



Proposal for Pension Benefit Consultant

RFP No.: 015-1210-17/JMA

Technical Proposal

The City of Boynton Beach

February 7, 2017

Contact:

Mark Meyer, Partner

Aon Hewitt

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aon.com

This proposal includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed in whole or in part for any purpose other than to evaluate this proposal. If, however, a contract is awarded to Aon Consulting, Inc. as a result of or in connection with the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction.

Section 1. Introduction Letter

February 7, 2017

Ms. Julianne Alibrandi
Buyer
The City of Boynton Beach
100 E. Boynton Beach Boulevard
Boynton Beach, FL 33435

RE: RFP No.: 015-1210-17/JMA

Dear Ms. Alibrandi,

Thank you for allowing Aon Hewitt the opportunity to participate in your search for a business partner to deliver pension benefit consulting services to The City of Boynton Beach ("City"). Our response is intended to demonstrate our commitment to providing quality, fee-efficient, and timely services. More importantly, we hope it demonstrates our understanding of the requested services and why our approach is the best.

We understand the scope of work and will make a positive commitment to perform and complete the project in a reasonable amount of time.

Our vast experience enables us to evaluate the plans, benefit structures, and any other factors influencing the cost of the Plans; quantify their impact on the funding of the Pension Plan. We acknowledge that the RFP also limited the scope to a long-term plan to reduce the recommended annual contribution to fund the pension liability, and develop alternatives that would maintain competitiveness. However, our approach goes beyond the request to also include an analysis of the long-term stability and adequacy of contributions and to utilize a total compensation framework that includes a balanced and competitive package of employee benefits, including retirement plans.

We are ready to serve the City of Boynton Beach for the duration of this project and in the future with the understanding that the City has the option to renew the contract each year. Our team has extensive public sector experience and has conducted several projects similar to the requested services. In addition, Aon Hewitt is the preeminent provider of retirement consulting services in the U.S. and worldwide and can provide a variety of innovative concepts from the various markets.

Please let us know if we can assist in any way as you work through the selection process.

Sincerely,

Hewitt Associates LLC operating as Aon Hewitt



Mark Meyer

MM:nm

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Section 3. Transmittal Letter

February 7, 2017

Ms. Julianne Alibrandi
Buyer
The City of Boynton Beach
100 E. Boynton Beach Boulevard
Boynton Beach, FL 33435

RE: RFP No.: 015-1210-17/JMA

Dear Ms. Alibrandi,

Thank you for allowing Aon the opportunity to participate in your search for a business partner to deliver Pension Benefit Consulting services to City. Enclosed is our proposal in response to RFP No.: 015-1210-17/JMA.

Please let us know if we can assist in any way as you work through the selection process.

Sincerely,

Hewitt Associates LLC operating as Aon Hewitt



Mark Meyer

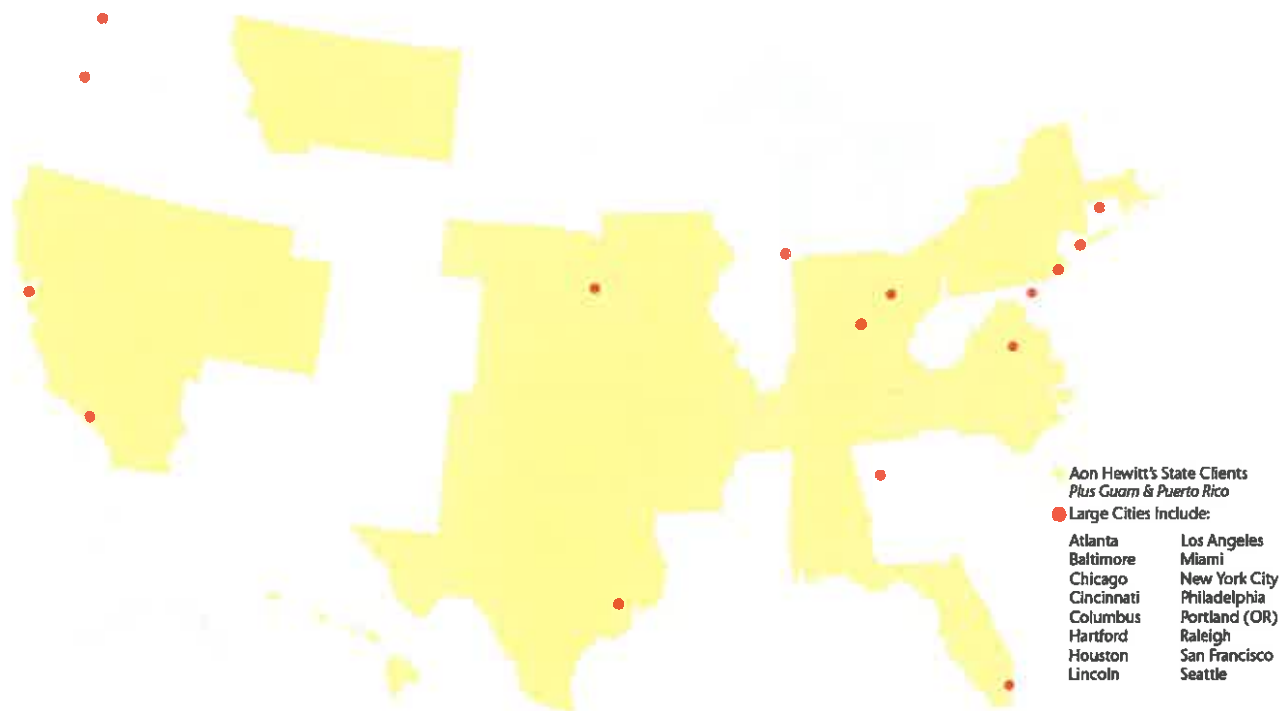
MM:nm

Section 4. Qualifications and Experience of the Firm

Aon Hewitt Qualifications

We understand the public sector and have a long-standing commitment to public sector consulting.

