

MICHIGAN STATE UNIVERSITY

December 19, 2023

To whom it may concern,

On behalf of Michigan State University, Mercer is soliciting proposals through this Request for Proposal (RFP) from insurance carriers for the University's retiree healthcare plans. MSU intends to select a single vendor for both plans:

- A fully-insured Medicare Advantage + Prescription Drug (MAPD) plan; and
- A self-insured medical and pharmacy benefit plan for its pre-Medicare retirees.

However, if you are not able to administer both plans, but want to still quote on one of the plans, you must have a partner for which one vendor handles all eligibility, both Medicare and pre-Medicare. The University cannot and will not send a separate file feed for covered dependents (e.g., a pre-Medicare spouse) separate from the retiree (e.g., a retired employee for whom Medicare is primary) file feed. Please note that the University retains the right to reject such a proposal if it does not meet its requirements.

MSU has approximately 6,700 covered Medicare retirees – retired employees and covered spouses and surviving spouses – under a Humana MAPD plan. MSU also has approximately 950 non-Medicare eligible contracts under a Humana PPO plan. Retired Support Staff hired before July 1, 2002 and retired Faculty hired before July 1, 2005 receive coverage “free of charge”. A contribution may be required of retirees and current employees hired after these dates. Please see the *2024 MSU Retiree Open Enrollment Guide* for the contribution amounts paid by each category of retiree.



Human Resources

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The attached RFP packet includes the following information to successfully respond to the RFP:

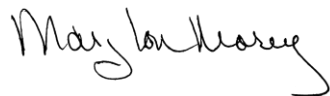
- RFP Bidder Instructions, Timelines, and Questionnaire
- 2021 – October 2023 Medicare Advantage Claims and Enrollment Data
- 2021 – November 2023 Pre-65 PPO Claims and Enrollment Data
- Medical Provider and Prescription Drug Disruption Template
- 2024 MSU Retiree Open Enrollment Guide
- 2024 Plan Summaries and Formulary
- 2023 Pre-65 Pharmacy Rebates
- Current Census File

The deadline for complete proposals is Tuesday, January 23, 2024. Late submissions may not be evaluated. Your proposal should be for a minimum of three (3) but can be up to five (5) years beginning January 1, 2025.

When responding to the RFP, please note that the well-being of our retirees is a high priority for the University. As such, we want to ensure that our retirees receive the highest quality services at the most competitive rates.

We look forward to receiving your proposal. In the meantime, if you have any questions, please contact John Lapinski at Mercer. He can be reached at either 248.839.8117 or john.lapinski@mercer.com.

Sincerely,

A handwritten signature in black ink that reads "Mary Lou Morey". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Mary Lou Morey
Director of Benefits, Human Resources
Michigan State University
1407 S. Harrison Road
East Lansing, MI 48824