

C-8231-1
02/01/2014



1230 West Washington Street Suite 501 Tempe, AZ 85281-1248
P O. Box 63610 Phoenix, AZ 85082-3610
T 602 381 4065 www.segalco.com

Amy J. Girardo
Benefits Consultant
agirardo@segalco.com

April 11, 2014

Mr. James Brown
Executive Director of Human Resources & Risk Management
City of Glendale
5850 West Glendale Avenue
Glendale, AZ 85301

Re: **Proposal for Consulting Services**

Dear Jim:

We want to thank you for requesting a proposal from The Segal Company (Western States), Inc. ("Segal" or "we") to provide additional employee benefits consulting services to the City of Glendale (the "City").

Below is a list of services we will perform under our contract with the City effective as of February 1, 2014 through June 30, 2015. We will charge \$320 per hour to the maximum Not to Exceed Cost listed below.

List of General Consulting Services	Included
Strategic planning meeting (1 meeting per year)	✓
Compliance Assistance including Health Care Reform education and assistance (general advice excluding special projects)	✓
Meetings to discuss plan design changes/implementation, trends and contribution strategies	✓ up to 8 meetings
Request for Proposals (RFP's)	Additional fees listed in a separate chart below
Not to Exceed Cost	\$12,000

Proposed Fees for RFP's

Due to the intensity of the time involved in the preparation, analysis and meetings required with the RFP process, Segal is proposing a separate fee for any RFP process conducted on behalf of the employee benefits program. These supplemental fees are only charged if Segal is asked to perform a formal RFP on the City's behalf.

Below please find Segal's proposal to provide the services for each line of coverage.

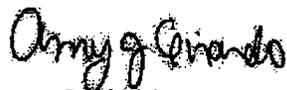
RFP Services	Proposal
Self Funded Medical/Prescription Drug/Stoploss Insurance	Time charges not to exceed \$25,000
Dental	Time charges not to exceed \$10,000
Vision	Time charges not to exceed \$10,000
Basic and Voluntary Life and AD&D or Commuter Life	Time charges not to exceed \$7,500
EAP	Time charges not to exceed \$7,500
Short Term Disability	Time charges not to exceed \$7,500
Flexible Spending Accounts	Time charges not to exceed \$7,500

Segal or the City may terminate work under this proposal letter by providing the other party with not less than thirty (30) days' prior written notice. If work is terminated pursuant to the preceding sentence, Segal shall be entitled to payment for all services rendered up through the date of termination, subject to the not-to-exceed amounts applicable to such work.

We value our partnership with the City. We appreciate your taking the time to consider our proposal.

Please let me know if you have any questions

Sincerely,



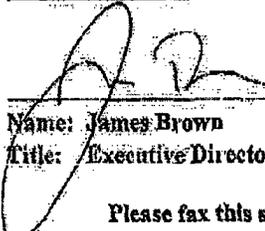
Amy J. Girardo
Benefits Consultant

Mr James Brown
April 11, 2014
Page 3

The following Consulting Services from The Segal Company (Western States), Inc, are accepted on behalf of the City of Glendale effective as of February 1, 2014:

- General Consulting Services (February 1, 2014 – June 30, 2015)
- Dental RFP
- Vision RFP
- Life RFP
- Disability RFP

**AGREED AND ACCEPTED ON BEHALF THE CITY OF
GLENDALE**



Name: James Brown
Title: Executive Director of Human Resources & Risk Management

5/12/14
Date

Please fax this signed acceptance page to Amy Girardo at Segal at 602-532-7654