

**BUTLER COMMUNITY COLLEGE
BOARD OF TRUSTEES
MINUTES OF THE REGULAR BOARD MEETING
4:30 p.m., Tuesday, May 12, 2020 – Zoom Meeting**

STAFF ATTENDANCE

Kim Krull	Lora Jarvis
Bill Young	Jessica Ohman
Jon Craig	Teressa Eastman
Susan Bradley	Shelley Stultz
Lori Winningham	Tom Borrego
Kent Williams	Esam Mohammad
Bill Rinkenbaugh	Mel Whiteside
Troy Nordman	

BOARD ATTENDANCE

Mary Martha Good
Jim Howell
Doug Law
Lance Lechtenberg
Forrest Rhodes
Shelby Smith
Julie Winslow (Joined at 4:49)

GUESTS

Ray Connell – Legal Counsel
Vanessa Keith – IMA Inc.
Ryan Powell – IMA, Inc.
Ryan Murry – ICI Insurance

CALL TO ORDER

Chair Howell called the regular monthly meeting of the Board of Trustees to order at 4:37 p.m.

APPROVAL OF THE AGENDA

Trustee Good moved to approve the agenda as presented. Trustee Lechtenberg seconded. Lora Jarvis called a roll call vote and it passed unanimously.

RECOGNITIONS

- **Students Qualified for PBL Nationals** - Bailey Baker, Brian Tsuma, Ian Kissel, Jacob Minter, Javier Grimaldo, Kenyatta Nyirenda, Naomi Galinda, Rebecca Whittaker (Janice Akao & Noreen Templin, Sponsors)
- **Kansas Association of Broadcasters Awards** - Austin Ashcraft, Deanna Bonn, Adam Fernz, Anthony Gorges, Wesley Hager, Bryce Hirayama, Adelyn Hobbs, Jordon Plowman, Madeline Reida (Keith West, Sponsor)
- **Phi Theta Kappa National Awards** - Emily Crow, Guilherme De Carvalho Lozani Berbel, 5 Star Chapter, 5 Star Advisor (Kathy Gifford), Chapter Officer Team, Distinguished Chapter Advisor (Chrissy Baker), Sister Chapter Award, Yearbook Award
- **CAPR Interview** – Kathy McCoskey
- **KMUW Interview** – Rhonda Thomas

- **MarkArts Featured Artist** – Jim Gross
- **Virtual IDD** – Donnie Featherston, Sarah Berry, Lori Moshier

PUBLIC COMMENT – NONE

STANDING REPORTS

Professional Employees Report – NONE

President's Report – Dr. Krull reported that the Critical Incident Management Team (CIMT) is working to make a plan to transition back to campus. They have been able to host some small groups of tech students on campus to finish their welding and EMT certificates. They are closely monitoring the governor's plan to reopen as well as working with other sources to ensure the safest plan possible for everyone.

The ventilator we loaned for areas with a greater need will be returned to campus soon, but before then it will be going to Minnesota to be cleaned and refurbished.

Lori Winningham has been assigned to a KBOR task force to work on a plan to track and encourage pathways from Associate Degree programs through Baccalaureate with a common general education package.

The college is currently working on plans for a virtual commencement ceremony to be broadcast on May 29th. Nurses Pinning will be broadcast on May 28th.

Dr. Krull also recognized Trustees Law and Lechtenberg for their birthdays in April and May.

MONITOTRING REPORTS – Dr. Susan Bradley shared the annual report for the Humanities and Social and Behavioral Sciences Division.

BOARD STRATEGIC DISCUSSION – ISSUES AND OPPORTUNITES

Property Insurance Renewal – Ryan Murry from ICI shared information on the renewal of the college's property, liability coverage, workers' comp and several specialty items insurance. The Board will be asked to approve the premiums at the June meeting.

Health Insrucane – The college offers a fully insured health and dental insurance product to all eligible employees. The plan year runs from October 1 to September 30 each year. In preparation for the upcoming renewal period, Butler's consultant/broker (IMA, Inc.) has conducted the renewal analysis with current health and welfare benefit carriers, marketed for any plan and/or carrier changes, and reviewed this information with the college insurance committee members on April 15, 2020.

IMA, Inc. has been invited to review the renewal process findings, and potential recommendations for the 2020-2021 plan year with the Board of Trustees. A copy of the presentation is included at the end of the minutes.

BOARD ACTION ITEMS

Auto Collision Program – In February of this year, Butler’s administration informed Auto Collision Associate Professor, Donnie Smith of the intent to discontinue the Auto Collision program. As far back as September 2016, discussions began regarding the redesign of the auto collision program to enhance enrollment, continue to meet industry needs, and allow students to complete in a shorter timeframe and seek employment. The program was redesigned with a hybrid format in place by the next fall. The program is not nationally accredited.

From AY16 – AY20, the program enrollment has averaged 5 students except for AY19 when 9 students were enrolled. The credit hours generated in this same timeframe ranged from 136 to 279 except during AY19 when 9 students took 483 credit hours. While industry partnerships have been sought as well as program partnerships with other institutions, the Butler’s Auto Collision program has not grown.

Trustee Law moved to discontinue the Auto Collision program at the end of FY2020. Trustee Lechtenberg seconded. Lora Jarvis called a roll call vote and the motion passed with Trustees Smith and Winslow in opposition.

Approval of Intent to Non-Renew Contract –

RESOLUTION 20-07

WHEREAS, the Board of Trustees of Butler Community College finds that the contract of Donnie Smith, Auto Collision instructor for the 2020-2021 school year will not be renewed, and Donnie Smith be given written notice on or before May 15, 2020, of the intent of the Board of Trustees not to renew his contract for the 2020-2021 year;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Butler Community College as follows:

It is hereby declared to be the intent of the Board of Trustees of Butler Community College that the Employment Contract of Donnie Smith as a full time faculty employee not be renewed for the 2020-2021 school year; and

The Secretary of the Board of Trustees is directed to give written notice in person or by restricted United States Mail to Donnie Smith on or before May 15, 2020, of the Board’s intent not to renew his contract for the 2020-2021 school year.

Trustee Good moved to adopt Resolution 20-07. Trustee Law seconded. Lora Jarvis called a roll call vote and the motion passed unanimously.

Approval of Cell Phone Policy Revision – The college currently has a Cell Phone policy in place that provides a limited number of cellular telephones/pagers for certain college personnel such as Security and Resident Assistants. All other employees whose job function requires the use of a cellular telephone are provided a monthly stipend to use toward the cost of equipment and associated monthly service.

The annual cost of providing the monthly stipend to employees whose job functions require the use of a cellular telephone is roughly \$30,000. The administration feels that the initial reasoning behind this stipend provision was due to cellular costs that were assessed based on the number of calls or text made in a month. Currently, most all plans provide unlimited talk/text plans included in the monthly price for service. The administration is recommending to discontinue the Cell Phone stipend provision of the policy due to limited additional cost to the employee for their personal cell phone use, and as an annual cost savings measure to the College to be effective for the FY2021 beginning July 1, 2020.

The Cell Phone Policy is provided below with strikethroughs to indicate language to be deleted.

Cell Phone Policy

The College recognizes the need for selected employees to rely upon cellular telephones and/or pagers in order to efficiently and effectively conduct official College business. In order to ensure appropriate and contained use of these electronic devices that are funded through the College's operating budget, the following policy shall be followed.

The following costs for cellular telephones/pagers will be paid by the College.

