



June 2, 2023

Maquoketa Valley Community School District

July 1 2023 Renewal

Medical-Dental-Vision-Group Life/AD&D- Vol Life-LTD

Services provided by
Mercer Health & Benefits LLC
CA Insurance License # 0E75483

Copyright © 2022 Mercer Health & Benefits LLC
All rights reserved
CONFIDENTIAL - For client use only

welcome to
brighter

Maquoketa Valley Community School District

June 2, 2023

July 1 2023 Renewal

Medical-Dental-Vision-Group Life/AD&D- Vol Life-LTD

Client
Erika Imler Board Secretary Maquoketa Valley Community School District erikaimler@maquoketa-v.k12.ia.us

Consultant
Stephanie Getting Senior Associate Mercer Stephanie.Getting@mecer.com Fax: Phone: 319-251-6065

Transparency and Carrier Information (TCI)

COMPENSATION AND CLIENT STRATEGY OVERVIEW

This TCI identifies compensation to be paid to Mercer* with respect to the coverages, services and products listed. Your payment of premium for, or other instruction to proceed with the policies and/or transactions specified, constitutes your consent to Mercer's resulting compensation disclosed (and future changes thereto), and any servicing that includes an intermediary or sub-broker disclosed.

Unless you inform us in writing to the contrary within ten (10) business days of receiving this TCI or any update, this TCI and any update shall be incorporated into the service agreement (e.g., statement of work) between you and Mercer dated:

June 3, 2022

This TCI also helps to document our understanding and execution of your strategy. Further information regarding these and other applicable practices and policies, including our Privacy Notice, can be found in our [Compliance Brochure](#).

COMPENSATION

Our compensation for placing or renewing insurance or other services on your behalf may include fees paid directly by you, or base commissions paid by insurers or others. Our compensation from insurance placements and renewals may also consist of additional supplemental commissions that are common in the insurance industry and designed to recognize the value of Mercer services to the carriers including as a distribution channel for the carriers' products and services. Mercer does not accept supplemental commissions that are based on the profitability of a client's policy or those where the carrier expects some form of preferential treatment over other carriers in return. For Mercer, these supplemental commission arrangements may consist of:

- Enhanced Commission Compensation (ECC) which is paid at a rate of commission that is set at the time of placement, renewal, or servicing, or
- Market Service Revenue (MSR) which is paid at a rate of commission that may vary depending on the volume, growth, and/or retention in Mercer's business with the insurer.

*Services provided by Mercer Health & Benefits LLC and/or Mercer Health & Benefits Administration LLC

Should you not desire Mercer to participate in an ECC or MSR program noted on the following pages, please strike a line through the applicable coverage on the following pages, initial your strike-through and send this completed document to your Mercer consultant by email or fax. Any election to discontinue applicable ECC or MSR will not change the quoted rate of premium.

State insurance law, including anti-rebating, may restrict or prohibit the ability of Mercer to modify compensation or services for the coverage you select.

Mercer's summary of quotes received includes details regarding commissions payable from insurers who issue quotes that are competitive according to your selection criteria as we understand them. Commissions, whether base or supplemental, payable to Mercer may vary among quoting insurers and/or among available coverages, and may change following this disclosure.

ADDITIONAL INFORMATION

Additional information regarding Mercer's commissions from any quote received (including non-competitive and unsolicited quotes), ECC or MSR arrangements, commissions received in the prior year, any modification to commissions disclosed, or any available alternative quotes are available upon request to your Mercer consultant.

INSURER COMPENSATION LINE

If you have a concern regarding compensation payable or paid to Mercer by insurers or third parties, you can report it to the Marsh & McLennan Companies Insurer Compensation Line, which will refer the matter to compliance or other appropriate resources for investigation. To reach the Marsh & McLennan Companies Insurer Compensation Line from within the United States and Canada, dial +1 800 420 5082.

Transparency and Carrier Information (continued)

INSURANCE PLACEMENT AND RENEWAL STRATEGY

We will undertake an insurance marketing as confirmed with or by you. In the absence of this confirmation, we understand that you desire only an applicable renewal quote from the incumbent insurer for those lines of coverage where we serve as your authorized broker of record (BOR).

