



**Better  
Advice.  
Better  
Benefits.**


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**Benefits  
Consulting  
Built By and  
For Arizona  
Public Sector  
Employers**

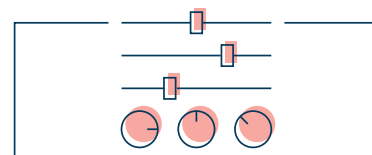
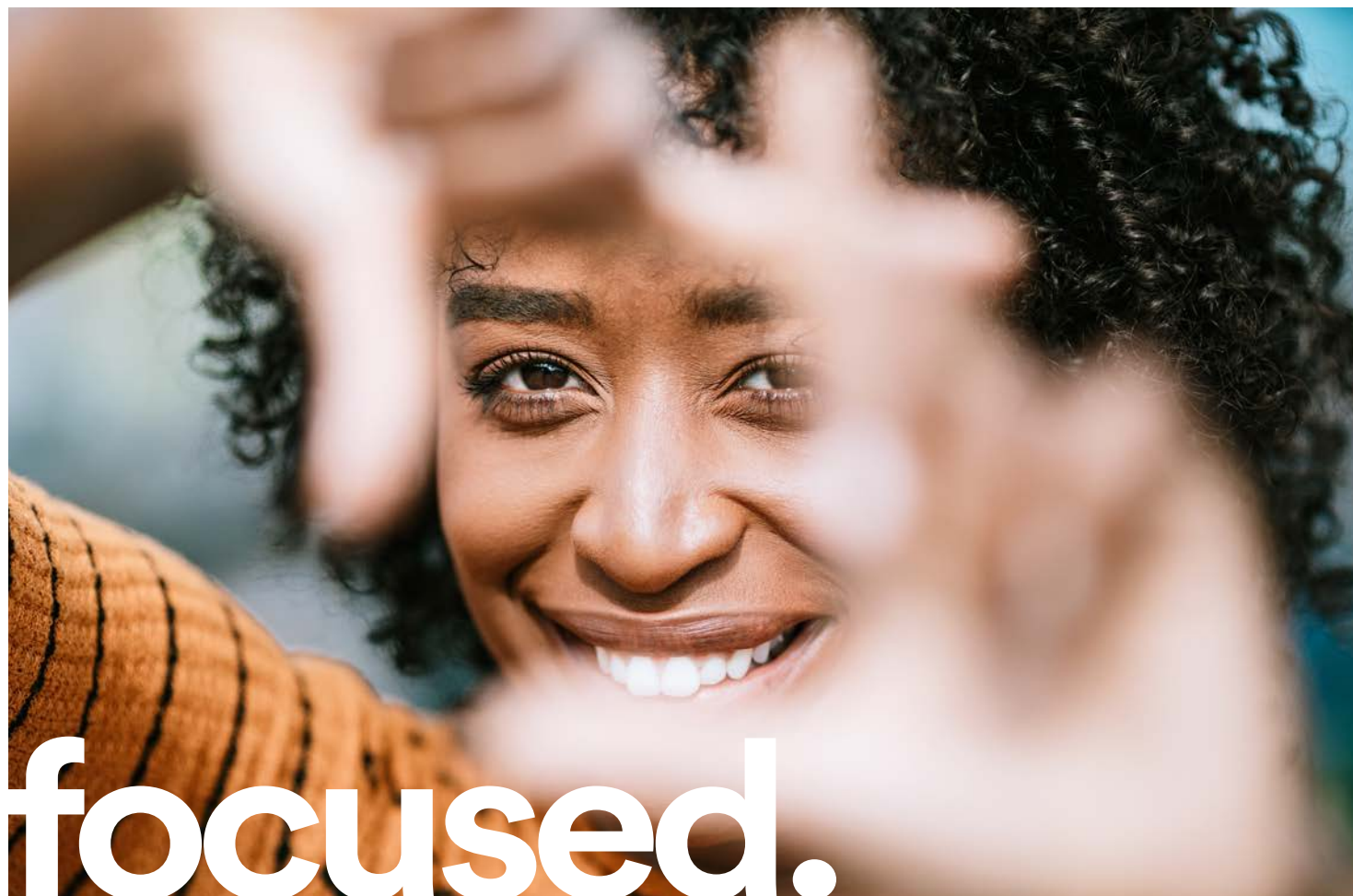




**We are committed to delivering  
expert advice, forward-thinking  
strategies, and cost-effective  
solutions to help clients attract  
and retain employees.**



**Improving employee  
health and the financial  
health of Arizona public  
sector employers is  
our top priority.**



## Committed to lowering healthcare costs through tailored, innovative solutions and proven methods that **improve employee health** and the **financial health** of Arizona's public sector.

