

Financial Exhibits

October 3, 2023

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - PNC BANK GENERAL FD Payment Dates: 08/31/2023 - 09/25/2023

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Payment Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000027634	08/31/2023	AMAZON CAPITAL SERVICES INC	Supplies for ESL		66.96
0000027635	08/31/2023	CIT	district copiers		2,665.36
0000027636	08/31/2023	UGI Utilities Inc.	High School 7/27/23-8/24/23	Main Road 7/27/23-8/24/23	873.21
0000027637	08/31/2023	United Parcel Service	weekly service charge 8/26/23		30.00
0000027638	09/06/2023	FIRST KEYSTONE COMMUNITY BANK	Transfer to FKCB Payroll		386,000.00
0000027639	09/06/2023	Corner Post	DED: CRE1 - Full Payroll Pay Date: 9/8/2023		5,041.00
0000027640	09/06/2023	FRANCIS THOMAS COLLIS	Hours Worked (8/13/23-8-26-23)		135.00
0000027641	09/06/2023	KENNETH D EDWARDS	Hours Worked (8/13/23-8-26-23)		367.50
0000027642	09/06/2023	MICHAEL J FIGMIC III	Hours Worked (8/13/23-8-26-23)		367.50
0000027643	09/06/2023	JAMES HOFFMAN	Hours Worked (8/13/23-8-26-23)		165.00
0000027644	09/06/2023	CHRISTOPHER JONES	Hours Worked (8/13/23-8-26-23)		75.00
0000027645	09/06/2023	DAWN MARTINEZ	PATTAN TRAINING		1,320.00
0000027646	09/06/2023	STEPHEN L MOORE	Hours Worked (8/13/23-8-26-23)		225.00
0000027647	09/06/2023	Joseph Parsnik	Hours Worked (8/13/23-8-26-23)		437.50
0000027648	09/06/2023	HAB-DLT (ER)	WAGE ATTACHMENT		101.05
0000027649	09/06/2023	DEHEY MCANDREW LLC	DED: MFSA - Full Payroll Pay Date: 9/8/2023	DED: DEPC - Full Payroll Pay Date: 9/8/2023	2,335.75
0000027650	09/06/2023	DeHey McAndrew LLC	DED: KADS - Full Payroll Pay Date: 9/8/2023	DED: MET1 - Full Payroll Pay Date: 9/8/2023	7,866.51
0000027651	09/06/2023	PA College Savings Program 529	DED: 529A - Full Payroll Pay Date: 9/8/2023		200.00
0000027652	09/06/2023	Hanover Area Faculty	DED: SCHL - Full Payroll Pay Date: 9/8/2023		182.59
0000027653	09/06/2023	Hanover Area Educational	DED: ESPA - Full Payroll Pay Date: 9/8/2023		699.52