Nationally, we have over 450 state and local municipal clients. The following map displays a subset of our national public sector business. Having such a deep client base in the public sector gives us keen insights into the costs of the programs and emerging strategies that work for public sector employers.



Our Approach with Public Sector Clients

Aon Hewitt works with its public sector clients as a trusted advisor and partners with them by reducing fees, but our services and service levels remain uncompromised. We do this because it's the right thing to do. We also understand that public sector employers are facing greater budgetary pressures, stiffer competition for quality staff, and the ongoing need to provide valued services to taxpayers.

Aon Hewitt is uniquely positioned to partner with City because we have significant experience working with public sector groups and for the following additional reasons:

- **Highly experienced account team**—The proposed Aon Hewitt team is familiar with issues facing employee populations working for public employers. We understand that public sector employers want to know that their consultant has experience with helping other public sector employers solve similar problems. Your account team will combine that experience with creativity to solve common and uncommon problems with City.

- **Extensive experience working with committees made up of labor, staff, management, and elected officials**—Our client list reflects substantial involvement with public sector clients. Our relationships are successful due to our proven expertise working collaboratively and reaching consensus among various stakeholders.
- **Breadth and depth of local and national resources**—We have more than 100 consultants and administrators working with public sector clients. These practitioners come from a variety of disciplines including actuarial, legal, underwriting, accounting, clinical, data analytics, customer service, information technology, and management. Also, several of our Aon Hewitt staff has worked in other parts of the public sector arena, including government, law, insurance, health care, and IT. This diversity of background allows us to bring innovative cost management solutions from both the public and private sectors. Finally, our deep bench strength allows us to keep abreast of legislative and regulatory issues that present unique challenges for our clients.
- **Thought leadership**—You will get industry-leading thoughts and perspectives, customized to your needs. We continually keep clients apprised of what is happening in Washington with our written briefs. We hold forums for clients to learn, share information and exchange ideas in our webcasts. We give public sector clients the opportunity to tell us about their health care plans and talent programs in our annual surveys, which are shared among public sector respondents. We also share our innovation with public sector clients through our game-changing points of view on the future of health care and retirement. Finally, in the spirit of collaborative learning, we will bring emerging best practices to City from the collective experiences of our private sector and over 450 public sector clients.

Key Personnel

We have assembled a team of colleagues with a broad range of experience delivering actuarial services, plan management services, and strategic advice to other public funds. This means you will receive high-quality actuarial advice, combined with better insight from a team with specific knowledge of what organizations are doing with regard to management of their retirement programs both within your “industry” and outside of it. Based on our breadth of consulting experience with some of your peers, we offer a depth of knowledge rarely available elsewhere regarding best practices and innovations.

Mark Meyer, JD, FSA, who would lead the overall retirement relationship as **Lead Retirement Strategist and Client Relationship Manager**, recently joined Aon Hewitt as one of the National Public Sector Actuarial Practice Leaders. Mark has worked with public pension funds for more than 30 years. He has spoken at the national conventions of both the National Conference on Public Employee Retirement Systems (NCPERS) and the Government Finance Officers Association (GFOA). He is on a mission to serve public sector retirement funds by helping them develop sustainable Pension Funding Policies that keep the pension promise.

Eric Atwater, FSA, EA, who will primarily serve as the other **Retirement Strategist and Final Reviewer**, also recently joined Aon Hewitt as one of the National Public Sector Actuarial Practice Leaders. He specializes in the management of assets and liabilities for public pension and OPEB plans. Eric is generally recognized as an expert in benefit reform (both pension and OPEB) and consulting to public plans with challenging funding situations. He is also a regular speaker at industry conferences and has recently been quoted in pension-related articles in the *Wall Street Journal*, *Washington Post*, and several local newspapers.

Ben Law, ASA, EA will serve as **Actuary and Project Manager**. He will coordinate services, manage communication with City, and be responsible for utilizing Aon Hewitt resources for the benefit of City. All actuarial services within the scope of this RFP will be performed under Ben’s supervision. As a Senior Consultant, Ben has more 18 years of experience in actuarial, retiree medical and pension consulting services, as well as the administration and communication of retirement programs. He also has significant experience with design, benchmarking and retirement adequacy studies for retirement programs, determining cost factors for union negotiated programs, as well as with hybrid pension plans.

Biographies of your proposed team members are provided below:

Mark Meyer, JD, FSA, MAAA, EA

Partner, Public Sector—Retirement

Mark is a Partner and co-leader of Aon Hewitt's Public Sector actuarial practice. His primary responsibility is building the national practice into a premier provider of actuarial service in the Public Sector. He also serves as a client relationship manager and strategic consultant to public sector organizations.

Mark has over 30 years of consulting experience in pension and employee benefits in both the public and private sector. Mark has dedicated himself to improving the sustainability of public sector pensions by helping organizations develop a meaningful pension funding strategy. Some public sector clients during his career are Minneapolis Fire Relief Association, City of Fargo (General, Police and Fire), City of Minnetonka, Minnesota State Retirement System, North Dakota Public Employees Retirement Systems, Minneapolis Police Relief Association, Minneapolis Teachers Retirement Fund Association, Indiana University and Purdue University.

He has spoken at numerous events, including a recent presentation of Public Sector Pension Funding Policy at the national Government Finance Officers Association. He has also spoken at Conference of Consulting Actuaries, National Conference of Public Employee Retirement Systems, Financial Executives Institute and the Minneapolis Certified Employee Benefit Specialists chapter.

Mark strives to be a valued actuarial advisor who is strategic and persuasive. He is committed to explaining complex actuarial concepts in language that policy makers can use to draw their own conclusions. He combines his legal and actuarial skills to solve problems in unique and innovative ways.

Mark graduated from the University of Nebraska in Lincoln with a degree in mathematics and actuarial science. He also graduated from the University of Minnesota Law School in Minneapolis. He is a Fellow of the Society of Actuaries (FSA), a Member of the American Academy of Actuaries (MAAA) and an Enrolled Actuary (EA). He is also a member of the Minnesota State Bar Association and Certified Employee Benefit Specialist (CEBS).

