

**ADDENDUM NO. 1**

**OHIO TURNPIKE COMMISSION**

682 Prospect Street  
Berea, Ohio 44017

**REQUEST FOR PROPOSALS  
GROUP LIFE, AD&D AND VOLUNTARY PLAN BENEFITS**

ISSUE DATE

**July 19, 2010**

INQUIRY END DATE

**August 2, 2010, 5:00 P.M. (E.D.T.)**

RESPONSE DUE DATE

**August 9, 2010, 2:00 P.M. (E.D.T.)**

**ATTENTION OF RESPONDENTS IS DIRECTED TO:**

**ANSWERS TO QUESTIONS RECEIVED THROUGH END OF INQUIRY PERIOD  
5:00 P.M., AUGUST 2, 2010**

**MODIFICATIONS TO THE RFP:**

**PART I, EXECUTIVE SUMMARY**

Pages 4 and 5

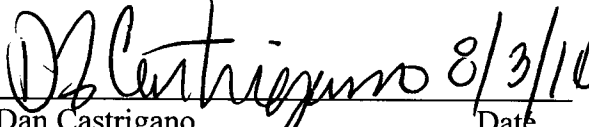
**PART II, GENERAL INSTRUCTIONS**

Page 6


**ATTACHMENT 5, CLIENT INFORMATION**

Page 35

Issued by the Ohio Turnpike Commission August 3, 2010. Authorized by L. George Distel, Executive Director, and Kathleen Weiss, Director, Contracts Administration.

  
\_\_\_\_\_  
Dan Castriano  
Acting Executive Director

Date

  
\_\_\_\_\_  
Kathleen Weiss  
Date

Date

**ANSWERS TO QUESTIONS RECEIVED THROUGH END OF INQUIRY PERIOD:**

**Q#1 I noticed that you are accepting bids for group insurance for the Ohio Turnpike. I am checking to see if you are interested in receiving a Voluntary Vision Plan? Let me know if you would like to see a Voluntary Vision Quote.**

*A#1 At this time, the OTC is not interested in a Voluntary Vision Plan.*

**Q#2 Is there any mention of Employee Assistance Program? If so, we'd love to put together a great quote for you.**

*A#2 At this time, the OTC is not interested in an Employee Assistance Program. However, the Questionnaire in the RFP inquires as to whether it is a part of the Responding Provider's standard proposal.*

**Q#3 Is it possible that we could receive a copy of your request electronically? In reviewing your request, you have included several pieces that require signatures as well as a questionnaire to complete. As this requires input from a variety of areas within my company, an electronic version will allow us to complete your questionnaire in your desired format.**

*A#3 The OTC will forward electronic pdf. copies of the RFP document upon request.*

**Q#4 Are you accepting proposals for voluntary legal services for the current RFP?**

*A#4 At this time, the OTC is not accepting proposals for voluntary legal services.*

**Q#5 Our firm would be interested in providing a life quote. However we typically do include a small commission for our assistance and ongoing support. Would a proposal with a small commission be excluded from consideration?**

*A#5 Not for the Group Life/AD&D or supplemental voluntary life programs. As stated on page 4 of the RFP: "Under no circumstances shall there be any commissions, bonuses or overrides included in any provider rates. . . . (It is the express policy of our consultant, Willis of Ohio, Inc. not to accept any commissions, bonuses or overrides)." (Please note the modification to this provision in the RFP with respect to Voluntary Disability and/or Acute Illness products with Addendum No. 1).*

**Q#6 Do you have an enrollment partner or method confirmed that we should be aware of or is this to be determined at a later date?**

*A#6 No, the OTC does not have a pre-established enrollment partner or confirmed method for enrollment. However, it is expected that the Selected Provider shall remain involved with resolving issues that arise with enrollment.*

**Q#7 In our review of the current in-force AFLAC voluntary disability program, we have determined that we do not have the ability to provide a similar type of product. We, however, do have the ability to provide traditional Short Term Disability and Long Term Disability coverage for the employees. These plans provide broad coverage for most disabilities at typically 60% of the individual's pre-disability earnings. Should we proceed with quoting these plans, or is it your intent to only provide a duplication of the AFLAC model currently in effect?**

*A#7 The OTC will consider Proposals that do not exactly duplicate the current program, however, substantially similar benefit offerings are required. The OTC requests that Responding Providers outline with specificity any differences in their offerings.*

