

LOGIS Association

Request for Proposal for
Long Term Disability

Release Date	June 23rd, 2020
Proposal Due Date	July 14th, 2020
Plan Effective Date	January 1st, 2021

Prepared by:





June 23rd, 2020

To: Vendors quoting on LOGIS Association

LOGIS Association is requesting proposals for Long Term Disability.

You are invited to submit your proposal for the above coverages based on the information contained in this Request for Proposal.

Integrity Employee Benefits, LLC is LOGIS Association's consultant/broker in the RFP process. Any requests for clarification or additional information should be directed to the contacts below by July 10th, 2020. Please do not contact LOGIS Association directly:

Integrity Employee Benefits
651-437-7977
integrity@integrityeb.com

Key dates to keep in mind:

- July 14th, 2020 by 3pm Proposals due
- January 1st, 2021 Effective date of coverage

Information Included:

- Group Census
- Group Insurance Contract
- Proposal Form
- Claims History

Group Information:

LOGIS Association
5750 Duluth Street
Golden Valley, MN 55422

LOGIS Association
Request for Proposals for Long Term Disability

General Conditions and Stipulations

The following information is provided for your use in preparing your proposal.

- I. **Proposal Deadline:** Proposals must be returned **electronically by EMAIL** to Integrity Employee Benefits **by 3pm, July 14th, 2020:** integrity@integrityeb.com

Mailed or faxed proposals will not be accepted.
If the respondent cannot or does not wish to submit a proposal, please forward an email to Integrity Employee Benefits to this effect by July 10th, 2020.
- II. **Proposal Form:** Please submit proposals on the Proposal Forms included with these specifications. The proposals submitted in response to this request will be considered the only submission; revised proposals will not be allowed after the proposal return date unless requested by LOGIS Association. Only submissions submitted through this RFP process and complying with the specifications will be accepted by LOGIS Association. **The proposal form and completed questionnaire are the only information necessary to bid. For ease of handling, please keep non-essential marketing materials to a minimum. The incumbent carrier is also asked to submit a compliant proposal in order to be considered. A renewal letter will not be accepted as a compliant proposal.**
- III. **Plan Year:** The initial term is defined as:
Start date: January 1, 2021
End date: December 31, 2021
Renewals: Subsequent January 1 for full one-year periods
- IV. The information furnished by LOGIS Association is correct and accurate to the best of our knowledge. Any changes or additions will be provided as necessary. **Questions can be sent to integrity@integrityeb.com on or before July 10th, 2020.**
- V. There will be no formal bid opening. Final results may be requested from Integrity Employee Benefits, LLC following the final selection of coverage by the group.
- VI. **Renewal, Plan Information and Claims Experience:** LOGIS Association's consultant, and Agent of Record, Integrity Employee Benefits, LLC has been asked by the group to communicate and monitor the plan throughout the plan year. By submitting a proposal you guarantee that renewal rates, experience, plan information, answers to questions, employee benefit election data, bidder correspondence and enrollment materials will be provided directly to Integrity Employee Benefits, LLC.
- VII. **Direct Invitees:** LOGIS Association is requesting proposals be submitted directly from insurance companies. Pooled arrangements established specifically for government entities are also welcome to submit. LOGIS Association will accept only one proposal from each insurance company. No duplicate proposals are desired.

- VIII. **Current and Requested LTD Compensation: 12% Flat**
LOGIS Association requires that compensation be included in the rates and be paid directly to LOGIS Association's consultant/Agent of Record Integrity Employee Benefits, LLC, by the successful bidder.
- IX. **Rates and Plan Design:** Rates must be **guaranteed for a minimum of 2 years**. Additional year rate guarantees are encouraged.
- X. LOGIS Association reserves the right to reject any and all proposals that are deemed not to be in the best interest of the group and its employees or that do not comply with the specifications. Each proposal meeting the requirements of this RFP will be reviewed in detail. Evaluation criteria includes, but is not limited to, premium rates, rate guarantees, basis of renewal ratings, policy form, ease of administration, and the financial reliability of the carrier.
- XI. **Deviations:** Please quote plans to match current and specified alternative as closely as possible. Deviations from the specifications should be clearly noted. Any deviation deemed to be significant by LOGIS Association may disqualify the proposal. LOGIS Association and Integrity Employee Benefits reserve the right to accept or reject any or all proposals, or any part thereof, and to waive any informalities or irregularities. We also reserve the right to negotiate plan amendments and/or modifications to financial or administrative agreements and contracts or call for new proposals. Your proposal (including completed specification forms) and any subsequent modifications will become part of the contractual obligation and incorporated by reference into the ensuing contract.
- XII. **Compliance:** All proposers agree to comply with Federal, State and local laws, ordinances, rules, regulations or executive orders pertaining to unlawful discrimination on account of race, color, creed, religion, national origin, sex, marital status, disability or age.
- XIII. **Continuity of Coverage:** All new hires and currently-covered employees must be able to participate without evidence of insurability.
- XIV. **Insurer Rating:** All insurance companies submitting proposals must be authorized to transact business in Minnesota have **no less than an "A-" rating from A.M. Best** for the last five years.
- XV. **Contributions:** All eligible employees participate in the LTD plan. The plan is 100% non-contributory.
- XVI. **Eligibility:** You are eligible for Employee Insurance while you are an effective Benefits Earning or active Benefits Eligible Employee of the Employer and you are in a covered class.

Current Long Term Disability Benefit Summary

LOGIS Association

This is a summary of the Long Term Disability plan. See group policy (included) for full details of plan information. The group requests that the aggregate value of the plan design stay the same or improve.

Company	Sun Life
AM Best Rating	A+
Monthly Benefit Amount	60%
Elimination Period	60 Days
Contribution	Non-Contributory
Benefit Duration	SSNRA
Maximum Monthly Benefit	\$5,000
Regular Occupation Period	Class I: 60 Mo. Class II: 36 Mo.
Regular Occupation Definition OR/AND	OR
Definition of Material Duties	Material Duties
Partial Disability Benefit	20% Loss of Income
Integrate With Sick Leave	Ignores Sick Leave
Pre-Existing Condition	3 mo / 3 mo / 12 mo
Integration Method	70% All Sources
Social Security Offset	Full Family
Mental & Nervous Exclusions	24 Mo. Limit
Drug & Alcohol Exclusions	24 Mo. Limit
Retro Disability For Hospitalization	YES
Conversion	YES

Current Premium Summary - Long Term Disability

Long Term Disability Rates 2020:

Monthly Rate per \$100 of payroll
\$.286

- 72 eligible employees
- See census for total payroll

Long Term Disability Experience

Not Available