- A limited number of cellular telephones/pagers will be provided by the College for Security personnel, Resident Assistants, etc. Requests for College provided cellular telephones and/or pagers will be approved by the appropriate supervisor and Vice President. The cost for this equipment and associated service will be paid by the College. Personal use of College provided cellular telephones shall be kept to a minimum.
- ~~All other employees whose job function requires the use of a cellular telephone will be provided a monthly stipend to use toward the cost of equipment and associated monthly service. Requests for a monthly stipend will be approved by the appropriate supervisor and Vice President by completing the "Request for Cellular Telephone Monthly Stipend" and returning the form to the El Dorado Human Resources department. When an employee terminates employment with the College, the stipend will be pro-rated based upon the number of days worked during the employee's final month of employment.~~

~~Executive Council will review the list of monthly stipends provided to employees for cellular telephone service and equipment once each year prior to approval of the following fiscal year's budget. At that time, Executive Council will also review the inventory and associated monthly costs of College provided cellular telephones and/or pagers which will include those provided to Security personnel, Resident Assistants, etc. (07/12)~~

Trustee Law moved to approve the proposed discontinuance of the Cell Phone Policy monthly stipend provision. Trustee Winslow seconded. Lora Jarvis called a roll call vote and the motion passed unanimously.

Approval of Emotional Support Animals Policy – Disability Services has created a policy with regard to Emotional Support Animals that may be permitted to reside with students with documented disabilities. Emotional Support Animals are recognized under the Fair Housing Act, of which Butler Community College’s Residential Facilities are mandated to comply.

The Service Animal Policy has been updated to reflect behavior issues regarding the dog and to further define the differences between the Emotional Support Animal and a Service Animal. Service Animals are defined and governed under the Americans with Disabilities Amendments Act of 2008.

Both policies have been reviewed by Ray Connell, Legal Counsel for Butler Community College.

Emotional Support Animals

Butler Community College recognizes the importance of Service Animals as defined by the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) and the broader category of Emotional Support Animals (referred to as “Assistance Animals”) under the Fair Housing Act, that provide physical and/or emotional support to individuals with disabilities. Butler Community College is committed to allowing individuals with disabilities the use of a Service Animal on campus to facilitate their full-participation and equal access to the College’s programs and activities. Butler Community College is also committed to allowing Emotional Support Animals necessary to provide individuals with disabilities an equal opportunity to use and enjoy College housing. Our procedures explain the specific requirements applicable to an individual’s use of an Emotional Support Animal in College housing. Butler Community College reserves the right to amend its procedures as circumstances require. This policy applies solely to Emotional Support Animals which may be necessary in College housing. It does not apply to “Service Animals” as defined by the Americans with Disabilities Amendments Act.

It is the policy of Butler Community College that individuals are prohibited from having animals in residential housing. Butler Community College will consider a written request accompanied by medical documentation showing a disability requiring a reasonable accommodation from this prohibition. It must be shown that the Emotional Support Animal is necessary because of documented disability and reasonable in scope. No Emotional Support Animal may be kept in College housing at any time prior to the individual receiving written approval from the Director of Disability Services of the reasonable accommodation.

Service Animals

The Americans with Disabilities Act (ADA) defines service animals as “dogs that are individually trained to do or perform tasks for people with disabilities.” Examples of such

work or tasks include guiding people who are blind, alerting people who are deaf, pulling a wheelchair, alerting and protecting a person who is having a seizure, reminding a person with mental illness to take prescribed medications, calming a person with Post Traumatic Stress Disorder (PTSD) during an anxiety attack, or performing other duties. Service animals are working animals, not pets. If an animal meets this definition, it is considered a service animal regardless of whether it has been licensed or certified by a state or local government training program.

The ADA allows service animal accompanying persons with disabilities to be on the Butler Community College campus. A service animal must be permitted to accompany a person with disabilities everywhere on campus except in situations where safety may be compromised or where the service animal may interfere with the fundamental nature of the activities being conducted.

The person a service animal assists is referred to as a partner. The partner's disability may not be visible. If you have questions as to the appropriateness of an animal use on campus, please contact the Office of Disability Services or the Department of Public Safety.

A service dog can be any breed or size. It might wear specialized equipment such as a backpack, harness, or special collar or leash, but this is not a legal requirement.

Service dogs in training

Any professional trainer, from a recognized training center, of an assistance dog, while engaged in the training of such dog, shall have the right to be accompanied by such dog in or upon any of the places listed in K.S.A. 39- 1101, and amendments thereto, without being required to pay an extra charge for such dog. Such trainer shall be liable for any damage done to the premises of facilities by such dog.

Trustee Winslow moved to ratify the new policies as written. Trustee Good seconded. Lora Jarvis called a roll call vote and the motion passed with Trustees Smith and Winslow in opposition.

Approval of Retirements – Shelley Stultz presented the Board with the following retirements effective May 31, 2020:

- Tonya Kerschner, full-time professor of biological sciences, has been at Butler for 40 years
- Mary McNown, full-time nursing instructor, has been at Butler for 9 years
- Karen Wright, full-time business systems technology instructor, has been at Butler for 14 years
- Mary Spoon, full-time administrative assistant in student services, has been a full-time employee at Butler for 30 years
- Bill Rinkenbaugh, Vice-President of Student Services, has been at full-time Butler employee for 28 years

Trustee Good moved to accept the retirements with regrets. Trustee Rhodes seconded. Lora Jarvis called a roll call vote and the motion passed unanimously.

CONSENT AGENDA

Trustee Law moved to approve the consent agenda as presented. Trustee Lechtenberg seconded. Lora Jarvis called a roll call vote and the motion passed unanimously. The consent agenda included the following items:

- Approval of Minutes of Regular Board Meeting of April 14, 2020
- Approval of Bills and Warrants for April 2020 in the amount of \$4,572,889.01 (includes Expenditure Approval List - \$1,940,628.15 and Payroll - \$2,632,260.86).
- Approval of Resident Hall Infrastructure Upgrades in the amount of \$38,282.00
- Approval of Cyber Security Upgrade in the amount of \$314,942.23 over the next 5 years
- Ratification of Agreement with Holmes Corp
- Ratification of Great Western Dining Contract
- Ratification of SCKLS Grants-in-Aid Service Contract

SUPPLEMENTAL INFORMATION

Key Performance Indicators Update – Submitted by Esam Mohammad

Statement of Revenue & Expenditures – Submitted by Kim Sherwood

Thank You Notes – Rinkenbaugh Family

Board Calendars

**BOARD OF TRUSTEES CALENDAR OF ACTIVITIES
MAY – JUNE**

May Board Finance Committee	Tuesday, May 12, 3:30 p.m. President’s Conference Room	Lance Lechtenberg, Shelby Smith
May Board Meeting	Tuesday, May 12, 4:30 p.m. Dankert Board Room	ALL TRUSTEES
Tour of 5000 Building Remodel	Tuesday, June 9, 3:30 p.m. Andover 5000 Building, Grizzly Den	ALL TRUSTEES
June Board Meeting	Tuesday, June 9, 4:30 p.m. Grizzly Den, Andover 5000 Building	ALL TRUSTEES

2019-2020 Board Meeting Dates
Tuesday, May 12, 2020
Tuesday, June 9, 2020 Grizzly Den, BOA 5000
Tuesday, July 14, 2020

<u>LOOKING AHEAD</u>		
July Board Finance Committee	Tuesday, July 14, 3:30 p.m. President's Conference Room	Lance Lechtenberg, Shelby Smith
July Board Meeting	Tuesday, July 14, 4:30 p.m. Dankert Board Room	ALL TRUSTEES
August Board Finance Committee	Tuesday, August 11, 3:30 p.m. President's Conference Room	Lance Lechtenberg, Shelby Smith
August Board Meeting	Tuesday, August 11, 4:30 p.m. Dankert Board Room	ALL TRUTEES

Spring 2020 ACTIVITY CALENDAR

Nurses Pinning	Thur, May 14 - CANCELED
Spring Semester Ends	Fri, May 15
Order of the Purple	Fri, May 15 - CANCELED
Commencement	Fri, May 15 - CANCELED
Summer Semester Begins	Mon, May 18
Foundation Board of Dir. Meeting	Tue, May 19 @ 4:00 p.m.
Commencement Thank You Picnic Lunch	Wed, May 20 - CANCELED
Memorial Day – COLLEGE CLOSED	Mon, May 25
Circle of Gold Society Luncheon	Fri, June 19 - CANCELED
Independence Day (Observed) – COLLEGE CLOSED	Fri, July 3
Summer Classes End	Fri, July 24

EXECUTIVE SESSION

Trustee Rhodes moved that the Board recess into Executive Session for consultation with legal counsel concerning confidential employee information pursuant to the open meetings exception for personnel matters of non-elected personnel which if discussed in open meeting might violate their right to privacy to include the Board, Dr. Kim Krull, Shelley Stultz, Kent Williams, Lori Winningham, Bill Rinkenbaugh, Bill Young, Jessica Ohman, Esam Mohammad, Tom Borrego, and Ray Connell. Trustee Good seconded. Lora Jarvis called a roll call vote and the motion passed unanimously.

