:

None

OTHERS PRESENT:

Derek Diederich	David Baetens	Josh Bowren
Steve Matter	Art Frasca	Mark Simlar
Gary Allison	Barb Miller	Caller 02
Fred Elias	Shelly Schloss	

The virtual meeting started at 4:30 p.m. with a presentation from Corporate Planning Benefits. The presentation was informative, and they think there are ways they could save money for both the Township and the Employees.

Clerk Markee mentioned a high deductible health savings account would benefit employees by providing a great way to save for future health care costs. Barb Miller said we currently have a service provider and a request for bid would have to take place before any changes could occur.

Meeting adjourned at 5:35 p.m.

Kim Markee, Clerk

Gary Wall, Supervisor



CORPORATE BENEFIT SOLUTIONS

"BETTER SOLUTIONS FOR BETTER BENEFITS"

INTRODUCTION PREPARED FOR:



CHARTER TOWNSHIP OF
WATERFORD
MICHIGAN

Presented by:
Corporate Benefit Solutions
5750 New King Drive, Suite 310
Troy, MI 48098
Phone: (248) 290-0250
www.corporatebenefitsolutions.net

January 25, 2021

Registered Representative of and securities offered through Sigma Financial Corporation, Member SIPC
Corporate Benefit Solutions is not a subsidiary of nor controlled by Sigma Financial Corporation

TABLE OF CONTENTS

About Corporate Benefit Solutions	Pages 3 – 6
Health and Welfare Offerings & Compliance	Pages 7 – 9
Retirement Plan Offerings & Compliance	Pages 10 – 11
Additional Value-Added Services	Pages 12 – 14
Group Benefit References	Page 15

OUR FIRM

Mission Statement

To improve the lives of employers and employees through their group benefits and retirement plans.

Our Philosophy

We hold in high regard the principle that our client's needs are first & foremost in all recommendations we make.



ABOUT CORPORATE BENEFIT SOLUTIONS

- Corporate Benefit Solutions is a full-service employee benefits advisory company since 1957, focusing on providing employer organizations with complete human resource solutions.
- We specialize in implementing innovative and unique plan designs.
- Our primary focus is on cost containment and risk management.
- We integrate efficient and effective systems to streamline your enrollment & termination processes.
- Our team provides support services for your benefits, not just at open enrollment, but throughout the entire plan year.
- We educate our client's employees and help them:



Use, Understand, and Appreciate their benefits.

ABOUT CORPORATE BENEFIT SOLUTIONS

Unlike some consultants...

- We do not represent insurance providers – **We Represent You.**
- We bridge the gap between the providers and the client.
- We act as consultants as well as to implement our recommendations.
- We are a direct extension of your Human Resources Department with a visible ROI.





INSURANCE CONSULTING ASSOCIATES (ICA) AFFILIATION

A Partnership to Provide OUR Clients with the BEST support in Employee Benefits, Compliance, and HR Technology!

Working Together For Your Benefit

The mission of ICA is to leverage our collective intelligence and expertise to provide the best employee benefits solutions for our clients. Together, we are **one of the largest** Employee Benefit, Compliance, and HR Consulting firms in the Midwest collectively representing over 800 Michigan based corporate-sponsored employee benefit plans. Our **combined “purchasing power”** gives us the most competitive pricing for insurance products, third-party administrators, payroll providers, compliance platforms, and technology vendors.

ICA Focus: C³

- ✓ Cost Containment
- ✓ Compliance
- ✓ Communication

MEMBERS:



INSURANCE, HR AND TECHNOLOGY SOLUTIONS
FOR MORE INFORMATION, PLEASE VISIT WWW.ICABENEFITS.COM

SERVICES OFFERED: HEALTH INSURANCE

We offer employer-sponsored health plans providing full medical benefit coverage. The challenge in today's market is acquiring and maintaining a quality benefits package that is economically viable. Regulatory complexity can add to your overhead expense and consequently your bottom line. At Corporate Benefit Solutions, we implement an ongoing review process that maintains the most thorough and diligent examination of your benefits. We specialize in the full array of health plans that have the potential to help control costs and reduce your liability.

We specialize in the following strategies:

- **Traditional Fully-Insured**
- **Self-Insured**
- **Shared-Funding**
- **Level/Balanced Funding**
- **Defined Contribution**
- **Health Reimbursement Accounts (HRA)**
- **High Deductible Health Plans (HDHP/HSA)**
- **Individual Contribution HRA Program**



SERVICES OFFERED: ANCILLARY INSURANCE

Corporate Benefit Solutions offers a vast selection of employee benefit products. Our goal is to provide the right answer at the right time. For us, this means not just health insurance but an entire line of benefit solutions. We work every day to provide everything from traditional products and coverages to voluntary products which allow employers to offer insurance to their employees without adding cost to the company. From fully insured to self insured and everywhere in between, we will provide a solution that's right for you.