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card

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0000027654	09/06/2023	Hanover Area Ed Association	DED: PSEA - Full Payroll Pay Date: 9/8/2023		5,057.03
0000027655	09/06/2023	United Way of Wyoming Valley	DED: UWAY - Full Payroll Pay Date: 9/8/2023		47.00
0000027656	09/06/2023	STEPHEN J TURINSKI	Hours Worked (8/13/23-8-26-23)		245.00
0000027657	09/07/2023	PP&L	Lee Park 7/26/23-8/24/23	Lee Park/Reg - 7/26-8/24	1,865.69
0000027658	09/07/2023	UGI Utilities Inc.	billing period 7/28/23-8/25/23		235.51
0000027659	09/07/2023	UGI Energy Services Inc.	billing period 7/28/23-8/25/23		87.14
0000027660	09/07/2023	Byra's Fence Company	fence at Lyndwood		7,455.00
0000027661	09/08/2023	AMAZON CAPITAL SERVICES INC	Laminator for Lee Park	Lyndwood Office furniture	2,722.33
0000027662	09/08/2023	Jay's Business Systems	PaperCut Annual Service		3,050.00
0000027663	09/11/2023	United Parcel Service	weekly service charge 9/2/23		30.00
0000027664	09/11/2023	Verizon Wireless	billing period 7/27/23-8/26/23		779.60
0000027665	09/12/2023	AMAZON CAPITAL SERVICES INC	Laminator for Hanover Green		1,599.95
0000027666	09/12/2023	Party Rentals by James Starosta	Title I Parent Engagement Movie Night		300.00
0000027667	09/12/2023	Pennsylvania-American	219 W St Marys Rd/8-2-23-9-5-23	99 Lee Park Ave/8-2-23-9-5-23	373.41
0000027668	09/12/2023	School Business Consultants, LLC	Professional Services - August 2023	Zoom subscription 9-5-23 - 10-4-23	7,595.40
0000027669	09/12/2023	Verizon Cabs	Lyndwood Elementary 8/31/23		39.34
0000027670	09/13/2023	AMAZON CAPITAL SERVICES INC	retirees name plate		15.67
0000027671	09/13/2023	Brian Bannon	Reimbursement - annual white label license		30.00
0000027672	09/13/2023	Clearly	phone service		519.30
0000027673	09/13/2023	Kim Franks	WB Farmers Market trip/Life Skills Class/lunch/cooking supplies		248.00
0000027674	09/14/2023	AFLAC	Aflac Insurance		2,233.29

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0000027675	09/14/2023	NEW YORK LIFE	New York Life		3,262.74
0000027676	09/15/2023	Pennsylvania-American	service period 6/9/23 - 7/12/23/high school	service period 6/9/23 - 7/12/23 219 W St Marys Rd	8,019.97
0000027677	09/15/2023	United Parcel Service	weekly service charge 9-9-23		30.00
0000027678	09/18/2023	NEPA-SD Health Trust	Medical	Dental	148,657.29
0000027679	09/18/2023	KEVIN R BADMAN	Hours Worked (8/27/23-9/9/23)		165.00
0000027680	09/18/2023	John Bilski	Hours Worked (8/28/23-9/8/23)	MILEAGE - TRAINING	2,045.49
0000027681	09/18/2023	ARTHUR L BOBBOUINE	Hours Worked (9/5/23)		75.00
0000027682	09/18/2023	FRANCIS THOMAS COLLIS	Hours Worked (8/27/23-9/9/23)		555.00
0000027683	09/18/2023	KENNETH D EDWARDS	Hours Worked (8/28/23-9/8/23)		1,487.50
0000027684	09/18/2023	MICHAEL J FIGMIC III	Hours Worked (8/28/23-9/8/23)		2,240.00
0000027685	09/18/2023	JAMES HOFFMAN	Hours Worked (8/27/23-9/9/23)		165.00
0000027686	09/18/2023	CHRISTOPHER JONES	Hours Worked (8/27/23-9/9/23)		255.00
0000027687	09/18/2023	STEPHEN L MOORE	Hours Worked (8/27/23-9/9/23)		420.00
0000027688	09/18/2023	Joseph Parsnik	Hours Worked (9/8/23)		280.00
0000027689	09/18/2023	HAB-DLT (ER)	WAGE ATTACHMENT		40.00
0000027690	09/18/2023	Corner Post	DED: CRE1 - Full Payroll Pay Date: 9/22/2023		4,056.00
0000027691	09/18/2023	DEHEY MCANDREW LLC	DED: MFSA - Full Payroll Pay Date: 9/22/2023	DED: DEPC - Full Payroll Pay Date: 9/22/2023	2,335.75
0000027692	09/18/2023	DeHey McAndrew LLC	DED: KADS - Full Payroll Pay Date: 9/22/2023	DED: MET1 - Full Payroll Pay Date: 9/22/2023	7,866.51
0000027693	09/18/2023	PA College Savings Program 529	DED: 529A - Full Payroll Pay Date: 9/22/2023		200.00
0000027694	09/18/2023	Hanover Area Faculty	DED: SCHL - Full Payroll Pay Date: 9/22/2023		182.59