QUOTE SOLICITATION AND DISCLOSURE

Unless you explicitly direct us otherwise, we:

- Will not provide carriers specific rate targets, rate ranges, or other information designed to inappropriately influence their quotes; offer any carrier rights of first refusal; or disclose aspects of any carrier quotes (including rates, terms or contract wording) to other quoting carriers.
- Will provide all carriers the name of the current carrier for the coverage being quoted; all carriers the same information about the current plan design and available claim experience; and interested carriers additional information in response to their specific requests for further underwriting information.
- Will provide a summary of quotes we receive, including our resulting compensation regarding quotes that are competitive and consistent with your strategy as we understand it. ***It may be the case that Mercer's compensation for quotes not identified as competitive on the following pages is less than that for the competitive quotes presented. Additional information concerning compensation for any quote, including non-competitive and unsolicited quotes, is available from your Mercer consultant.***
- May provide quoting carriers with feedback regarding any failure to be selected.

CARRIER/VENDOR RELATIONSHIPS

Except in rare circumstances that are fully disclosed to you, Mercer is not bound to utilize any particular insurer or service provider, and does not have the authority to make binding commitments on behalf of any insurer or service provider. Mercer's parent, Marsh & McLennan Companies and its subsidiaries own equity interests in, and have contractual arrangements with certain insurers and wholesale brokers. Mercer itself may have agreements with insurers that authorize Mercer to solicit the sale of insurance that those insurers provide. Additional information is available at www.mercer.com/transparency. Information on material ownership, if any, that a quoting insurer has in Marsh & McLennan Companies or its subsidiaries is available upon request to your Mercer consultant.

CARRIER/VENDOR PERFORMANCE

The terms and conditions of any coverage or service are exclusively defined by the governing policy or contract, and not by the summary information in this overview, the materials appended or other document. Mercer does not guarantee or make any representation or warranty that coverage or service can be placed on terms acceptable to you. Further, Mercer is not responsible for the current or future financial condition, solvency or ability of any insurer or other service provider to pay claims or provide service. Insurers or service providers with which your risk or business is placed at your direction will be deemed acceptable to you.

In the absence of instruction to market these policies, Mercer has secured the renewal quotations shown on this form without marketing.

Marketing / Renewal Results

In response to requests for quotes on your behalf, carriers/vendors may issue a binding quote (Q), provide an indication quote that is not binding (I), decline to quote (D), fail to respond altogether (N), issue a quote that is either unsolicited or fails to conform with your specifications as we understand them (U), or issue a quote that is uncompetitive pursuant to your selection criteria as we understand them (UQ). Please note: commissions for uncompetitive quotes may be less than those for quotes detailed below. Additional information on all quotes received, including those designated "UQ" or "U", are available upon request to your Mercer consultant.

Where applicable, if you do not wish Mercer to receive Supplemental ECC or MSR Compensation on the coverage selected, please strike out "ECC" or "MSR" on the applicable coverage, initial your strike-through, and send your opt-out election to your consultant by email or fax.

Please see the prior "Transparency and Carrier Information - Overview" for further details regarding the information contained in this report.

Response: Q - Quote; UQ - Uncompetitive Quote; I - Indication; D - Declination; N - No Response; U - Unsolicited (including quotes that do not conform with plan specifications)

Contract Type: I - Insured; SI - Self-Insured; SC - Service Contract

Base Commissions designated with an "*" may be less than commissions identified for "Q" quotes reported below.

Supplemental Compensation: Includes Enhanced Commission Compensation (ECC) that is fixed prior to placement and Market Service Revenue (MSR) that may vary based on future volume, growth and/or retention of Mercer's book of business. For additional information, please see the prior "Transparency and Carrier Information - Overview", and the ECC and MSR program exhibits that follow.