- Group Life and AD&D Insurance
- Short Term Disability
- Long Term Disability
- Dental Plans
- Vision Plans
- Hearing Coverage
- Critical Illness Insurance
- Accident Coverage
- Pet Insurance
- And Many More!



VALUE ADDED SERVICE: HEALTH AND WELFARE COMPLIANCE

In today's society, businesses are given the impossible task of staying compliant and up to date with all the thousands of rules & regulations in the benefits marketplace. At Corporate Benefit Solutions, we have you covered by assisting and coordinating all of the following regulatory issues:

ERISA

- ✓ Creating a Summary Plan Description/Wrap Document
- ✓ Summary of Material Modifications Notices
- ✓ Dependent Audit
- ✓ Policy Structure and Administration Guidance

Affordable Care Act

- ✓ Distribution of Summary of Benefits & Coverages
- ✓ Affordability Standards
- ✓ Minimum Essential Coverage Valuation
- ✓ IRS Section 6055 & 6056 Reporting
- ✓ Delivery of All Required PPACA Notices
- ✓ Calculation of the PCORI & Transitional Reinsurance Fees
- ✓ Preparation for Cadillac Tax

FMLA Administration

- ✓ Consistent, non-biased & compliant administration of all FMLA Claims
- ✓ Monitor & Track absences

Medicare / Medicaid

- ✓ Creation and Delivery of Part D Creditable Coverage Notices
- ✓ Group Retiree Plans
- ✓ Distribution of Employer CHIP Notices

COBRA Administration

- ✓ Delivery of Initial & Termination Notices
- ✓ Collecting Payments & Processing Terminations

HSA & FSA Administration

- ✓ Monitoring of Qualified Medical Expenses
- ✓ Tracking of Contributions

HIPAA

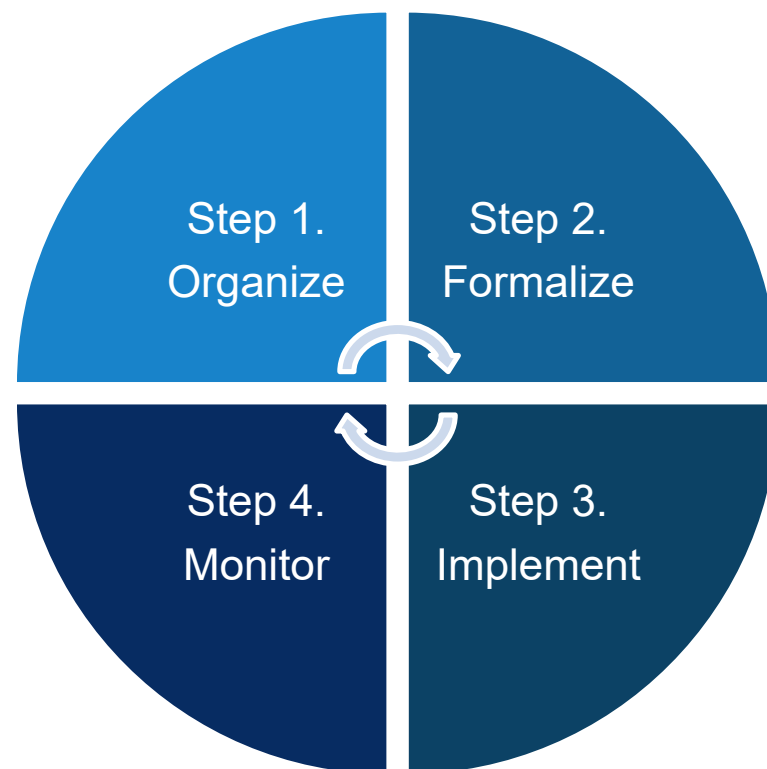
- ✓ Notice of Privacy Practices Delivery
- ✓ Covered Entity/Business Associates Review HITECH Guidance

SERVICES OFFERED: RETIREMENT PLANS

Process v. Product

A meaningful and measurable performance standard is a very important component in making sure your retirement plan operates properly over time. While all financial representatives can bring you products, we are Investment Professionals that have the expertise to effectively assist plan sponsors to carry out the four key components of Global Fiduciary Practices: Organize, Formalize, Implement, and Monitor.