Eric Atwater, FSA, FCA, MAAA, EA

Partner, Public Sector—Retirement

Eric is a Partner and co-leader of Aon Hewitt's Public Sector actuarial practice. His primary responsibility is increasing Aon Hewitt's brand awareness as best-in-class delegated (i.e., bundled) solutions provider in the public sector. He also serves as lead consulting actuary and client relationship manager to public entities.

Eric has about 18 years of consulting experience in pension and employee benefits in both the public and private sector. Prior to joining Aon Hewitt, Eric spent the last eight years as Consulting Actuary for public and quasi-public entities retirement and post-retirement benefit programs. Eric is generally recognized as an expert in pension reform and consulting to public plans with distressed funding situations. He has led benefit (Health, Pension and/or OPEB) reform for public entities, including City of Atlanta (GA), City of Memphis (TN), City of New Orleans (LA), DeKalb County (GA), and Town of Hamden (CT). He is also a regular speaker at industry conferences and has recently been quoted in pension-related articles in the *Wall Street Journal*, *Washington Post*, and several local newspapers.

Eric specializes in the management of assets and liabilities for public pension and OPEB plans. He is a fully credentialed actuary and in the process of obtaining the Charter Financial Analyst (CFA) designation to solidify his understanding of the assets. His work includes deterministic and stochastic modeling of plan liabilities and future cash flows. He has also conducted benchmarking and competitive assessments of benefit programs for several municipalities as well as redesigning retirement and postretirement programs to meet stated objectives.

Eric graduated with honors from Georgia State University, where he received a B.B.A. with a concentration in actuarial science. He is a Fellow of the Society of Actuaries, a Fellow of the Conference of Consulting Actuaries, a Member of the American Academy of Actuaries and an Enrolled Actuary. He has also passed Level II of the Chartered Financial Analyst (CFA) exams and is in the process of completing the requirements for the CFA (Level III candidate June 2017).

Benjamin Law, ASA, EA

Senior Consultant, Public Sector Knowledge Management Committee Chair—Project Manager and Consulting Actuary

Ben is a senior consultant in the Retirement practice of Aon, based in our Atlanta office. Ben first began working in the industry in 2000. Prior to joining Aon Hewitt in 2013, Ben worked at Buck Consultants as a consultant for 13 years, focusing on pension and Other Post Employment Benefit (OPEB) for public and non-public sector clients.

Ben provides defined benefit consulting services for employers from a variety of industries. He often focuses on OPEB valuations and plan designs, as well as GASB valuations for the public sector. He has performed actuarial valuation and/or consulting services for the following public sector clients: State of Tennessee (OPEB), Division of Administration (LA), City of Montgomery (AL), Georgia Firefighters' Pension Fund, Georgia Sheriffs' Retirement System, and Clayton County (GA).

Ben graduated from Georgia State University, where he received a B.B.A. with a concentration in actuarial science. He is an Associate of the Society of Actuaries, and an Enrolled Actuary.

Section 5. Detailed Technical Proposal/Past Experience/Approach

Past Experience

The proposal shall include past experience and proposals will only be considered from qualified firms. The following information shall be included regarding the Company's experience in pension plan benefits:

- a. Identification of the actuary or actuaries available for the assignment. The actuary shall be a Fellow or associate of the Society of Actuaries and/or Fellow of the Conference of Actuaries in Public Practice and/or Member of the American Academy of Actuaries and/or meet standards of a qualified actuary under the provisions of the Pension Retirement Income Security Act of 1974.**

City's proposed team has been identified in Section 4.

- b. Experience as a supervising actuary including consulting services, experience analysis and valuation assignments for major retirement systems, with specific reference to involvement with public retirement systems.**

Given the nature of the requested services, we have staffed the team with three credentialed actuaries who have lead similar engagements for public pension plans. Mr. Meyer has conducted similar services for the City of Fargo North Dakota, the Minneapolis Municipal Retirees Association, and Minneapolis Police & Fire Funds. Mr. Atwater has lead similar engagements for public entities of all sizes including Birmingham Water Works Board (AL), City of Atlanta, City of Memphis, City of New Orleans, DeKalb County (GA), and Town of Hamden (CT).

- c. Provide a minimum of three (3) references for which you provided a similar service within the past five years of the scope and nature required by this RFP similar in size to the City of Boynton Beach. These references must include, as a minimum: name of company, contact person, address, and telephone number. References shall include the general description of the project, the dates, and whether time lines were met. Letters of Commendations or Recommendation may be included in this Section.**

Plan/ (# Years Provided Actuarial Consulting Services)	Asset Size	# of Participants	Structure	Reference
City of Atlanta, GA / 9 years (2007–2015)	~\$3.5b total	~16k total	– Unitary benefit structure for School Board	Doug Strachan, Chairman
Actuarial valuations, Experience studies, Assumption review, Plan design, Funding Policy development, Strategic consulting, Legislative testimony	(~\$0.6m School Board, ~\$1.3b Gen, ~\$0.9b Fire, ~\$0.6b Police)	(~4k School Board, ~7k Gen, Fire ~2k, Police ~3k)	– Tiered benefit for Gen, Fire and Police – Bifurcated benefit for participants hired before certain date – Different provisions for Gen and Fire/Police	Email: Doug.strachan@atlanta-airport.com Phone: (404) 382-2354