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0000027695	09/18/2023	Hanover Area Educational	DED: ESPA - Full Payroll Pay Date: 9/22/2023	DED: ESPA - Payroll Pay Date: 9/8/2023	718.62
0000027696	09/18/2023	Hanover Area Ed Association	DED: PSEA - Full Payroll Pay Date: 9/22/2023		5,055.43
0000027697	09/18/2023	United Way of Wyoming Valley	DED: UWAY - Full Payroll Pay Date: 9/22/2023		47.00
0000027698	09/18/2023	STEVEN DAVID REDDING	Hours Worked (8/27/23-9/9/23)		165.00
0000027699	09/18/2023	ROBERT E RYZNER SR	Hours Worked (8/27/23-9/9/23)		540.00
0000027700	09/18/2023	WILLIAM N SPAGNOLA	Hours Worked (8/28/23-9/8/23)		1,968.75
0000027701	09/18/2023	STEPHEN J TURINSKI	Hours Worked (8/28/23-9/8/23)	NASRO TRAINING	2,151.79
0000027702	09/18/2023	FIRST KEYSTONE COMMUNITY BANK	TRANSFER TO PAYROLL		420,000.00
0000027703	09/19/2023	AMAZON CAPITAL SERVICES INC	File Folders for Offices	correction tape, door stoppers, note pads	195.73
0000027704	09/19/2023	Frontier	service 9-11-23/10/10/23	Fire Alarm 9/11/23-10/10/23	164.95
0000027705	09/19/2023	Glen Summit Springs	#6079/supt/business office/water	#4567/Memorial Elementary	48.44
0000027706	09/19/2023	Home Depot Credit Services	maint. supplies		303.39
0000027707	09/19/2023	Mildred Luba	Tax Supplies - Stamps		66.00
0000027708	09/19/2023	Pennsylvania-American	Lee Park Ave/8-9-23/9-12-23		509.65
0000027709	09/19/2023	UGI Utilities Inc.	security lights/8-16-23-9-14-23	Track & Field/8-16-23-9-14-23	660.72
0000027710	09/19/2023	AFLAC	Aflac Insurance		2,291.84
0000027711	09/20/2023	Bekins	school move		14,293.20
0000027712	09/20/2023	Penteledata	dark fiber transport		587.37
0000027713	09/20/2023	UGI Utilities Inc.	Sans Souci Hwy/8-1-23-8-31-23	1st & Colley Sts.-8/16/23-9/13/23	4,339.57
0000027714	09/20/2023	UGI Energy Services Inc.	Downing 4/18/23-5/16/23	Downing/6/16/23-7/17/23	67.87
0000027715	09/21/2023	AMAZON CAPITAL SERVICES INC	Supplies for AS Class	Supplies for Learning Support at the high school	1,395.76