**Q#8 Our proposal team is requesting at least the questionnaire of the RFP, be provided in Word Document form.**

*A#8 The Questionnaire has been provided in WORD format to all potential respondents. Please do not alter this document. If you have not received this document and would like to have an electronic copy, please contact Mr. Golick per the Instructions for making inquiries in the RFP. Please make sure you are using the version of the Questionnaire as it was printed in the RFP, Attachment 6.*

**Q#9 The nature of the voluntary offering from AFLAC has many moving parts that are very difficult to compare, contrast and explain through the written submission process. In order to provide the best options for your organization it is essential that an enrollment style (one on one meeting, telephonic enrollment, etc.) is decided upon and an enrollment company is involved very early in the process. There are opportunities for Guarantee issue, and plan exceptions that are only presented once there is clarity around these two items. Do you have an enrollment partner or method confirmed that we should be aware of or is this to be determined at a later date? We will be submitting a quote for all lines requested and we will do our best to show the differentiators within the voluntary offering. Our quote will be based upon a package sale of all items requested by the Ohio Turnpike Commission.**

*A#9 See Response to Q#6.*

**Q#10 While we can eliminate commissions from the Voluntary Life portion of the quote, we are not able to do the same for the other voluntary products. The life insurance quote is calculated based on the census you sent and being a true group product we have the**

**capability of removing the commissions. On the Accident, Cancer, Short-Term Disability, Critical Illness and Intensive Care, these are products rated based on the State of Ohio and have to be approved by the Ohio Department of Insurance. Changing rates on this type of product can take months and would not be facilitated by our Home Office. As I understand it, AFLAC, ALLSTATE, UNUM, etc., would be in the same situation on these products. Does this in fact disqualify us from participating in the quote?**

*A#10 To the extent that a Responding Provider is unable to remove commissions from the Voluntary Disability and/or Acute Illness products to be quoted, the Proposal may contain built-in commissions provided they are not payable to the OTC's consultant, Willis of Ohio. (See Addendum No. 1 below).*

**Q#11 Can you please email the Questionnaire (Attachment 6) to the all the people on this correspondence? It will greatly expedite our ability to answer the questions posed. Thank you**

*A#11 See response to Q#8.*

**Q#12 Additionally, is it possible for you to email the entire RFP to us in electronic format? That way we can email to home office and have our officers sign and print original documents instead of scanned or copied versions.**

*Q#12 The RFP has been sent to anyone who has requested it in a pdf. electronic format. If you have not received it, and would like an electronic copy, please contact Mr. Golick per the Instructions for making inquiries in the RFP.*

**Q#13 Can you please let me know if the Group Life Insurance will be home-office administered or self administered?**

*A#13 Premium payments will be self-administered through the OTC's Payroll Department.*

**Q#14 Can you please send a Word version of both the Medical and Life RFPs? We will need that in order to enter our proposal responses**

*A#14 A Word version of the Questionnaire has been provided. As all other forms require completion and signature (and may be completed by hand), these are not being provided in anything other than a pdf. format.*

**Q#15 We have one question concerning the bid bond for the Ohio Turnpike Commission RFP. Is there a performance bond requirement tied to the bid bond?**

A#15 No.

**Q#16 In the RFP, you mention that you would like carriers to also quote on the voluntary disability and acute illness plan that is currently provided through AFLAC. As you may know, the plans provided through AFLAC are individual, worksite plans that can be offered ala carte to employees. We provide traditional group plans. As such, we will not be able to match the plan designs provided through AFLAC. Since we are unable to match, would it be best to decline the voluntary LTD and acute illness request (and only quote the LTD) or would you like us to propose what we can on the voluntary LTD? We will be quoting on the life insurance, regardless.**

A#16 Please see Response to Q#7.

