

APPENDIX A.1

Pricing for TXShare Cooperative Purchase Program Participants

Pricing Philosophy

GBS offers a transparent and flexible pricing structure designed to align with the fiduciary responsibilities of public-sector employers. Our approach ensures that clients clearly understand all forms of compensation and can select a model that best meets their organizational needs, financial goals, and governance requirements.

We provide multiple compensation models that can be applied consistently across TXShare members, while remaining adaptable to each entity's size, complexity, and service scope.

Available Compensation Models

1. **Fee-Based (Preferred for Fiduciary Alignment)**

A fixed or per-employee/per-month (PEPM) fee structure that eliminates conflicts of interest and ensures complete transparency.

2. **Commission-Based (If Requested by Client)**

GBS can support traditional commission-based arrangements when preferred by the client or required by carrier structure.

3. **Hybrid Model**

A combination of reduced commissions with a supplemental fee to ensure service consistency and transparency.

Transparency, Service Scope, and Flexibility

GBS is committed to full transparency and alignment with our clients' fiduciary responsibilities. We provide complete disclosure of all direct and indirect compensation, including commissions, fees, and any third-party remuneration, along with annual reporting by line of coverage and 408(b)(2)-style disclosures where applicable. Our pricing structures are designed to be clear, auditable, and adaptable, ensuring each TXShare member can confidently select an approach that aligns with their governance requirements.

Core consulting services are included within our standard pricing models at no additional cost and encompass strategic benefits planning, claims analytics and reporting, compliance support, vendor and carrier management, renewal strategy, and employee communication. For entities requiring additional support, GBS offers optional services—such as advanced analytics, procurement and RFP development, technology implementation, retiree/OPEB strategy, and labor negotiations—on a clearly defined project or fixed-fee basis.

Recognizing the diversity of TXShare members, our pricing model is intentionally scalable and flexible. We tailor solutions based on organizational size, complexity, and service needs, allowing members to right-size their engagement while maintaining access to the full breadth of our expertise. GBS also acknowledges and will comply with all TXShare administrative fee, reporting, and remittance requirements.

Included & Fee-Based Services

We've designed our services to provide you and your team with unmatched industry expertise. With GBS, you will always have access to the best resources and tools to support your people and your culture.

Benefits Consulting & Strategy	Design Benefit Evaluation, Underwriting Methodologies, Risk Management, Forecasting, Risk Sharing, Consumer Engagement, Funding Options	Included
	Education Promotion of Consumerism, Health and Productivity, Overall Business and Benefits Solutions, Benefits Compliance, Benchmarking	Included
	Review Requests for Proposals, Comparison of New Bids and Existing Plans, Provider Matching Analyses	Included
	Negotiation Renewal Rates, Benefits Design, Bids, Provider Networks, Stop Loss	Included
	Innovation New Market Offerings, Employer Trends, Employee Culture, Benefits Technology	Included
	Self-Funding Support, Market Stop Loss Negotiations	Included
	Global Coordination	Fee Applies Based on Complexity
Account Management	Benefits Administration Support and Strategy	Included
	Escalated Claims Resolution and Appeals Support	Included
	Resolve Enrollment Issues and Address Employee Inquiries	Included
	Carrier and Vendor Liaison / Coordinator	Included
	Open Enrollment and Employee Benefit Education Strategy	Included
	Ongoing Benefit Education for Employees and New Hires	Included
	Compliance Process and Documentation	Included
	GBS Edge: Employer Portal [Employee Portal Coming Soon]	Included

Employee Support	Benefits Education Resources	Included
	Employee Communication Resources	Included
	GBS Edge: Online Education Platform	Included
	GBS Advocacy Concierge Employee Support , Healthcare Navigation, Claims Resolution, Billing Errors and Disputes	PEPM Fee Applies Per Employee Per Month \$0-\$3.50 PEPM
Industry Trends	Newsletters General Benefits and HR Updates, Population Health Resources, Compliance News and Health Care Reform, Upcoming Events	Included
	Seminars, Webinars, and Conferences Presented by In-House and Industry Experts	Included
	Summaries, Articles and Resources Authored by In-House Experts	Included
Data Analytics	Plan Management Reports Rating Calculations, Rate and Contribution Modeling, Plan Comparison Analysis, Specific Deductible Analysis, Financial Reporting, Incurred But Not Reported (IBNR) Estimates, Ad-Hoc Reports	Included
	In-Depth Claims Review Top Diagnosis, Drug, and Provider, ER and Hospital Utilization, Predictive Modeling / Risk Scores, Stop Loss Negotiation / Support	Included
	Claims Dashboard On-Demand Access to Claims Data	Included
Pharmacy	Pharmacy Benefit Consulting Pharmacy Strategy and Specialty Solutions, Procurement and Vendor Management, Implementation and Performance Support, Cost Analysis, Benchmarking, Market Insights	Included
	Clinical Pharmacy Services Utilization Analysis, Cost and Medication Management, Therapeutic Strategy Support, Clinical Program Optimization, Medication Review and Site of Care Guidance	Included
	GBS Rx Advantage Manufacturer Assistance & Optimized Prescription Access	Fee Applies Dependent on Service