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0000027716	09/22/2023	JOCELYN A HOLODICK-REED	Field Hockey		883.02
0000027717	09/22/2023	United Parcel Service	weekly service charge 9/16/23		30.00
0000027718	09/25/2023	AMAZON CAPITAL SERVICES INC	school supplies	attendance envelopes ----A Eichler	150.16
0000027719	09/25/2023	Gopher	PE supplies-23/24 school year		1,240.46
0000027720	09/25/2023	NASCO	ART supplies 23/24 school year		2,204.98
0000027721	09/25/2023	Pennsylvania-American	Service Period 8/10/23-9/12/23		4,277.20
0000027722	09/25/2023	UGI Energy Services Inc.	High School 8/1/23-8/31/23	St. Marys Rd-8/16/23-9/14/23	13,482.32
* IRS0000908	09/08/2023	PNC BANK N. A.	Purpose: EE FED Full Payroll Pay Date: 9/8/2023	Purpose: ER FICA Full Payroll Pay Date: 9/8/2023	143,670.36
* IRS0000922	09/22/2023	PNC BANK N. A.	Purpose: EE FED Full Payroll Pay Date: 9/22/2023	Purpose: ER FICA Full Payroll Pay Date: 9/22/2023	156,113.10
* PATX000908	09/08/2023	PA DEPARTMENT OF REVENUE	Purpose: EE STPA Full Payroll Pay Date: 9/8/2023	Purpose: EE STPA Payroll Pay Date: 9/8/2023	17,830.92
* PATX000922	09/22/2023	PA DEPARTMENT OF REVENUE	Purpose: EE STPA Full Payroll Pay Date: 9/22/2023	Purpose: EE STPA Payroll Pay Date: 9/8/2023	19,205.75
* PSER082023	09/25/2023	PSERS	PSERS - ER JUNE 2023	PSERS - ER MAY 2023	1,512,731.59
* SUPT000908	09/08/2023	PA SCDU	DED: SUPT - Full Payroll Pay Date: 9/8/2023		439.85
* SUPT000922	09/22/2023	PA SCDU	DED: SUPT - Full Payroll Pay Date: 9/22/2023		790.62

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10 - GENERAL FUND	2,954,643.36
Grand Total All Funds	2,954,643.36
Grand Total Credit Cards	0.00
Grand Total Direct Deposits	0.00
Grand Total Manual Checks	811,041.00
Grand Total Other Disbursement Non-negotiables	1,850,782.19
Grand Total Procurement Card Other Disbursement Non-negotiables	0.00
Grand Total Regular Checks	292,820.17
Grand Total All Payments	2,954,643.36

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Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000027723	09/26/2023	95 Percent Group	Sound Walls and Spellography		5,772.80
0000027724	09/26/2023	A/CAPA	Membership		90.00
0000027725	09/26/2023	AMAZON CAPITAL SERVICES INC	Chromebook charging stations	locks	6,564.81
0000027726	09/26/2023	APPLE TREE EDUCATIONAL ASSOCIATES	Evaluation for student		1,400.00
0000027727	09/26/2023	Bassler Equipment Co. Inc.	signs		511.00
0000027728	09/26/2023	Best Plumbing Specialties Inc.	plumbing supplies		601.46
0000027729	09/26/2023	BIO YORK LLC	medical waste boxes		594.00
0000027730	09/26/2023	Biros Utilities Inc.	portable restrooms		1,730.00
0000027731	09/26/2023	Broski Distributing	School Police		364.00
0000027732	09/26/2023	BSN Sports	Girls Soccer		3,125.00
0000027733	09/26/2023	Cintas Corporation	Staff uniforms and cleaning supplies		1,531.99
0000027734	09/26/2023	Citizen's Voice	legal notices August 2023		81.27
0000027735	09/26/2023	CONNECTION	PreK Counts Teacher Laptops	trainer computer	3,208.40
0000027736	09/26/2023	CARL T DAUBERT	mileage reimbursement/cross country meet 9/12/23-9/19/23		30.79
0000027737	09/26/2023	Contract Paper Group Inc.	white & colored paper		9,077.00
0000027738	09/26/2023	Curriculum Associates	Phonics for Reading Materials (HG/LP)		1,369.23
0000027739	09/26/2023	Cut Time LLC	subscription renewal		239.00
0000027740	09/26/2023	Dailey Resources Ltd.	oxygen tank rentals		51.00
0000027741	09/26/2023	Decker Equipment	maint. supplies		206.99
0000027742	09/26/2023	Dehey McAndrew	403b Administrative		203.52
0000027743	09/26/2023	Demco Library Supplies & Library Consulting	supplies ---library		184.93
0000027744	09/26/2023	Ehrlich	pest maintenance		648.98

