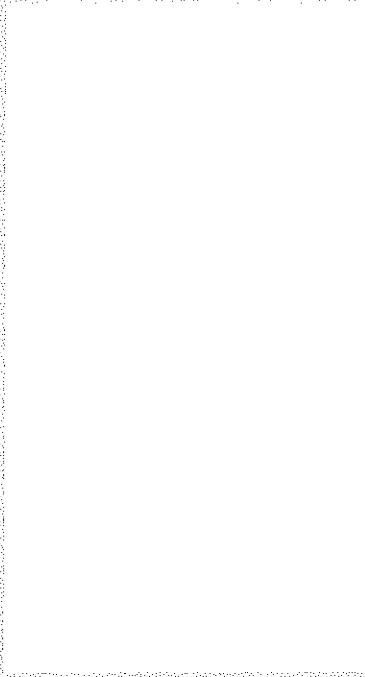


Willis Towers Watson Disclosure



Disclosure

Alongside this Disclosure, you have been provided with a detailed summary and analysis of the incumbent quote(s) (and any recommended or alternate quotes, if applicable) based on what most aligns with the strategic direction you gave us in our pre-renewal strategy discussion. Below is a high level summary of the incumbent and recommended markets we approached on your behalf and any compensation included with those quotes. If you would like a copy of any proposal received, please let us know and we will provide it to you.

RECOMMENDED CARRIERS					
Carrier Name	Line(s) of Business	Response	Sub-broker/ Intermediary	Standard Compensation	Additional Compensation
Horizon BCBSNJ	Medical	Renewal Offer at +6.5%	N/A	Net of commission	N/A
NJSEHBP	Medical	NJ State Rates	N/A	Net of commission	N/A
				Fee Agreement: \$115,000	

* Indicates that Client's written authorization is necessary for placement since the insurer does not meet Willis Towers Watson's standards or falls outside of our evaluation process.

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Disclosure

The proposals are presented in conjunction with the Brokerage Terms, Conditions and Disclosures document which was previously provided to you.

Please review the details of the proposals included to ensure that these meet your expectations.

The proposals may differ from your current policy, so we recommend that you read the specifications from the carrier in their entirety and compare them to your current policy. We have highlighted certain key areas in the enclosed analysis.

Should you have any questions about the proposals or concerns about what is included in this summary, please let us know at once. Please provide us with your selection of coverage. We will confirm the details of this selection in writing with you and the carrier.

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Township of Union Board of Education
 March 2020 Medical Marketing Analysis - SEBHP Comparison

CURRENT PLANS Horizon BCBSNJ															
PREMIUM ANALYSIS	Direct Access \$15 Copay		Direct Access \$20 Copay		POS \$10 Copay		Omnia 3 \$5/\$15		EPO						
	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal					
Single Employee	215	\$1,130.42	\$1,198.02	21	\$1,176.67	\$1,247.03	1	\$1,170.56	\$1,216.61	37	\$795.12	\$831.29	22	\$997.48	\$1,057.13
Employee & Spouse	116	\$2,543.45	\$2,695.55	11	\$2,647.42	\$2,805.74	0	\$2,633.75	\$2,737.37	4	\$1,788.95	\$1,870.32	6	\$2,244.26	\$2,378.47
Employee & Children	87	\$1,582.56	\$1,677.20	6	\$1,647.32	\$1,745.83	1	\$1,638.80	\$1,703.28	6	\$1,113.14	\$1,163.77	3	\$1,395.45	\$1,479.96
Family	307	\$2,828.05	\$2,995.05	24	\$2,941.60	\$3,117.51	2	\$2,926.40	\$3,041.53	15	\$1,987.76	\$2,078.17	15	\$2,493.65	\$2,642.77
Total Enrollment (899)	725			62			4			62			46		
Monthly Premium		\$1,543,361	\$1,635,655		\$134,314	\$142,346		\$8,662	\$9,003		\$73,070	\$76,394		\$77,004	\$81,609
Annualized Premium		\$18,520,327	\$19,627,858		\$1,611,768	\$1,708,152		\$103,946	\$108,035		\$876,846	\$916,730		\$924,051	\$979,309
Combined Monthly Premium														\$1,836,411	\$1,945,007
Combined Annual Premium														\$22,036,937	\$23,340,085

