

ROSEBUD SIOUX TRIBE
Resolution No. 2019-84

WHEREAS, the Rosebud Sioux Tribe is a federally recognized Indian Tribe organized pursuant to the Indian Reorganization Act of 1934 and all pertinent amendments thereof; and

WHEREAS, the Rosebud Sioux Tribe is governed by a Tribal Council made up of elected representatives who act in accordance with the powers granted to it by its Constitution and Bylaws; and

WHEREAS, Risty Benefits, 1324 S. Minnesota Ave., Sioux Falls, SD, 57105, made a proposal to the Rosebud Sioux Tribe to be the Tribe's servicing agent and that we consolidate the Employee Vision and Dental insurance and the Employee Life Insurance under Risty Benefits; and

WHEREAS, Risty Benefits proposed that The Guardian Insurance Company will provide the vision and dental insurance at our current rate and on the same self-funded basis; and that Hartford Life Insurance Company will provide the life insurance coverage: Basic Life Insurance, Dependent Life Insurance, and Voluntary Supplemental Life Insurance; and

WHEREAS, Risty Benefits representatives met with the RST Budget and Finance Committee on April 23, 2019, to present this proposal on consolidation of tribal insurances and the Budget and Finance Committee recommended that the proposal be referred to the Rosebud Sioux Tribal Council for approval; now


THEREFORE BE IT RESOLVED, that the Rosebud Sioux Tribal Council hereby approves the proposal from Risty Benefits to act as the tribal servicing agent to work with the RST Business Office to consolidate the RST Employee Vision and Dental Insurance and the RST Employee Life Insurance and that this will take effect on July 1, 2019; and

BE IT FURTHER RESOLVED, that the President of the Rosebud Sioux Tribe is authorized to sign the Administrative Services Agreement for insurance consolidation on behalf of the Rosebud Sioux Tribe.

CERTIFICATION

This is to certify that the above Resolution No. 2019-84 was duly passed by the Rosebud Sioux Tribal Council in session on April 24, 2019, by a vote of nine (9) in favor, zero (0) opposed and three (3) not voting. The said resolution was adopted pursuant to authority vested in the Council. A quorum was present.

ATTEST:



Linda L. Marshall

Linda L. Marshall, Secretary
Rosebud Sioux Tribe



Rodney M. Bordeaux

Rodney M. Bordeaux, President
Rosebud Sioux Tribe

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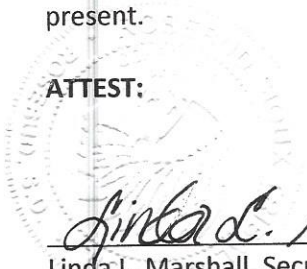

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Linda L. Marshall, Secretary
Rosebud Sioux Tribe


Rodney M. Bordeaux, President
Rosebud Sioux Tribe

B & F
04-23-19

RSTC
4-24-19

Rosebud Sioux Tribe Benefits Proposal

LIFE INSURANCE

Effective Date: July 1, 2019

Commitment Date to meet Effective Date: April 30, 2019

Employee Basic Life	Current Plan: MetLife	Proposed Plan: The Hartford
Death Benefit Amount	\$50,000	\$50,000
Accidental Death & Dismemberment (AD&D)	\$50,000	\$50,000
Guaranteed Issue Amount	\$50,000	\$50,000
Benefit Reduction Schedule	35% at age 65	35% at age 70
Decreases by...	50% at age 70	50% at age 75
Waiver of Premium	To age 65 if disabled prior to age 60	To age 65 if disabled prior to age 60
Conversion Privilege	Included	Included
Rate Guarantee	Expired	24 Months (2-Years)
Rate	\$0.154/\$1000 Coverage	\$0.154/\$1000 Coverage
Recognizes Common-Law Marriage	Maybe?	YES

Spouse / Child(ren) Life	Current Plan: MetLife	Proposed Plan: The Hartford
Spouse Benefit Amount	\$10,000	\$10,000
Spouse Guaranteed Issue Amount	\$10,000	\$10,000
Child Benefit Amount		
Age Birth to 14 Days	No Benefit	No Benefit
Age 15 days to Age 22	\$5,000	\$5,000
Student Extension	Unknown	To age 25
Conversion Privilege	Included	Included
Rate Guarantee	Expired	24 Months (2-Years)
Rate	\$3.75 per Unit	\$3.75 per Unit