The Open Meeting will resume here in the virtual zoom regular meeting room in 75 minutes.

The Board entered Executive Session at 6:35 p.m.

The Board re-entered regular session at 7:25 p.m.

ADJOURNMENT

Trustee Lechtenberg moved to adjourn the meeting. Trustee Smith seconded. Lora called a roll call vote and the motion passed unanimously. The regular meeting of May 12, 2020 was adjourned at 7:28 p.m.

Doug Law – Secretary



BUTLER COMMUNITY COLLEGE

2020 RENEWAL & MARKETING REVIEW

DATE: MAY 12, 2020

PRESENTED BY:

Christy Powell, Vice President
Vanessa Keith, Account Executive



AGENDA

- BCC Medical Renewal History
- Medical
 - Marketing Summary
 - Fully-Insured Renewal & Contribution Analysis
 - Self-Funded Option & Contribution Analysis
- Appendix



BCC MEDICAL RENEWAL HISTORY

RENEWAL YEAR	ENROLLED	CARRIER	ANNUAL PREMIUM ESTIMATE	FINAL RENEWAL CHANGE FROM PRIOR YEAR	Plan Design
10-1-2017 - 9-30-2018	382	AETNA	\$5,047,611	n/a	Triple Option plan design: \$1,500 / \$3,000 / \$3,500 OOP/HP Ded Two-networks (Connector & OAMC) \$30 / \$60 Split OVC; Referrals Required \$75 Urgent Care; \$200 ER copay In-Tiers - \$3/\$10/\$45/\$70
10-1-2018 - 9-30-2019	382	BCBS-KS	\$4,960,813	(\$86,799) -1.7%	Aetna Initial Renewal +11.1% IMA Negotiated Renewal down to +8.1% BCBS-KS Option -1.8% below final Aetna rates; IMA negotiated 10% Rate Cap for 2019 with BCBS-KS; Moved from Aetna to BCBS-KS Triple Option - No change in Deductibles Outpatient Mental Health & Telemed copays reduced to \$30
10-1-2019 - 9-30-2020	390	BCBS-KS	\$5,032,875	(\$294) 0.0%	BCBS-KS Initial Renewal -0.1% IMA Negotiated Renewal down to 0% IMA negotiated 10% Rate Cap for 2020 Renewed with BCBS-KS Triple Option No change in Deductibles Reduced Telemedicine copay to \$0
10-1-2020 - 9-30-2020	393	BCBS-KS	\$5,567,249	\$498,466 +9.8%	BCBS-KS Initial Renewal +21.1% IMA Negotiated 10% rate cap Revised renewal -3.3% decrease from initial renewal No benefit changes

3-year medical premium trend = +2.7%

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CLAIMS EXPERIENCE

LOSS RATIO – EXPERIENCE PERIOD

Current Time Frame:

Mar 01, 2019 Thru Feb 29, 2020 As Paid Thru Feb 29, 2020

Month	Insured Months	Member Months	Calculated Premium	Plan Paid (Health)	Plan Paid (Pharmacy)	Total Plan Paid	Plan Paid PEPM	Plan Paid PMPM	Loss Ratio
03/2019	390	864	\$413,037	\$62,138	\$120,610	\$182,748	\$469	\$212	44%
04/2019	388	862	\$411,157	\$174,653	\$178,192	\$352,845	\$909	\$409	86%
05/2019	388	866	\$412,336	\$287,319	\$148,511	\$435,830	\$1,123	\$503	108%
06/2019	385	864	\$409,403	\$339,202	\$141,840	\$481,042	\$1,249	\$557	117%
07/2019	380	856	\$405,415	\$246,316	\$165,232	\$411,549	\$1,083	\$480	102%
08/2019	376	850	\$404,141	\$223,539	\$157,798	\$381,337	\$1,014	\$449	94%
09/2019	381	853	\$406,531	\$355,570	\$156,050	\$511,620	\$1,343	\$600	126%
10/2019	391	871	\$411,963	\$275,351	\$152,033	\$427,384	\$1,093	\$491	104%
11/2019	393	868	\$411,406	\$179,729	\$131,943	\$311,672	\$793	\$359	76%
12/2019	395	871	\$413,293	\$161,507	\$164,061	\$325,567	\$824	\$374	79%
01/2020	394	866	\$411,358	\$208,374	\$144,884	\$353,257	\$897	\$407	86%
02/2020	393	872	\$412,678	\$179,103	\$150,503	\$329,606	\$839	\$378	80%
TOTAL	4,654	10,387	\$4,922,718	\$2,682,801	\$1,811,656	\$4,504,457	\$968	\$434	92%

Premium versus Plan Paid by Month



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HIGH COST CLAIMS LIABILITY

For the experience period of 3/1/2019 – 2/29/2020 BCC had:

- 36 members >\$25,000 in paid claims (32 active; 4 termed)
- 15 members >\$50,000 in paid claims (13 active; 2 termed)
- 9 members >\$75,000 in paid claims (7 active; 2 termed)
- 5 members >\$100,000 in paid claims (4 active; 1 termed)

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MEDICAL



MEDICAL & DENTAL MARKETING SUMMARY

Medical:

Blue Cross Blue Shield of Kansas: Current carrier since 10-01-2018

- Renewal +21.5%
- Negotiated in 2019 for 10% 2020 renewal cap
- ASO Option with current benefits
 - \$50,000 Individual Stop Loss

Aetna

- Declined to quote due to being uncompetitive

United Healthcare

- Declined to quote due to being uncompetitive

Dental

Delta Dental

- Final renewal -4.9%
 - Added unlimited frequency for preventive exams/cleanings
 - Added Right Start 4 Kids program for no cost treatment for children under 12 - up to benefit period maximum



