

- 1) How many benefited employees are currently enrolled in the plans?

CEA has a somewhat complicated workforce structure. Currently, ten employees enrolled in benefit plans, but we anticipate on-boarding between 50 and 70 employees by YE 2020.

- 2) Who is the incumbent insurance broker and how are they compensated (commission, fee)?

Dickerson Insurance Services; they are commission based

- 3) Please state the incumbent broker's total annual compensation (including commissions, fees, other compensation) for the CEA's program.

Industry standard commission structures for small group plans.

- 4) How many hours are devoted by the incumbent to service the account?

Given our profile and business (~\$17.5 billion in assets under management, and being the largest purchaser of Catastrophe Reinsurance in the US and the second largest in the world), we are seeking a "high touch" and service oriented benefits advisor.

- 5) Please provide a detailed description of your current benefit plans including: carriers, rates, structure, contribution strategy

We provide plans typically found in employee benefits:

- **Insurance: Health, vision, Dental, long term and short-term disability; life insurance**
- **Retirement plans**
- **Additional compensation, including HRA**

- 6) Do you have an expected Scope of Services that you can provide?

We are particularly interested in what technology the broker can provide and how that technology will integrate with Dayforce, our HR solution as well as resources the broker has available to CEA's employees