Quotes Sought				Marketing Results									
Line of Coverage	Carrier	Plan Description/ Location	Current Plan	Response	Coverage Start	Coverage End	Contract Type	Rate Tier	Rate	Base Commission	Supplemental Compensation (See ECC and MSR Exhibits)	Policy Specific Foot-notes	Policy Specific Comments
Medical	Wellmark, Inc.	Classic 100 Classic 500	Y	Q	07/01/2023	06/30/2024	I	EE EE+Family	See Renewal Presentation for 2023	\$36.00 pcpm			
Medical	Wellmark Health Plans of Iowa	Blue Choice 750 Blue Access 2000	Y	Q	07/01/2023	06/30/2024	I	EE EE+Family	See Renewal Presentation for 2023	\$36.00 pcpm			
Voluntary Dental	Delta Dental of Iowa	Preventative Catastrophic Comprehensive	Y	Q	07/01/2023	06/30/2024	I	EE EE+1 EE+Family	See Renewal Presentation for 2023	10%	MSR		
Dental	Delta Dental of Iowa	ADMINISTRATORS	Y	Q	07/01/2023	06/30/2024	I	EE EE+Family	See Renewal Presentation for 2023	5.5%	MSR		

Please see the prior "Transparency and Carrier Information - Overview" for further details regarding the information contained in this report.

Response: Q - Quote; UQ - Uncompetitive Quote; I - Indication; D - Declination; N - No Response; U - Unsolicited (including quotes that do not conform with plan specifications)

Contract Type: I - Insured; SI - Self-Insured; SC - Service Contract

Base Commissions designated with an "*" may be less than commissions identified for "Q" quotes reported below.

Supplemental Compensation: Includes Enhanced Commission Compensation (ECC) that is fixed prior to placement and Market Service Revenue (MSR) that may vary based on future volume, growth and/or retention of Mercer's book of business. For additional information, please see the prior "Transparency and Carrier Information - Overview", and the ECC and MSR program exhibits that follow.

Quotes Sought				Marketing Results									
Line of Coverage	Carrier	Plan Description/ Location	Current Plan	Response	Coverage Start	Coverage End	Contract Type	Rate Tier	Rate	Base Commission	Supplemental Compensation (See ECC and MSR Exhibits)	Policy Specific Foot-notes	Policy Specific Comments
Voluntary Vision	Vision Service Plan		Y	Q	07/01/2023	06/30/2024	I	EE EE+Spouse EE+Child(ren) EE+Family	See Renewal Presentation for 2023	See Graded Commission Schedule Attached			
LIFE AD&D	Hartford		Y	Q	07/01/2021	06/30/2025	I	Per \$1,000	See Renewal Presentation for 2023	17.0%	ECC		
LTD	Hartford		Y	Q	07/01/2021	06/30/2025	I	Per \$100 of Monthly Covered Payroll	See Renewal Presentation for 2023	18.5%	ECC		
Voluntary Life/AD&D	Hartford		Y	Q	07/01/2021	06/30/2025	I	Per \$1,000	See Renewal Presentation for 2023	17.0%	ECC		

Footnotes and Comments
Maquoketa Valley Community School District - July 1 2023 Renewal

TRANSPARENCY FOOTNOTES AND COMMENTS	
POLICY-SPECIFIC FOOTNOTES	
None	
GENERAL NOTES AND COMMENTS	
None	
ATTACHMENTS	
None	

**Summary of Enhanced Commission Compensation (ECC) Programs of Quoting Carriers
Maquoketa Valley Community School District - July 1 2023 Renewal**

Please contact your consultant if you have any questions regarding ECC. If you do not wish Mercer to receive ECC on a policy, please strike out the ECC coverage where appropriate below, write in 'Decline ECC', sign, and return the form to your consultant. Any opt-out will not change the quoted rate of premium.

Group Insurance Programs	Program Effective Date	General ECC percentage	Are "Participating" (experience-rated) insured contracts subject to ECC?	Key lines of coverage or groups excluded from ECC program	Other exceptions to the general ECC percentage	Are ASO fees subject to ECC?
The Hartford	2/1/2009 (as amended 1/1/2016)	<u>1st policy year:</u> - 2.0% through 12/31/2015 - 3% effective 1/1/2016 <u>Renewal years:</u> - 1.5%	Yes	All lines are EXCLUDED except for the following lines which are specifically included: - Life, AD&D, LTD and Short-Term Disability (incl. Statutory), BTA, Critical Illness, Accident, Hospital Indemnity, and new sales only of Group Retiree Health		No

Summary of Market Service Revenue (MSR) Programs of Quoting Carriers Maquoketa Valley Community School District - July 1 2023 Renewal

Please contact your consultant if you have any questions regarding MSR. If you do not wish Mercer to receive MSR on a policy, please strike out the MSR coverage where appropriate below, write in 'Decline MSR', sign, and return the form to your consultant. Any opt-out will not change the quoted rate of premium.