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0000027745	09/26/2023	ESS NORTHEAST LLC	Substitute Teachers	PreK Counts Teacher Assistants & Substitute Teachers	11,128.01
0000027746	09/26/2023	Explore Learning LLC	Reflex/Frax Renewal		12,810.75
0000027747	09/26/2023	Flinn Scientific Inc.	science supplies ---Holodick-Reed	hummer ----science supplies	103.67
0000027748	09/26/2023	Frank P. Crossin Agency Inc.	Workers Compensation Insurance 10/1/23		30,331.00
0000027749	09/26/2023	Galazin Cleaners	Cleaning Bill Football		990.55
0000027750	09/26/2023	Geisinger Clinic	Athletic Trainer Sewrvices		4,187.20
0000027751	09/26/2023	Gerritys	gerritys		160.07
0000027752	09/26/2023	Handwriting With Out Tears	Printing book for learning support students		643.67
0000027753	09/26/2023	Hanover Township Community Ambulance	CPR, Narcan, Stop the Bleed Training Faculty & Staff		6,725.00
0000027754	09/26/2023	H-A TRANSPORTATION LLC	September Bus Payment		164,097.60
0000027755	09/26/2023	John Bilski	mileage reimbursement 7/14/23-7/18/23		320.95
0000027756	09/26/2023	Ken Daubert	mileage reimbursement/cross country meet 9/12/23-9/19/23		30.79
0000027757	09/26/2023	Kim Franks	Unified Track		1,500.00
0000027758	09/26/2023	Heggerty	Heggerty Supplemental Materials		2,568.24
0000027759	09/26/2023	Infocon Corporation-Postage	Tax Bill Mailing		436.10
0000027760	09/26/2023	Jay's Business Systems	PreK Counts Copier/Sharp BP50C26	staple cartridges /Lyndwood	5,336.14
0000027761	09/26/2023	KEM-TEK	chemicals		2,456.80
0000027762	09/26/2023	KEYSTONE VALLEY TRANSPORTATION LLC	Van payment for Aug/Sept	ESY Van Billing	41,322.77
0000027763	09/26/2023	Leader Services	Renewal of Licenses for Special Education		11,912.00
0000027764	09/26/2023	Lexia Learning System	LETRS ParticipantBundle (Print + License) with live online prof learning		20,748.00

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0000027765	09/26/2023	Lindsey Equipment	grounds		23.70
0000027766	09/26/2023	LUZERNE INTERMEDIATE UNIT 18	Spec Ed Prof. services 23/24		60,385.90
0000027767	09/26/2023	Main Hardware	maint. supplies		334.61
0000027768	09/26/2023	Law Office of Mark W. Bufalino	Professional Services - August 2023		2,476.50
0000027769	09/26/2023	McAndrews Law Offices P.C.	Attorney fees		41,000.00
0000027770	09/26/2023	MICHAEL C MCCREE	Reimbursement		91.80
0000027771	09/26/2023	Mesko Glass	window repair		1,845.00
0000027772	09/26/2023	Miller Flooring Co.	gym floor		43,500.00
0000027773	09/26/2023	Modern Gas Sales	propane		84.00
0000027774	09/26/2023	Mouser Electronics	Electrical Supplies		22.86
0000027775	09/26/2023	MYSTERY SCIENCE INC.	Mystery Science Renewal K-5		7,770.00
0000027776	09/26/2023	N2Y	Renewal Licenses		2,339.96
0000027777	09/26/2023	NEIU 19	Related Services		882.25
0000027778	09/26/2023	Northeastern Security Systems	Door access		12,511.91
0000027779	09/26/2023	Pennsylvania Paper & Supply Co	house keeping supplies		120.02
0000027780	09/26/2023	Phillips Supply Co.	Envelopes for tax supplies		85.00
0000027781	09/26/2023	PRO-ED	Testing materials for Bryan Finn		204.00
0000027782	09/26/2023	RBA Professional Data Systems	Ashley/Hanover Twp/Sugar Notch/Warrior Run Per Cap		3,622.92
0000027783	09/26/2023	RELIABLE TRANSPORTATION	August Van Payment		1,933.86
0000027784	09/26/2023	Melissa Richardson	Supplies for Special education students		226.83
0000027785	09/26/2023	Sagers Service Center	inspection & oil change		578.81
0000027786	09/26/2023	Salisbury Township	Tuition for student		176.52