VSMG is a leading employee benefits consultant dedicated exclusively to serving the needs of Arizona's school districts, municipalities, and other public entities for over 17 years. With offices in Phoenix and Tucson, we are committed to delivering expert advice, forward-thinking strategies, and cost-effective solutions to help clients attract and retain employees.



**Since 2005, we have provided clients with timely year-round advice and strategy** in all key areas of employee benefits including:

- compliance
- renewals
- population health
- vendor and contract analysis
- financial reporting
- budget projections
- requests for proposals
- carrier and plan negotiations and recommendations
- employee benefits education
- wellness
- **and more.**

We know the importance of maximizing budget dollars in all areas, especially employee benefits. We never lose sight of our client's needs and goals. We currently serve the benefits consulting needs of 35,000 public sector lives. Client satisfaction is our priority.

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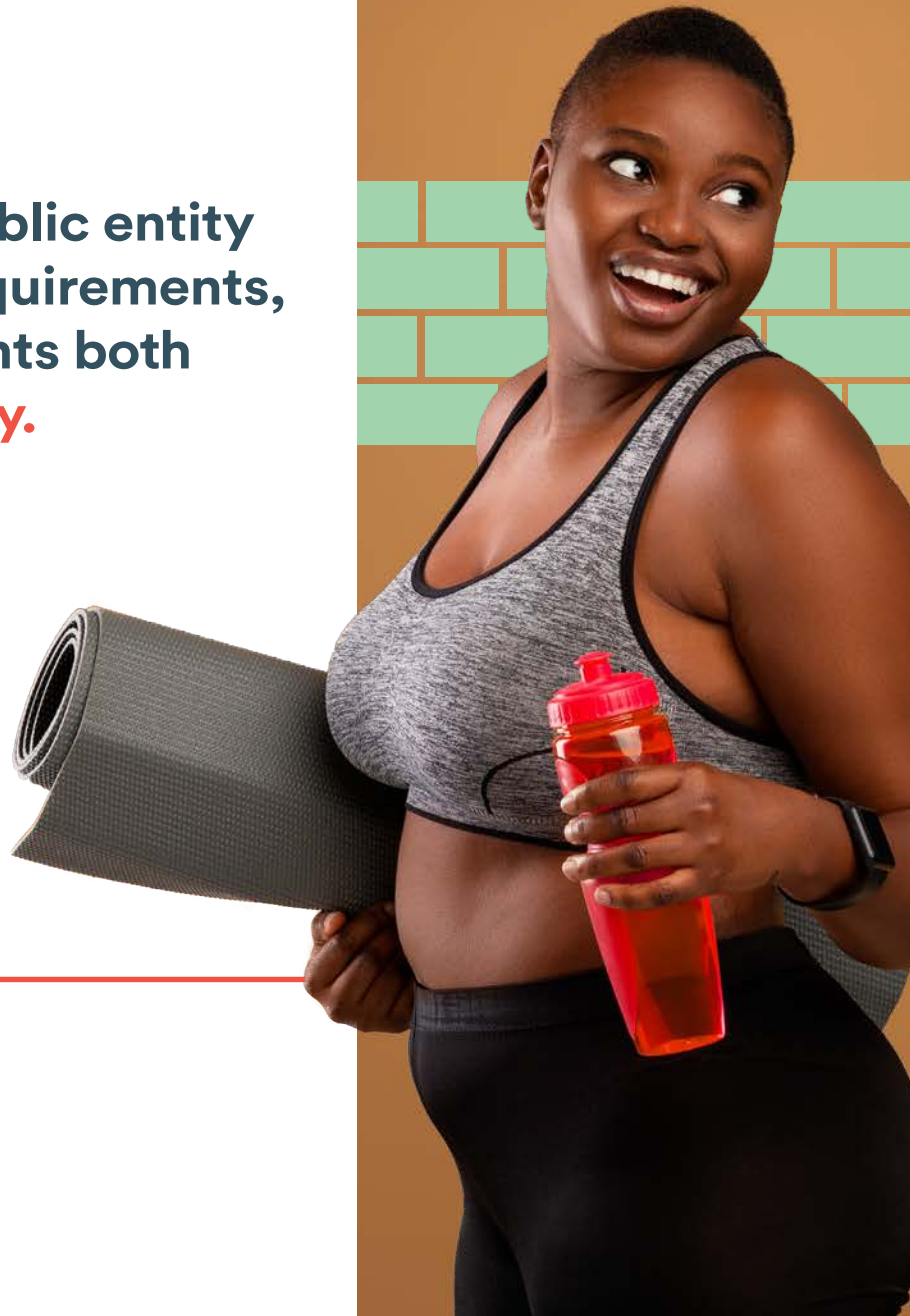