Risty Benefits, Inc.
PO Box 90335, 1324 S. Minnesota Ave.
Sioux Falls, SD 57109-0335

Rosebud Sioux Tribe Benefits Proposal

LIFE INSURANCE Continued

Employee Voluntary Life	Current Plan: EPIC	Proposed Plan: The Hartford
Death Benefit Amount:	\$10,000	\$10,000
Choice of...	\$25,000	\$25,000
	\$50,000	\$50,000
		\$75,000
Benefit Minimum	\$10,000	\$10,000
Guaranteed Issue Amount (New Hires Only)	\$50,000	Equal to the amount elected or \$75,000
Benefit Reduction Schedule	35% at age 65	35% at age 70
Decreases by...	50% at age 70	50% at age 75
Waiver of Premium	To age 65 if disabled prior to age 60	To age 65 if disabled prior to age 60
Conversion Privilege	Included	Included
Suicide Exclusion	2 Years	2 Years
Benefit Increase	Only upon Approval from Underwriting	One-Time Buy Up for existing employees: Those on plan can go to next step without EOI Those not on plan can enroll in \$10,000 without EOI
Rate Guarantee	Expired	24 Months (2-Years)
Rate per \$1,000 coverage		
Under Age 25	\$0.10	\$0.10
25 - 29	\$0.10	\$0.10
30 - 34	\$0.10	\$0.10
35 - 39	\$0.10	\$0.10
40 - 44	\$0.27	\$0.27
45 - 49	\$0.27	\$0.27
50 - 54	\$0.70	\$0.70
55 - 59	\$0.70	\$0.70
60 - 64	\$1.43	\$1.43
65 - 69	\$1.43	\$1.43
70 - 74	\$1.43	\$1.43
75 +	\$1.43	\$1.43



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Sioux Falls, SD 57109-0335

Rosebud Sioux Tribe Benefits Proposal

LIFE INSURANCE Continued

Advantages of moving to The Hartford:

- Everything with a single carrier
- FREE online enrollment platform. This platform will greatly enhanced and shorten the workload for Rosebud Sioux Tribe's Business Administration.
- Refer to the Hartford's Plan Enhancement summary, provided separately, for additional benefits.

Implementation Timeline:

Event	Dates
Tribe approves and notifies the Hartford Insurance of intent to switch	BEFORE April 30, 2019
Rosebud Staff Training on Enrollment Platform	One day of training during the first two weeks of May 2019
Employee Meetings	Meetings scheduled during first two weeks of June 2019 (communicate changes, explain new benefits and provide enrollment materials)
Benefits Begin	July 1, 2019



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Value Added Services

Free of charge for Rosebud Sioux Tribe

Funeral Planning and Concierge Services by Everest (included with Life)

- It provides a suite of online tools to guide you through key decisions before a loss, including help comparing funeral-related costs.
- After a loss, this service includes family advocacy and professional negotiation of funeral prices with local providers—often resulting in significant financial savings.

Beneficiary Assist Counseling Services (included with Life)

- Compassionate advisors can help you or your beneficiaries (named in your policy) cope with emotional, financial and legal issues that arise after a loss.
- Includes unlimited phone contact with a counselor, attorney or financial planner for up to a year, and five face-to-face sessions.

EstateGuidance Will Services (included with Life)

- It helps you protect your family's future by creating a will online—backed by online support from licensed attorneys.
- Your will is customized and legally binding.
- Visit www.estateguidance.com/wills and use code

Travel Assistance and ID Theft and Protection Services (included with Life)

- Includes pre-trip information to help you feel more secure while traveling.
- It can also help you access medical professionals across the globe for medical assistance when traveling 100+ miles away from home for 90 days or less when unexpected detours arise.
- The ID theft services are available to you and your family at home or when you travel.
- Call _____ - Collect from other locations: _____ Fax: _____ or email _____
- Travel Assistance Identification Number: _____.

Ability Assist Counseling Services (EAP) - (included with Voluntary Accident & Hospital Indemnity)

- Ability Assist Counseling Services, provided through The Hartford by ComPsych, offers access to Master's and PhD-degreed clinicians for 24/7 assistance.
- This includes **three face-to-face visits per occurrence per year per individual** for emotional concerns and unlimited phone consultations for financial, legal, and work-life concerns.
- For access over the phone, simply call toll-free _____.
- The employee does not have to be on claim to utilize.

