

Pricing and Billing: WHITE CAP

Instructions:

- ◆ Provide pricing for employees for the software, technology and services listed below, broken out as follows:
 - Benefit Eligible Employees 8,800 34 NBEs ACA tracking only
 - Canadian Employees-EAP only, election data storage only, no EDI 1,100
- ◆ Please note that the Functionality is broken out between Required and Optional.
- ◆ List one-time (e.g., implementation fees, etc.) as well as ongoing or annual costs.
- ◆ Provide bundled fee pricing and which items are included in the bundle, if applicable.
- ◆ Provide detailed answers on the questions below regarding the billing process and out of scope services requiring a change order and/or additional fees.

Functions - REQUIRED	Implementation	Ongoing (Indicate Cost Factor - PEPM, PPPM, etc.)	Notes
Benefits Administration (Technology): Provide a centralized eligibility and enrollment tool to support open enrollment, new hire enrollment, life event changes, terminations, transfers and transfers	\$70,000	\$5.60 PEPM benefits eligible; \$0.20 PEPM ineligible (ACA tracking only) + Canadian EAP	Total US Employees 8,800 Canadian 1100 34 Benefits ineligible
Eligibility Data Interfaces (EDI) to carriers and/or third-party service providers, including ownership of carrier discrepancy reports		Included	15 data file feeds and Workday interface Additional feeds \$2,500 per
Employee Self-Service (Technology)		Included	
Manager Self-Service (Technology)		Included	
Benefits Administration (Services)			
Employee Call Center (including first level appeals)		Included	
Carrier Bill Reconciliation (including ongoing audits quarterly) or semi-annually)		Included	
COBRA Administration		Included	
Decision Support		Included	
Direct Billing - LOA		\$4.25	100
FSA Administration (Limited Purpose and Dependent Care)		\$3.50	Assumes 308 accounts, per participant per month
HSA Administration		\$0.00	Assumes 3,063 accounts, per participant per month
FSA and HSA Closed Loop Administration		Included	Included as part of Closed Loop Payroll Fee
QMCSO Administration		\$150 Per form filed	10 - 12 per month (per Qualification Fee)
Verification Services - Dependent		Included	
Verification Services - EOI		Included	
Premium Billing and Financial Reporting		Included	
Ad Hoc Reporting Tools & Standard Reporting Tools (Analytics)		Included	
ACA Compliance: Data Management			
Load historical employee payroll, time and benefit data from 3rd party data sources (HCM, Payroll, etc.)		Included	



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Load ongoing employee data files from payroll systems and other data sources		Included	
ACA Compliance: Eligibility Requirements			
Support historical and/or on-going calculations of full-time status based on the client specific measurement method		Included	
Tracking and notification process (reporting, dashboard, etc.) for benefit eligibility status changes		Included	
Notification process (reporting, dashboard, etc.) for benefit eligibility trend and offer and termination of coverage		Included	
ACA Compliance: IRS Reporting (Section 6055 / 6056)			
Populate the reports for Section 6055 and 6056		Included	
Distribute Form 1095-C to employees		\$3.00	The system electronically distributes 1095c forms to associates at <u>no additional cost</u> to thePEPM. We would only charge \$3/form if White Cap would like us to also print and mail the 1095c forms
E-file ACA required reporting with the IRS		Included	
Employee call center for 1095-C questions		Included	
Manage Public Exchange inquiries		N/A	PlanSource is not involved in the public exchanges.
Manage IRS appeals		N/A	We proactively monitor to identify records that could potentially result in a penalty with the IRS, but do not manage IRS appeals.



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TOTAL		Year One Investment = \$677,017 One Time Fees = \$70,000 Annual PEPM = \$594,081.60 Annual FSA PPPM = \$12,936	Total does not include variable fees; LOA ACA form distribution QMSCO forms Closed Loop Payroll

Functions - OPTIONAL	Implementation	Ongoing (Indicate Cost Factor - PEPM, PPPM, etc.)	Notes
Benefits Administration Services			
Payroll Closed Loop		\$0.50 PEPM	
TOTAL		\$4,400 / month; \$52,800/year	Based on 8,800

Additional Questions	Response
Provide your contract standard term.	3 years
Can you offer a 3 year contract term?	Yes, our pricing assumes a 3 year contract.
Provide a detailed description of your internal ongoing carrier billing reconciliation/audit process (including process and frequency).	<p>Metlife and UNUM are PlanSource's carrier partners, where they recognize PlanSource as the system of record for enrollment, billing and invoices are auto-generated monthly within the PlanSource system. PlanSource pays Metlife/Unum (our carrier partners) on White Cap's behalf and we'll pull the funds from White Cap. PlanSource answers all billing questions for our customers and from the carriers.</p> <p>For other lines of coverages (e.g. Anthem medical, delta dental, etc.) we offer full billing reconciliation and payment process where we'll reconcile your monthly bills, resolve discrepancies with your carrier partners and simplify the payment process by allowing you to make a single payment to PlanSource and we will parse it out to the carriers on your behalf, so you can focus on more strategic items.</p>



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Provide a detailed description of the billing process, including the company's standard timeline for the commencement of billing for ongoing fees (e.g., 120 days after contract is signed).	PlanSource will invoice the implementation fee upon Contract signature and begin collecting ongoing fees in the month White Cap's system goes live.		
Provide a detailed description of out of scope services requiring additional fees or change orders.	Please refer to attached PlanSource Out of Scope Estimated Fees.		
- How are those fees determined?	Fees are determined based on scope of the requested work and need. Work efforts are evaluated and staffing alignments considered to allow PlanSource to provide pricing.		
- Are services in the final year of a contract handled differently (for example, enrollment fees)?	No		