Plan/ (# Years Provided Actuarial Consulting Services)	Asset Size	# of Participants	Structure	Reference
City of Memphis, TN / 4 years (2012–2015)* Special actuarial consulting project(s) – assumption review, plan design, strategic consulting, legislative testimony	~\$2.1b total	~12k total (~7k Gen, Fire ~2k, Police ~3k)	<ul style="list-style-type: none"> – Four tiers of benefit – Different provisions for Gen and Fire/Police – Bifurcated benefit for participants hired before certain date – DROP feature for Fire and Police hired before certain date 	Brian Collins, Chief Financial Officer Email: Brian.Collins@memphistn.gov Phone: (901) 636-6654
DeKalb County Employees' Pension Fund, GA / 9 years (2007–2015) Actuarial valuations, Experience studies, Assumption review, Plan design, Funding Policy development, Strategic consulting, Legislative testimony	~\$1.5b total	~7k total (~4k Gen, Fire ~1k, Police ~2k)	<ul style="list-style-type: none"> – Three tiers of benefit for Gen, Fire and Police – Varying employee contribution rate – DROP-like feature with early retirement window 	Edmund Wall, Chairman Email: Ejwfarms@aol.com Phone: (404) 405-1567

The proposal shall include a description of the proposed service, with any exhibits or documentation deemed essential, addressing the following phases of the proposed service:

- **Overall approach and methods to achieve a fully functional project**

We plan to conduct the project in three phases:

1. Phase I—Plan Review and Benchmarking
2. Phase II—Plan Design
3. Phase III—Modeling

There will be some overlap between the phases but we have structured our approach this way based on past experience. We envision the engagement will be completed in about 12–16 weeks.

The first thing we will do is hold a kickoff meeting to better understand your objectives and constraints, establish peer group for benchmarking and timelines and deliverables. During Phase I, we will compare your retirement program against the selected peer groups for Fire, General, and Police. We will utilize the benchmarking to identify plan competitiveness, provisions that may be outliers and trends. This information will be used during Phase II as we develop retirement designs for future and/or current employees. Note we plan to collect information related to retiree medical design to get a complete picture of the retirement program. During Phase III, we will begin modeling the financial impact on employees and the City of three plan designs selected from Phase II.

The following pages provide the detailed task that will be completed during each phase of the project.

Phase I: Plan Review and Benchmarking	Elapsed Time (in weeks)*	Estimated Hours	Estimated Fee
<ul style="list-style-type: none"> Hold kickoff meeting to establish goals, objectives and priorities Review actuarial assumptions/methods and funding policy Establish peer group of up to six (6) comparators Collect publicly available information on the peer group liabilities, cost, retirement plan type(s), benefit provisions, eligibility, employee contributions, retirement age, availability of retiree medical and design of retiree medical plan Compare current retirement program structure and plan provisions to its peers by analyzing retirement income provided or replacement ratio Calculate retirement income provided by the City against its peer group using retirement income replacement ratios under one investment return assumption Identify trends or innovations Deliver report or presentation summarizing benchmarking Request projected headcounts, payroll, liabilities and normal cost for open and closed group forecast from GRS 	0–6	30–40	\$10,000

* Assumes peer group selected within 2 weeks

Please note our approach to benchmarking and measuring the competitiveness of retirement benefits includes retiree medical benefits. We can however modify our approach and collect information for benefits of the peer group to provide a total benefit perspective. We have developed a propriety tool called the Benefit Index that measures the total competitiveness of all benefits (See Appendices for samples of our tools).

Phase II: Plan Design	Elapsed Time (in weeks)	Estimated Hours	Estimated Fee
<ul style="list-style-type: none"> Assist the City in articulating a retirement philosophy for current and/or future participants including: (a) goals for retirement program (b) desired level of benefits or competitiveness (c) definition of full career and (d) cost sharing between City and employees Establish guiding principles for potential plan changes and establish goals for long-term cost of the retirement programs in the future Assist the City in deciding on the degree of change, if any, for current and future participants Provide high-level impact of various changes in plan provisions or "levers" Analyze universe of design alternatives and analyze pros/cons Analyze the impact and complexity of administration baseline projections Select up to six plan designs to model the financial impact on City and employees 	4–10	40–50	\$15,000

Phase III: Modeling	Elapsed Time (in weeks)*	Hours	Estimated Fee
<ul style="list-style-type: none"> ▪ Setup projection models for estimating financial impact on City using projections provided by GRS ▪ Calibrate baseline long-term projection of cost and liabilities ▪ Provide long-term projections of up to six alternatives ▪ Evaluate sensitivity of results to assumption changes** ▪ Show variability of results by modeling long-term cost under alternative investment return scenarios ▪ Evaluate the impact on employees/retirees of each alternative by comparing the replacement ratio or amount of retiree medical cost ▪ Work with City and/or committee to select 2–3 plans for GRS to model long-term impact ▪ Deliver report 	6 – 12	30 - 40	\$10,000

* Assumes receive requested data from GRS by week four of the project.

** Assumption changes will include impact of updating to the new mortality tables, which are expected to be released in 2018.

Note our approach minimizes the cost for GRS services and allows for maximum time for plan design and strategy.

- ***Describe involvement of City staff and Retirement Boards;***

As mentioned above, we envision a joint meeting with City staff and representatives of the Retirement Boards to set the direction and the course for the review project. We recommend an active and a retired representative from each of the three Boards. Based on the input from these diverse sources, we will adjust the scope of our review to meet the needs and concerns of the various entities.

- ***Describe the current work load;***

The bulk of the work will be done by the Aon Hewitt National Public Sector Actuarial Practice Co-Leaders, Mark Meyer in Tampa and Eric Atwater in Atlanta. These senior actuaries and retirement leaders will rely on experts and resources throughout the firm to meet the needs of existing clients as well as the City of Boynton Beach.

- ***Estimated timeframe for completion of the report;***

We expect the review of the actuarial reports, including preparation of a summary of results presentation, will take four to six weeks after a signed consulting agreement is in place.

We recommend the joint meeting with the City and Boards to define the scope of further review be held no later than six weeks after the first report is presented.

Based on the results of this objective setting meeting, we expect the final report to be complete within 90 days of the meeting.

This provides a tentative project completion time of between 12 and 16 weeks. However, we are flexible and would like to incorporate as much of your input as possible and thus the project may extend beyond the estimated time if needed.