different.



**We meet all public entity  
contracting requirements,  
saving our clients both  
time and money.**

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# uniquely experienced.

We possess a keen understanding of our clients' needs. Our leadership team has over **17 years of experience** providing Arizona public sector employers with quality employee benefits consulting services and is one of the largest consultants serving Arizona public schools. Our team knows how to leverage every available resource to aid schools in making sound business decisions related to employee benefits.



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# local.

We serve the consulting needs of public sector employers from our centrally located offices in Phoenix and in Tucson. On average, our team collectively spends over 300 hours annually serving the individual needs of each client.

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# affordable.

Our fixed fee pricing is all inclusive, based on the number of benefit-eligible lives. No surprises. Clients benefit from our nonprofit structure and our relationship with other procurement-compliant entities, which saves time and money.





**collaborative.**



**Our experienced in-house consulting team works closely with independent industry leading consultants to stay in front of insurance trends and drive meaningful results.**

VSMG is collaborative, partnership-focused and results-driven. We've built a diverse, experienced team of consultants and specialists in the field of healthcare and pharmacy administration, as well as public sector finance, benefits technology, wellness, and employee communications.

Unique in the marketplace, we employ an independent, multi-consultant approach to better serve the specialized needs of our client base. We are partnered with top

nationally and regionally recognized consulting firms, Brown & Brown Insurance and GBS, to serve the varied needs our public sector clients in areas of underwriting, compliance, actuarial, and pharmacy benefit management.

Together, we operate as a trusted authority on all employee benefits matters. We deliver solutions that strengthen our clients' benefits programs, resulting in superior savings, greater control and increased flexibility.

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**Our collaborative, multi-consultant approach allows us to capture and leverage every opportunity to deliver meaningful improvements in cost and employee health.**

Our consulting teams work together to ensure rigorous analysis of all benefit plans, renewals, interventions, and solutions.

Whether challenges are related to cost, population health, legislation, administration, disease management, employee education, recruitment, retention, or all of the above, we deliver effective, sustainable solutions that exceed client goals and objectives.



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**what we've  
achieved  
for our clients:**





Estimated **3% or  
\$897,000 combined savings**  
on pharmacy claims



Estimated **10% or  
\$280,000 savings** on PBM  
contract negotiation



Estimated **9% or  
\$182,000 savings** on PBM  
contract negotiation



we do the



heavy lifting.



As your trusted advisor and partner in benefits, **we cover it all, year-round, for a fixed fee.** All-inclusive. No headaches. No hidden costs.

**All-inclusive.**

**No headaches.**

**No hidden costs.**

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# services



## Benefits Consulting

Plan Design, Performance, and Reporting  
Renewal Analysis and Recommendations  
Carrier Negotiations  
Plan Compliance Review  
Plan Administration  
Enrollment Technology



## Analysis and Actuarial

Population Health Analysis  
Plan Performance Analysis  
Benchmarking and Forecasting  
Evaluation and Recommendations  
Contract and Plan Document Analysis



## Compliance and Legislative

State and Federal Legislation  
403b, COBRA, HIPAA, FMLA, ACA  
Medicare Part D  
Training and Seminars  
Education and Tracking



## Requests for Proposal

Advice and Strategy  
Design and Development  
Issuance and Management  
Review and Evaluation  
Negotiations and Recommendations



## Account Management

Plan Management  
Vendor Management  
Implementation and Deployment  
Claims Advocacy and Resolution  
Procedural and Administrative Support  
Open Enrollment Planning and Support  
Benefits Fair Coordination and Attendance



## Education and Communication

Benefit Guides	Flyers
Presentations	Announcements
Newsletters	Webinars
Surveys	Videos



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**Let's Talk!**

**623.594.4370**

**vsmg.org**