PROPOSED PLANS State Employee Benefits Health Plan - Horizon BCBSNJ															
PREMIUM ANALYSIS	Horizon NJ Direct \$15 Copay with MMRX		Horizon NJ Direct \$20/\$30 with MMRX		Horizon NJ Direct \$10 Copay with MMRX		Horizon HMO \$10 with MMRX		Horizon HMO \$20/\$30 with MMRX						
	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal	Current	Final Renewal					
Single Employee	215	\$1,002.64	\$917.50	21	\$917.50	\$1,053.23	1	\$1,007.28	\$1,007.28	37	\$1,007.28	\$1,007.28	22	\$889.80	\$889.80
Employee & Spouse	116	\$2,005.28	\$1,835.00	11	\$1,835.00	\$2,106.46	0	\$2,014.56	\$2,014.56	4	\$2,014.56	\$2,014.56	6	\$1,779.60	\$1,779.60
Employee & Children	87	\$1,864.91	\$1,706.55	6	\$1,706.55	\$1,959.01	1	\$1,873.54	\$1,873.54	6	\$1,873.54	\$1,873.54	3	\$1,655.03	\$1,655.03
Family	307	\$2,867.55	\$2,624.05	24	\$2,624.05	\$3,012.24	2	\$2,880.62	\$2,880.62	15	\$2,880.62	\$2,880.62	15	\$2,544.83	\$2,544.83
Monthly Premium - 2020 (10 mths)		\$1,490,765	\$1,112,669		\$112,669	\$9,037		\$99,778	\$99,778		\$99,778	\$99,778		\$73,391	\$73,391
Monthly Premium - 2021 (2 mths +10%)		\$1,639,842	\$1,233,936		\$123,936	\$9,940		\$109,756	\$109,756		\$109,756	\$109,756		\$80,730	\$80,730
Annualized Premium (assumes +10% for 2021)		\$18,187,334	\$13,744,562		\$1,374,562	\$110,248		\$1,217,293	\$1,217,293		\$1,217,293	\$1,217,293		\$895,367	\$895,367
Combined Monthly Premium														\$1,815,400	\$1,815,400
Combined Annual Premium														\$21,784,804	\$21,784,804

COST SUMMARY		Horizon		Horizon SEHBP	
	Current	Final Renewal	Current	Final Renewal	Proposed
Monthly Premium	\$1,836,411	\$1,945,007	\$1,836,411	\$1,945,007	\$1,815,400
Annual Premium	\$22,036,937	\$23,340,085	\$22,036,937	\$23,340,085	\$21,784,804
\$ Difference over Current 2019 Horizon				\$1,303,148	-252,133
% Difference over Current 2019 Horizon				5.9%	-1.1%

Enrollment used is from Horizon's November 2019 enrollment roster.

This comparison is for illustrative purposes only and is not a guarantee of rates or of how benefits will be paid. The contract issued will prevail.

This proposal is not to be construed as an exact or complete analysis of the policies nor as legal evidence of insurance. This information is proprietary and should not be distributed.