FULLY-INSURED

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BCBSKS RENEWAL

BCBS of Kansas (Select Re-Renewal)												
In-Waiver Results		Current A1	Renewal	Revised Renewal	Current B1	Renewal	Revised Renewal	Current C1	Renewal	Revised Renewal		
Cost Sharing	Ded (single/family)	\$1,500	\$5,000		\$1,000	\$6,000		\$1,500	\$7,000			
	Coinc (plan pay/member pay)	80% 20%			80% 20%			100% 0%				
	Total GDP (single/family)	\$4,000	\$12,000		\$4,000	\$12,000		\$1,500	\$7,000			
Benefits	Office Visit (primary/specialist)	\$30 \$60			\$30 \$60			Def. Coins				
	Telehealth Visit	\$0			\$0			Def. Coins				
	Preventive Care	Generally Free			Generally Free			Generally Free				
	Diagnostic Lab	Def. Coins			Def. Coins			Def. Coins				
	Diagnostic X-Ray	Def. Coins			Def. Coins			Def. Coins				
	Advanced Imaging	Def. Coins			Def. Coins			Def. Coins				
	Urgent Care Facility	\$75			\$75			Def. Coins				
	Emergency Room	\$200 (then Coins)			\$200 (then Coins)			Def. Coins				
	Outpatient Hospital	Def. Coins			Def. Coins			Def. Coins				
	Outpatient Facility	Def. Coins			Def. Coins			Def. Coins				
Prescription Drugs	Outpatient MH/SUD	Def. Coins			Def. Coins			Def. Coins				
	Outpatient MH/SUD	\$30			\$30			Def. Coins				
	Spinal Manipulation	\$60			\$60			Def. Coins				
	Ded (single/family)	No Ded.			No Ded.			Mod Ded.				
	Tier 1	\$10			\$10			Def. Coins				
	Tier 2	\$45			\$45			Def. Coins				
	Tier 3	\$70			\$70			Def. Coins				
Specialty Drugs - Preferred	20% up to \$250			20% up to \$250			Def. Coins					
Specialty Drugs - Non-Preferred	30% up to \$250			30% up to \$250			Def. Coins					
Mail-order	2.5x Retail Copy			2.5x Retail Copy			Def. Coins					
Enrollment & Cost		Current A1	Renewal	Revised Renewal	Current B1	Renewal	Revised Renewal	Current C1	Renewal	Revised Renewal		
87	53	94	Employee Only	\$ 624.63	\$ 740.47	\$ 675.01	\$ 502.90	\$ 889.35	\$ 837.78	\$ 558.09	\$ 495.32	\$ 634.13
51	34	20	Employee + 1	1,454.79	1,731.45	1,574.87	1,376.83	1,632.96	1,449.72	1,295.50	1,023.26	1,476.04
43	56	23	Employee + Family	1,705.48	2,049.87	1,967.28	1,689.83	1,895.08	1,763.26	1,542.37	1,023.44	1,752.90
181	143	87	Est. Total/Mo	\$ 199,389	\$ 228,063	\$ 265,437	\$ 171,336	\$ 202,348	\$ 184,335	\$ 85,945	\$ 107,303	\$ 87,787
		Compared to Current			+19.7%	+8.1%		+19.2%		+24.9%	+13.7%	
		Compared to Renewal										
383		Est. Combined Total/Yr		Current			Renewal			Revised Renewal		
				\$5,373,613			\$6,438,188			\$5,855,151		
				21% Annual Change from Current			21.0%			-8.0%		
				Est. Annual Change from Renewal			-10.7%			-2.5%		



Current rates include 2.75% PMP for IMA annual consulting fee (\$20,000 to \$250,000)
 Renewal rates include 2.5% PMP for IMA annual consulting fee (\$20,000 to \$500,000)
 Current rates include dental premiums (\$11.11, \$60.00, \$1 + 1, \$107.00/family)
 Renewal rates include dental premiums (\$11.11, \$60.00, \$1 + 1, \$100.00/family)
 All rates up included for 2023 renewal

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AFFORDABILITY

Affordability Safe Harbors			AFFORDABILITY PENALTY PER INDIVIDUAL FOR 2019: \$3,750 or \$312.50/month for each month deemed unaffordable
Client Name:	Butler Community College		
Renewal Date:	10/1/2020		
Current monthly employee contribution toward lowest cost single plan:	\$0.00		
1) FPL Safe Harbor			AFFORDABILITY PENALTY PER INDIVIDUAL FOR 2020: \$3,860 or \$321.67/month for each month deemed unaffordable
Federal Poverty Level (FPL) as Wage Base*	Monthly Wage Base	Affordable Lowest Cost Single Plan	
\$12,490	÷ 12 = \$1,040.83	× 9.78% = \$101.79	
<small>*FPL provided is effective for the Renewal Date above for the lower 48 states and D.C. only</small>			

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CONTRIBUTION ILLUSTRATION – FULLY-INSURED

KEEPING BCC DEFINED CONTRIBUTION EXACTLY THE SAME

Premium includes medical, dental, and IMA fee

2019 (Current) Plan year Rates						2020 (Renewal) Plan year Rates					
2019 Proposed	Assumed Current Enrollment	Premium	EE Monthly Rates	% EE Spend ²	Butler Community College Monthly Rate	2020 Proposed	Assumed Proposed Enrollment	Premium	EE Monthly Rates	% EE Spend ²	Butler Community College Monthly Rate
Current Option A						Current Option A					
Employee	67	\$624.72	\$50.36	8%	\$374.36	Employee	67	\$675.01	\$100.85	13%	\$374.36
Employee + 1	51	\$1,454.50	\$126.05	7%	\$1,348.87	Employee + 1	51	\$1,574.87	\$226.30	14%	\$1,348.87
Family	43	\$1,728.66	\$317.49	20%	\$1,391.17	Family	43	\$1,867.28	\$476.11	25%	\$1,391.17
Total Enrolled	161					Total Enrolled	161				
Current Option B						Current Option B					
Employee	55	\$552.99	\$18.61	3%	\$374.36	Employee	55	\$667.78	\$83.42	16%	\$374.36
Employee + 1	34	\$1,179.56	\$30.09	2%	\$1,348.87	Employee + 1	34	\$1,485.72	\$136.85	9%	\$1,348.87
Family	56	\$1,646.01	\$248.64	15%	\$1,391.17	Family	56	\$1,762.26	\$372.39	21%	\$1,391.17
Total Enrolled	145					Total Enrolled	145				
Current Option C						Current Option C					
Employee	44	\$558.18	\$5.00	0%	\$558.18	Employee	44	\$654.13	\$59.77	9%	\$574.56
Employee + 1	28	\$1,295.61	\$5.00	0%	\$1,295.61	Employee + 1	28	\$1,476.94	\$128.77	9%	\$1,348.87
Family	23	\$1,542.75	\$151.58	10%	\$1,391.17	Family	23	\$1,752.96	\$361.73	21%	\$1,391.17
Total Enrolled	95					Total Enrolled	95				
PEPM Composite:	393	\$1,139	\$109	10%	\$1,030	393	\$1,343	\$207	17%	\$1,033	
Monthly:		\$47,883	\$42,764		\$434,921		\$487,929	\$61,231		\$400,698	
Annual Cost:		\$5,372,220	\$513,166		\$4,859,054		\$5,855,133	\$974,777		\$4,880,374	
Annual Change:							\$482,933	\$481,611		\$2,921	
Annual Percent Change:							9%	9%		8.60%	

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SELF-FUNDING – ADMINISTRATIVE SERVICES ONLY (ASO)

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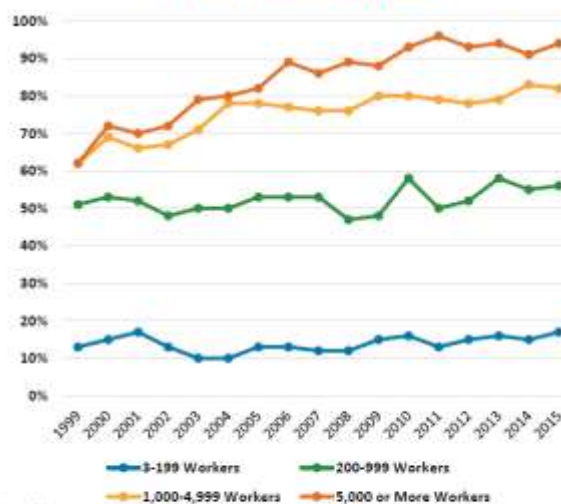
WHO IS SELF-FUNDS THEIR HEALTH PLANS?

The percentage of covered workers in SELF FUNDED plans increases as the number of employees in a firm increases.⁽¹⁾

- 17% of plans with 3-199
- 58% of plans with 200-999
- 83% of plans with 1,000 to 4,999
- 91% of plans with 5,000 or more

Overall, 63% of covered workers are enrolled in a plan that is either partially or completely SELF-FUNDED.