Carrier	Program Effective	Mercer may receive additional compensation based on volume, growth, or retention of Mercer's book of business. See below for additional details applicable to health coverage.
Delta Dental of Iowa	2011	Up to \$8 per new dental contract per year or 25% of annual renewal dental commissions

Carrier Information Exhibit

Mercer recommends that you place your business with institutions that are in good financial standing, well capitalized and highly rated. When available, we will supply you with a Financial Strength Rating (FSR) from A.M. Best, and we recommend that you select insurers rated by A.M. Best as Excellent (A- or A) or Superior (A+ or A++). We advise that you review the complete A.M. Best Financial Strength Rating Guide at the following link:

https://www.ambest.com/ratings/guide.pdf?_ga=2.235218372.49424691.1656445374-699484530.1654270997

Published financial ratings may not be available for certain insurers and many other service providers, and this may or may not be indicative of the institution's financial condition. If not rated, we are unable to provide information to you on the institution's financial condition.

Mercer does not endorse or corroborate the financial ratings issued by any rating agency. Any rating is judgmental and subject to various interpretations. The financial ratings cited in our reports are published by A.M. Best, an independent rating agency, based in part on information

Financial ratings source: © A.M. Best Company - used by permission.

Best's Credit Ratings™ are under continuous review and subject to change and/or affirmation. For the latest Best's Credit Ratings™ and Best's Credit Reports (which include Best's Credit Ratings™), visit the A.M. Best website at <http://www.ambest.com>. See Guide to Best's Credit Ratings™ for explanation of use and charges.

Best's Credit Ratings™ reproduced herein appear under license from A.M. Best and do not constitute, either expressly or impliedly, an endorsement of Mercer's Carrier Information Exhibit or its recommendations, formulas, criteria or comparisons to any other ratings, rating scales or rating organizations which are published or referenced herein.

Maquoketa Valley Community School District

not available to Mercer. All information is gathered from sources considered reliable, but Mercer cannot and does not warrant the accuracy of such information. Mercer is not responsible for the current or future financial condition, solvency or ability of any insurance carrier or other service provider to pay claims or provide service.

Ultimately, the decision is yours and you should undertake your own evaluation to select insurers most appropriate for your needs, including considering information and ratings that may be available from other sources. High ratings are not a guarantee of future solvency but may be indicative of the institution's current financial condition and prospects.

Following your evaluation that should include the financial criteria noted, we will proceed with the procurement or renewal of coverage or service you select. Please contact your Mercer consultant if you would like to discuss financial security ratings further.

A.M. Best is not responsible for transcription errors made in presenting Best's Credit Ratings™. Best's Credit Ratings™ are proprietary and may not be reproduced or distributed without the express written permission of A.M. Best Company.

A Best's Financial Strength Rating opinion addresses the relative ability of an insurer to meet its ongoing insurance obligations. It is not a warranty of a company's financial strength and ability to meet its obligations to policyholders. View our Important Notice: Best's Credit Ratings for a disclaimer notice and complete details at <http://www.ambest.com/ratings/index.html>.

Insurance Company	A.M. Best Carrier #	A.M. Best FSR and, where applicable, FSR Modifier	A.M. Best FSR Effective Date
Wellmark, Inc.	068347	A	09/07/2022
Wellmark Health Plan of Iowa, Inc.	064385	A	09/07/2022
Delta Dental of Iowa	060205	A	09/29/2022
Vision Service Plan	064607	A-	06/02/2022
Hartford Life and Accident Insurance Company	007285	A+	08/25/2022

June 2, 2023

Maquoketa Valley Community School District
Mercer Value Service Providers

The following quoting carriers are Value Service Providers. For Mercer's Value Service Provider Brochure, click on the link below and use the password to open.

[Value Service Provider Brochure](#)

The password to open is: **Brochure**

The Hartford



Graded Commission Scales
Maquoketa Valley Community School District - July 1 2023 Renewal

VSP's Commission Schedule

Standard Sliding 10% Schedule

Annual Premium Paid by the Client	Commission Paid to Broker
First \$5,000	10.00%
Next \$5,000	5.00%
Next \$10,000	3.56%
Next \$10,000	3.00%