- **Methodology intended to implement and accomplish scope of work; and**

See Section 5 for our approach, methodology, timeline and fees.

- **All fees and charges.**

We estimate the cost for this project will be \$35,000 excluding travel and meeting expenses. The estimated hours and fees for each phase are shown in the table below:

Phase	Estimated Hours	Estimated Fees
Plan Review and Benchmarking	30–40	\$10,000
Plan Design	40–50	\$15,000
Modeling	30–40	\$10,000
Total	100–130	\$35,000

Please provide us with your creative ideas as to:

- **Maintaining fiscal responsibility while maintaining or modifying benefits;**

We believe the key to fiscal responsibility and benefit security is a robust and actuarially sound pension funding policy. A review of the funding policy is included in the scope of our proposal. To the extent that the City determines that the policy should be improved, we would be delighted to provide a detailed proposal for a process to strategically plan for the current and future funding requirements of the plan that will result in funding policy that is linked with the City's benefits and investment policies. This process would involve all the important constituencies in the City, as well as the financial experts that the City already has on its team.

Many of the "headline" solutions to "fixing the problem" of public pension plans are based on misinformation or an incomplete view of all of the dynamics at stake. Our process helps educate policy makers of the issues and the implications of alternatives, in addition to the estimated cash "savings" that are available through plan design changes.

We recommend a holistic look at the benefits provided through the defined benefit plans, retiree medical plans, deferred compensation plans and Social Security to determine adequacy, competitiveness and effectiveness.

- **Recommendations to provide additional services, if any**

Benefit Index®

Aon Hewitt can conduct a review of benefit competitiveness through Benefit Index®¹, to provide a comprehensive benchmark of benefits against comparator organizations that you select from our database.

Benefit Index is the most comprehensive and current employee benefits database in the industry. It provides an exclusive look at the current benefit programs including defined benefit, defined contribution, health care, disability, life insurance, and time off plans.

Using Benefit Index, we perform a complete benefits study, determining the values for an organization's benefit plans using actuarial methods for an entire model workforce. See Appendices for details.

¹ Benefit Index is a registered trademark of Hewitt Associates LLC.

Benefit Policy

Aon Hewitt can assist the City in developing a benefit policy that will serve as a guide for future benefit changes. A benefit policy will address many items including: At what point can benefits be improved or decreased? When and how much cost of living adjustments should be granted?

Linking Important Policies

We believe that benefit security and contribution sustainability are best attained by linking and coordinating benefit policy, investment policy, and funding policy. Our holistic approach includes a review of all three policies. We will identify gaps, overlaps and inconsistencies in the three policies.

While investment advisory consulting is beyond the scope of this RFP, our review of the investment policy will include a review of the investment portfolio to provide high level confirmation of the investment policy as currently in effect.

Aon Hewitt is a leader in seamlessly providing actuarial, administrative and investment consulting to our defined benefit clients. That provides the foundation for a sophisticated analysis of the three policies to provide Boynton Beach with a comprehensive review of its pension plans, its policies and their long-term implications.

Section 6. Price Proposal

PRICE PROPOSAL

PROPOSAL TO THE CITY OF BOYNTON BEACH, FLORIDA FOR PENSION BENEFIT CONSULTING

RFP No.: 015-1210-17/JMA

The undersigned declares that he/she has carefully examined the specifications contained in this Request for Proposal and is thoroughly familiar with its provisions and with the service that is being requested. Respondents must include all costs associated with their proposal.

The undersigned proposes to provide Pension Benefits Consulting for the City of Boynton Beach in accordance with Scope of Work and Minimum Requirements for the **Lump Sum Amount** of:

Thirty five thousand (\$ **35,000**)
(Written Amount)

Additional Services Hourly Rates:

Three hundred and ninety nine (\$ **399**)
(Written Amount)

Hewitt Associates LLC operating as Aon Hewitt
COMPANY NAME


SIGNATURE

Mark Meyer
PRINTED NAME

(813)636-3533 TELEPHONE NO.

mark.meyer.2@aonhewitt.com
E-MAIL ADDRESS

Partner, Public Sector—Retirement
TITLE

February 6, 2017
DATE

Section 7. References

Provide a list of three (3) clients/municipalities for which your firm provided similar service within the past five (5) years as outline in this RFP. Should include general description of the project, dates, costs, and whether time lines were met.

REFERENCES FOR Aon Hewitt
(NAME OF FIRM)

Company Name: City of Tampa General Employees' (GE) Pension Fund

Address: 306 East Jackson Street, 8N

Tampa, FL 33602

Contact Name: Lee Huffstutler, CPA, CIA, CGFO, PMP

Phone: (813) 274-7171

Fax:

E-Mail:

Lee.Huffstutler@tampagov.net

Company Name: City of Boca Raton General Employees' Pension Plan

Address: 2333 Glades Road

Boca Raton, FL 33431

Contact Name: Faleasha Moss

Phone: (561) 544-8518

Fax:

E-Mail: fmoss@myboca.us

Company Name: City of Montgomery Employees' Retirement System

Address: 103 North Perry Street

Montgomery, AL 36104

Contact Name: Claire King

Phone: (334) 625-4400

Fax:

E-Mail: cking@montgomeryal.gov

Company Name: City of Atlanta, GA

Address: 55 Trinity Avenue SW

Atlanta, GA 30303

Contact Name: Doug Strachan

Phone: (404) 382-2354

Fax:

E-Mail: Doug.strachan@atlanta-airport.com

Section 8. Required Proposal Forms

A D D E N D A

**CITY OF BOYNTON BEACH
FLORIDA**

RFP TITLE: "PENSION BENEFIT CONSULTANT"

RFP NO.: 015-1210-17/JMA

DATE SUBMITTED: February 6, 2017

We propose and agree, if this submittal is accepted, to contract with the City of Boynton Beach, in the Contract Form, to furnish all material, means of transportation, coordination, labor and services necessary to complete/provide the work specified by the Contract documents.