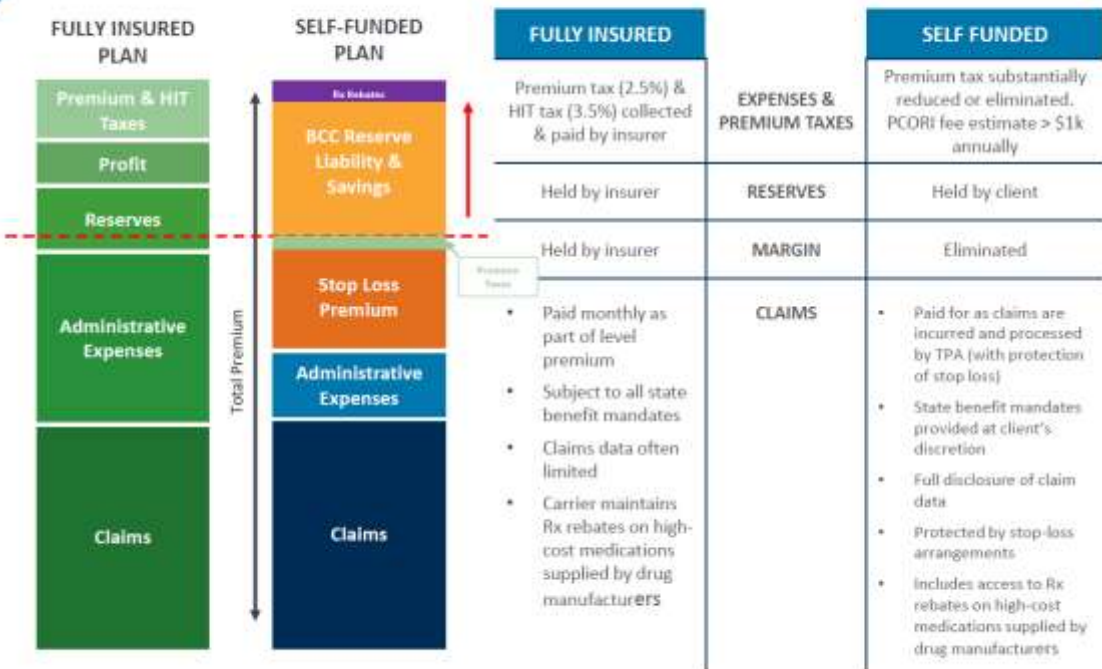
% OF COVERED WORKERS IN SELF FUNDED PLANS



⁽¹⁾ Source: Kaiser Family Foundation- Employer Health Benefits 2015 Annual Survey

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FULLY FUNDED VS. SELF-FUNDED



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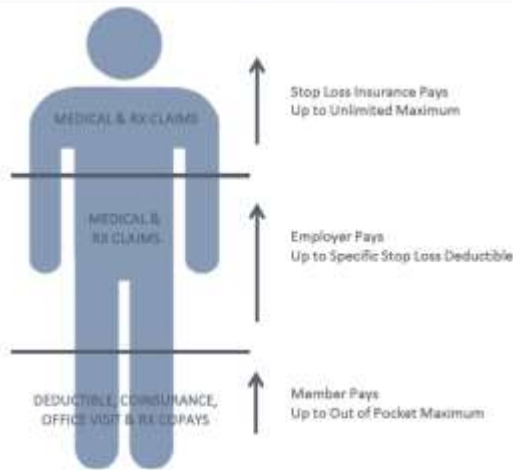
PROS & CONS OF SELF-FUNDING



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STOP LOSS PROTECTION

AGGREGATE LOSS INSURANCE PAYS IF OVERALL PLAN MEDICAL & RX CLAIMS EXCEED 125%* OF EXPECTED CLAIMS



INDIVIDUAL MEMBER CLAIM EXAMPLE
Total Paid Medical & Rx Claims = \$100,000
Specific Stop Loss Deductible = \$50,000

Member Pays	\$6,350
CLIENT Pays	\$50,000
Stop Loss Insurance Pays	\$43,650

WHAT IS SPECIFIC STOP LOSS INSURANCE?

- Insurance that provides protection for catastrophic claims incurred by one INDIVIDUAL member
- Employer pays Medical & Rx claims up to Specific Stop Loss Deductible (i.e. \$75,000, \$100,000, etc.)
- Claims included under the Specific Stop Loss Insurance include all eligible Medical and/or Rx claims paid over a one year period for an INDIVIDUAL member

WHAT IS AGGREGATE STOP LOSS INSURANCE?

- Insurance that provides protection if MEDICAL PLAN claims exceed expected claims by 25%*
- 125%* of expected claims is also referred to as maximum claims
- Any eligible claims that exceed the 125% threshold in a one year period are reimbursable under the aggregate stop loss insurance

*25% is the standard threshold over expected claims where maximum claims liability is set. Other options may apply.

BCBSKS ASO SUMMARY \$50K

		BCBS-KS Fully Insured						BCBS-KS ASO			
		Current Rate	Renewal Rate	Current AMF	Renewal AMF	Current Buy-Up	Renewal Buy-Up	\$50K IS			
Fixed Costs w/o Claims	Composits Est. of TPA Fees	\$	\$	\$	\$	\$	\$	\$125.50	\$121.89	\$123.79	
	Composits Est. of Stop Loss Premium							277.29	291.08	293.51	
	Est. Total Composites/Mo	\$	\$	\$	\$	\$	\$	404.21	434.67	418.21	
181	145	87	Est. Total/Yr	\$	\$	\$	\$	760,918	738,917	685,185	
Fixed Costs & Claims of Expected	Specific Deductible	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	\$10K	\$10K	\$10K	
	Contract Term (Insured/Pool)	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Incurred	Incurred	Incurred	
	Contract Coverage (Med, Rx, etc.)	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Med, Rx	Med, Rx	Med, Rx	
	Aggregating Specific Deductible	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	Fully Insured	N/A	N/A	N/A	
	Composits Est. of Fixed Costs	\$	\$	\$	\$	\$	\$	999.22	924.67	943.22	
	Composits Est. of Expected Claims	1,192.42	1,378.48	1,181.52	1,271.28	967.87	1,133.68	774.26	769.65	640.65	
	Est. Total Composites/Mo	1,192.42	1,378.48	1,181.52	1,271.28	967.87	1,133.68	1,179.18	1,194.32	1,034.23	
	181	145	87	Est. Total/Yr	5,294,490	5,470,048	5,495,842	5,213,018	5,071,841	5,179,087	5,209,272
	Est. Annual Change from Current		185,621		284,172		141,766		32,601		37,966
	Est. Annual Change from Renewal		-16.2%		+1.6%		+11.7%		-2.8%		-11.7%
390	Est. Total/Yr	Current \$5,371,613			Renewal \$5,365,113			BCBS-KS ASO - \$50K IS \$6,425,868			
Est. Annual Change from Current										114,256	
Est. Annual Change from Renewal										-605,262	
390	Est. Total/Yr	Current \$5,371,613			Renewal \$5,365,113			BCBS-KS ASO - \$50K IS \$6,425,868			
Est. Annual Change from Current										114,256	
Est. Annual Change from Renewal										-605,262	
390	Est. Total/Yr	Current \$5,371,613			Renewal \$5,365,113			BCBS-KS ASO - \$50K IS \$6,425,868			
Est. Annual Change from Current										114,256	
Est. Annual Change from Renewal										-605,262	
390	Est. Total/Yr	Current \$5,371,613			Renewal \$5,365,113			BCBS-KS ASO - \$50K IS \$6,425,868			
Est. Annual Change from Current										114,256	
Est. Annual Change from Renewal										-605,262	



Current rates include 12.75% APR for 90-day annual contracting for 2023/24 by 9/30
Renewal rates include 12.00% APR for 90-day annual contracting for 2024/25 by 9/30
Current rates include 2024/25 premiums: \$12.00 IS, \$10.00 IS + 1.00% ASO fee
Renewal rates include 2024/25 premiums: \$12.00 IS, \$10.00 IS + 1.00% ASO fee
90-day rates are subject to 90-day renewal