Health Champion - (included with Voluntary Accident & Hospital Indemnity)

- A 24/7 guidance/concierge service regarding medical plans.
- Administrative Support
 - Explanation of benefits (what's covered, what's not)
- Clinical Support
 - Preparation for upcoming lab visits, One-on-one review of health concerns

Rosebud Sioux Tribe Benefits Proposal

DENTAL INSURANCE

Effective Date: July 1, 2019

Commitment Date to meet Effective Date: May 1, 2019

Dental Coverage	Current Plan: Ameritas	Proposed Plan: The Guardian
Network	Open Access PPO	Open Access PPO
Usual & Customary / Reasonable	90% U&C	90% U&C
Deductible	\$25 per person	\$0
Type II & Type III Services Only	Maximum of \$75 per Family	
Annual Maximum Benefit	\$1,000 + Maximum Rollover	\$1,000 + Maximum Rollover
Type I - Preventative Services	100% Oral Exams & Cleanings (1 per 6 mos.), Bitewing X-ray (1 per 12 mos.), Full Mouth X-ray (1 per 5 years.), Fluoride / Sealants (Children ages 13 and under), Space Maintainers	100% Oral Exams & Cleanings (1 per 6 mos.), Bitewing X-ray (1 per 12 mos.), Full Mouth X-ray (1 per 60 mos.), Fluoride (children ages 13 and under), Sealants (ages 15 and under), Space Maintainers
Type II - Basic Services	80% Fillings, Periodontics, Endodontics (Root Canals), Denture Repair, Simple Extractions, Emergency Treatment for Pain	80% Fillings, Periodontics, Endodontics (Root Canals), Denture Repair, Simple Extractions, Emergency Treatment for Pain
Type III - Major Services	50% Bridges, Dentures, Implants, Crowns, Inlays, Complex Extractions, Onlays, Veneers, General Anesthesia	50% Bridges, Dentures, Implants, Crowns, Inlays, Complex Extractions, Onlays, Veneers, General Anesthesia
Maximum Rollover		
Carryover Amount	\$250	\$250
Threshold	\$500	\$500
Maximum Carryover	\$1,000	\$1,000
Orthodontic Benefit		
Lifetime Maximum	50% up to \$1,500 Children Only	50% up to \$1,500 Children Only; Will Cover Treatment already begun
Child Coverage	Up to Age 19 or up to age 25 if a full time student	Up to Age 19 or up to age 25 if a full time student



Risty Benefits, Inc.
PO Box 90335, 1324 S. Minnesota Ave.
Sioux Falls, SD 57109-0335
Tel: (605) 338-1489 Fax: (605) 338-2823

Rosebud Sioux Tribe Benefits Proposal

VISION INSURANCE

Effective Date: July 1, 2019

Commitment Date to meet Effective Date: May 1, 2019

Vision Coverage	Current Plan: Ameritas	Proposed Plan: The Guardian
Network	VSP	VSP
Annual Copay	\$10 Exam \$25 Lenses / Frames	\$10 Exam \$25 Lenses / Frames
Frequency		
Exams	12 months	12 months
Lenses	12 months	12 months
Frames	12 months	12 months
Lens Benefit		
Single Vision	Paid 100% after copay	Paid 100% after copay
Bifocal		
Trifocal		
Lenticular		
Contact Lens Benefit¹		
Medically Necessary	Covered in Full \$105 Benefit maximum 15% Discount	Covered (Copay waived) \$105 Benefit maximum 15% Discount
Elective		
Fitting and Evaluation		
Frames Benefit	\$120 Retail Maximum + 20% Off Balance	\$120 Retail Maximum + 20% Off Balance
Vision Upgrade Options	n/a	Retail Chain Provider
Child Coverage	Up to Age 19 or up to age 25 if a full time student	Up to Age 19 or up to age 25 if a full time student

¹ In lieu of eyeglass lenses and/or frames.