This simple, continuous process is just one of the many things that separates Corporate Benefit Solutions from the competition.



SERVICES OFFERED: RETIREMENT PLANS

Corporate Benefit Solutions works hard to provide plan sponsors with what they need to know and when they need to know it. We have the resources to step in and do the hard work for plan sponsors with the experience, technology, strategies and education needed to help improve on your plan. You can count on us to assist you with:

- ✓ Annual In-depth Investment Analysis
- ✓ Extensive Benchmarking on Services and Fees
- ✓ Full RFP Vendor Searches
- ✓ Practices in Planning, Execution and Service
- ✓ On-site Meetings as Needed
- ✓ Enrollment Meetings & Materials
- ✓ Individual Financial Planning (inside or outside of plan)
- ✓ Fee Transparency with Zero Revenue Platform
- ✓ Force Out/Contact of Terminated Employees
- ✓ Enhance Participants Experience

We specialize in the following strategies:

- 401(k)'s
- 403(b)'s
- Profit Sharing Plans
- Executive Deferred Compensation Plans
- SEP IRAs
- SIMPLE Plans
- And Many More!



VALUE ADDED SERVICE: EMPLOYEE COMMUNICATION



Open Enrollment Meetings

We will host annual open enrollment meetings at your locations and via live webinars for your employees. In these meetings we will review all of the offered benefits in great detail, as well as, provide customized enrollment materials for all those who attend.

Office Hours

At your discretion, a service representative will be available to be on-site at your locations to answer all of your employees questions and be a direct link to handle any servicing problems that may arise.

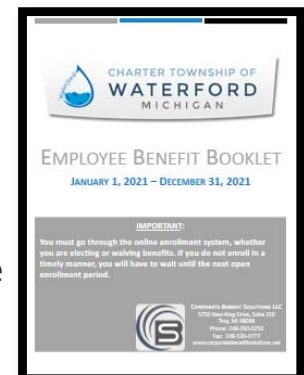


Online Enrollment System

The online system is a cutting edge tool that has the potential to simplify your entire human resource department and eliminate all the time, effort, and headaches that are typically associated with your benefit, payroll, and compliance administration.

Benefit Booklets

One of the key resources we will provide to your employees, at no cost, is a customized employee benefit booklet. This booklet will serve as a reference guide for all of your employee's benefits. These booklets are an effective way to provide employees with quick access to the details of their benefit plans. After customizing the information in the booklet to your liking, we will design, create, and produce the booklets each year.



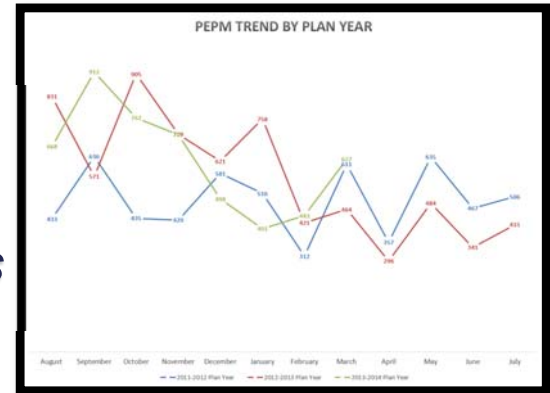
VALUE ADDED SERVICE: YEAR TO YEAR COST AND BENEFIT ANALYSIS

Each year, we provide a comprehensive benefit analysis for our customers. We use claims data and/or illustrative rates to benchmark employers to industry averages. Furthermore, we examine each line of coverage that we administer and ensure that the rates being applied are in line with what the market is offering. Through this analysis, our goal is to create an action plan that will help mitigate cost, while providing a plan (or plans) that is perceived positively by employees.