**Q#17 Is there any particular reason why the OTC has put their coverages out to bid?**

A#17 *The Contracts are expiring and as a body both corporate and politic, the OTC is compelled to periodically market all of its professional service contracts.*

**Q#18 Does the life insurance program have a lifetime waiver provision?**

A#18 *Yes, a waiver provision is included in the Group Life program if an employee retires due to total disability prior to age 60.*

**Q#19 What are the plans for enrollment of the voluntary products? Will mandatory meetings be held? When was the last enrollment held?**

A#19 *The information will be provided during open enrollment for Group Health and Group Life benefits. Meetings with OTC staff will be conducted by personnel from the OTC's HR Department. For staff members who are unable to attend a meeting, all information will also be provided in the form of a package of written materials. The last open enrollment for Group Life/AD&D, Voluntary Life and all other Voluntary Benefits was held in November of 2009.*

**Q#20 Are there union employees eligible for disability insurance? Can they be identified on the census?**

A#20 *The availability of voluntary benefits is identical for both full-time union and non-union employees, and, therefore, there is no need to distinguish them on the census.*

**Q#21 Is there any chance you could email us the questionnaire as a word document?**

*A#21 See response to Q#8.*

**Q#22 I work for EyeMed Vision Care. I saw the public notice for the voluntary benefits. Do you know how many employees are eligible?**

*A#22 See response to Q#1.*

**Q#23 In order to provide the Ohio Turnpike Commission with the best possible rate, we are seeking the below information on Basic Life/AD&D.**

- a. Renewal Rate.**
- b. Enrollment History from 6/2005 to 6/2007.**
- c. Billed premium from 6/2005 to 6/2007.**
- d. Has there been any rate changes since 6/2005?**
- e. Has there been any plan design/benefit changes since 6/2005?**

*A#23 a. See Attachment 13 of the RFP for rate history. Renewal rates have not been requested from Prudential because the OTC has issued this RFP.*  
*b. This information is not available at this time.*  
*c. Premiums for 2005 - \$102,930.50; 2006 - \$111,571.25; and 2007 - \$109,839.00.*  
*d. No rate changes have occurred since 2005.*  
*e. No changes to plan design or benefits have occurred since 2005.*

**Q24 We will also need to know the number of binders needed to review our submission.**

*A#24 One (1) original and three (3) copies of Proposals are requested. (See Addendum No. 1 below).*

**Q#25 I have an additional question with regards to the quote of the Voluntary Benefits other than life insurance. What is the process that you will use for enrollment? Will employees have direct access to company representatives or will the information be distributed by your HR Department?**

*A#25 Employees will receive all information needed during the open enrollment period from the OTC's HR Department. Open enrollment typically occurs during the month of November each year. Toll free and internet access to additional information regarding all benefit offerings for voluntary products should be provided. However, enrollment must occur through the OTC and not directly between the employee and the Selected Provider.*

**SEE NEXT PAGE FOR MODIFICATIONS TO THE RFP WITH THIS ADDENDUM NO. 1.**

**THE FOLLOWING MODIFICATIONS ARE MADE TO THE REQUEST FOR PROPOSALS FOR GROUP LIFE, AD&D AND VOLUNTARY PLAN BENEFITS:**

Modifications are shown with ***bold italicized*** text and deletions are shown with ~~strikethrough~~ text.

PART I – EXECUTIVE SUMMARY, Section 2, “Basis for Quotation” at Page 4: Change the fifth paragraph as follows:

“Under no circumstances shall there be any commissions, bonuses or overrides included in any provider rates ***for Group Life/AD&D or Voluntary Supplemental Life Plans. To the extent that a Responding Provider is unable to remove commissions from the Voluntary Disability and/or Acute Illness product to be quoted, the Proposal may contain built-in commissions, provided they are not payable to the OTC’s consultant, Willis of Ohio.*** (It is also the express policy of our consultant, Willis of Ohio, Inc. not to accept any commissions, bonuses or overrides).”

PART I – EXECUTIVE SUMMARY, Section 5, “Dates to Remember” at Page 5: Change August 9 at 5 p.m. to August 9 at 2 p.m.

PART II – GENERAL INSTRUCTIONS, Section 1, Proposal Instructions at Page 7: Add the following sentence to the beginning of this Section: ***“One (1) original and three (3) copies of Proposals shall be delivered to the OTCs Berea offices c/o Mr. Golick.”***

ATTACHMENT 5 – CLIENT INFORMATION at Page 35: In the Section entitled “COMMISSIONS,” add the following language: ***“Except as set forth in PART I, Section 2 of the RFP, proposed rates should be net of commissions.”***

Receipt of Request for Proposals for Group Life, AD&D and Voluntary Plan Benefits to Addendum No. 1 is hereby acknowledged:

\_\_\_\_\_  
(Firm Name)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Typed Name)