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Rosebud Sioux Tribe Benefits Proposal

DENTAL & VISION INSURANCE

Effective Date: July 1, 2019

Commitment Date to meet Effective Date: June 1, 2019

FUNDING	Current Plans	Proposed Plans
Administrative Cost (For Dental and Vision)	\$6.50	\$6.50
Funds for Claims	\$15.00	\$15.00



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PO Box 90335, 1324 S. Minnesota Ave.
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Rosebud Sioux Tribe Benefits Proposal

"Flock" Online Enrollment Platform

Effective Date: July 1, 2019

Commitment Date to meet Effective Date: April 30, 2019

Flock is a fully Integrated System designed to efficiently manage information, streamline processes and store data in a secure environment.

Advantages and features of Flock include:

- **Benefits Enrollment:** Plan Document and Enrollment Summaries
- **New Employee Onboarding:** W4 and I9, Offer Letters, Forms, Employee Directory
- **Time-off Tracking** including Accruals, Sick Time, Jury Duty and FMLA
- **Employee Offboarding:** Exit Tasks Checklists, COBRA Activation
- **ACA Compliance:** Auto populate and file ACA 1094/1095 forms
- **Ease the Burden** on your Business Administration Staff
- **Engage Employees** with an employee directory, new hire announcements, polls, employee anniversaries and employee birthdays

This enrollment platform is offered FREE of CHARGE as part of the complete proposal from Risty Benefits.



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Flock to a unified technology platform that provides a complete HR, Benefits Management and Compliance solution



An elegant tool for new hires & on-boarding

Delight new employees with a consistent on-boarding experience providing an easy way to update profiles, set tasks, and quickly enroll in benefits.



Ease the burden on your benefits administrators

Benefits advisors can configure plans specific to the client's needs, while providing eligible employees the ability to view plans and make life event updates.



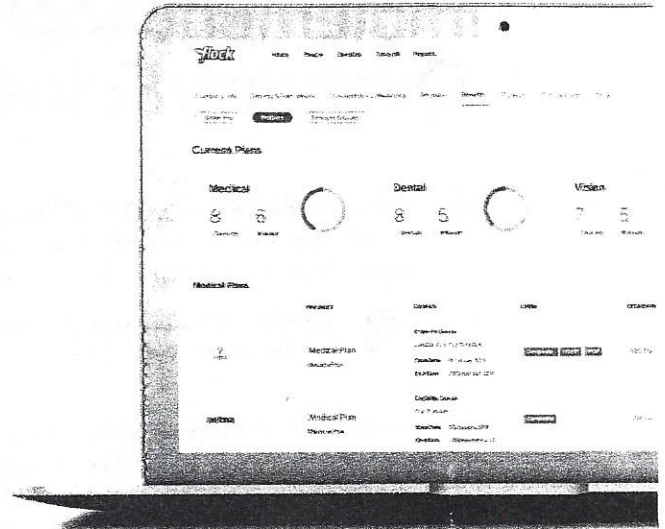
ACA Compliance you can depend on

Auto populate and file ACA 1094/1095 forms. Stay up to date with ever changing compliance requirements with robust analytics and reporting.



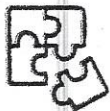
Drive higher morale with meaningful engagement

Build an active workplace with broadcast messaging, polls, anniversary announcements & birthday reminders.



Managing critical HR information never been easier

Flock's user-friendly HRIS system efficiently manages information, streamlines processes and stores data in a secure environment. Our platform consists of two modules: **HRIS System** and **Benefits Administration & Compliance**.



HRIS System

Onboarding

- W4 and I9
- Offer Letters
- Forms
- Employee Directory

Engagement

- Employee Directory
- New Hire Announcements
- Polls
- Employee Anniversaries and Birthdays

Time-off Tracking

- Accruals
- Sick Time
- Jury Duty
- FMLA

Offboarding

- Exit Tasks Checklists
- Cobra Activation



Benefits Administration & Compliance

Employee Self Service

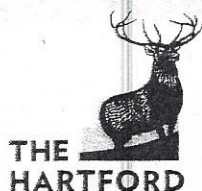
- Benefits Enrollment
- Life Events

Admin Dashboard

- Reports & Analytics
- Plan Document Summaries

Compliance

- Rules & Regulations
- HR: EEO, I9, W4, Forms
- Benefits: ACA, COBRA
- Time-off



SIMPLIFY EMPLOYEE DATA MANAGEMENT WITH A SINGLE PAPERLESS PLATFORM.