CONTRIBUTION ILLUSTRATION – ASO AT BCBSKS EXPECTED



Premium includes medical, dental, and IMA fee

2019 (Current) Plan year Rates						2020 (Renewal) Plan year Rates					
2019 Proposed	Assumed Current Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate	2020 Proposed	Assumed Proposed Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate
Current Option A						Current Option A					
Employee	67	\$624.72	\$50.36	8%	\$574.36	Employee	67	\$648.53	\$74.17	11%	\$574.36
Employee + 1	51	\$1,454.92	\$106.05	7%	\$1,348.87	Employee + 1	51	\$1,438.06	\$89.19	6%	\$1,348.87
Family	43	\$1,728.66	\$337.49	20%	\$1,391.17	Family	43	\$1,698.95	\$307.78	18%	\$1,391.17
Total Enrolled	161					Total Enrolled	161				
Current Option B						Current Option B					
Employee	55	\$592.99	\$18.63	3%	\$574.36	Employee	55	\$626.34	\$51.98	8%	\$574.36
Employee + 1	34	\$1,378.96	\$30.09	2%	\$1,348.87	Employee + 1	34	\$1,384.94	\$36.07	3%	\$1,348.87
Family	56	\$1,640.01	\$248.84	15%	\$1,391.17	Family	56	\$1,636.94	\$245.77	15%	\$1,391.17
Total Enrolled	145					Total Enrolled	145				
Current Option C						Current Option C					
Employee	44	\$558.18	\$0.00	0%	\$558.18	Employee	44	\$602.00	\$0.00	0%	\$602.00
Employee + 1	20	\$1,295.63	\$0.00	0%	\$1,295.63	Employee + 1	20	\$1,326.65	\$0.00	0%	\$1,326.65
Family	23	\$1,542.75	\$151.58	10%	\$1,391.17	Family	23	\$1,568.93	\$177.76	11%	\$1,391.17
Total Enrolled	87					Total Enrolled	87				
PEPM Composite:	393	\$1,139	\$109	10%	\$1,030	PEPM Composite:	393	\$1,151	\$114	10%	\$1,037
Monthly:		\$447,685	\$42,764		\$404,921	Monthly:		\$452,159	\$44,690		\$407,470
Annual Cost:		\$5,372,220	\$513,166		\$4,859,054	Annual Cost:		\$5,425,909	\$536,274		\$4,889,635
Annual Change:						Annual Change:		\$53,690	\$23,108		\$30,582
Annual Percent Change:						Annual Percent Change:		1%	5%		1%

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CONTRIBUTION ILLUSTRATION – ASO AT 10% BCC MEDICAL BUDGET



Premium includes medical, dental, and IMA fee

2019 (Current) Plan year Rates						2020 (Renewal) Plan year Rates					
2019 Proposed	Assumed Current Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate	2020 Proposed	Assumed Proposed Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate
Current Option A						Current Option A					
Employee	67	\$624.72	\$50.36	8%	\$574.36	Employee	67	\$701.25	\$125.89	18%	\$574.36
Employee + 1	51	\$1,454.92	\$106.05	7%	\$1,348.87	Employee + 1	51	\$1,563.49	\$214.62	14%	\$1,348.87
Family	43	\$1,728.66	\$337.49	20%	\$1,391.17	Family	43	\$1,845.24	\$454.07	25%	\$1,391.17
Total Enrolled	161					Total Enrolled	161				
Current Option B						Current Option B					
Employee	55	\$592.99	\$18.63	3%	\$574.36	Employee	55	\$676.18	\$101.82	15%	\$574.36
Employee + 1	34	\$1,378.96	\$30.09	2%	\$1,348.87	Employee + 1	34	\$1,503.46	\$154.59	10%	\$1,348.87
Family	56	\$1,640.01	\$248.84	15%	\$1,391.17	Family	56	\$1,775.17	\$384.00	22%	\$1,391.17
Total Enrolled	145					Total Enrolled	145				
Current Option C						Current Option C					
Employee	44	\$558.18	\$0.00	0%	\$558.18	Employee	44	\$648.67	\$74.31	11%	\$574.36
Employee + 1	20	\$1,295.63	\$0.00	0%	\$1,295.63	Employee + 1	20	\$1,437.59	\$88.72	6%	\$1,348.87
Family	23	\$1,542.75	\$151.58	10%	\$1,391.17	Family	23	\$1,698.32	\$307.15	18%	\$1,391.17
Total Enrolled	87					Total Enrolled	87				
PEPM Composite:	393	\$1,139	\$109	10%	\$1,030	PEPM Composite:	393	\$1,247	\$212	17%	\$1,035
Monthly:		\$447,685	\$42,764		\$404,921	Monthly:		\$490,139	\$83,441		\$406,698
Annual Cost:		\$5,372,220	\$513,166		\$4,859,054	Annual Cost:		\$5,881,670	\$1,001,295		\$4,880,374
Annual Change:						Annual Change:		\$509,450	\$488,130		\$21,321
Annual Percent Change:						Annual Percent Change:		9%	9%		0.44%

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CONTRIBUTION ILLUSTRATION – ASO AT BCBSKS MAXIMUM FACTOR BUDGET

Premium includes medical, dental, and IMA fee

2019 (Current) Plan year Rates						2020 (Renewal) Plan year Rates					
2019 Proposed	Assumed Current Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate	2020 Proposed	Assumed Proposed Enrollment	Premium	EE Monthly Rates	% EE Spend ¹	Butler Community College Monthly Rate
Current Option A						Current Option A					
Employee	67	\$624.72	\$90.36	8%	\$574.36	Employee	67	\$749.92	\$175.56	23%	\$574.36
Employee + 1	51	\$1,454.92	\$106.05	7%	\$1,348.87	Employee + 1	51	\$1,679.27	\$330.40	20%	\$1,348.87
Family	43	\$1,728.66	\$337.49	20%	\$1,391.17	Family	43	\$1,980.28	\$589.11	30%	\$1,391.17
Total Enrolled	161					Total Enrolled	161				
Current Option B						Current Option B					
Employee	55	\$592.99	\$18.63	3%	\$574.36	Employee	55	\$722.18	\$147.82	20%	\$574.36
Employee + 1	34	\$1,378.96	\$30.09	2%	\$1,348.87	Employee + 1	34	\$1,612.87	\$264.00	16%	\$1,348.87
Family	56	\$1,640.01	\$248.84	15%	\$1,391.17	Family	56	\$1,902.77	\$511.60	27%	\$1,391.17
Total Enrolled	145					Total Enrolled	145				
Current Option C						Current Option C					
Employee	44	\$558.18	\$0.00	0%	\$558.18	Employee	44	\$691.76	\$117.40	17%	\$574.36
Employee + 1	20	\$1,295.63	\$0.00	0%	\$1,295.63	Employee + 1	20	\$1,540.01	\$391.14	12%	\$1,348.87
Family	23	\$1,542.75	\$151.58	10%	\$1,391.17	Family	23	\$1,817.76	\$426.59	23%	\$1,391.17
Total Enrolled	87					Total Enrolled	87				
PEPM Composite:	393	\$1,139	\$109	10%	\$1,030	393	\$1,336	\$302	23%	\$1,035	
Monthly:		\$447,685	\$42,764		\$404,921		\$525,198	\$118,500		\$406,698	
Annual Cost:		\$5,372,220	\$513,166		\$4,859,054		\$6,302,372	\$1,421,997		\$4,880,374	
Annual Change:							\$930,132	\$908,831		\$21,321	
Annual Percent Change:							17%	177%		0.44%	

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APPENDIX

2019 RENEWAL REVIEW

Medical – Blue Cross Blue Shield of KS (BCBS-KS)

- BCBS-KS fully insured initial Triple Option renewal -0.1%; IMA negotiated renewal to +0.0% to allow ease of administration by maintaining rates
 - Marketed unbundled TPA to UMR and Kempton
 - Marketed stop-loss to Berkeley Captive, Optum, QBE, SunLife, SwissRe, Symetra
- Renewed with BCBS-KS Triple Option with \$0 Telemed copay on \$1,500 & \$3,000 Ded
- IMA negotiated 10% Rate Cap included for 10/1/2020 Renewal

Dental – Delta Dental of KS

- Delta Dental of KS pooled renewal -0.15%; Renewed with same plan design for 1-year
 - Moved from Premier Network to Passive PPO with Premier

Voluntary Vision – Vision Care Direct (VCD)

- Renewed with VCD for 1-year; reduced to triple option plan, no change in rates or benefits
 - Marketed Vision to Amentas, EyeMed, Guardian, Standard, Superior and VSP

Ancillary – Reliance Standard

- Rate guarantee extended for 1-year

Worksite – Aflac

- Renewed all coverages with Aflac Public Entity Program and Maestro platform

FSA/COBRA Administration – Maestro Health

- Renewed with no change in rates for 1-year; COBRA rate under rate guarantee until 2021.

