Tab 5

Please describe the process of producing "best value" for University and its users, through creative marketing, small business & diversity programs, "green" initiatives, and/or other programs.

MidAmerica is a leader in the industry due to our dedication to the customer experience and the breadth of our expertise in the public sector benefits arena. We pride ourselves on being a trusted source of benefit information, compliance oversight, and plan design consultation. It's our in-house consultative approach that has garnered success for school districts, community colleges, and universities across the country, as we have the expertise to assess a client's current benefits arrangement and recommend solutions that will provide both meaningful outcomes for the client and a savings roadmap for their employees.

Underlying our dedication to our clients and participants is our keen understanding of the concepts of 'Health and Welfare' and 'Retirement.' We have the talent for blending these two concepts to find avenues for saving today in order to deliver earnings for the plan participant to use tomorrow (in retirement).

We believe we can work with the University to implement a Retiree HRA (rHRA) at some point in time that would divert a portion of the same unique forms of funding (like unused sick leave and unused vacation pay) being deposited into Special Pay accounts into an HRA that will help bridge the gap between retirement and Medicare eligibility.

This unique Special Pay Plan/rHRA combination creates two buckets of post-retirement funds for the retiree while still using accumulated leave to fund the plan. We have provided greater detail about this scenario on page 6 of our proposal document, illustrating how an rHRA can supplement a Special Pay Plan to provide tax-free money that can be used to pay for eligible medical expenses, including health insurance premiums. This solution would complement (but would not replace) any of the tax-free health care reimbursement accounts available to your employees through the State of Florida, such as the medical and limited purpose FSAs or the HSA. The rHRA would utilize the same investment lineup as your Special Pay Plan. We offer this recommendation as an example of how we proactively evaluate the ways in which we can improve the benefits offered to your employees and retirees, if not today then perhaps for future consideration.

Total Assets for Clients with both HRA and SP in place - $361.4M

The combination of the Special Pay Plan and rHRA is a program that we frequently advise on and administer. To the left is an illustration of our current Special Pay Plan count, current HRA program count, and the number of employers that have both.

Our position as a thought partner in the consumer-driven health care business dates to 2002, when Health Reimbursement Arrangements (HRAs) came into existence as a result of an IRS ruling. We entered that line of business on the ground floor and, since 2002, MidAmerica has been working with public sector employers to blend the concept of

retirement savings and consumer-driven health care to deliver a truly unique offering that has driven significant savings and wealth accumulation for our participants. The funded HRA has been instrumental to providing rich benefit programs for active employees while also driving significant wealth accumulation over time. Our unique approach to health care spending has resulted in the following:

- As of March 2020, our HRA plan participants have accumulated $555 million in funded HRA balances.
- Since January 2015, our funded HRA plan balances have increased 87% and have provided a $150 million increase in spending power for the plan participants.

Our understanding of the HRA as not only a reimbursement account for qualified medical expenses but also as a valuable investment vehicle has enabled us to forge partnerships with education employers across the country that sought a more meaningful approach to benefits offerings for their employees. MidAmerica spends time with these employers, assesses their specific needs, and identifies opportunities for their employees to save money and to alleviate the difficulty of paying for health care in retirement. MidAmerica has established solutions that utilize accepted programs like the HRA to create the most comprehensive results for employers that may struggle to attract and retain talented employees while facing shrinking budgets.

Our 25 years of experience in the benefits funding space afford us a unique understanding of how an education employer can most economically provide for their employees and retain quality talent. We provide cost-effective solutions, along with a dedicated account manager and highly trained customer service representatives. Unlike many competitors, we never charge for plan startup, termination, plan amendments, or custom communication pieces. These are our core competencies and they qualify MidAmerica to be more than just your benefits provider, but more aptly, your benefits partner. We will be here for the long haul and we have complementary solutions beyond Special Pay and FICA Alternative Plans that can generate successful outcomes for the University and your participants, now and into the future.