EMPLOYEE DATA WITHOUT PAPER



Target segment:
4-999



Typical implementation:
30-90 days



Offered with all
of The Hartford's
products

Your clients with fewer than 1,000 employees have to process complex data to manage HR, benefits and compliance.

Now there's a way to cut paperwork out of the process with a Human Resources Information System (HRIS) that does it all, relieving your clients of the burden. It's the Flock software platform, another innovative technology partner of The Hartford.

From hire to retire, Flock connects and supports key systems - without paperwork.

Versatile and customizable, Flock supports all of the systems needed to onboard and manage employees throughout their career history - with just one platform. And without the burden of massive paperwork.

HRIS CAPABILITIES MADE FOR SMALL-TO-MIDSIZE CLIENTS

Flock is uniquely suited to the needs of your small and middle market accounts. Capabilities include:

- Onboarding/Offboarding
- I-9 & W-4 forms for new hires
- Documents & e-Signatures
- Employee engagement
- Benefits enrollment
- ACA compliance
- Payroll integration
- Background checks

continued





**A Proposal of Employee Benefits from The Hartford
for the U.S. Employees of**

Rosebud Sioux Tribe

Accident Insurance

Presented by: Risty Benefits Inc.

Proposal valid until: 06/10/2019



BURN – SKIN GRAFT (FOR 3RD DEGREE BURN)	Once/accident	25% of burn benefit
CONCUSSION	Up to 3 Concussions/year within 72 Hours	\$100
EYE INJURY – OBJECT REMOVAL	Highest benefit once/accident within 90 Days	\$100
EYE INJURY – SURGERY	Highest benefit once/accident within 90 Days	\$300
HERNIA REPAIR	Once/accident within 365 Days	\$100
JOINT REPLACEMENT	Once/accident within 90 Days	\$1,500
KNEE CARTILAGE – WITH REPAIR	Highest benefit once/accident within 12 Months	\$500
KNEE CARTILAGE – WITHOUT REPAIR		\$100
LACERATION – 2" TO 6"	Highest benefit once/accident within 72 Hours	\$100
LACERATION – 6" OR GREATER	Highest benefit once/accident within 72 Hours	\$400
RUPTURED DISC	Once/accident within 365 Days	\$500
TENDON/LIGAMENT/CUFF – SINGLE	Highest benefit once/accident within 365 Days	\$600
TENDON/LIGAMENT/CUFF – 2 OR MORE		\$800

Specified Injury & Surgery Benefit Package: Dislocations (dollar amounts shown are for Open Surgical injuries)

Injury	Detail (Per covered person)	Plan 1
SPOUSE BENEFIT AMOUNTS	--	100% of Employee's Coverage Amount
CHILD(REN) BENEFIT AMOUNTS	--	100% of Employee's Coverage Amount
ANKLE, FOOT BONES (EXCEPT TOES)	Once/joint/lifetime (Open or closed)	\$500
COLLARBONE – ACROMIO/SEPARATION		\$250
COLLARBONE – STERNOCLAVICULAR		\$500
ELBOW		\$500
FINGER, TOE		\$100
HIP		\$2,000
KNEE		\$1,000
LOWER JAW		\$500
SHOULDER (GLENOHUMERAL)		\$500
WRIST		\$500
HAND BONES (EXCEPT FINGERS)		\$500
CLOSED (NON-SURGICAL)		50% of open benefit
INCOMPLETE/WITHOUT ANESTHESIA		25% of closed benefit
MULTIPLE DISLOCATIONS/FRACTURES	--	≤ 200% of highest benefit

Specified Injury & Surgery Benefit Package: Fractures (dollar amounts shown are for Open Surgical injuries)

Injury	Detail (Per covered person)	Plan 1
SPOUSE BENEFIT AMOUNTS	--	100% of Employee's Coverage Amount
CHILD(REN) BENEFIT AMOUNTS	--	100% of Employee's Coverage Amount
ANKLE	Once/bone/accident within 90 Days	\$500



SIGHT - BOTH EYES		\$20,000
SPEECH & HEARING (BOTH EARS)		\$20,000
1 HAND & 1 FOOT	Once/accident within 90 Days	\$20,000
1 HAND/FOOT & SIGHT OF 1 EYE		\$20,000
1 HAND OR 1 FOOT		\$10,000
SIGHT - 1 EYE		\$10,000
SPEECH OR HEARING (BOTH EARS)		\$10,000
THUMB & INDEX FINGER (SAME HAND)		\$2,500