Having studied the documents prepared by: THE CITY OF BOYNTON BEACH

we propose to perform the work of this Project according to the Contract documents and the following addenda which we have received:

ADDENDUM	DATE	ADDENDUM	DATE
<hr/>	<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>	<hr/>

☒ NO ADDENDUM WAS RECEIVED IN CONNECTION WITH THIS BID

**THIS PAGE TO BE SUBMITTED FOR PROPOSAL TO BE CONSIDERED
COMPLETE AND ACCEPTABLE.**

RFP No. 015-1210-17/JMA

STATEMENT OF QUALIFICATIONS

Each qualifier proposing on work included in these General Documents shall prepare and submit the data requested in the following schedule of information.

This data must be included in and made part of each RFP document. Failure to comply with this instruction may be regarded as justification for rejecting the RFP response.

* attach additional sheets giving the information

1. Name of Qualifier: Hewitt Associates LLC operating as Aon Hewitt
2. Business Address: 4 Overlook Point
Lincolnshire, IL 60069
3. When Organized: Aon Hewitt was formed when Hewitt Associates (founded in 1940) and Aon Consulting (a subsidiary of Aon Corporation) merged to become Aon Hewitt in 2010.
4. Where Incorporated: Illinois
5. How many years have you been engaged in business under the present firm name?
7 years
6. General character of work performed by your company.

Our business focuses on four solution groups—Talent, Rewards, & Performance, Retirement & Investment, Health & Benefits, and HR Services. Our solutions draw from our areas of expertise that span consulting, health care exchanges, and the full suite of HR and benefits administration solutions. Aon Hewitt delivers integrated solutions in the areas of:

- **Benefits Administration.** Our solutions provide services to improve benefits delivery, reduce compliance risk, and enable clients to focus on more strategic human resources issues. Our industry-leading, proprietary systems integrate the seamless administration of clients' primary benefits programs—defined benefit, defined contribution, and health and welfare, plus a variety of supporting HR services, including advocacy, spending account administration, compliance services, and more.
- **Human Resources Business Process Outsourcing (HR Services).** Our solutions provide clients with secure market-leading solutions to manage employee data; administer benefits, payroll and other human resources processes; and record and manage transactions across talent management, workforce management, talent acquisition and core process management.
- **Consulting.** With clients to develop strategies and design human resources program to solve the challenges of acquiring, managing, motivating, and retaining the pivotal talent needed to create and sustain a competitive advantage. Areas of deep consulting

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expertise include health and benefits, global benefits, retirement and financial management, investment consulting, compensation, talent and organization, and benefits communication.

- **Health Care Exchanges.** Aon Exchange Solutions are designed to give employers of all sizes and industries innovative ways to offer group, individual, and retiree coverage options to their entire workforce. Now, employers can provide quality health coverage and attract top talent while managing costs and reducing price volatility. From our unmatched technology platform and easy-to-use decision support tools to our ongoing work with carriers, we strive to ensure that we're always offering the best solutions to companies and participants.

7. Enclose evidence of possession of required licenses and/or business permits.
We have included a copy of our Corporate Charter Registration, as requested, in the Appendix.

8. Number of employees. 12,000 (U.S.)

9. Background and experience of principal members of your personnel, including officers.

We have included biographies for our Global Leadership Committee in the Appendix.

10. Bonding capacity. Aon Hewitt is covered by workers' compensation, commercial general liability, business automobile liability, professional liability (including cyber liability) and fidelity insurance. Certificates of insurance evidencing each of these coverages are available upon request.

Commercial General Liability	\$1 million per occurrence/\$2 million aggregate
Business Automobile Liability	\$1 million per accident
Workers Compensation/Employers Liability	Statutory limits
Professional Liability (Errors and Omissions)	\$5 million per claim/\$5 million aggregate
Form 25 Fidelity Bond	\$1 million per loss/\$1 million aggregate

11. Have you ever defaulted on a contract? If so, where and why?*

Aon Hewitt does not provide information on individual client circumstances as such relationships are confidential. Inevitably, given the size of our outsourcing business, its longstanding tenure as provider of such services and the size and breadth of its client base, our services have been the subject of business disputes from time to time in the past. Typically, such disputes are resolved to the parties' mutual satisfaction.

To the best of my knowledge, there have been no contract defaults in the United States in the past four years for projects that are similar to the specific scope of services outlined in this proposal.

12. Experience in performance of work similar in importance to this project.

Project	\$ Value	Contact Name	Phone #
<u>City of Atlanta</u>	<u>\$100,000</u>	<u>Doug Strachan</u>	<u>(404) 382-2354</u>
<u>City of Fargo</u>	<u>\$70,000</u>	<u>Kent Costin</u>	<u>(701) 241-8158</u>
<u>City of Memphis</u>	<u>\$70,000</u>	<u>Brian Collins</u>	<u>(901) 636-6654</u>
<u>DeKalb County</u>	<u>\$60,000</u>	<u>Edmund Wall</u>	<u>(404) 405-1567</u>

13. Contracts on hand. * As one of the largest actuarial firms in the world, we have a variety of "contracts on hand" at any point in time. The breadth and depth of our actuarial resources are more than sufficient to meet the needs of our existing and new clients for the foreseeable future.

14. Largest completed projects (include final cost).

- 1) City of Atlanta, Georgia - \$100,000 (by Eric Atwater at a previous employer)
- 2) City of Fargo, North Dakota - \$70,000 (by Mark Meyer at a previous employer)
- 3) DeKalb County, Georgia - \$60,000 (by Eric Atwater at a previous employer)

15. List all lawsuits (related to similar projects) or arbitration to which you have been a party and which: *

- 1) arose from performance: *
- 2) occurred within the last 4 years: *
- 3) provide case number and style: *

In an international organization the size and complexity of Aon plc and its subsidiaries there is a range of litigation pending in the ordinary course of its business. Details of litigation filed against Aon are available in Aon plc's annual **Form 10-K filing (Note 14)** and Aon plc's quarterly **Form 10-Q filing (Note 14)** which is available on Aon's website (www.aon.com). Although the ultimate outcome of all such matters cannot be ascertained, it is the position of Aon plc that the disposition or ultimate determination of such claims will not have a material effect on the financial position of Aon plc or any of its subsidiaries nor impact our ability to perform services.