*Historical
Cost
Analysis*

	2011-2012 Plan Year	2012-2013 Plan Year	2013-2014 Plan Year	Percent 2013-2014 PEPM of the Alternative*	Rolling 12 Months	Percent 2013-2014 Plan Year
Basic Employees	\$452	\$581	\$253	54%	\$614	\$354
Medical Cost	\$1,838,809.00	\$1,296,441.00	\$1,098,537.00	\$5,249,223.00	\$2,767,819.00	\$1,815,032.47
Medical Plan Cost	\$21,949.00	\$72,291.00	\$71,549.27	\$204,229.00	\$244,227.27	\$244,227.27
Medical Premium	\$246,800.00	\$164,907.00	\$261,716.00	\$268,824.00	\$465,289.00	\$262,764.47
Medical Cost (PEPM)	\$1,820,760.00	\$1,066,633.00	\$1,065,261.73	\$2,286,169.00	\$1,042,347.40	\$1,805,762.47
Medical Plan Cost (PEPM)	\$20,739.27	\$69,632.00	\$69,879.73	\$204,229.00	\$244,227.27	\$244,227.27
Medical Premium (PEPM)	\$242,860.73	\$164,275.00	\$261,446.27	\$268,824.00	\$465,289.00	\$262,764.47
Medical Plan Year	NA	10.0%	6.0%	1.0%	1.0%	1.0%
Medical Cost	\$12,240.00	\$17,240.00	\$19,824.00	\$52,824.00	\$72,744.00	\$19,824.00
Medical Plan Cost	\$274,240.00	\$174,240.00	\$161,424.00	\$68,824.00	\$144,240.00	\$144,240.00
Medical Premium	\$12,240.00	\$161,424.00	\$161,424.00	\$161,424.00	\$161,424.00	\$161,424.00
Medical Plan Year	NA	10.0%	6.0%	1.0%	1.0%	1.0%
Medical Cost	\$1,820,760.00	\$1,066,633.00	\$1,065,261.73	\$2,286,169.00	\$1,042,347.40	\$1,805,762.47
Medical Plan Cost	\$21,949.00	\$72,291.00	\$71,549.27	\$204,229.00	\$244,227.27	\$244,227.27
Medical Premium	\$246,800.00	\$164,907.00	\$261,716.00	\$268,824.00	\$465,289.00	\$262,764.47
Medical Plan Year	NA	10.0%	6.0%	1.0%	1.0%	1.0%

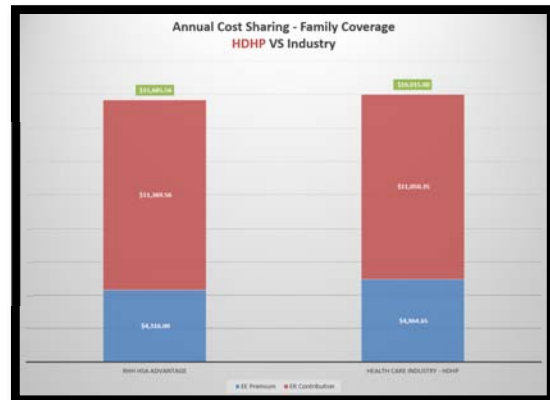
*PEPM
Trend
Analysis*



*Compare
Rates to
the Market*

Plan	United Healthcare	BCBK Options
Medical Cost	\$1,066,633.00	\$1,065,261.73
Medical Plan Cost	\$69,632.00	\$69,879.73
Medical Premium	\$164,275.00	\$261,446.27
Total Cost	\$1,296,441.00	\$1,336,587.73
Cost Difference		\$40,146.73
Cost Difference %		3.1%

*Industry
Benchmarking*



VALUE ADDED SERVICE: STRATEGIC PARTNERSHIPS

Our clients have full access to our extremely vast network of strategic partnerships. Through our various connections, we can provide you with direct access to top professionals who specialize in a wide variety of fields that will streamline your processes and allow you to focus on what's important, **Your Business!**

Below is a sampling of the services that are provided through our strategic partner network:

✓ Payroll Services

✓ Property and Casualty
Insurance

✓ Employee Screening
Programs

✓ ERISA Guidance

✓ COBRA Administration

✓ ACA Reporting and
Compliance

✓ Section 125 Administration

✓ Online HR Database and HR
Hotline

✓ FMLA Administration

✓ Accounting and Auditing
Services

✓ Wellness Program

✓ Facility Management

GROUP BENEFIT REFERENCES

Charter Township of Orion

- Approximately 80 Employees
- **Contact:** Chris Barnett, Supervisor
 - **Phone:** (248) 391-0304, Ext. 1001
 - **Email:** cbarnett@oriontownship.org

Charter Township of Plymouth

- Approximately 90 Employees
- **Contact:** Kurt Heise, Township Supervisor
 - **Phone:** (734) 354-3201
 - **Email:** kheise@plymouthtp.org

Charter Township of Independence

- Approximately 90 Employees
- **Contact:** Pat Kittle, Township Supervisor
 - **Phone:** (248) 625-5111
 - **Email:** pkittle@indtp.com





CORPORATE BENEFIT SOLUTIONS

"BETTER SOLUTIONS FOR BETTER BENEFITS"

Questions?

Give us a call or email us!

Address: 5750 New King Drive, Suite 310, Troy, MI 48098
Phone: (248) 290-0250
Email: steve@corporatebenefitsolutions.biz

Check out our website at:
www.corporatebenefitsolutions.net