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0000027787	09/26/2023	Susan Isopi	Mileage Reimbursement 8/28/23-9/21/23		201.74
0000027788	09/26/2023	Savvas Learning Company LLC	My Math Lab for School Stu 1 yr. #7028560089		1,049.40
0000027789	09/26/2023	School Specialty Education	Lyndwood Supplies		76.56
0000027790	09/26/2023	Simple Solutions	Standards Based Math Resources		21,900.00
0000027791	09/26/2023	Sportman's	Football helmets	Girls Basketball	2,018.20
0000027792	09/26/2023	TK ELEVATOR CORPORATION	electrical repair	elevator service	1,007.88
0000027793	09/26/2023	Torbik Safe & Lock Inc.	master keys		39.50
0000027794	09/26/2023	TouchMath	Touch Math Grade K-2		82,891.78
0000027795	09/26/2023	United Rentals	rental of 2 pressure washers	football lights	1,077.50
0000027796	09/26/2023	Valley Power Equipment	grounds equipment		121.03
0000027797	09/26/2023	Voyager Sopris Learning	Rewards Materials HS	Rewards Materials Memorial	3,779.60
0000027798	09/26/2023	Wilson Language Training	Foundations Materials K-2	Wilson Cursive Writing Program Grade 3	9,877.68
0000027799	09/26/2023	Wilkes-Barre/Scranton Penguins	Penguins Tix for School Day		390.00
10 - GENERAL FUND					660,042.80
Grand Total All Funds					660,042.80
Grand Total Credit Cards					0.00
Grand Total Direct Deposits					0.00
Grand Total Manual Checks					0.00
Grand Total Other Disbursement Non-negotiables					0.00
Grand Total Procurement Card Other Disbursement Non-negotiables					0.00
Grand Total Regular Checks					660,042.80
Grand Total All Payments					660,042.80

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Health & Welfare Benefits Consulting

Submitted By:
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Consulting Actuary

 **Conrad Siegel**

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Proposal for
Hanover Area School District
2023 ACA Employer Reporting
September 27, 2023

About Us

Conrad Siegel is an independently owned firm based in Harrisburg for over 50 years. We offer a comprehensive approach to employee benefit issues from all types of retirement plans to health and welfare benefit plans using proven actuarial principles and expertise.

We work with hundreds of clients ranging from small, closely held businesses to Fortune 500 companies with international offices. We tailor our services to precisely and cost-effectively meet your goals. Our formula for success is rooted in our actuarial expertise and our clients' satisfaction with the quality of service we provide.

Independent, Objective Advice

- Committed to providing objective, unbiased advice, always in our client's best interest.
- A fee-based philosophy – our fees are fully disclosed and completely transparent.
- **NO HIDDEN COSTS** – we eliminate commissions from insurance policies, where possible, and return them to you through lower premiums.

Proactive, Cost-Effective Solutions

- Our strategic planning process removes the reactive "crisis management" aspect of employee benefits administration and allows you to regain a proactive role in designing and managing your employee benefits programs.
- We simplify your role in managing the employee benefit programs.
- We provide assurance to you that your benefit programs are administered in the most cost efficient manner possible.
- We anticipate issues before they develop into problems.

Precision

- Our in-house benefits attorney and a compliance committee ensure compliance with reporting requirements and plan operation.
- Peer review of all major consulting assignments and supervision by a qualified actuary.
- A professional staff that pays attention to detail for you.