Additional Plan Features & Services:

POLICY AGE LIMIT	Coverage terminates when the employee reaches age 80
PORTABILITY	Included
CONTINUATION OF COVERAGE	Included
CONTINUITY OF COVERAGE	Included
ABILITY ASSIST® 1	Included
HEALTH CHAMPIONS® 1	Included

Enrollment & Contribution:

ENROLLMENT TYPE	Annual Open Enrollment ⁴
EMPLOYEE CONTRIBUTION	100% employee paid (Voluntary)
NUMBER OF ELIGIBLE EMPLOYEES	985
MINIMUM PARTICIPATION REQUIREMENT	10 enrolled employees

Rate Information:

PLAN TYPE	Employee	Employee & Spouse	Employee & Child(ren)	Family
MONTHLY RATES - PLAN 1 ²	\$7.08	\$11.16	\$11.82	\$18.63
INITIAL RATE GUARANTEE PERIOD	2 Years			

¹ HealthChampion® and Ability Assist® are offered through The Hartford by ComPsych®. ComPsych is not affiliated with The Hartford and is not a provider of insurance services. The Hartford is not responsible and assumes no liability for the goods and services provided by ComPsych.

² Rates/benefits may change on a class or plan basis.

³ Hospital does not include: convalescent homes, or convalescent, rest or nursing facilities; facilities affording primarily custodial, educational or rehabilitative care; or facilities for the aged, drug addicts or alcoholics.

⁴ Assumes all eligible employees can enroll in the plan and/or increase existing benefits without providing evidence of insurability during the scheduled initial enrollment period and subsequent scheduled enrollment periods occurring annually thereafter. Guarantee Issue and pre-existing condition limitations apply. Annual Open Enrollment necessitates that pre-defined enrollment experience practices are agreed to be implemented by the employer.



**A Proposal of Employee Benefits
from The Hartford for
the U.S. Employees of**

Rosebud Sioux Tribe

Hospital Indemnity Insurance

Presented by: Risty Benefits Inc.

Proposal valid until: 6/10/2019



Employee & Spouse/Partner	\$40.32
Employee & Child(ren)	\$36.32
Family	\$59.57

¹ Hospital does not include: convalescent homes, or convalescent, rest or nursing facilities; facilities affording primarily custodial, educational or rehabilitative care; or facilities primarily for care of the aged/elderly, persons with substance abuse issues/disorders or mental/nervous disorders. Confined means the assignment to a bed in a medical facility for a period of at least 20 hours. State variations may apply.

² Guaranteed issue coverage is only available if the minimum participation requirement is met. If participation does not meet the required level, coverage may be rescinded. Guaranteed issue coverage is subject to the plan's pre-existing conditions limitation(s), if applicable.

³ HealthChampionSM and Ability Assist[®] are offered through The Hartford by ComPsych[®]. ComPsych is not affiliated with The Hartford and is not a provider of insurance services. The Hartford is not responsible and assumes no liability for the goods and services provided by ComPsych.

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United States Department of the Interior

BUREAU OF INDIAN AFFAIRS

Rosebud Agency
Post Office Box 228
Mission, South Dakota 57555

IN REPLY REFER TO:
Office of the Superintendent
(605) 856-2334

MAY 03 2019

Honorable Rodney Bordeaux
President, Rosebud Sioux Tribe
Post Office Box 430
Rosebud, South Dakota 57570

Attention: Linda Marshall, RST Secretary

Dear President Bordeaux:

The following resolutions, received in this office on 5/3/19 have been reviewed and re-routed to the appropriate branches.

Resolution No. 2015-20 (Reconsider & Rescinded: 04/18/19)
Resolution No. 2018-304 (Amended: 04/18/19)
Resolution No. 2019-03
Resolution No. 2019-04
Resolution No. 2019-05
Resolution No. 2019-06
Resolution No. 2019-07
Resolution No. 2019-08
Resolution No. 2019-09
Resolution No. 2019-10
Resolution No. 2019-78
Resolution No. 2019-83
Resolution No. 2019-84

Sincerely,

Lee A. Beardt
Superintendent

Enclosure