Legal – Legal Shield

- Renewed with no change in rates for 1-year

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DISCLOSURES & NOTICES

IMPORTANT NOTICE

The information contained in this Administrative Management Summary Report was obtained from proposals submitted by insurance companies. It is intended to be used for illustrative purposes only. If there are any discrepancies the insurance company contract will prevail. Final rates may vary based upon final enrollment and demographics, effective date, selected plan design, health risk information, and other underwriting considerations. Plan administration, billing procedures, network providers, and benefit design will vary by company. Each company reserves the right to re-rate their product during any plan year if there is a significant change in enrollment.

DISCLAIMERS

1. This proposal is based upon the financial and underwriting information provided by you. In the event that there have been significant changes, or we are missing material data, we will need that information in order to provide it to the underwriters. If any of the information you provided is inaccurate, the terms and conditions, premium, or even availability of the insurance summarized here may be subject to change.
2. This proposal is issued by each carrier as a courtesy; however, the actual rates will depend upon underwriting and final enrollment.
3. This proposal is intended to be a summary of the premium costs of the plans under consideration. Please refer to each carrier's plan document for actual terms, conditions, limitations, and exclusions.
4. It is imperative we be informed of any employee or dependent who is hospitalized or otherwise disabled and not actively at work on the effective date of any new contract. Coverages may not be available for these individuals.
5. The rates shown are not guaranteed and may be subject to change without notice.
6. Each carrier's proposal may include conditions that must be satisfied before coverage can be written or rates can be made firm.
7. The data, analyses, description, exhibits, and charts in this proposal are to support the conclusions and suggestions stated here. Both IMA and any carrier listed herein will be available to explain any item presented. It is assumed the recipients of this proposal will seek an explanation for anything that is not understood.
8. Requests to place or change coverage cannot be considered finalized until you have received confirmation from an authorized IMA representative.

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PRODUCTS AND SERVICES AVAILABLE THROUGH YOUR PARTNERSHIP WITH IMA

- Group Medical, Prescription, Dental, and Vision
 - Life/AD&D (Voluntary and Group), Travel Accident, International Benefits
 - Short and Long Term Disability (Voluntary and Group)
 - Voluntary Products (Indemnity Medical, Cancer, Critical Illness, Legal, Long Term Care, etc.)
 - Wellness
 - Employee Assistance Programs*
 - COBRA Administration*
 - Section 125 Administration*
 - FSA with Debit Card, HSA, HRA, Executive, and other reimbursement accounts*
 - Total Rewards
 - Property & Casualty Coverage
 - Bonds & Surety Services
 - Small Commercial & Personal Insurance through IMA Select
 - Risk Control & Risk Management Services
 - 401(k) and Wealth Management Services through IMA Wealth
- * Outourced

NOTICE OF PLAN ADMINISTRATION

It is your responsibility to read and understand the plan administration manuals that will be provided to you by the carrier(s) that you choose. These documents may come in paper form and/or be accessible online.

COMPENSATION DISCLOSURE

The IMA Financial Group, Inc. is a national financial services company with numerous affiliates and subsidiaries, including IMA, Inc., Cornerstone Risk Solutions, LLC, IMA Select, IMA Acumen, LLC, Towerstone, Inc., Eident Insurance Services LLC and IMA Wealth, (collectively the "IMA Group"). These entities, excluding IMA Acumen, LLC, are insurance producers licensed in accordance with respective state requirements. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers.

The producer may have access to more than one insurance company to place the purchaser's coverage. The producer may have authority to obligate the insurance company on the purchaser's behalf and as a result may be required to act within the scope of contractual agreements with the insurer.

Compensation will be paid to the producer by the insurer or other third parties. Compensation may vary depending on a number of factors, including the insurer and the insurance contract the purchaser selects, the volume of business the producer places with the insurer, and the profitability of that business. In addition to the compensation received by the IMA Group, other parties, such as excess and surplus lines brokers, wholesalers, reinsurance intermediaries, underwriting managers and similar parties (some of which may be owned in whole or in part by the IMA Group), may earn and retain usual and customary commissions or other compensations for providing insurance products to a Client under separate contracts with insurers or reinsurers. Such payments will not be considered as compensation to IMA and will not offset any compensation payable to IMA. In addition, there may be referral compensation shared within the IMA Group. Further, the IMA Group may receive contingent or incentive payments or allowances from insurers or finance companies based on the size or performance of an overall book of business produced with them by the IMA Group. Additionally, expense reimbursements Upon written request, the IMA Group will provide to Client additional details and information about any and all compensation arrangements for insurance placed and/or quoted on behalf of the Client.

Revised January 1, 2018

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PRIVACY

PRIVACY POLICY NOTICE

The IMA Financial Group, Inc. and its insurance brokerage subsidiaries and affiliates (collectively referred to in this notice as "we", "us", or "our") provide insurance brokerage services and sell insurance products and services to commercial businesses and to individuals for personal, family and household purposes. The IMA Financial Group, Inc. and all of its subsidiaries are collectively referred to in this notice as the "IMA Group". "You"/"Your Company" refers to each of our customers or prospects who may engage us to provide services for or on your behalf, such as placing your insurance and/or providing you with insurance risk management or consulting products and/or services, and as otherwise allowed or required by law. This Privacy Policy applies to each of the websites in the IMA Group. This Privacy Policy does not apply to the information collected by IMA Wealth. Please review the privacy policy for IMA Wealth when visiting that portion of the IMA website.

WHY YOU ARE RECEIVING THIS PRIVACY POLICY NOTICE

Federal and state laws and regulations generally prohibit us from sharing nonpublic personal, financial or health information about you with a non-affiliated third party unless we provide you with a notice of our privacy policies and practices, such as the types of information that we collect about you and the categories of persons or entities to whom it may be disclosed. In compliance therewith, we are providing you this notice about our privacy policies and practices.

THE INFORMATION THAT WE COLLECT

We collect and maintain your information so we can provide insurance brokerage services and sell insurance products to you, as well as process your insurance claims. In providing our various services, we may obtain certain non-public, personal, financial or health information. The types and categories of information we may collect about you includes:

- Information we receive from you on applications for insurance coverage and other forms to provide insurance brokerage services to you (such as your name, home address, social security, telephone number, financial information such as the fair market value of property you wish to insure, and health information);
- Information you authorize us to collect (such as health information for underwriting purposes) or information we are authorized or required by law to collect (such as medical records in a workers' compensation case);
- Information that we generate to service your account (such as loss claim information);
- Information we receive from a consumer reporting agency such as motor vehicle and driver data, credit history, and employment information; and
- Information about your transactions with us and our affiliates such as your policy coverage, premium payment history, the premium you pay and claims information.

Much of the information discussed above is not collected on the IMA Group sites which include www.ima.org, www.imaselect.com, www.imawealth.com (the "Sites").