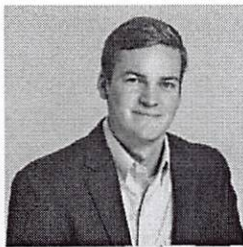
Expertise

- With 90+ professionals, including over 20 actuaries on staff, we are one of the 25 largest actuarial firms in the United States measured by number of actuaries on staff.
- We have computer specialists who make sure our systems are technologically up-to-date and ready to meet your needs.
- We provide benefits consultation to more than 1,200 corporations, partnerships, professional associations, school districts, and governmental entities at the national, state and local levels.

- Our knowledge of the central Pennsylvania employee benefits marketplace is second to none! We have access to all benefits products available to meet your needs.
- Our Health and Welfare Benefit Survey results provide valuable information about benefit strategies used by over 300 local employers.
- We are central Pennsylvania's premier employee benefits firm with the resources and expertise of a large national firm. This means you will receive the personalized service you deserve but on a cost-effective basis.

With Conrad Siegel, you are assured that your employees are getting the greatest value for the money spent.

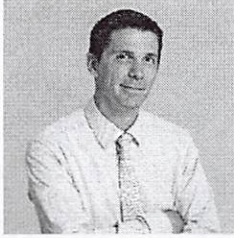
Firm Representatives



Frederick J. Gard, A.S.A., Consulting Actuary – As a member of Conrad Siegel's Health & Welfare team, Fred works with many self-funded health benefit plans on their claims tracking, projections, and annual ratings. Fred uses his actuarial expertise to help his clients understand the potential impact of plan design changes on reserve and rate/budget calculations. Prior to his work in healthcare, Fred specialized in analyzing funding, accounting, and termination liabilities for corporate defined benefit plans. Fred joined Conrad Siegel in 2016, after graduating with a B.S. degree in mathematics, summa cum laude with distinction, from Syracuse University. His professional affiliations include: Associate of the Society of Actuaries and Member of the American Academy of Actuaries.



Jonathan A. Sapochak, F.S.A., Partner and Consulting Actuary – Jon specializes in health and welfare benefit plans and works with school district trusts, private sector employers, large associations and Taft-Hartley health and welfare trusts. He is proficient in budget/fund projections, reserve and rate calculations, benefit and claim analysis, prescription drug benefit analysis and contracting, excess loss pricing and analysis, employee cost-sharing arrangements, and insurance company rate negotiations. Jon joined Conrad Siegel in 2004, and has a B.S. degree in mathematics, magna cum laude from Clemson University. His professional affiliations include: Fellow of the Society of Actuaries and Member of the American Academy of Actuaries.



James P. Pyne, Partner and Benefit Consultant – Jim works with private sector employers, school district trusts, and other tax exempt organizations. Jim has special expertise in consulting with and preparing employers for the impact of healthcare reform. He is proficient in health and welfare plan design strategy, plan funding, insurance company rate negotiations, claim analysis, reserve and rate calculations, and welfare compliance related topics. Jim joined Conrad Siegel in 2006 and is a member of the firm's Health and Welfare Compliance Committee. He has a B.S. degree in mathematics, cum laude from Villanova University.



Robert M. Glus, F.S.A., Partner and Consulting Actuary – Rob is a Healthcare Actuary who specializes in group health benefit plan consulting (including medical, prescription drug, dental, vision, disability, life, paid-time off, etc.). He works with private sector employers, tax-exempt organizations, large associations, and Taft-Hartley health and welfare trusts. Rob specializes in consulting with school district health trusts. He is proficient in postretirement medical plan valuations under SFAS 106 and GASB 45, benefit and claims analysis, health and welfare plan design and funding, reserve and rate calculations, insurance company rate negotiations, and employee cost-sharing arrangements. He is a partner of the firm and is the chairperson for the firm's Health and Welfare Committee and is a member of the Marketing Committee. Prior to joining Conrad Siegel in 1996, Rob worked in the pension department of a large actuarial consulting firm in New York City. Rob has a B.S. degree in mathematics from Bucknell University. His professional affiliations include: Fellow of the Society of Actuaries and Member of the American Academy of Actuaries.