To the best of my knowledge, there have been no lawsuits or arbitration in the United States in the past four years for projects that are similar to the specific scope of services outlined in this proposal.

Dated at: Tampa, FL

this 6th day of February, 2017

By: 
(written signature)

Name: Mark D. Meyer, JD, FSA
(printed or typed)

Title: Partner, Retirement & Investment Practice

ANTI-KICKBACK AFFIDAVIT

STATE OF ILLINOIS

)
SS
)

COUNTY OF LAKE

I, the undersigned hereby duly sworn, depose and say that no portion of the sum herein submitted will be paid to any employees of the City of Boynton Beach as a commission, kickback, reward of gift, directly or indirectly by me or any member of my firm or by an officer of the corporation.

By:



NAME - SIGNATURE

Sworn and subscribed before me

this 2nd day of February, 20 17

Printed Information:

Erin Slitt

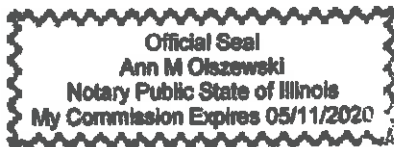
NAME

VP - Legal

TITLE


NOTARY PUBLIC, State of Illinois

Hewitt Associates LLC
COMPANY



"OFFICIAL NOTARY SEAL" STAMP

NON COLLUSION AFFIDAVIT OF PRIME QUALIFIER

State of Illinois)

County of Lake)

Erin Slitt, being first duly sworn, deposes and says that:

- 1) He/She is VP Legal of Hewitt Associates LLC operating as Aon Hewitt the qualifier
(Title) (Name of Corporation or Firm)

who has submitted the attached RFP FOR PENSION BENEFIT CONSULTING SERVICES

- 2) He/She is fully informed respecting the preparation and contents of the attached submittal and of all pertinent circumstances respecting such submittal;
- 3) Said RFP is genuine and is not a collusive or sham RFP;
- 4) Further, the said qualifier nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly or indirectly with any other qualifier, firm or person to submit a collusive or sham RFP in connection with the Contract for which the attached RFP has been submitted or to refrain from bidding in connection with such Contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communications or conference with any other qualifier, firm or person to fix the price or prices in the attached RFP or of any other qualifier, or to fix any overhead, profit or cost element of the RFP price or the RFP price of any other qualifier, or to secure through any collusion, conspiracy, connivance or unlawful agreement any advantage against the City of Boynton Beach or any person interested in the proposed Contract; and
- 5) The price or prices quoted in the attached bid are fair and proper and are not tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the qualifier or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.

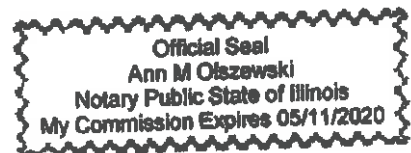
(Signed) [Signature]

(Title) VP Legal

Subscribed and sworn to before me

This 2nd day of February, 20 17

My commission expires 05/11/2020



THIS PAGE TO BE SUBMITTED WITH PROPOSAL TO BE CONSIDERED
COMPLETE AND ACCEPTABLE
RFP No.015-1210-17/JMA

CONFIRMATION OF MINORITY OWNED BUSINESS

A requested form to be made a part of our files for future use and information. Please fill out and indicate in the appropriate spaces provided which category best describes your company. Return this form with your bid proposal sheet making it an official part of your bid response.

Is your company a Minority Owned Business ? X
Yes No

If Yes, please indicate by an "X" in the appropriate box:

- () AMERICAN INDIAN
- () ASIAN
- () BLACK
- () HISPANIC
- () WOMEN
- () OTHER _____
(specify)
- () NOT APPLICABLE

Do you possess a Certification qualifying your business as a Minority Owned Business?

YES _____ NO ☒ X

If YES, Name the Organization from which this certification was obtained and date:

Issuing Organization for Certification

Date of Certification

CONFIRMATION OF DRUG-FREE WORKPLACE

IDENTICAL TIE SUBMITTALS

Preference shall be given to businesses with drug-free workplace programs. Whenever two or more submittals which are equal with respect to price, quality, and service are received by the City of Boynton Beach or by any political subdivision for the procurement of commodities or contractual services, a submittal received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie submittals will be followed if none of the tied Professionals have a drug-free workplace program. In order to have a drug-free workplace program, a business shall:

- 1) Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
- 2) Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
- 3) Give each employee engaged in providing the commodities or contractual services that are under submittal a copy of the statement specified in subsection (1).
- 4) In the statement specified in subsection (1), notify the employee that, as a condition of working on the commodities or contractual services that are under submittal, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or *nolo contendere* to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than 5 days after such conviction.
- 5) Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community by, any employee who is so convicted.
- 6) Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.



Professional's Signature

PALM BEACH COUNTY INSPECTOR GENERAL

ACKNOWLEDGMENT

The Contractor is aware that the Inspector General of Palm Beach County has the authority to investigate and audit matters relating to the negotiation and performance of this contract, and in furtherance thereof may demand and obtain records and testimony from the Contractor and its subcontractors and lower tier subcontractors.

The contractor understands and agrees that in addition to all other remedies and consequences provided by law, the failure of the Contractor or its subcontractors or lower tier subcontractors to fully cooperate with the Inspector General when requested may be deemed by the municipality to be a material breach of this contract justifying its termination.



CONTRACTOR NAME

By _____

Title: VP Legal

Date: 2-1-17

SCHEDULE OF SUB-CONSULTANTS

[illegible]

Signature Mark Meyer Date: February 6, 2017

Owner reserves the right to reject any sub-contractor who has previously failed in the proper performance of an award, or failed to deliver on time contracts in a similar nature, or who is not responsible (financial capability, lack of resources, etc.) to perform under this award. Owner reserves the right to inspect all facilities of any sub-contractor in order to make a determination as to the foregoing.