**Township of Union Board of Education
2020 Horizon BCBSNJ Medical & Dental Cost Summary**

MEDICAL	Current	Renewal	Final Renewal
Plan 1 - Direct Access \$15	\$1,543,361	\$1,644,912	\$1,635,655
Plan 2 - Direct Access \$20	\$134,314	\$143,152	\$142,346
Plan 3 - POS \$10	\$8,662	\$9,037	\$9,003
Plan 4 - Omnia	\$73,070	\$76,727	\$76,394
Plan 5 - EPO	\$77,004	\$82,071	\$81,609
Monthly Cost	\$1,836,411	\$1,955,899	\$1,945,007
Annual Cost	\$22,036,937	\$23,470,791	\$23,340,085
\$ Difference over Current		\$1,433,853	\$1,303,148
% Difference over Current		6.5%	5.9%
DENTAL	Current	Within Rate Guarantee Until 2021	Within Rate Guarantee Until 2021
Plan 1 - PPO	\$61,271	\$61,271	\$61,271
Plan 2 - DHMO	\$53	\$53	\$53
Monthly Cost	\$61,324	\$61,324	\$61,324
Annual Cost	\$735,892	\$735,892	\$735,892
\$ Difference over Current		\$0	\$0
% Difference over Current		0%	0%
Medical & Dental Combined			
Total Monthly Cost	\$1,897,736	\$2,017,224	\$2,006,331
Total Annual Cost	\$22,772,829	\$24,206,682	\$24,075,977
\$ Difference over Current		\$1,433,853	\$1,303,148
% Difference over Current		6.3%	5.7%

Above costs include A-4 surcharge.

This comparison is for illustrative purposes only and is not a guarantee of rates or of how benefits will be paid. The contract issued will prevail. The enrollment numbers utilized are based upon carrier's November 2019 enrollment.

Township of Union Board of Education
 March 2020 Medical Renewal Analysis

CURRENT PLANS Horizon BCBSNJ																				
PREMIUM ANALYSIS	Direct Access \$15 Copay			Direct Access \$20 Copay			POS \$10 Copay			Omnia 3 \$5/\$15			EPO							
	Current	Renewal	Final Renewal	Current	Renewal	Final Renewal	Current	Renewal	Final Renewal	Current	Renewal	Final Renewal	Current	Renewal	Final Renewal					
Single Employee	215	\$1,130.42	\$1,204.80	\$1,198.02	\$1,176.67	\$1,254.09	\$1,247.03	1	\$1,170.56	\$1,221.23	\$1,216.61	37	\$795.72	\$834.91	\$831.29	22	\$997.48	\$1,063.11	\$1,067.13	
Employee & Spouse	116	\$2,543.45	\$2,710.81	\$2,695.55	\$2,647.42	\$2,821.82	\$2,805.74	0	\$2,633.75	\$2,747.77	\$2,737.37	4	\$1,788.95	\$1,878.48	\$1,870.32	6	\$2,244.26	\$2,391.93	\$2,378.47	
Employee & Children	87	\$1,682.56	\$1,686.89	\$1,677.20	\$1,647.32	\$1,755.71	\$1,745.83	1	\$1,638.80	\$1,709.75	\$1,703.28	6	\$1,113.14	\$1,168.85	\$1,163.77	3	\$1,396.45	\$1,486.34	\$1,478.96	
Family	307	\$2,826.05	\$3,012.00	\$2,995.05	\$2,941.60	\$3,135.16	\$3,117.51	2	\$2,926.40	\$3,053.09	\$3,041.53	15	\$1,987.76	\$2,087.24	\$2,078.17	15	\$2,483.66	\$2,657.73	\$2,642.77	
Total Enrollment (899)	725							62				62				46				
Monthly Premium		\$1,543,361	\$1,644,912	\$1,635,655	\$134,314	\$143,152	\$142,346		\$8,662	\$9,037	\$9,003		\$73,070	\$76,727	\$76,394		\$77,004	\$82,071	\$81,609	
Annualized Premium		\$18,520,327	\$19,738,944	\$19,627,856	\$1,611,768	\$1,717,822	\$1,708,152		\$103,946	\$108,446	\$108,035		\$876,846	\$920,727	\$916,730		\$924,051	\$984,852	\$979,309	
Combined Monthly Premium																		\$1,836,411	\$1,955,899	\$1,945,007
Combined Annual Premium																		\$22,036,937	\$23,470,791	\$23,340,085
\$ Difference over Current																		\$1,433,853	\$1,303,148	\$1,303,148
% Difference over Current																		6.5%	5.9%	5.9%

Enrollment used is from Horizon's November 2019 enrollment roster.

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