As a Conrad Siegel Health & Welfare client, you have unlimited access to the knowledge base and expertise of the entire Health & Welfare department, which is comprised of 12 full-time benefits professionals, including Consulting Actuaries, Benefit Consultants, Actuarial Analysts and Benefit Specialists.

Our mission is to provide excellent, independent, professional actuarial consulting, employee benefit consulting, and employee benefit administration services to our clients

Summary of Proposed Services

Compliance with §6055 & §6056 Employer Reporting Mandate under the Affordable Care Act

In early 2024, employers must complete government form filings with respect to the individual mandate (§6055 reporting) and the large employer mandate (§6056 reporting), as required by law. Filing requirements include IRS reporting and employee notices detailing calendar year 2023 health care offerings, coverage elections and employee status information. Outlined below is the scope of services included under this proposal:

- **Assistance with tracking employee data.** We will assist in establishing what data elements need recorded, and assist with establishing tracking requirements for non-hourly employees.
- **Review of benefit eligibility and employee premium cost-sharing.** We will analyze your organization's benefit eligibility and cost-sharing provisions with regard to the Employer Shared Responsibility mandates and the Affordable Care Act regulations regarding full-time status.
- **Determination of "full-time" employees.** §6056 reporting must be provided for all full-time employees, as defined under the Affordable Care Act (ACA). Using the data provided by your organization, we will determine the full-time employees that must be reported.
- **Completion, filing and mailing of §6055 and §6056 reporting, as applicable to your organization.** We will complete, file and mail §6055 reporting, forms 1094-B and 1095-B and/or §6056 reporting, forms 1094-C and 1095-C, as applicable to your organization.
- **Risk Analysis.** We will evaluate any potential financial penalty exposure associated with the Employer Shared Responsibility requirements, and provide recommendations to mitigate those exposures in the future.
- **Active support for questions during and after the filing process.** We will assist your organization with understanding the reporting requirements, the filing process and addressing any employee questions that arise with regard to the forms the employees receive.
- **Assistance with employee communications.** We will assist your organization with crafting employee communication language to help your employees understand the importance and implications of the ACA Reporting process and documents.
- **Filing of corrected forms.** We will provide comprehensive assistance with resolving errors identified in the electronic filing process, and complete filings of corrected forms with the IRS.
- **Consulting regarding ACA Marketplace notices.** We will assist with review of the ACA Marketplace notices, and help the employer determine whether or not there is a need to appeal any notices of advance premium credits.

Compliance with Employer Reporting at State/District Levels

In early 2024, plan sponsors must also provide certain individual coverage information to applicable states or districts. We will assist your organization in completing filings with applicable jurisdictions as needed, including New Jersey, California, and Washington D.C.

Our Philosophy Is To Fully Disclose All Fees.

Our fee for the proposed consulting services is \$6,500.

Quote Assumptions:

This quote assumes that the data provided in the request is complete and error free and will be provided in an electronic format (spreadsheet format) that allows for easy editing and sorting. If significant data work is required, extra fees may apply (we would discuss this possibility in advance of performing the extra data work).

This quote assumes that census data and supplemental information necessary to complete the filing will be provided to us in a timely manner allowing for adequate time to complete the filing.

This quote does not include onsite Board presentation meetings, in-depth consulting memorandums and/or substantial data integrity fixes.

This quotes does not include responses to IRS inquiries. The cost of this service would depend on the scope of the work involved, and the fee would be discussed with you prior to any work being performed.

To the extent that you would like our involvement in other areas beyond the scope of services listed, we would bill you at our hourly rates. For 2023, these rates would be:

Consulting Actuary	\$365 per hour
Benefit Consultant	\$315 per hour
Associate Actuary	\$275 per hour
Actuarial/Benefit Analyst	\$205-\$235 per hour

We are pleased to present our proposal for Health & Welfare consulting services and are prepared to begin working with you immediately.

References are available upon request.