- **Contact Us:** Information that may be collected or submitted on the Sites includes your first and last name, business name, city and state, phone number, email address and any other information you provide to us in your correspondence with us when you submit a form through the Contact Us page on our Sites. We use this information in order to respond to your question or request. We may also use your email address to send you promotional and informational emails. You have the opportunity to opt out of receiving promotional emails.
- **Careers:** Additionally, you may apply for jobs with the IMA Group through the Careers page on the IMA corporate site. When you submit your resume in response to a current job opening, we collect all the information that is included in the resume that you submit to us along with your email address so that we can contact you. We use this information solely for human resources purposes. We do not share the information we collect through our Careers page other than with our affiliates as it relates to the position for which you are applying.
- **Cookies:** We may also collect information about how you access the Sites using cookies. Session ID cookies may be used by us to track your preferences while you are visiting the Sites. They also help to minimize load times and save on server processing. Persistent cookies may be used by us to store other information. Cookies used on the Sites do not contain your personal information.
- **Log Files:** We use log files which may include Internet protocol (IP) addresses, browser type, internet service provider (ISP), referring/exit page, platform type, date/time stamp, and number of clicks to analyze trends, administer the site, track your movement in the aggregate, and gather broad demographic information for aggregate use. However, none of this information contains personal information.
- **Children's Information:** Protecting the privacy of the very young is especially important. For that reason, we do not collect or maintain information on or through our website from those we actually know are under 13 years old, and no part of our website is structured to attract anyone under 13 years old.

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INFORMATION SHARING PRACTICES WITHIN THE IMA GROUP

We may share nonpublic information about you within the IMA Group, as permitted by law, to enable us to service and maintain your account and provide information to you about products and services of the IMA Group. IMA may collect data and other similar information of its customers and prospects and may use and share that data in our internal systems, such as sales management applications. These systems permit IMA employees to access and process such data solely for the purposes of customer request completion, business administration, business reporting, statistical analysis and marketing of IMA products and services. IMA may share the business contact data among its affiliates. The circumstances under which disclosure within the IMA Group is permitted by law include disclosure to our subsidiaries TrueNorth, Inc. to provide information to you about those subsidiaries' investment management and securities brokerage services. We may use your information in order to contact you and send you information about the IMA Group or about our products and services. Specifically, we may use your email address to send you newsletters about our products and services, company news and events or educational opportunities.

SHARING INFORMATION OUTSIDE THE IMA GROUP

We do not disclose any nonpublic information about you to non-affiliated third parties, except as permitted by law. The circumstances under which disclosure to non-affiliated third parties is permitted by law include disclosures to insurance companies or insurance intermediaries to obtain any insurance coverage requested by you or to process insurance claims. The circumstances under which disclosure to non-affiliated third parties is permitted by law also include to our auditors, appraisers and legal advisors, in response to a court order, governmental authorities pursuant to legal process, to prevent fraud, and/or disclosures to authorized third party service providers acting on our behalf, that perform marketing and other services for us, such as electronic enrollment service providers, to other financial institutions with which we have joint marketing agreements, such as banks, securities broker-dealers, registered investment advisors, and insurance providers.

HOW WE PROTECT YOUR INFORMATION

We take commercially reasonable steps to ensure that your information is kept safe from unauthorized access. We may use physical, electronic and procedural safeguards to protect your private information and to assist us in preventing unauthorized access to that information.

To fulfill our privacy commitment, we take certain actions which may include:

- Adopting policies and procedures that put in place physical, electronic and other safeguards to keep your personal information safe;
- Striving to maintain the accuracy of your information and promptly responding to any questions or concerns you may raise in its regard;
- Requiring third parties that perform services for us to have standards to keep your information confidential;
- Protecting information of our former clients to the same extent as our current clients.

Despite reasonable technological measures taken by us, technology can be bypassed and we cannot guarantee privacy of your information. You agree that we shall not be responsible for any loss, damages or liability arising from the information you provide to us in any way and you shall have no recourse against us, or any employee, officer, director, shareholder, agent or representative for such loss, damage, liability.

REQUESTS FOR YOUR INFORMATION and OPT OUT RIGHTS

To the extent provided by applicable federal or state law, you may have certain rights to access and correct the information we have collected about you. Additionally, if you have questions or would like to request that your information not be shared among the IMA Group, please contact the IMA Compliance Department at privacy.officer@imacorp.com. If you wish to correct your information we may take reasonable steps to ensure your identification before making the requested corrections. You can opt out of receiving any promotional emails that we send to you by sending an email requesting to be removed from the email list at privacy.officer@imacorp.com or by clicking on the unsubscribe link at the bottom of the email you receive from us.

OUR POLICY REGARDING DISPUTE RESOLUTION

Any controversy or claim arising out of or relating to our privacy policy, or the breach of our privacy policy, shall be settled by arbitration in accordance with the rules of the American Arbitration Association, and judgment upon the award rendered by the arbitrator(s) may be entered in any court having jurisdiction thereof.

RESERVATION OF RIGHT TO DISCLOSE INFORMATION IN UNFORESEEN CIRCUMSTANCES

In connection with the sale or potential sale or transfer of all or part of our company or its assets, we reserve the right to sell or transfer your information to a third party entity that (1) concentrates its business in a similar practice or service; (2) agrees to be our successor in interest with regard to the maintenance and protection of the information collected; and (3) agrees to the obligations of this privacy policy.

Revised January 2018

This notice is for information only. No reply is necessary. If you have questions about any of these terms, please contact us at info@imacorp.com.

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A.M. BEST

Guide to A.M. Best's Insurer Financial Strength Ratings

The objective of Best's rating system is to provide an opinion as to an insurer's financial strength and ability to meet ongoing obligations to policyholders. Opinions are derived from an evaluation of a company's balance sheet strength, operating performance and business profile as compared with Best's quantitative and qualitative standards. Best's Ratings may be viewed at www.a.m.best.com. Best's ratings are not a warranty of a company's financial strength and ability to meet its ongoing obligations to policyholders.

A++ and A+ (Superior): Assigned to companies which have, in balance, superior balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have a very strong ability to meet their ongoing obligations to policyholders.

A and A- (Excellent): Assigned to companies which have, in balance, excellent balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have a strong ability to meet their ongoing obligations to policyholders.

B++ and B+ (Very Good): Assigned to companies which have, in balance, very good balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have a good ability to meet their ongoing obligations to policyholders.

B and B- (Good): Assigned to companies which have, in balance, fair balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have an ability to meet their current obligations to policyholders, but their financial strength is vulnerable to adverse changes in underwriting and economic conditions.

C++ and C+ (Marginal): Assigned to companies which have, in balance, marginal balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have an ability to meet their current obligations to policyholders, but their financial strength is vulnerable to adverse changes in underwriting and economic conditions.

C and C- (Weak): Assigned to companies which have, in balance, weak balance sheet strength, operating performance and business profile when compared to the standards established by the A.M. Best Company. These companies, in Best's opinion, have an ability to meet their current obligations to policyholders, but their financial strength is very vulnerable to adverse changes in underwriting and economic conditions.

D (Under Regulatory Supervision): Assigned to companies (and possibly their subsidiaries/affiliates) that have been placed by an insurance regulatory authority under a significant form of supervision, control or restraint, whereby they are no longer allowed to conduct normal ongoing insurance operations. This would include conservatorship or rehabilitation, but does not include liquidation. It may also be assigned to companies (and their subsidiaries and affiliates) that are regulated outside their home state or country.

F (In Liquidation): Assigned to rated companies which have been placed under an order of liquidation by a court of law or whose owners have voluntarily agreed to liquidate the company.

S (Rating Suspendable): Assigned to companies that have experienced sudden and significant events affecting their financial position or operating performance whose rating implications cannot be evaluated due to a lack of timely or adequate information.

Not Rated Categories (NR): Assigned to companies that are not rated by A.M. Best.

U (Under Review): Under Review (U) Rating Modifiers are assigned to Best's Ratings and Financial Performance Ratings to identify companies whose rating opinions are Under Review and may be subject to near-term change.

Financial Size Categories (FSZ)

Assigned to all companies and reflects their size based on their capital, surplus and conditional reserve funds in millions of U.S. dollars, using the scale below.

I	less than 1	IX	250 to 500
II	1 to 2	X	500 to 750
III	2 to 5	XI	750 to 1,000
IV	5 to 10	XII	1,000 to 1,250
V	10 to 25	XIII	1,250 to 1,500
VI	25 to 50	XIV	1,500 to 2,000
VII	50 to 100	XV	greater than 2,000
VIII	100 to 250		

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