Current Licenses/Certificates of Authorization

State of Florida

Department of State

I certify from the records of this office that HEWITT ASSOCIATES L.L.C. is an Illinois limited liability company authorized to transact business in the State of Florida, qualified on January 29, 1996.

The document number of this limited liability company is M96000000035.

I further certify that said limited liability company has paid all fees due this office through December 31, 2016, that its most recent annual report was filed on April 25, 2016, and that its status is active.

I further certify that said limited liability company has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fourth day of January, 2017*



Ken Detjen
Secretary of State

Tracking Number: CU8046398998

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

Proof of Insurance Coverage



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
01/31/2017

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION** IS **WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA	CONTACT NAME:	
	PHONE (A/C. No. Ext): (866) 283-7122	FAX (A/C. No.): (800) 363-0105
INSURED Aon Corporation and its Subsidiaries (See Subsidiary Information Below) 200 E. Randolph Chicago IL 60601 USA	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	NAIC #	
	INSURER A: Continental Casualty Company	20443
	INSURER B: American Casualty Co. of Reading PA	20427
	INSURER C: Transportation Insurance Co.	20494
	INSURER D: National Union Fire Ins Co of Pittsburgh	19445
INSURER E:		
INSURER F:		

COVERAGES**CERTIFICATE NUMBER:** 570065421563**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input checked="" type="checkbox"/> LOC OTHER:			GL4014103835	06/01/2016	06/01/2017	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$1,000,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY			BUA 4014103656	06/01/2016	06/01/2017	COMBINED SINGLE LIMIT (Ea accident) \$2,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
D	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION			19086947 SIR applies per policy terms & conditions	06/01/2016	06/01/2017	EACH OCCURRENCE \$1,000,000 AGGREGATE \$1,000,000
C B B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N	N/A	WC4014100157 WC4014100059 WC4014100014	06/01/2016 06/01/2016 06/01/2016	06/01/2017 06/01/2017 06/01/2017	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE-EA EMPLOYEE \$1,000,000 E.L. DISEASE-POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Aon Hewitt, 4 Overlook Point, Lincolnshire, IL 60069. City of Boynton Beach is included as Additional Insured in accordance with the policy provisions of the General Liability policy. The Umbrella Policy is follow form of the primary policies as respects Additional Insured coverage. The above terms are as required by written contract. Evidence of coverage for RFP No. 015-1210-17/JMA.

CERTIFICATE HOLDER**CANCELLATION**

City of Boynton Beach Attn: Finance - Procurement Services 100 E. Boynton Beach Boulevard Boynton Beach FL 33425-0310 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE <i>Aon Risk Services Central, Inc.</i>

Holder Identifier :

Certificate No : 570065421563



CERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY)
01/31/2017

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Aon Risk Services Central, Inc. Chicago IL Office 200 East Randolph Chicago IL 60601 USA	CONTACT NAME:	
	PHONE (A/C. No. Ext): (866) 283-7122	FAX (A/C. No.): 800-363-0105
INSURED Aon Corporation (See Subsidiary Information Below) 200 E. Randolph Chicago IL 60601 USA	E-MAIL ADDRESS:	
	INSURER(S) AFFORDING COVERAGE	
	NAIC #	
	INSURER A: Illinois National Insurance Co	
	INSURER B:	
	INSURER C:	
	INSURER D:	
INSURER E:		
INSURER F:		

Holder Identifier :

COVERAGES**CERTIFICATE NUMBER:** 570065421566**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Limits shown are as requested

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY						
	<input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR						EACH OCCURRENCE
							DAMAGE TO RENTED PREMISES (Ea occurrence)
							MED EXP (Any one person)
							PERSONAL & ADV INJURY
							GENERAL AGGREGATE
							PRODUCTS - COMP/OP AGG
	GEN'L AGGREGATE LIMIT APPLIES PER:						
	<input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC						
	OTHER:						
	AUTOMOBILE LIABILITY						
	<input type="checkbox"/> ANY AUTO						COMBINED SINGLE LIMIT (Ea accident)
	<input type="checkbox"/> OWNED AUTOS ONLY	<input type="checkbox"/> SCHEDULED AUTOS					BODILY INJURY (Per person)
	<input type="checkbox"/> HIRED AUTOS ONLY	<input type="checkbox"/> NON-OWNED AUTOS ONLY					BODILY INJURY (Per accident)
							PROPERTY DAMAGE (Per accident)
	UMBRELLA LIAB	<input type="checkbox"/> OCCUR					EACH OCCURRENCE
	EXCESS LIAB	<input type="checkbox"/> CLAIMS-MADE					AGGREGATE
	<input type="checkbox"/> DED <input type="checkbox"/> RETENTION						
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						
	ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	<input type="checkbox"/> Y <input type="checkbox"/> N					PER STATUTE
	If yes, describe under DESCRIPTION OF OPERATIONS below						OTH-ER
							E.L. EACH ACCIDENT
							E.L. DISEASE-EA EMPLOYEE
							E.L. DISEASE-POLICY LIMIT
A	E&O-PL-Primary			039331049	03/01/2015	03/01/2019	Each Claim
	Errors & Omissions						Aggregate
	SIR applies per policy terms & conditions						\$1,000,000
							\$1,000,000

Certificate No : 570065421566

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

RE: Aon Hewitt, 4 Overlook Point, Lincolnshire, IL 60069. Evidence of coverage for RFP No. 015-1210-17/JMA.

CERTIFICATE HOLDER**CANCELLATION**

City of Boynton Beach Attn: Finance - Procurement Services 100 E. Boynton Beach Boulevard Boynton Beach FL 33425-0310 USA	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE <i>Aon Risk Services Central, Inc.</i>

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