Clinical Solutions	Medical Consulting	Included
	Claims Monitoring Claims and Utilization Review Conducted by MD, PharmD, PA-C, and CHES	Included
	Intervention & Solutions Care Appropriateness, Clinical Efficacy, Integrated Care Coordination, Prevention and Education, Long-Term Planning Tools, Cost Containment Initiatives	Included
Employee Wellbeing	Population Health Consulting Wellness Assessment, Consultative Operating Plan, Ongoing Evaluation of Population Health Initiatives and Outcomes	Included
	Behavioral Health Consulting Behavioral Health Strategy, Claims and Trend Analysis, EAP and Resource Guidance, Early Intervention Education	Included
	Behavioral Health Education & Training * Certification Trainings, Custom Seminars	Fee Applies Dependent on Service
	Employee Health Promotion Resources Challenges, Campaigns, Educational Flyers, Videos, Seminars, Webinars, Custom Health Promotion Resources	Included
Income Protection	Life & Disability Consulting Optimized Carrier and Coverage Options, Proposal Comparison, Executive Benefits, Implementation, HR Technology Integration, Dedicated Service Team	Included
	Voluntary Benefits Consulting Needs-Based Approach, Proposal Comparison, Enhanced Benefit Options, Implementation, HR Technology Integration. Employee Education and Resources, Ongoing Service and Support	Included
HR Technology	Employee Navigator Benefit Election Capabilities, Employee Self-Service, Carrier Files, Onboarding, Emergency Contacts, HR Management, Licensing and Certification, Training	Included
	HR Technology Consulting General Consulting, Vendor-Neutral Evaluation and Selection	Included
	HR Technology & Systems Support Vendor Management, Implementation Oversight, and Ongoing Support	Fee Applies Dependent on Service

*There is no cost for standard presentations. Fees apply only for custom presentations and Mental Health First Aid training.

- Custom presentation (1 hour): \$475, plus travel expenses if applicable
- Mental Health First Aid training: \$120 per participant

HR Support	Compensation Advisory Support Quick Questions, Directional Guidance	Included
	Compensation Consulting Services Compensation Strategy and Rewards Planning, Market Pricing and Salary Structures, Incentive and Pay Program Design, Job Architecture and Career Frameworks, Custom Compensation Analysis and Advisory Support	Fee Applies Dependent on Service
	HR Resources One Hour HR Audit, Live HR Consulting Access, Policy and Documentation Library, Mineral™ HR and Compliance Platform	Included
	HR Advisory Services Creation of New Job Descriptions, I-9 Self-Audit Setup & Guidance, FMLA Process Audit, Employee Handbook Creation or Revision, Custom HR Projects	Fee Applies Dependent on Service
	HR Training On-Site or Remote, Management and Leadership Training, Harassment Prevention Training, 6-Week HR Leadership Certification	Fee Applies Dependent on Training

HR consulting services are offered independently of insurance placement in compliance with state and federal law.

Health Benefits Compliance	Compliance Support Health Benefits Attorney and Compliance Team Providing Education and Resources ERISA, COBRA, IRC, HIPAA, Medicare MSP and Part D, MHPAEA, ACA, and Transparency Requirements	Included
	Compliance Resources myGBS Compliance Dashboard, Annual Compliance Checkup, Gap Analysis and Action Steps, Toolkits and Resources, Monthly Newsletter, Seminars, Webinars	Included
	COBRA Administration Setup, Takeover, Qualifying Event Notification, Initial COBRA Notification, HIPAA Certifications of Credible Coverage (for non-COBRA losses of coverage), Monthly Premium Billing	Included
	COBRA Open Enrollment Service	\$15 Per Notice Sent
	COBRA Beneficiary Billing, Collection, Processing	2% of Premium Paid by COBRA Participant

Stronger HR Strategy. Smarter Workforce Decisions.

Ongoing HR support plus specialized consulting and training when your organization needs more.

Included HR Support

With GBS, you have access to:

- › One Hour HR Audit
- › Live HR Consulting Access
- › Policy & Documentation Library
- › Mineral™ HR & Compliance Platform

Management & Leadership Training

\$875 Per Session

Up to 90 Minutes, On-Site

Interactive training designed to strengthen leadership effectiveness and workplace consistency.

Popular topics include:

- › Respect in the Workplace
- › Effective Documentation & Performance Conversations
- › Managing Leaves of Absence
- › FMLA Administration
- › Legal Issues in Employment
- › Interviewing & Hiring Practices
- › Generational Dynamics
- › Communication & Time Management
- › Employee Handbook Guidance

HR Consulting services are offered independently of insurance placement.

Targeted HR Advisory Services

On-Site Harassment Prevention Training

\$875

Creation of New Job Descriptions

\$150 Each

Volume Pricing Available

I-9 Self-Audit Setup & Guidance

Pricing Varies Based on Company Size and Complexity

FMLA Process Audit

\$750

6-Week HR Leadership Certification

\$775 Per Attendee with Volume Pricing Available

Employee Handbook Creation or Revision

\$1,400 – \$3,500+ Based on Company Size and Complexity

Custom HR Projects

Additional HR consulting services are available on a per-project basis to meet unique organizational needs.

Ready to strengthen your HR strategy?
Connect with your GBS Team today.



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